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With the holidays quickly approaching, it’s time to once again think about buying American. But working Americans aren’t the only ones who should be considering whether to help America’s workers. So should the American government. A proposed 12-nation Pacific Rim trade deal could take away the federal government’s ability to enforce a law allowing it to favor American companies when purchasing goods.

The “Buy American” procurement program has been on the books for more than 80 years. But it has become a target, thanks to the Trans-Pacific Partnership deal being negotiated. The pact would remove the ability of the U.S. to prioritize companies located in this country when making government purchases.

The TPP would allow foreign companies to compete for the tax dollars of Americans.

Under the trade agreement, the U.S. government would be required to grant all firms operating in any TPP country the same access as American companies to federal government procurement contracts over a certain value. The ban on preferential treatment for U.S. firms on obtaining government contracts would result in the off-shoring of hundreds of millions in tax dollars now recycled into the U.S. economy.

While some suggest that American companies will make up for any such losses through increased trading with other Pacific Rim nations, the same promises were made with other bad trade deals like NAFTA. Further, U.S. federal procurement market is more than 10 times larger than all the other prospective procurement markets combined. So in essence, the U.S. would be trading preferential access to the $556 billion U.S. federal government procurement market in exchange for just $53 billion worth of new national procurement markets overseas. That is a bum deal.

The TPP would allow Chinese-government-owned firms in Vietnam to undercut American businesses in order to gain U.S. government business. They can do that because the average minimum wage salary in Vietnam is 52 cents an hour. But does it make sense to allow such Communist-owned companies to handle work dealing with, for instance, U.S. national security? Hell no!

And while the Senate has yet to take up that legislation, Sen. Debbie Stabenow (D-MI) has also shown she is willing to stand up for American manufacturing. She has reintroduced the “Bring Jobs Home Act” that would give tax breaks to businesses that bring back jobs to the U.S. from overseas. The bill is due to be taken up on the Senate floor soon.

America became the world power that it is today by taking tough stands. Congress needs to assert U.S. independence now by standing firm against this TPP provision and allowing the Buy American program to flourish.
In September, Teamsters General President Jim Hoffa was appointed as a member of the Advisory Committee for Trade Policy and Negotiations (ACTPN) by President Barack Obama. “It is a great honor to serve on the committee and advise President Obama on trade matters,” Hoffa said. “I look forward to being a voice for working families and helping our country formulate a trade policy that helps American workers.”

Along with Hoffa, Obama appointed other labor leaders to the ACTPN: Leo Gerard, President of the Steelworkers Union, and Joseph Hansen, International President of the United Food and Commercial Workers.

“These men and women have demonstrated knowledge and dedication throughout their careers,” said President Obama of his new appointments. “I am grateful they have chosen to take on these important roles, and I look forward to working with them in the months and years to come.”

The ACTPN advises the president on the negotiation of new trade deals, implementation of U.S. trade law and the resolution of trade disputes. Each ACTPN member serves a term of two years.

This isn’t Hoffa’s first term as a member of the ACTPN. He is widely acknowledged as one of the most prominent voices on unfair trade policies, and his Labor Day speech, alongside Vice President Joe Biden, proved why.

“People forgot what unions have done. We stand on the shoulders of the people before us they got us here and it’s our job to take it the rest of the way,” Hoffa said at a rally in Detroit prior to the city’s annual Labor Day parade. “Where did the eight-hour a day come from? Unions. Where did the 40-hour work-week come from? Unions. Where did Social Security come from? Unions. Where did paid vacations come from? Unions.”

Thousands of union men and women brought their families out to the rally and raised their voices to celebrate everything labor has done for them and to support the ongoing fight for the state and nation’s future.

“I still know how to say how to say the word ‘union,’” Biden said. “I talk about unions because you’re the reason why every other American worker has any of the basic rights they have – because of unions. It’s not hyperbole, unions did in fact build the middle class and here’s what that did - that built the United States of America as we know it.”
The Teamsters Disaster Relief Fund is a charitable 501(c)3 developed in 1991 to assist Teamster members who have suffered a loss from a disaster. The fund receives donations from local unions and their affiliates. Through this fund the Teamsters provide needed relief and outreach to members and their communities in their hour of need.

“Teamsters are known for the ability to help those less fortunate,” said Antonio Christian, Secretary of the Teamsters Disaster Relief Fund. “When disasters strike, whether they are tornadoes, hurricanes or other calamities, we come together to help one another. I believe our union is, at its heart, a family.”

When tragedies strike, many Teamster groups and individuals often make donations. In order for the fund to be used in a timely basis, though, the need to build the fund is ongoing.

Support From the Union
One of the disasters that required direct assistance from the fund was Hurricane Katrina, which struck the Gulf Coast in August 2005. Members across the United States and Canada were actively involved in relief efforts to assist members in New Orleans, Biloxi and the Gulfport regions of Mississippi. Thousands of dollars were contributed for disaster relief from Joint Councils and local unions, in addition to locals sending supplies and volunteers to the disaster-hit areas.

Local 25 in Boston sent supplies and a law enforcement vehicle to New Orleans and Locals 299 and 337 from Detroit worked together to send nine trucks of vehicles filled with water and supplies. Teamsters Canada arranged for truckloads of supplies to be sent to New Orleans and Biloxi while California locals joined the effort in sending supplies and volunteers.

When tornados hit Oklahoma, leveling miles of homes in 2013, Teamsters again rolled up their sleeves to donate money, time and supplies to help displaced families.

Ed Hall, a YRC retiree with Local 886 in Oklahoma, volunteered to haul Red Cross supplies to families for 36 hours despite losing half his home’s roof in the disaster. “I thought it was the right thing to do,” Hall said. “I wanted to give back any way I could.”

The Need is Always Present
“Our Disaster Relief office at Teamster headquarters is committed to alerting local unions when a disaster has struck, but in order to be best prepared, we need to have a strong Disaster Relief Fund,” Christian said. “I ask that all local unions and Joint Councils consider a yearly donation to the fund so that we can be ready when the need arises. In times of great need after a major disaster, we will reach out to request additional funding. However, building the Disaster Relief Fund must remain a top priority so that we can continue providing assistance to Teamster families in need.”

For more information, visit teamsters-disasterrelieffund.org.
Country music-singing siblings the Swon Brothers captured the imagination of many a Teamster last year when the sons of Local 516 Secretary-Treasurer Kelly Swon finished third on NBC’s hit singing contest show “The Voice.” Now the duo is moving forward in their career with the recent release of their self-titled major label album debut.

For a family that performed on the road together for years in relative anonymity, the arrival of music stardom for brothers Zach and Colton is being warmly embraced by father Kelly. “It feels like fulfillment,” the elder Swon said. “It is good to see someone who set their life goal and stuck together. Divided, I think they would have failed. But they stuck together and that made them stronger.”

Zach and Colton, who have been on the road for months headlining smaller venues while also serving as the opening act in arena shows for some of the largest country musicians around, said the release of the album is like a dream, but one that came from hard work.

They noted they are where they are today because they learned that determination and dedication are needed to be successful from their father, who previously worked for UPS before heading up the Muskogee, Okla. local. Family support has also played a big role.

“When we are writing songs and playing our shows and doing everything that has to do with music, it really shows where we come from,” Zach Swon said. “Whether it was UPS or what he is doing for the Teamsters, or running sound for us, everything he did was for us.”

When it comes to the music, Colton Swon said the rollout of the new album was exciting and a bit stressful at the same time. Although it was not their first time in the recording studio, it still was a brand new experience for the brothers.

“This album cost more than a couple of hundred bucks, and there wasn’t tape on the walls. We had never worked with a producer,” he stated. “It’s been an amazing feeling.”

While the Swon Brothers’ sound is definitely rooted in country music, the duo has influences outside the genre. Zach, for instance, noted that classic rock legends The Eagles are a favorite of the brothers. And the combination makes for a rocking sound.

“So far, we’ve gotten nothing but great feedback,” Zach Swon said. “The songs we write and the music we make is country; that’s who we are. But we welcome all fans.”
Meeting with global leaders of public sector unions this fall, Teamsters General President Jim Hoffa and officials from Public Services International (PSI) discussed the growing concerns about the effects of trade policies during a policy summit held at Teamsters headquarters. About 60 representatives from public employees unions around the world participated in the summit.

“New trade agreements will have a detrimental impact on public sector jobs and services in the U.S. and across the world,” Hoffa said. “The Teamsters Union and the other unions represented at this summit oppose trade deals that threaten service sector workers just as we always have for workers who produce goods that families rely on.”

“The new wave of trade agreements are about far more than trade,” said Rosa Pavanelli, General Secretary of PSI. “They enshrine the power of corporations in ways only loosely related to trade. They lock in liberalization, promote privatization and restrict governments’ right to regulate. The global financial crisis made clear the catastrophic results of failing to adequately regulate the financial markets. From global warming to the Rana Plaza disaster, up to Ebola, our world is confronted with national and global challenges highlighting the tragic consequences of failing to make and enforce decent rules for the benefit of all in our societies.”

“The American Federation of Teachers (AFT) isn’t against trade or trade agreements, but we need to ensure these agreements will not weaken the democratic process, the ability to have shared and growing prosperity for all, and the will of the community, including the voice of the frontline worker,” said Randi Weingarten, President of the American Federation of Teachers.

During the summit, officials from PSI presented their view on the shortcomings of free trade agreements and how trade-in-service agreements would have devastating results on public service jobs.

“It will be the same for service workers as it is for the manufacturing workers—the bosses get their NAFTA and their CAFTA and the workers get the SHAFTA,” Hoffa said. “And with the Trans-Pacific Partnership (TPP) and the Transatlantic Trade Investment Partnership (TTIP) looming, as well as the lesser-known Trade in Services Agreement (TISA), there is reason for real concern.”

Also, a new special report, “The Really Good Friends of Transnational Corporations Agreement,” was released. The objective of the report is to help overcome the secrecy and complexity surrounding the TISA negotiations in order to bring the agreement into the public sphere for democratic debate. To read the report, visit www.world-psi.org.
Inequality, In Depth

Unemployment is Down, But Inequality is Rising

The unemployment rate may be down, but the income inequality rate keeps going up. And it’s impossible not to notice it. A recent Federal Reserve report noted that while income grew between 2010 and 2013 for the top fifth of income earners (those making more than $122,000 a year), real incomes have fallen for everyone else. And others are also reporting grim numbers. The Census Bureau noted recently that the Gini Index, a national measure of income inequality, shows the divide between the haves and have-nots continues to grow despite our supposed economic rebound. Only one state, Alaska, saw its index score decline, while 15 saw it increase in 2013.

So who’s to blame for this? Well, the government and the private sector have both played a role. Some suggest that the Federal Reserve’s policies have created an atmosphere that has resulted in the top three percent claiming 30.5 percent of all income last year. But Congress has certainly failed by creating more and more corporate tax breaks while refusing to raise the minimum wage.

Every day, it seems, there is more and more news about how hardworking Americans are falling further and further behind. The evidence is overwhelming. And yet there is nothing being done by Congress to change it.

More “In-Depth” stories can be read at teamster.org/news/in-depth.
Theatrical Teamsters Local 817 joined with the Museum of the Moving Image and Kaufman Astoria Studios in Queens, N.Y. to hold “New York on Location,” a day-long event that offered a behind-the-scenes look at film production in New York City.

Attendees got the opportunity to go inside more than 20 working movie trailers and trucks and to speak directly with movie professionals about what they do on set. Tom Reilly, a transportation captain with Local 817, said the fair-like forum gave the public insight to how their favorite television shows and films get made.

“I think it’s great for the public to see what we do here,” Reilly said. “Usually when they park and they drive by us all they see are these big working trucks and they can’t go near it and get frustrated and they get confused. And now this just opens up their eyes and they see all that goes into just doing a half hour show as well as a two-hour movie.”

Attendees were allowed to go inside of trucks featuring dressing rooms and other technical operations, as well as hear from craftspeople who explained their roles in the moviemaking process. Stunt professionals also showed off their skills.

The street fair helps to improve understanding and appreciation for the projects and the men and women who work on the set for a living.

“It was a great event that our members and the general public really enjoy,” said Thomas J. O’Donnell, President of Local 817 and Director of the Motion Picture and Theatrical Trade Division. “I look forward to continuing this partnership with the Museum of the Moving Image and Kaufman Astoria Studios so that every New Yorker gets a glimpse at how much work goes on behind the camera.”
Local 237 Wins Historic Gender-Equity Settlement for Thousands of School Safety Agents
A hot mid-August sun beamed brightly on the steps of Brooklyn’s Cobble Hill high school, as if to signal a new day for thousands of women in New York City. Kangela Moore, a proud mother and proud Teamster, stood with her sisters and brothers—School Safety Agents in the largest school system in the country—to celebrate a momentous victory for pay equity for women.

Moore, a 22-year School Safety Agent and member of Local 237, was paid $7,000 less than her male counterparts—and she wasn’t alone. Some 5,000 School Safety Agents worked for years making less than other peace officers in the city doing similar work. Appropriately, Moore’s 4-year battle for equal pay ended on August 26, 2014, Women’s Equality Day.

At a press event with city officials, Local 237 and the city announced a $38-million settlement to the largest class-action pay discrimination lawsuit in the nation.

“What this settlement states is that inequality will not be tolerated in New York City. What this states is that New York City School Safety Agents are looked at as a vital entity in our New York City public school system and that we do a vital job. Now I’m able to put food on my table. This is truly an historic victory,” Moore said.

“Our school safety agents protect our most precious commodity: our children,” said Local 237 President Gregory Floyd. “All they want to be sure of is that they can put food on the table for their families.”

Combined with a new citywide contract, the lawsuit settlement announced in August secures a 33-percent raise for School Safety Agents over four years. The deal equalizes pays scales and grants retroactive pay, which will be distributed pending final court approval in February.
The named plaintiffs—Corinthians Andrews, Bernice Christopher and Patricia Williams—filed the wage discrimination lawsuit on behalf of Moore and her co-workers in 2010, protesting the $7,000 wage gap between the city’s mostly female School Safety Agents and male-dominated peace officer positions at hospitals and other public facilities.

“School safety agents play a critical role in keeping New York City’s children, teachers and education administrators safe every day. Thanks to their perseverance and the hard work of their union, Teamsters Local 237, they will finally be paid the same as their male counterparts at city hospitals and other public offices,” said Teamsters General President Jim Hoffa.

Right on the heels of the Equal Pay Act settlement, safety agents joined other peace officers and public service Teamsters in approving a new citywide contract covering 8,000 city workers. The new contract was ratified in September by 90 percent of the voting membership, locking in a 10.4-percent increase over the life of the contract and a $1,000 signing bonus.

Equal Pay For Equal Work
Local 237’s effort to win equal pay for School Safety Agents began over five years ago at the bargaining table.

“Since we represent other peace officers in the city doing similar work, we knew School Safety Agents were not making what they deserved. The disparity was clear,” Floyd said.

When the city refused to address that disparity in contract negotiations, Local 237 took the issue to court.

“President Floyd had the idea of increasing the pay for School Safety Agents and it’s unprecedented because most people, when they swear in, there is a base rate that hardly ever changes,” said Local 237 Law Enforcement Division Director Derek Johnson.

“To get the city to change a base rate for a title for 5,000 people is very significant.”

The change is substantial for School Safety Agents, 70 percent of whom are women. The agents are predominately African-American and Latina, many of them single mothers who can’t put in overtime to make ends meet. Instead of making a salary of less than $39,000 in three years, under the settlement School Safety Agents will be making more than $46,500 by 2018. This includes a proportional increase in pensions and equalized pay scales.

That’s a big difference compared to where they started. In 2000, School Safety Agents were paid by the Board of Education and made $5,000 less than other peace officers. After they were shifted into the New York Police Department, the local fought to win civil service status for School Safety Agents, giving them a skilled job title and paving the way for higher pay.

Still, the wage disparity persisted and grew in proportion to annual increases.

During the lawsuit, Local 237 proved that School Safety Agents perform the same work as other peace officers. No longer could the city pretend that the work of officers in hospitals was more valuable because they have to walk up more floors in taller buildings compared to city schools. Nor could they argue that the work of a School Safety Agent was less dangerous. Armed with nothing more than a flashlight, handcuffs and an NYPD badge, the agents patrol schools in some of the toughest areas of the city in order to keep students and teachers safe.

New York City Comptroller Scott Stringer added, “I thank Teamsters Local 237 and Greg Floyd. He’s a labor leader that cares not just about the union but he really does care about the city.”

“Instead of living check to check, I can finally have something to save,” said School Safety Agent Linda Ricard. “I can finally be paid for the work I’ve been doing for 21 years.”

A Teamster-Community Coalition
While Local 237 tackled the tedious legal work behind the federal class-action lawsuit, it built the case for equal pay outside the courtroom. Even as Teamster lawyers helped thousands of women submit depositions, a coalition of community allies came together and took up the fight for School Safety Agents.

“Our work with community allies such as the New York State Chapter of the NAACP and the New York City Chapter of the National Organization for Women was hugely important to this victory. These are the kinds of labor-community alliances that broaden our issues and benefit our members,” Floyd said.

Partners in the Teamster pay equity battle included none other than Lilly Ledbetter, a poster child for equal pay for women, who joined Teamster School Safety Agents at rallies to demand fairness.

“It’s a sad day when you have to live a life being shortchanged. I’ve lived that, I know what it’s like. It’s not only illegal, it’s immoral. It’s not just women, it’s families that suffer. Retirement and Social Security are shortchanged,” Ledbetter said at a rally back in May.

A former employee of Goodyear Tire who sued the company for paying her less than her male counterparts, Ledbetter’s case went all the way to the U.S. Supreme Court and inspired the Lilly Ledbetter Fair Pay Act which was signed into law by President Obama in 2009.

“We don’t want to have to stand up like this. You don’t want
to file a lawsuit. You just want what you’re earning and entitled to. That’s all they’re asking for. Nothing more, just equality,” Ledbetter said.

Local 237’s coalition of community allies proved to be an effective political force. At a mayoral candidate’s forum hosted by the New York City Chapter of the National Organization for Women (NOW-NYC) in May 2013, NOW activists challenged candidates to commit to settling the longstanding dispute. The forum put then-mayoral candidate Bill de Blasio on record promising to settle the case, which he called a “no brainer.”

“We can’t keep putting women’s equality on the backburner. For our School Safety Agents, the tale of two cities is a reality that shows up in every single paycheck,” said NOW-NYC President Sonia Ossorio.

After de Blasio was elected mayor, NOW-NYC and other groups got to work holding the new mayor to his word. While Local 237’s legal team pursued a resolution with the city, community advocates publicly pressed the new administration until the agreement was announced.

“The days of blatant pay discrimination against the mostly female workforce that protects our kids at school are finally over,” Ossorio said.

Other community allies in the Teamster School Safety Agent fight included the NAACP, the League of Women Voters, City Council Speaker Melissa Mark-Viverito and Public Advocate Letitia James.

Bigger Than New York City
The Teamster victory for women’s pay equity in New York City goes beyond city limits. Following the settlement, New York Gov. Anthony Cuomo invited School Safety Agent Kangela Moore to speak at a luncheon in support of the Women’s Equality Act, a 10-point legislative package for women’s equality that includes strengthening laws requiring equal pay for equal work.

Gov. Cuomo, who has pointed to Local 237’s settlement as indicative of the need to pass the Women’s Equality Act, was introduced by Moore at the September event. She credited the strength of the Teamsters Union in winning the settlement, but noted that not all working women have a strong union that can fight for them.

“Luckily we have a strong union, Teamsters Local 237, headed by President Gregory Floyd, so our story had a happy ending with an historic settlement. But we know full-well that women’s equality does not happen easily or overnight. And even more important, no one should have to go to court or negotiate a settlement just to be treated equally,” Moore said.

Floyd echoed her point: “Many women in the work force are nonunion and don’t have a union like Local 237 that the School Safety Agents have to fight on their behalf. That’s why Gov. Cuomo recognizes the need for broader legislation, because it shouldn’t take huge lawsuits to win equal pay for women,” he said.

In addition to addressing sexual harassment, discrimination in housing and other issues, the Women’s Equality Act would close a loophole in the state’s equal pay law that allows employers to justify paying lower wages to female employees.

Long Overdue
For Teamsters like Moore and her co-workers, pay equity is not just a moral cause—it’s a material necessity. School Safety Agents underscored this reality after learning about the historic settlement.

“This is long overdue. We can finally put food on our tables and not have to be behind on bills,” said School Safety Agent Yvonne Clark.

Her co-worker Madeline DaGraca-Ellis agreed, adding that the settlement means hardworking women can enjoy more time with family and friends.

“Now we can work and spend more time with our families instead of doing so much extra overtime just to make ends meet,” she said.

Along with their historic settlement, Local 237’s new citywide contract secures a better future for male and female School Safety Agents.

“This is an overwhelming, resounding victory for us because we are now able to do so much more. But more importantly, it shows a lot of respect for School Safety Agents for what we do day in and day out,” said School Safety Agent Brian Davis.

In negotiations, Local 237 successfully beat back the city’s effort to make employees pay a portion of their health insurance premium. Instead, the new contract provides an additional $100 per member toward their health care. Significantly, the agreement also raised the city’s contribution to Local 237’s Welfare Fund by $280 per member, an increase that benefits all members of the local.

“With the settlement and the contract, this is something I’m proud of as a union leader. We really made a difference in 5,000 lives—in 23,000 lives,” Floyd said.

Floyd is also proud of Local 237, which proved that for New York City’s hardworking women, no challenge is too big for Teamster tenacity.
STRENGTH IN DIVERSITY

WOMEN’S CONFERENCE, TNBC AND HISPANIC CONFERENCES
“When Teamster women get together at this conference, we learn from each other, network, hear from magnificent speakers, attend workshops and rally to show our union pride and stand up for workers’ rights.”

–BECKY STRZECHEWSKI
Director of the Teamsters Women’s Conference
International Vice President
and President of Local 700
The Teamsters Union is proud of the strength that it draws from its diverse membership. That strength was celebrated recently at three conferences: The annual Women's Conference, the Teamsters National Black Caucus (TNBC) and the National Teamsters Hispanic Caucus (NTHC) conferences.

The 14th annual Teamsters Women’s Conference, the largest of the three Teamster gatherings, recently brought together more than 1,100 Teamsters from throughout North America to Chicago for an exciting week of mobilization, solidarity and sisterhood.

The three-day event was hosted by Joint Council 25 and its affiliated local unions, which represent more than 125,000 Teamster members. Becky Strzechowski, Director of the Teamsters Women’s Conference, welcomed the Teamsters to her hometown, a “strong union town.”

“When Teamster women get together at this conference, we learn from each other, network, hear from magnificent speakers, attend workshops and rally to show our union pride and stand up for workers’ rights,” said Strzechowski, who is the first female President of Local 700 in Chicago, first female Joint Council 25 Trustee and an International Vice President. “I’m proud that under the General President’s leadership, we are fighting for equality for women and for all workers.”

Rep. Tammy Duckworth (D-IL), an Iraq war veteran and Purple Heart recipient, thanked Teamster women for doing their part to create a better life for millions of working families.

“Without you standing there and defending our rights, they would have been eroded a long time ago,” Duckworth said. “Thank you for the work you do to ensure equal pay for equal work. You let women know anything is possible and we can try anything. We have to make sure we mentor young women and men to know that women are capable of doing everything.”

A panel of women organizers featured activists from a number of industries—taxi, school bus, universities, airlines and the ports of Los Angeles and Long Beach. The panel highlighted the importance of organizing to grow the union and improve conditions for workers.

“This is my first women’s conference. When I heard about the conference last year, and how it empowers women and provides information, I started saving up that day for the trip to Chicago. I’m excited to meet other women, better myself and help my co-workers,” said Nora Anowey, a shop steward with Local 968 in Houston working at Avis.
“As Latinos in the most powerful union in North America, it’s extremely important for us to come together and talk about the national issues that are impacting Hispanic workers throughout the country.”

—National Teamsters Hispanic Caucus President GEORGE MIRANDA, who is also an International Vice President and Secretary-Treasurer of Local 210 in New York.
Teamster delegates and members from around the country met in Denver in August for the 2014 Convention of the NTHC. This year’s event included two days of plenaries, workshops and speakers, including Colorado Lt. Gov. Joe Garcia, Former U.S. Secretary of the Interior and Sen. Ken Salazar, and Colorado Rep. Crisanta Duran.

“As Latinos in the most powerful union in North America, it’s extremely important for us to come together and talk about the national issues that are impacting Hispanic workers throughout the country,” said NTHC President George Miranda, who is also an International Vice President and Secretary-Treasurer of Local 210 in New York.

Teamster leaders such as International Trustee Ron Herrera, Executive Director of the Caucus, and International Vice Presidents Steve Vairma and Rome Aloise also spoke to delegates, discussing important organizing efforts and political campaigns affecting Latino workers and Teamsters nationwide.

“This convention has been really inspiring. I liked the discussion about providing community services for Chicanos. It’s really great to see the Hispanic Caucus and the Teamsters taking an active role in the fight for immigrant rights and deferred action for undocumented students,” said John Valdez, a member of Local 2010 at the University of California.

“As Latina women, we have strong faith and pride. We come to this country with a suitcase full of dreams, with big hearts and courage,” said Maria Perez, First Vice President of the Hispanic Caucus. “When I became a Teamster, I didn’t know any Latinas in leadership positions, but I’ve seen the growth of Latina women and women in general in this great union.”

“There is a war on workers but there’s also a war on Latino workers. Each of us here are the Latino leaders of this union, so the resistance starts with us,” Herrera said.
The Teamsters National Black Caucus (TNBC) kicked off its educational conference and banquet in downtown Philadelphia in August with hundreds of Teamsters united to celebrate another year of accomplishments.

Daryl Clarke, president of the Philadelphia City Council, welcomed the TNBC on behalf of the mayor. Clarke showed gratitude to the Teamsters for maintaining a sustainable life in the city by presenting a token of the city’s appreciation, a replica of the Liberty Bell.

TNBC Chairman and International Vice President Al Mixon recognized the newly established Philadelphia & Vicinity Chapter of the TNBC for a job well done in hosting the conference. Mixon stressed the importance of participating in the Teamsters’ political action committee, DRIVE.

“Bad legislation is the realization of the devastation in our nation,” Mixon said. “Let’s get some democracy and put America back to work.”

There was a multitude of newcomers and they acknowledged how educational the conference had been for them and how confident they were to return to their local unions and communities to share what they had learned.

“I have a lot of faith in this group,” said TNBC Executive Director Antonio Christian expressing how proud he was of participants for making the week a success.

Donald Williams, a steward for Local 118 in Rochester, N.Y., was at the conference for the first time. He said his fellow members wanted to start a chapter in his area and is looking forward to getting more involved in the TNBC. “This week, I’ve learned more about the Teamsters than I have in all the years I’ve been involved, just by coming to this conference,” Williams said.

“Bad legislation is the realization of the devastation in our nation. Let’s get some democracy and put America back to work.”

-Al Mixon, TNBC Chairman, International Vice President and Secretary-Treasurer of Local 507
When public sector and parking workers in the Los Angeles area have needed help, they have dialed 911—not the emergency number, but Teamsters Local 911.

During the past year, more than 800 workers have joined Local 911 in Bellflower, Calif. “The former principal officer of Local 911, Arlene Mordasini, instilled in our local officers the philosophy that in order for us to survive, we need to organize,” said Ray Whitmer, Secretary-Treasurer and principal officer of Local 911.

About 20 years ago, the local had close to 3,000 members. Today, it’s more than 9,000 members. “We don’t have any dedicated organizers, so each and every one of the six representatives, including me, is responsible for organizing,” Whitmer said. “When we look at a campaign, we do an assessment to see what it’s going to take. If it necessitates two or three of the representatives to get it done, we team up and go after different portions of it. It’s a real team effort here.”

**Members Step Up**
The local also gets its member-organizers involved. For the recent parking campaign at LAX Airport, chief steward Terry Lee and steward Antonio Alfred were instrumental in the victory. For the recent campaign at the city of Santa Monica, Teamsters working in the public sector helped: chief steward Robert Rivera and steward Kenneth Kuriki (Redondo Beach) and steward Gabriel Lira (South El Monte). Jerry Galbez, a steward at Redondo Beach, helped with the campaign victory in Vernon.

“Together we have power,” said Rivera, a 20-year Teamster who has been a steward for the past 10 years. “I get involved in everything—rallies, negotiations, organizing new members. I’m proud to be a Teamster. The union helps improve lives.”

“Our entire staff, including our members and member-organizers, is helping our local grow significantly,” Whitmer said. “Teamwork is key. Together, as a team, we are getting stronger all the time. We all benefit from Teamster power!”

**Here are Local 911’s recent organizing victories:**

**Public Sector**
- City of Santa Monica, 370 maintenance and public transit workers;
- City of Vernon, 75 maintenance workers and administrative workers;

**Parking**
- 2 Rodeo Drive, 25 workers;
- LBC World Trade Center and Hilton Hotel, 15 to 20 workers;
- Inglewood Forum, (seasonal event-based), 1 to 50 workers;
- Quick Park, 40 workers;
- LA Department of Transportation (DOT), 24 parking lots, 40 workers;
- Los Angeles Convention Center, (seasonal event-based, 1 to 50 workers;
- WallyPark, WallyPark Express, Joe’s Airport Parking, 150-170 members;

**Pending**
- LA DOT meter collection, parking services, 40-50 members, (Pending City Council Approval of Contract Award);
- Courtyard Marriott, Downtown LA, Parking, 25 members, (pending negotiations).
First Student

First Student school bus drivers in Oakland, Calif., voted by a 15-1 margin in favor of representation by Local 853 in San Leandro, Calif. The 150 drivers transport children in the Oakland Unified School District.

“W e are happy about our vote for the Teamsters. We need representation and a voice. We need a union to have our back," said Jacqueline Pittman, a 20-year driver who works at First Student.

“We are excited to represent another group of school bus drivers who do the important work of transporting our children," said Rome Aloise, Local 853 Secretary-Treasurer and International Vice President.

The drivers and monitors will be covered by the Teamsters’ national master agreement with First Student. The agreement covers over 21,000 Teamsters who work at First Student. Economics and individual gains will be negotiated by Local 853.

Local 853 represents over 11,000 members, including 1,000 members in the school bus industry.

The Teamsters Drive Up Standards campaign is a national campaign to improve safety, service and work standards in the private school bus and transit industry. Since the campaign began in 2006, more than 37,700 drivers, monitors, aides, attendants and mechanics have become Teamsters.

Americold

Cold storage warehouse workers at Americold in Darien, Wis., have voted by nearly a 2-1 margin to join Local 695 in Madison, Wis. There are 133 workers in the bargaining unit.

“We’ve lost a lot over the years. We’ve needed a union for a long time here," said Kirk Schmitz, a seven-year employee at Americold. “We just became Teamsters and already we have protections.

“We are looking forward to addressing the concerns of the workers while negotiating the initial agreement with Americold. Concerns regarding seniority, discipline, safety and economics will be at the forefront of the discussions," said Wayne Schultz, Secretary-Treasurer of Local 695. “The officers, agents and staff of Local 695 are eager to serve these members, and look forward to a harmonious relationship with Americold."

The new Teamsters at Americold warehouse pizza, ice cream, vegetables and other frozen products. The Teamsters Union represents workers at 43 Americold warehouses across the U.S. and Canada.

Archway Marketing Services

Thirty customer service representatives with Archway Marketing Services in Romulus, Mich., have voted to join Local 1038 in Detroit.

“The Archway packaging center workers are Local 1038 members already and we have a good contract for them. This was a great organizing effort and we’re pleased the customer service representatives chose to join Local 1038," said Greg Nowak, President of Local 1038 and Joint Council 43.

Customer service representatives provide support for companies and shared services, including management of gift cards for nationwide companies like Lowe’s.

Shermeka Nicholson has worked at Archway for four years. She and her co-workers united for fair pay, affordable health insurance, an end to favoritism and respect on the job.

“We spend nine hours a day together, like a family, and I said to my co-workers that the way things are going, this is an at-will company. We really need to organize to have a contract so they will do the right thing," Nicholson said. “It was really something courageous that we did and we are so excited.”

Mobile Mini

Local 541 is welcoming its new members at Mobile Mini in Kansas City, Mo., who voted unanimously for Teamster representation on September 10. There are four workers, plus temporary labor, included in the bargaining unit.

“This is the first Mobile Mini unit that has been organized in the whole country that we know of," said Local 541 Vice President and Business Representative Danny Gercone.

Mobile Mini workers do installation, maintenance and transport work for the building materials company, which provides containers for storage and mobile office structures at construction sites. They hope Teamster representation will bring them better pay and benefits as well as improved work rules and conditions.

Before the election, the company brought in a union avoidance consultant, but the workers’ unity was unbreakable.

“We look forward to getting to work to win these workers a good contract," Gercone said.

USA Ready-Mix

Ready-Mix drivers in Huntsville, Ala., recently voted to be represented by Local 402. They are fighting for improved wages and fair treatment on the job.

“We want to have a level playing field," said Jerry Davis, a driver who has worked in the concrete industry for the past 16 years. Davis led the organizing effort, seeking out the Teamsters after having seen an article online about a Ready-Mix group in Washington state which had become Teamster members.

USA Ready-Mix is a subsidiary of Cemex, a firm based in Houston. The Huntsville unit has 20 employees: drivers, loaders, dispatchers and mechanics. They work on residential and commercial building projects.

“Work has picked up in Alabama and there are more hardworking people entering the building and construction industry," said Joe Gronzek, Secretary-Treasurer of Local 402. “The employees in Huntsville had a variety of problems with management there. There was a culture of favoritism which affected the employees’ wage rates and work schedules. Since the vote, we’ve sent letters to the company requesting bargaining and we have set up a contract proposal meeting.”
TEAMSTERS FREIGHT POWER
The Teamsters are building power in the freight industry, with active organizing campaigns under way at FedEx Freight and Con-way.

A half-century after the landmark National Master Freight Agreement (NMFA) was achieved, the Teamsters are looking to reverse the declines within the freight industry caused by deregulation and other factors.

FedEx Freight
In mid-October, the Teamsters made history when a group of 47 drivers at FedEx Freight’s East Philadelphia terminal in Croydon, Penn. voted 26-18 to join Local 107 in Philadelphia. It was the first group of FedEx Freight workers to vote to unionize. The victory was followed by a second win at FedEx Freight, when a unit of 113 drivers in South Brunswick, N.J. voted 66 to 42 to join Local 701 in North Brunswick.

“We are tired of getting treated with disrespect and dealing with constantly changing unfair and unwritten work rules,” said Gary Loftus, a driver at the East Philadelphia terminal. “We also want job security and to be valued for the work we do making FedEx Freight successful. I was a Teamster for 26 years at my previous jobs, so I know the power and security of Teamster contracts. We want that same power here at FedEx Freight.”

“This victory is for all of us,” said Mike Thiemer, a driver in South Brunswick. “We are tired of the unfair and inconsistent work rules and policies handed down by management. It comes down to wanting to be treated with respect and dignity.”

Con-way Victory
At Con-way, Local 657 in San Antonio won its election in mid-September. There are 113 workers in the bargaining unit. Petitions for elections at FedEx Freight and Con-way have also been filed for additional locations.

“I voted to become a Teamster to get better health care, a pension, respect and fairness,” said Juan Narron, a driver at Con-way for the past six years. “I’ve spoken to other freight Teamsters and they have a pension, they have their seniority respected and they speak really highly about the Teamsters. That’s why my co-workers and I reached out to the Teamsters, so that we can someday have the same benefits.”

Narron said the election has boosted spirits in Laredo. “For me, it’s like Christmas every day,” he said. “It feels great now that I have a voice and I will be heard and respected and be part of something good.”

The Laredo victory was followed by a victory at Con-way in Vernon, Calif., when workers there voted in late October to join Local 63. There are 44 drivers and dockworkers in the unit.

“These campaigns show that the Teamsters Union is 100-percent committed to growing Teamster power in the freight industry,” said Tyson Johnson, Director of the Teamsters National Freight Division. “By building Teamster density in this industry, all our members benefit. We benefit by boosting our ability to represent our members and we increase our bargaining power. The Teamsters Union will continue to support all the local unions that are involved in these campaigns.”

Numerous campaigns at FedEx Freight and Con-way are under way, and the Teamsters Union is committed to helping the drivers win a more secure future.

“The drivers are fed up with FedEx Freight and Con-way,” said Teamsters General President Jim Hoffa. “These workers are tired of management talking down to them at every chance, and they want decent benefits, including more affordable health insurance. They also want consistent and fair working conditions and a more hopeful future. This is why thousands of freight workers at FedEx Freight and Con-way are turning to the Teamsters Union.”

The workers’ campaigns to join the Teamsters have already paid off. At FedEx Freight, the company announced an 80-cent-per-hour raise a few days after Local 107 in Philadelphia filed an election, and the company got rid of its overly punitive driver scorecard, which gives drivers infraction points for errors. Also, after organizing got under way at Con-way, the company announced it would increase truck driver pay by $60 million in 2015, and other improvements.

“It seems more than mere coincidence that these two companies have announced significant pay increases just as hundreds of workers across the U.S. are approaching our local unions seeking representation,” Johnson said. “The unfulfilled promises that have been made to drivers and dockworkers over the past decade are coming back to haunt management. Workers now realize the only way to achieve meaningful change in the workplace is to get it in writing in a binding contract.”
Here’s a sprawling area in an industrial neighborhood in the Bronx that isn’t on the radar for tourists. While it may not be a well-known destination, it’s the lifeblood of the New York City region.

Hunts Point Produce Market, a wholesale market in the Bronx in New York City, is the largest produce market in the world. It’s the source for more than 60 percent of the area’s produce and the independent wholesale food businesses in the market supply food to more than 22 million people in the New York metro area.

“A big part of New York City’s culture is food, and this place is vital to that,” said Dan Kane Jr., President of Local 202, which represents Teamsters at the market and whose offices are in the market itself.

The market sits on 113 acres, which includes 1 million feet of interior space, and generates approximately $2.4 billion in sales annually. Every day, produce is delivered fresh via tractor-trailer, train, boat and plane from 49 states and 55 countries, and is a key outlet for regional farmers.

It’s more than just a produce market. It’s a place of opportunity for those willing to work hard. It’s a place that has provided sustenance for New York families, both literally and figuratively.

Kane started working at the market himself about 30 years ago, and many of his co-workers at the local also started their Teamster careers loading and unloading produce there. In fact, Kane’s grandfather started work at the market in the 1930s.

“The market has been a good success story for the middle class. It’s a public market but the business owners are private and it’s a good partnership,” Kane said. “Teamsters work hand in hand with the Hunts Point Produce Trade Association (made up of approximately 40 employers at the market) to make this a place where generations can work.”

1,300 Teamsters

Of the more than 10,000 people employed at the market, more than 1,300 of them are Teamsters. Teamsters at the market work as warehousemen, truckers, supervisors and salesmen.

“There are hundreds of nationalities working at the market, many of them immigrants,” Kane said. “Most work in the Bronx.”

Many of the workers told a similar story about how they
started working as Teamsters at Hunts Point Market. “I started here one summer never thinking I’d be here this long,” said Frank Albano, a Teamster seller at the market. “I’ve been working here 27 years now. It’s a great job and we’ve got a great union in Local 202.”

Larry Perez, who works in strawberries, started at the warehouse in the market 20 years ago. “I like the union, and I love that my son is now a member, too!” he said.

“The union has really helped me out… it has helped all of us out,” said Abraham Cardone, a four-year Teamster at the market, gesturing behind him, taking in the hum of workers on a recent, rainy October at 5 a.m.

Work starts early in the morning for these workers in a blur of hand trucks, exhaust and truck horns, and the Teamster shirts are everywhere. Further into the market, the Teamster jackets and hats are put on in the refrigeration rooms.

Diversity

“Without this market, produce would be more expensive and there would be far less food diversity around here,” Kane said. And diversity is something the market has, both in terms of workers and produce. The market’s wares change depending on the season, but a recent visit showcased dozens of varieties of mushrooms, apples and peppers, squash of every color and texture, mountains of potatoes, baskets of chestnuts, figs and cactus, tons of pumpkins, bushels of sugarcane, beets, guava, greens of every variety and countless other fruits and vegetables.

For all the diversity of produce, though, the workers share a common trait: They work hard.

“For their hard work, they get good working conditions and benefits. This isn’t an easy job and it’s a job that requires innate intelligence. These members understand the economy and we’re straight with them. They’re highly productive workers,” Kane said. “This market is an economic engine for thousands of families and it’s a long-term investment that New York City should be taking care of.”

Currently, the market and the city are working together to develop a long-term plan for a more modernized facility and to secure sources of funding.

“We’re trying to nurture this for the next generation,” Kane said.
• HOFFA, HALL INSPIRE DELEGATES •
The power of membership in the Teamsters Rail Conference was a common theme in the quadrennial conventions held by both divisions of the Rail Conference: the Brotherhood of Maintenance of Way Employes Division (BMWED) and the Brotherhood of Locomotive Engineers and Trainmen (BLET). In all, nearly 1,200 rail delegates from lodges, divisions, general committees of adjustment and system federations from across the country attended in what were the largest gatherings of rail union members.

BLET National President Dennis R. Pierce delivered his state of the union speech during the opening session of the BLET’s Third National Convention. “We are a much stronger brotherhood today than we were four years ago,” he said. “Since January of 2011, we have added over 1,800 dues-paying members—which represents a 6-percent increase—and the number of dues-paying members has increased in 32 of the past 45 months.”

James Hoffa, General President of the Teamsters Union, delivered video greetings on behalf of the Teamsters 1.4 million members and its General Executive Board. “Our union is truly a worldwide transportation union,” Hoffa said. “Today we all benefit from our affiliation and solidarity.”

The Director of the Teamsters Human Rights Commission (HRC), Antonio Christian, Recording Secretary of Local 853 in San Leandro, Calif., asked the BLET convention attendees in his speech to embrace the different physical and personal qualities that make individuals unique. “Diversity makes us strong. And we need strength in order to fight back against the corporate interests that want working people to be left behind.”

Christian thanked Margo Storsteen, a BLET engineer in Boston, for her past service as a member of the HRC, and welcomed Stephen Bruno as a new member. He also outlined the services provided by the Disaster Relief Fund and the Community Services department, which he also leads, in providing assistance to members and their families.

“You are the union. Our members are the union. We are all in this together and we have to make sure that we do not let the anti-union, fat cats control our country. If you are a nonunion worker, you don’t have the strength to take on this fight. It’s our responsibility as the strongest union in America,” said General Secretary-Treasurer Ken Hall to the delegates. “Let’s go fight back against corporate America.”

“Corporate billionaires are bound and determined to see the extinction of unionized labor in this nation,” said John Murphy, Teamsters Rail Conference Director and International Vice President.

BMWED Convention
More than 400 delegates representing the members of the BMWED attended their Third Regular Convention. The delegates and guests filled the convention hall to hear keynote speeches by Hoffa, Pierce and Murphy.

“It’s been 10 years since the merger and it has made us both stronger,” Hoffa said. “My father, James R. Hoffa, had a vision that the Teamsters would be the largest transportation union in the United States. And when you joined as part of the Rail Conference, we accomplished that goal. We now represent hardworking employees at the ports, on the rails, on the highways and in the air.”

On the final day of the BMWED convention, delegates elected the first female member of the union’s Executive Board, Staci Moody Gilbert. Gilbert has been a member of the BMWED for more than 20 years and is currently the chairwoman of the Burlington System Division. This is the first time in the union’s 127-year history that a woman has been elected to the board.

“Our delegates, who come from all over the country, gave Sister Gilbert a strong vote and we are proud to have her join the board,” said Fred Simpson, the President of the BMWED. Simpson was re-elected to a four-year term as President of the BMWED. Simpson, who has served as BMWED President since 2004, is also an International Vice President of the International Brotherhood of Teamsters.

Rail Leadership Continuity
In addition to Simpson and his board being re-elected, delegates to the BLET’s Third National Convention also re-elected Pierce as their National President. Pierce was elected, along with an entire slate of advisory board members, vice presidents, trustees and alternates to serve as the head officials of the union for the next four years. Due to election procedures, the beginning of their terms will begin Jan. 1, 2015.

“It is an honor to lead you,” Pierce said. “We came in here a strong organization and we will leave here stronger. In our dealings with railroads and the government we have to be united and strong. Let’s make our union the strongest it can be.”
In the largest airline organizing victory this year, 15,000 passenger service professionals at the newly-merged American-US Airways voted in September to join the CWA-IBT Customer Service Employee Association. The joint effort to organize passenger service agents was led by Communication Workers of American (CWA) which will represent about 7,500 new members; 1,300 new members will be represented by the Teamsters Airline Division.

“We are honored to represent passenger service agents at the new American Airlines,” said Teamsters Airline Division Director David Bourne. “The Teamsters Airline Division is committed to providing American Airlines employees and our existing members at US Airways with strong representation as both airlines continue to integrate in this merger.”

With the successful organizing drive, the existing union for passenger service agents at US Airways, represented by both Teamsters and CWA, has the added muscle of new members from American, giving labor a stronger hand to protect jobs as the new American Airlines takes shape.

“I can’t tell you how great this victory is for us. American Airlines customer service agents have tried for 20 years to gain representation and the merger with US Airways allowed the Teamsters to step in and bring home a win,” said Debra Ewing, a 15-year US Airways agent in Phoenix, Ariz. and a third-generation Teamster.

Agents at both airlines voted over the phone and online in a month-long election administered by the National Mediation Board. On September 16 it was announced that workers had voted overwhelmingly for the CWA-IBT Association by a 6-to-1 margin.

“With our partners in CWA, the Teamsters are leading the way in protecting airline professionals involved in the biggest airline merger in history. Our union is dedicated to fighting on behalf of workers in this volatile industry. Our new members at the combined American-US Airways now have two of the strongest airline unions in their corner,” said Teamsters General President Jim Hoffa.

Prior to its merger with American Airlines, US Airways’ passenger service agents were represented by CWA in the east with approximately 4,700 members and by the Teamsters in the west with about 1,800 members. The shared representation was the result of US Airways’ merger in 2005 with America West Airlines, whose customer service agents were Teamsters. US Airways’ latest merger with American Airlines, whose agents were nonunion, led to an election to determine representation for all agents at the newly-merged carrier.

American Airlines agents who have won representation for the first time are concerned about outsourcing, job security, fair work rules and having a strong contract. The agents know from experience how vulnerable they are without representation. American’s 2011 bankruptcy led to layoffs, outsourced job titles, and sharp cuts in pay and benefits for those who kept their jobs.

“Nineteen years ago, a handful of agents started a drive to obtain representation for American Airlines airport and reservations agents,” said Janet Elston, an American Airlines agent in Dallas. “Many hundreds of activists spent thousands of hours over the years to get us to the election. We have finally achieved what most thought was impossible: union representation for our work group.”

Agents at US Airways have enjoyed strong representation for years and are looking forward to having an even stronger voice in the merger process with 9,000 new agents at American strengthening their association.

“Having Teamster representation has made all the difference for customer service agents in our industry,” said Lisa Kohler, a 32-year agent at US Airways in Houston. “Thanks to the protection we have as Teamsters with a strong contract, we’re not worried. When US Airways and American combine seniority lists, we know we have seniority protection based on language in our contract and clear recall rights.”
REPORT TO ALL MEMBERS
OF THE INTERNATIONAL
BROTHERHOOD OF TEAMSTERS

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

DATED: August 29, 2014

I. INTRODUCTION

This is Report Number Four of the Independent Review Board (“IRB”) for 2014 regarding activities conducted pursuant to the Consent Order. In this Report we will discuss five recently issued reports and also provide status updates on two existing Charge Reports against International Brotherhood of Teamsters (“IBT”) Officers and Members, and one IRB Trusteeship Recommendation that you were informed of in some detail in previous Reports.

II. NEW REPORTS

A. MEMBER TIMOTHY G. RYAN, LOCAL 682, ST. LOUIS, MISSOURI

On July 15, 2014 the Independent Review Board issued a Charge Report recommending that IBT General President James P. Hoffa (“Hoffa”) file charges against Timothy G. Ryan (“Ryan”), a former Local 525 Business Agent and IBT member, for bringing reproach upon the IBT by:

1.) Receiving things of value from an employer, in violation of 29 U.S.C. § 186;
2.) Failing to cooperate with the IRB by refusing to answer certain questions during his IRB sworn examination on May 22, 2014;
3.) Engaging in nepotism and favoritism in the manipulation of the Local 525 Referral rules to steer work to family and friends over eligible unemployed members in breach of his fiduciary duties; and
4.) Violating the Local 525 By-Laws and the IBT Constitution by failing to conduct a secret ballot for a contract ratification he was attempting to secure to deliver concessions to an employer

On July 17, 2014, IBT General President Hoffa determined to adopt and file the charge.

On July 21, 2014 Mr. Ryan sent a letter of resignation of membership to the IBT and a copy of the letter to the IRB.

On August 4, 2014 the IBT submitted an Affidavit and Agreement, signed by Ryan, to a permanent bar from office and membership with the IBT and its Affiliates.

On August 13, 2014, the IRB approved the Agreement and on August 14, 2014 submitted the Agreement via Application 171 to the Court.

On August 19, 2014, Chief Judge Loretta A. Preska approved the agreement thus granting IRB Application 171.

B. SECRETARY TREASURER PATRICK FLYNN, LOCAL 710, MOKENA, ILLINOIS

On June 19, 2014 the IRB issued a Charge Report to IBT General President Hoffa recommending that charges be filed against Local 710 Secretary Treasurer and Principal Officer Patrick Flynn (“Flynn”) for violation of the IBT Constitution and breach of his fiduciary duties to the Local and its members, bringing reproach upon the IBT in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1)(2) and (3) of the IBT Constitution through embezzling and not accounting for union property disbursed when under his control, to wit:

Between approximately January 2008 and September 2013, while Secretary-Treasurer of Local 710, he embezzled approximately $58,325 in gift cards from Local 710, as described in the investigative report. As described in the report, there were 190 surplus $150 gift cards and 1,193 surplus $25 gift cards which were under his sole control that he used without maintaining any records showing the required information for disbursing Local funds. Flynn’s omissions allowed him to conceal his possession and use of Local property.

While the principal officer and a member of Local 710, he brought reproach upon the IBT, by interfering with the Local’s legal and recordkeeping obligations under Federal Law, exposing the Local to the risk of civil and criminal actions. Flynn denied the members and the IBT information to which they were entitled to have access.

On June 25, 2014, IBT General President Hoffa notified the IRB by letter that he determined to adopt and file the charges, and appoint a hearing panel to hear the charges.

On July 22, 2014 the IBT issued a Notice of Hearing to Patrick Flynn setting the date of the hearing as August 11, 2014.

On August 6, 2014 the IBT submitted to the IRB an Affidavit and Agreement to a 5 year bar from holding office or appointments with Local 710 or any other IBT Affiliates, 3 year suspension from membership and restitution in the amount of $58,000 paid through the waiver of his July commission and accrued vacation, leaving a remaining balance of $24,780.99 to be paid within 30 days of the approval of the agreement. After review of the agreement and related sanction language the IRB, on August 14, 2014, returned the agreement to the IBT as inadequate.

On August 18, 2014, the IBT submitted to the IRB an amended agreement signed by Flynn. The IRB has the amended agreement under review.

C. TRUSTEESHIP RECOMMENDATION, LOCAL 710, MOKENA, ILLINOIS

On July 18, 2014, the IRB issued a Trusteeship Recommendation to IBT General President Hoffa regarding this Local’s financial malpractices, corruption and failing to operate the Local for the benefit of its members.
On July 21, 2014 General President Hoffa appointed Brian Rainville to be his personal representative at the Local.

On July 30, 2014 General President Hoffa imposed a Temporary Emergency Trusteeship over the Local and appointed International Vice President and Joint Council President John T. Coli as Trustee.

On August 18, 2014 the IBT General Counsel by letter updated the IRB on the actions taken under the Trusteeship. The Trustee has appointed persons to positions to help insure the functioning of the Local for the benefit of its members in the day to day operation of the Local during this transition. The former officers are cooperating. The Trustee has assigned a new accounting firm to audit the Local’s finances and a Trusteeship Hearing has been scheduled for September 30, 2014.

D. FORMER OFFICERS, MICHAEL SWEENEY, GERALD PAULI, CHARLES DeCOLA, LARRY ALEXANDER, ANTHONY LAMY, KEVIN WAGONER, LOCAL 710, MOKENA, ILLINOIS

On August 15, 2014 the IRB issued a Charge Report to the Local 710 Trustee, John T. Coli recommending that charges be filed against former Local 710 officers Michael Sweeney (“Sweeney”), Gerald Pauli (“Pauli”), Charles DeCola (“DeCola”), Larry Alexander (“Alexander”), Anthony Lamy (“Lamy”) and Kevin Wagoner (“Wagoner”), who were all fiduciaries under 29 U.S.C. §501, for breaching their fiduciary duties to protect Local assets by failing to investigate unusual financial transactions. In 2011, the Board approved then principal officer Patrick Flynn’s (“Flynn”) request to purchase 1,000 $25 gift cards for the purpose of distribution of one card to each attendee at the November 2011 membership meeting. At the time of that vote, the officers knew or should have known that 1,000 gift cards were substantially more than necessary for the purported purpose because not even 600 members had attended any membership meeting since at least January 2007. Only 598 members attended the November 20, 2011 membership meeting. The officers also knew that at least $10,000 of surplus cards would go into Flynn’s possession and he would use them for non-approved purposes. Yet they acquiesced in allowing Flynn to buy and then control these $10,000 worth of cards that would not be used for the authorized purpose. The cards were cash equivalents. Under the guise of the authorized purpose, these Board members moved $10,000 of the Local’s funds to Flynn.

Despite being present at the membership meeting in November 2011 when far fewer than 1,000 members attended, the Board members did not have Flynn report to the Board on the surplus cards. Indeed, the cards were not accounted for in any Local record. That the officers did nothing to determine what happened to the over 400 unused cards in his possession worth over $10,000 after the November 2011 membership meeting evidenced their determination to remain blind to Flynn’s misconduct. They abandoned their fiduciary responsibilities to protect the Local’s assets. This was consistent with their pattern over prior years of failing to determine what happened to surplus gift cards in Flynn’s possession of which they were aware.

Fourteen months later, in January 2013, the former officers also gave Flynn blanket authority to dispose of undefined “surplus items” that were Local property without knowledge of the value of the items, including gift cards, that were covered by the resolution about which they had no inquiry. If they had, they would have learned these items were acquired without authorization and not reported in the Local’s records. This was only 14 months after they knew or should have known there was an over 400 card surplus resulting from their November 2011 resolution which they had made no inquiry about. Yet, shortly after, they learned Flynn had only 10 of those cards. They made no inquiry into the cards they knew were unaccounted for.

By their conduct, it appears that the former officers brought reproach upon the IBT and breached their fiduciary duties to protect Local assets in failing to investigate these unusual transactions in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1) and (2) of the IBT Constitution and 29 USC §501(a).

E. LOCAL 1150 PRESIDENT AND BUSINESS AGENT HARVEY JACKSON, JOINT COUNCIL 10, MANCHESTER, NEW HAMPSHIRE

On July 17, 2014 the Independent Review Board issued its Charge Report to the Executive Board of Joint Council 10 recommending that charges be filed against Harvey Jackson, President and Business Agent of Local 1150, for bringing reproach upon the IBT by embezzling and breaching his fiduciary duty to the Local and its members in violation of Article II, Section (2) (a) and Article XIX, Sec 7 (b)(1), (2) and (3) of the IBT Constitution, and for failing to cooperate with the IRB by giving false and misleading testimony during his IRB sworn examination on May 29, 2014, in violation of Article XIX, Section 14 (i.).

On July 27, 2014 Harvey Jackson resigned from all of his Union positions.

On July 31, 2014 the Joint Council 10 Executive Board determined to adopt and file the charges and hold a hearing of the charges.

On August 8, 2014 the Joint Council 10 Executive Board submitted an Affidavit and Agreement to the IRB barring Jackson from holding elected or appointed positions with any IBT entity for a period of 5 years, that Jackson will be suspended from Local 1150 membership for a period of 3 years, and that Jackson also provide restitution to the Local in the amount of $13,000 payable within 10 days of the approval of the Agreement.

On August 12, 2014 an amended letter was received from an attorney for IBT Joint Council 10. The letter also requested that the IRB give five days for Mr. Jackson or his attorney to present any objections. The IRB agreed and granted a few additional days beyond the five requested. No objections were received within the allotted time period, therefore the IRB submitted the Amended Agreement to the Court on August 27, 2014 via Application 172.
On August 29, 2014 the IRB was informed, by the Local 1150 Secretary-Treasurer, that Jackson died. In response, the IRB on August 29, 2014 sent a letter to the Court informing of the death of Mr. Jackson and respectfully requesting the withdrawal of Application 172.

III. PROGRESS OF EXISTING CHARGES

A. TRUSTEESHIP, LOCAL 36, SAN DIEGO, CALIFORNIA

On December 20, 2013 the IRB issued an Investigative Report recommending that Local 36 located in San Diego, California be placed in Trusteeship because the Local was not being operated in accordance with IBT’s Constitution, the sole full-time officer and only one other full-time employee had been dishonest and the Local was not being operated for the benefit of the members. See IRB Report 2 for 2014, dated March 11, 2014, in the June issue of the TEAMSTER.

Local 36 was placed into Trusteeship, effective as of January 21, 2014, by IBT General President, James P. Hoffa.

On June 25, 2014 IBT General President Hoffa, upon review of the hearing panel recommendations determined to continue the trusteeship: to allow correction of the financial irregularities set forth in his previous notice imposing the January 21, 2014 emergency trusteeship, to assure the Local’s responsibilities as bargaining agent for its members are fulfilled, and to assure that the Local is operated for the benefit of its members and in accordance with applicable law and the IBT Constitution and Local By-Laws.

On June 25, 2014 IBT General President Hoffa, upon review of the Hearing Panel’s recommendation, determined to continue the Trusteeship.

On August 18, 2014, IBT General Counsel updated the IRB on the actions taken under the Trusteeship to address and resolve the issues raised by the IRB.

B. MEMBER CHARLES CENTARO, LOCAL 812, GREAT NECK, NEW YORK

On April 17, 2014 the IRB issued an investigative report recommending that the Local 812 Executive Board file a charge against Charles Centaro for failure to cooperate with the IRB during his sworn IRB Examination by, asserting his Fifth Amendment privilege, refusing to answer questions regarding his association with members of organized crime families and alleged criminal activity with Teamsters such as loansharking.

On May 1, 2014, a letter from Local 812 was sent to the IRB stating that the Local 812 Executive Board will adopt the Proposed IRB Charge against Charles Centaro and schedule a hearing.

On May 14, 2014, a letter from the Local 812 Secretary Treasurer gave notice that the hearing in this matter is scheduled for June 5, 2014. On June 4, 2014 notice was faxed to the IRB that the hearing was rescheduled to June 25, 2014.

The June 25th hearing was held and on July 8, 2014 the Local 812 Executive Board issued its decision permanently barring Centaro from membership of the IBT and Local 812. The IRB, upon review of the decision, sent a letter on July 15, 2014 to the Local 812 Executive Board asking for clarification of the language regarding the penalty.

On July 16, 2014 the Local 812 Executive Board submitted its Amended Decision clarifying the language regarding the penalty.

On August 14, 2014 the IRB approved the Decision and Notified the Local 812 Executive Board that the IRB found the decision not inadequate.

C. MEMBER FRANK RADICE, LOCAL 817, GREAT NECK, NEW YORK

On December 19, 2013 the IRB issued an Investigative Report to the IBT General President with the recommendation that charges be filed against Frank Radice (“Radice”) for being a member of organized crime and unreasonably failing to cooperate with the IRB by refusing to appear for his sworn examination on October 11, 2013. Among the issues the Chief Investigator intended to question Radice about during his sworn examination was whether he was a member or associate of organized crime and whether he had any contact with individuals reported to be organized crime members and associates. The FBI has provided an affidavit from a Special Agent stating that in his expert opinion Radice is a member of the Gambino Organized Crime Family. (See IRB Report 2 in the June 2014 Issue of the TEAMSTER).

Mr. Hoffa, in a letter to the IRB dated December 20, 2013, stated that he determined to adopt and file the charges against Radice, and in accordance with past practice, he referred these charges back to the IRB for adjudication.

An IRB hearing on this matter was held March 12, 2014 in New York City. Neither Mr. Radice nor his Counsel appeared for the Hearing. The IRB’s June 18, 2014 Opinion and Decision on this matter permanently expelled Radice from membership and permanently barred him from holding office or employment with the IBT or its affiliated entities. He may not receive any payments, salary, gratuities, gifts, severance payments, allowances, fees, benefit payments or contributions or other compensation of any kind from Local 817 or IBT affiliated entities, except that he may receive any pension, vacation or other benefits from an existing plan or program maintained by Local 817 or other IBT affiliated entities which had vested or accrued prior to his expulsion from membership.

On June 18, the IRB submitted its Opinion and Decision to the Court by way of Application 170.

IV. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 202 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 which records hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed only by an IRB staff member. The recorded information, if complete and within IRB jurisdiction, is forwarded directly to the Investigation’s 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.

**V. 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.

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
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Teamsters now have access to a leading brand of tax preparation software, TurboTax. Buying TurboTax through the Teamster page, you’ll receive a discount, plus a portion of what you pay goes toward the James R. Hoffa Memorial Scholarship Fund. http://ibt.io/turbotax

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