

JC37 BEGINS 2023 CONTRACT NEGOTIATIONS WITH UPS



The UPS contract covers over 340,000 Teamsters nationwide. It is the single largest private sector Union contract in the U.S. and is due to expire on July 31, 2023. There are many layers to the UPS contract. Teamsters working at UPS in the Oregon and Western Idaho jurisdiction of Joint Council 37 are covered by the National Master UPS Agreement, the Western Supplemental Agreement and the Joint Council 37 Package and Sort Riders. Each of the Agreements and Riders cover different subjects and are negotiated individually.

The National Agreement is the governing contract for all of the major economic issues, such as health care, pensions, wages and full-time job creation, and other important non-economic issues such as health and safety and work preservation. The Western Agreement covers issues, such as the application of seniority, regional transfers, workday/ workweek provisions, the grievance procedure, and protections from unjust discipline. The Joint Council 37 Riders covers our local working conditions and work rules, and our

area entitlements such as sick leave, holidays, vacation scheduling and compensation, and retirees medical.

Negotiations for the National Agreement are scheduled to begin on April 17th in Washington, D.C. IBT General President Sean O'Brien and General Secretary-Treasurer Fred Zuckerman are leading the negotiations. They have implemented a comprehensive contract campaign with an emphasis on communication and transparency, including a Teamster phone app to keep members educated and informed. Regular unity building activities and days of action at facility gates, employee parking lots and shop floor activity have been a focus, including the Contract Unity Pledge. Members have been surveyed, proposals have been formulated and screened, and bargaining priorities have been identified. O'Brien and Zuckerman are leading the Teamsters from the front, and continue to travel to UPS facilities throughout the country in the lead up to negotiations to hear directly from the membership.

Negotiations at Joint Council 37

have started and are being chaired by Ben Vedus, a senior Business Agent at Local 162. Ben started at UPS as a part-time employee in 1979 and was promoted to a full-time inside/ combination job as a result of the 1997 UPS strike. He has over 40 years of combined leadership experience as a Shop Steward and Business Agent. Rank and file members from throughout the Council, representing both part-time and full-time classifications, are on the negotiating committee and are actively engaged. The initial negotiations consisted of both the Union and UPS exchanging proposals, and the lengthy process of discussing the intent of the proposals and the back and forth questions and concerns from both sides. We will keep you informed as negotiations progress.

What can you do right now? Download the UPS Teamsters Phone App to stay informed. Take the Contract Unity Pledge to show UPS we are united and give our Union negotiating committees the power of solidarity and leverage they need to win at the bargaining table.

UPS TEAMSTERS GET ACTIVE

Attention all UPS Teamsters! As your Union enters into negotiations with UPS, it is important for all to stay informed, get engaged, and be prepared to take action. Download the phone app today.

Key features of the app:

- Contract Timeline
- Updates and News on Negotiations
- Strike Savings Calculator
- National Agreement- all Supplements and Riders
- Package and Feeder Driver Logs
- Grievance Notes Form
- Steward's Guide

Scan the QR code to the right to download the app directly to your phone today



President O'Brien demonstrating how to use the app to a Local 162 UPS Tualatin member.



ANDREWS RETIRES

After 45 years as a Teamster, Tony Andrews has retired from his leadership posts as of January 1, 2023. Tony began his Teamster membership at Ore-Ida Foods in 1977. He started his leadership path in 1978 as a Joint Council organizer, and went to work as a Business Agent in 1980. In 1987 Tony was elected President of Local 305, and in 1993 was elected Secretary-Treasurer of the Local. Over the years he was instrumental in growing the ranks of Local 305 by organizing new members and negotiating first contracts. During his tenure he also established a Local 305 strike fund. Upon his retirement as Secretary-Treasurer, Local 305 is in a stronger representational and financial position than when he started.

At the time of his retirement, Tony also served as the President of Joint Council 37, a position he held since 2004. At the January meeting of Joint Council delegates, Tony took the floor for the last time to reflect on his Teamster career and spoke of his time with the Teamsters organization proudly and fondly. He recognized and thanked all members and delegates he had the privilege to



serve and represent. Mark Davison has taken the reigns of Joint Council 37 as its new President.

Tony also served as a Trustee on the Western Conference of Teamsters Pension. Assets for the Pension during his time on the Board of Trustees have grown dramatically, not in the millions, but rather in the tens of billions of dollars.

While Tony will miss his role in Union leadership, he is looking forward to spending time with his family and enjoying his well-earned Teamster retirement.



Mark Davison sworn in as Joint Council President by Leslie Sloy, Secretary-Treasurer of Local 223. Turn to page three to learn more about your new Joint Council No. 37 President.

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General President Visits Joint Council 37

On February 8th and 9th, your General President Sean O'Brien and General Secretary-Treasurer Fred Zuckerman made their way through Oregon visiting hundreds of JC 37 members. Below are pictures from their Toyota Logistics Services and Daimler Truck North America visits.





New Brand of Stewardship

by Mark Davison, JC 37 President

After taking the reigns of Joint Council 37 on January 1st of this year I pause to reflect on my story as a Teamster. I love the Teamsters Union and everything it stands for. We are a free and democratic trade union that stands up for the working class, and we are the greatest Union to ever represent workers. That's a fact!

I was sworn in as a Teamster when I went to work at UPS over 29 years ago. I took the job to provide for my family and put myself through college. Within a few months I was drawn in and began to serve as a shop steward representing my co-workers on the shop floor. I loaded trucks in the early morning, attended college in the day and also delivered packages on Saturday.

I was fortunate to have Local Union leaders who believed in me. My mentor, retired Local 162 Business Agent Jack Selby, encouraged me to be further involved in the Union. I volunteered my time on weekends and when there was a Local Union call to action or organizing opportunity I was there.

When I graduated from Portland State University in 2000, I was hired to work full-time for the Union. I was only 30 years

old at the time. I have Jack to thank for convincing the Union leadership at that time that we needed to invest in our youth, so we can pass on the institutional knowledge to the next generation of Union leaders.

For the next 23 years I honed my trade and craft representing Teamster members. My path to leadership, either at Local 162, Joint Council 37 or the IBT, has been paved by the support of the rank-and-file membership of this great Union. We have stood side by side in grievance hearings, on picket lines, at the bargaining table and in organizing campaigns. Teamster members have had my back and I will always have yours!

As we now look to a new brand of stewardship in 2023 at Joint Council 37, this year may well prove to be one of the most challenging in modern Teamster history. The national UPS contract, covering over 340,000 Teamsters, is up for negotiation and is due to expire July 31st. We have a lot of work to do on behalf of our members, and for the first time in over 25 years, the General President will chair the national UPS negotiations. Sean O'Brien is up to the task. Go Teamsters!

Organizing Win

Widmer Brothers Brewing

Let's give a big Teamster welcome to our new Brothers and Sisters at Widmer Brothers Brewing in Portland! This newly organized unit consists of 54 workers in brewing, packaging, microbiology, and quality assurance.

The Widmer campaign began in October of 2022 when a Brew Tech from Widmer Brothers contacted Teamsters Local 162 with interest in organizing. Within that first week of this new group reaching out, Local 162 Business Agents/Organizers Bobby Rispler and Mike Mayo scheduled a meeting with the group to discuss their interest and develop a campaign plan. When the ballots were counted on February 1st, workers at Widmer voted to be Teamsters.

Local 162 Business Agent/Organizer Bobby Rispler had this to say, "In our representation election at Widmer, the workers voted by an over 80% margin to form their Union with Local 162! Surveys have been mailed to all members, and we are

moving forward toward a first contract. This campaign was very exciting, as it is the first craft brewery organized by the Teamsters on the West Coast! This was a joint effort at the Local, with 162 Business Agent Mike Mayo and myself working together to organize the group. We were able to secure a streamlined election thanks to the assistance of IBT beverage director Jeff Padellaro, and IBT attorney Gabe Dumont. Jeff and Gabe were a massive help in getting this campaign across the finish line, and we are very grateful for their assistance as we work toward getting this group a fantastic Teamster contract. Most importantly, all credit goes to the rank-and-file Organizing Committee. These folks worked tirelessly to help spread the word and build the plan that resulted in a landslide victory!"

When Brew Tech Josh Dunnivant was asked why he wanted to organize with the Teamsters he stated "This isn't just about me. I am organizing to make our brewery and community safer; and to improve the quality of life for my fellow workers and their families."

Congratulations to our new Teamster Brothers and Sisters at Widmer Brothers Brewing and welcome to the Joint Council No. 37 family!



Pictured from left to right Business Agent Mike Mayo, Widmer employee Josh Dunnivant, Business Agent/Organizer Bobby Rispler and Widmer Employee Cole Fiola. Josh and Cole attended their first Local 162 General Membership Meeting.

Contract Campaign Trail

While in Oregon President O'Brien and Secretary-Treasurer Zuckerman visited UPS Tualatin, UPS Roseburg, and UPS Swan Island. During their visit they spoke with members on the importance of every member being involved in unity building activities and asked them directly what they want included in this next contract.



Joint Council No. 37 Local Union News Columns



Local 58

Walter LaChapelle III
Secretary-Treasurer

City of Kelso: The contract between the Union and City was opened late last summer and the City's Initial Offer was rejected by the membership. The parties convened to address the remaining issues and were successful in reaching a tentative agreement. Shortly following reaching the deal, members ratified the same and all terms and conditions are now in full force and effect. The renewed Agreement was promptly executed by the parties and copies of the new document have been in circulation and were distributed to the affected membership.

Chemtrade: Local 58 negotiators and Chemtrade Officials met on two separate occasions and put our best efforts forward to reach a tentative agreement. These bargaining efforts yielded a Final Offer being presented by the Company and all modified provision were tentatively agreement upon and fully recommended for passage. The tentative agreement was unanimously accepted by the affected Local 58 Chemtrade Teamsters. The new three-year Agreement resulted in significant economic improvements from top to bottom. As this edition of the Teamster Paper goes to press, the Company is incorporating the ratified modifications into the new Agreement document. Meanwhile, all terms and conditions of the renewed Agreement are now in full force and effect. The Union anticipates receiving the draft document for review to ensure all is in order. Once this is assured, the new Agreement will be executed and distributed to the membership.

UPS: The negotiating committee's representing UPS Teamster members across the country have turned up the volume to ensure the Employer understands the bargaining priorities to reach a settlement. Along with a host of bargaining activities, Local 58 Officers and Business Representatives have been engaging the membership through visibility activities including a push through activating members in parking lot assemblies – most recently, circulating and soliciting our members to sign pledge cards as a show of strength and unity and moreover, to ensure members remain informed on fresh developments as such issues arise.

Any Local 58 UPS Teamster that has not signed an information and pledge card are urged to do so as this is key in showing commitment of allegiance to securing a strong Agreement and is a fundamental vehicle for assuring members remain informed and are aware of calls to action. For more information in keeping informed on the latest updates and upcoming calls to action, we encourage you to visit the IBT website Package Division at teamster.org/divisions/package-division/.

Tillamook County Creamery Association: Local 58 Officers and rank-and-file members launched our contract campaign for a fair and strong renewed Labor Agreement with TCCA on February 15, 2023. We urge all TCCA Teamster 58 members to remain engaged in every step of this campaign to show the Company we are prepared to take the legal and necessary measures to ensure the affected members are rewarded for their contribution in the fresh record economic milestone for Tillamook Cheese. Key dates for workplace activities associated with the Union contract campaign are posted throughout the plant and are included in the membership bargaining surveys Local Union leaders distributed to the members in each Department. In addition, members are urged to remain informed by keeping abreast on regular updates and planned membership mobilization events during the coming months. The existing Agreement is set to expire on May 31, 2023.

Local Union General Membership Meeting Calendar: The next General Membership monthly meeting in Vancouver scheduled to commence at 7:00 p.m. on March 28, 2023, April 26, 2023, and May 23, 2023 at the Labor Center located at 2212 N.E. Andresen Road, Vancouver, Washington. We will be voting to suspend the Regular General Membership Meetings during the period of June – August of 2023. This vote is scheduled to take place at the General Membership Meeting in April, provided there is a quorum, or during the General Membership Meeting in May subject to the same terms.

The General Membership Quarterly meeting for Astoria are scheduled for March 15, 2023, at 3:30 p.m., 5:30 p.m., and 7 p.m. at the Astoria Labor Temple (upstairs meeting auditorium) located at 934 Duane Street, Astoria, OR and in the Tillamook Vicinity on March 16, 2023, at Noon, 3:15 p.m. and 5:30 p.m. in the 4 – H dorm at the Tillamook County Fairgrounds located at 4603 3rd Street, Tillamook, OR 97141.

Local Union Special Membership Meeting Calendar: Special Membership meetings will be held as referenced herein for the purpose of voting whether to approve proposed

amendments to the By-Laws of Local 58 the voting dates, time, and locations are listed below. Members may arrive anytime during the periods set forth below to discuss and cast a ballot on the issue

Location: Tillamook Vicinity

- 4-H Dorm
- 603 3rd St., Tillamook, OR 97141
- Date: March 16, 2023
- Time: Noon - 6:00 p.m.

Location: Astoria Vicinity

- Labor Temple Auditorium
- 934 Duane St., Astoria, OR 97103
- Date: March 15, 2023
- Time: 3:00 p.m. - 7:00 p.m.

Location: Kelso/Longview Vicinity

- Red Lion / Alder Room
- 510 S. Kelso Dr., Kelso, WA 98626
- Date: March 20, 2023
- Time: 3:00 p.m. - 7:00 p.m.

Location: Vancouver Vicinity

- Auditorium
- 2212 NE Andresen Rd., Vancouver, WA 98661
- Date: March 28, 2023
- Time: 4:00 p.m. - 8:00 p.m.

The vote will be certified before the adjournment of the regular Local 58 monthly General Membership Meeting scheduled at 7:00 pm. on March 28, 2023, in the Labor Center auditorium located at 2212 N.E. Andresen Road, Vancouver, WA, 98661. For additional details, please feel welcome to visit our website for the Local Union.

Local Union Web Page: For additional information, updates, and membership resources, we encourage members to keep up to date and stay informed by visiting the Local Union website at www.teamsters58.com. Please be advised the web page is under ongoing reconstruction.



Local 81

Tom Strickland
Secretary-Treasurer

ABF Freight: On February 3rd the Company offered Profit Sharing Bonus to all employees on the seniority list from January 1, 2022 to December 31, 2022. This is the fourth year in a row that ABF has operated in accordance with the contract of profit sharing bonus of an OR ratio of 87.3%. On February 15th a phone conference with the IBT took place and there will be NO contract extensions to the upcoming expiration date of the agreement on June 30, 2023.

On February 15th JWAC hearings were held and Local 81 prevailed for our ABF members regarding subcontracting of P&D work. ABF stock rose by 20% in one day due to a misquote of TForce Freight purchasing ARCBest. TForce Freight merely purchased 4% of ARCBest for investment purposes.

Lee and Eates Tank Lines: The company is looking for tanker drivers. If interested contact the Local 81 office.

TP Freight Lines: TP has moved into their new facility on 59th Place in Portland. Negotiations are due to commence within the next few weeks.

TForce Freight: A Two-Person Meeting was held in Washington, DC on February 9th. The IBT is adamant there will be NO contract extensions to the upcoming expiration date of the agreement on July 31, 2023.

Yellow: The company has submitted a revised proposed Change of Operations to the Central, Eastern and Southern Regions. TNFINC does NOT endorse the revised changes as it is drafted. Each YRC Freight road driver who was on the seniority list as of December 31, 2022 and who ran at least 15 trips during 2022 will receive a payment from the Company in the amount of \$1,500.00 (subject to applicable taxes and withholdings). Those payments were made around January 26, 2023. On February 21st the Local was notified of a cola increase: A COLA increase effective April 1, 2023, is calculated as follows. The contract specifies a one (1) cent per hour and one-fourth (0.25) mills per mile increase for every two-tenths (0.2) point increase in the CPI-W Index in excess of 3.5% and at least totaling \$0.05. Reaching an Index level of 293.565 in January 2023, the Index increased 7.599 points above the January 2022 Index plus 3.5%, and that translates to the following COLA increases: \$0.37 per hour; 0.925 cents per mile. The COLA will be applied as outlined in Article 33. These increases are in addition to the negotiated increases per the 2019 – 2024 YRC National Master Freight Agreement which are effective April 1, 2023: \$0.40 per hour; 1.00 cents per mile. Essentially, this means on April 1, 2023 hourly wages are scheduled to increase by: \$0.77 per hour; 1.925 cents per mile.


General Membership Meetings: The next meetings are scheduled as follows: March 19, 2023, April 16, 2023, May 21, 2023, and June 11, 2023, and are held on Sundays at 10:00 a.m. at Joe Edgar Hall.

Retirees: Congratulations to recent retirees: Ken Dupell of ABF Freight; Arlie Kangas of Yellow and Tom Laverdure of Tillamook Portland Freight Lines. We wish you all the best!

Condolences: We regret to report the deaths of: Sylvia Burk of Yellow; Maurice H. Champ of Consolidated Freightways and Samuel D. Evensizer of McCracken Motor Freight. We extend our deepest condolences to their family and friends.

Additional Information: Office hours are Monday through Friday 8:30 a.m. to 5:00 p.m. and closed daily from 12:00 p.m. to 1:00 p.m. If you have moved, changed phone number(s) or are not receiving Teamster correspondence, please contact the Local to update records by phone 503-251-2381, fax 503-251-2302 or email: karen@teamsters81.org. If you need to change and/or update your pension beneficiary contact the Western Conference of Teamsters Pension at 1-800-531-1489. Be sure to check out their website at www.wctpension.org for a lot of great information.

Reminder: It is the members' responsibility to file a grievance on their behalf. If a grievance needs to be filed, please do so in a timely manner, in accordance with your labor agreement. If you have filed a grievance, especially for a suspension or termination, contact the Local for the date, place and time when your grievance will be heard.



Local 162

Bob Sleight
Secretary-Treasurer

UPS 2023 contract negotiations are well underway. Senior Local 162 Business Agent Ben Vedus is chairing the negotiations for Joint Council 37 and Local 162 President Mark Davison is chairing the negotiations for the Western Region. They are joined by a team of experienced Union leadership and rank and file members from every job classification. We appreciate our members patience and support as our calendars are packed with UPS negotiations dates, and our Business Agents must also juggle the day-to-day workload of grievances, shop visits and representation. Local 162 recently had a big organizing win at Widmer Brothers Brewing! We at Teamsters Local 162 are looking forward to representing 54 newly organized employees at Widmer Brothers. Business Agents Bobby Rispler and Mike Mayo headed up the organizing campaign. We received much appreciated support and leadership from IBT General

President Sean O'Brien for the campaign and he assigned the IBT Brewery Conference to assist us. The Teamsters Local 162 Legacy of Leadership Scholarship Fund application deadline is May 12, 2023. Stop by our office during business hours or go to teamsters162.com to download the application packet directly from our website.

President Mark Davison reports he was tapped to serve as a Trustee on the Western Conference of Teamsters Pension. Mark looks forward to serving the membership in this critical and key Trustee role. Mark also reports that the Trustees at the Oregon Teamster Employers Trust (OTET) held their first 2023 quarterly meeting. Discussion on plan income and claims experience, trust fund reserve levels, investment analysis, retirees, and member appeals, are just some of the topics that were covered. The Trustees are monitoring claims activity and plan costs as participants return to medical providers for needed surgeries and procedures following a pause triggered by the pandemic. There are 28,000 Teamster members, spouses and dependents covered under the various OTET active and retiree health care plans.

Business Agent Bill Elzie reports he has scheduled a Joint Conference Board at Hydro over an employee suspension. Hydro is putting a bigger focus on safety, specifically, the LTV (Lock-out, Tag-out, Verify) policies. Please make sure you follow all safety

policies to the letter and do not take shortcuts. Bill reports that at Sysco the Union was put on notice regarding an Operations Productivity Policy (OPP) that changes our working conditions. The Local has demanded to bargain this policy prior to any implementation. We have also followed up with an information request and we are awaiting a response. It has also come to the Local's attention that the Drivacam cameras in the tractors at Sysco have been updated with an AI (artificial intelligence) program and can recognize when a driver has a cell phone in their hand and will issue a verbal command to "put down the cell phone". It will also send a report directly to Sysco notifying them of this violation of the Distracted Driving and Electronics Policy (DD&EP) and discipline has and will occur. We are also demanding to bargain this change in working conditions. In the meantime, follow the DD&EP, state, and federal laws by not using a handheld cellphone while operating company vehicles. Put the cellphone away from reach while driving. Use the cellphone only when the vehicle is stopped, parked safely and the brake is set.

Business Agent Ben Vedus reports that the JC37 negotiations with UPS are ongoing. Nothing major to report on at this time as both sides have exchanged proposals and there is a great deal of back and forth. Information and updates on the negotiations will be posted on the UPS Teamsters App, so please make sure you download the app on your phone.

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Ben also reports that the Local will be out at the gates with Contract Unity Pledge cards. The support you give to your Union negotiating committees and your participation in unity building activities will go a long way in helping us get the strongest contract possible. Ben also reports that a drop in package volume at UPS has triggered some layoffs in both the package and inside classifications. We are actively engaging UPS to limit the number of our members negatively affected by these layoffs. If you are one of those who are affected, do not pass on the opportunity to work if you are offered a shift or a route for the day.

Business Agent Mike Van Orsow reports that at DHL, OTET is actively working on implementation of the new HRA, including retro payments. Once solidified we will follow up with the membership. Mike reports there has been an uptick in falsification of records discipline at UPS. A few examples of what not to do. Do not sign for customer packages. Do not sheet package as “not in” or “closed” when no delivery attempt was made. Do not record a package away from the delivery point as “closed” or “not-in”. When the Company suspects falsification of delivery records they will interview the driver with Union representation and if the investigation shows the driver has intentionally falsified delivery records, UPS removes the driver from service and issues a termination for proven dishonesty. In a dishonesty case, the Company is not obligated to follow progressive discipline by first issuing a warning letter, as it is a cardinal infraction under Article 28.2 of the Western Supplement.

Business Agent Mike Mayo reports that at Maletis Beverage the Local has met several times in an attempt to reach a mutually satisfactory contract. However, the employer continues to pursue withdrawing from the Western Conference of Teamsters Pension. We are now heading into federal mediation, and will keep the membership informed. Mike reports that at Swire Coca Cola we continue to work through a grievance regarding the closing of the facility on December 23rd and the employer not paying certain members for their Christmas holiday. Mike

reports that Industrial Exports is ceasing operations and the Local negotiated a closure agreement/severance package for the employees. Mike reports that at Reddaway/YRC the employer has violated Article 29 regarding the use of outside carriers. Local 162 has filed a grievance and we are working with the Freight Division to help resolve the violation.

Business Agent Don Greene reports that at the recent UPS NW Grievance Panel he presented three grievances on behalf of Portland feeder drivers. Both terminated drivers were reinstated. In the third case, the panel awarded a driver close to \$5,000 in penalty pay for a payroll shortage. Don reports that the UPS feeder department continues making payroll errors. The main issue continues to be for the existing Backup’s and newly promoted Backup’s. Keep a close eye on your payroll and if you suffer a shortage, immediately report the shortage to management and they have until your second scheduled workday to correct the shortage. If not corrected timely then file a grievance with Local 162 and we will pursue penalty pay which is one half your daily guarantee for every full pay period until the shortage is corrected. Be sure to include the name of the management person you reported the shortage to and the date of notification, so we know when the penalty clock starts. Don reports that at Fred Meyer/DTC a Joint Labor Management meeting was held on February 6. Topics of discussion included payroll and healthcare eligibility/payroll reporting issues. We were given assurances that outstanding payroll shortage issues have been corrected. The Company is still auditing sick leave accrual and pension contributions for the mileage drivers. Local 162 has requested a copy of the audit when completed. Don reports that Local 162 filed a class action grievance against Albertsons/Safeway over unilateral changes to the wages, hours and working conditions of its drivers. The Company has quit paying the third break to the drivers as defined in Article 1.6 of the Activity Based Compensation Supplement. Local’s 162 and 305 have made requests for a Joint Conference Board to attempt to resolve the issue.

Business Agent and Organizer Bobby Rispler reports:



In October Kroger announced its intentions to purchase Albertsons/Safeway for \$24.6 billion dollars. The biggest winners in this deal would be Kroger and Cerberus a private-equity group that owns around 73% of Albertsons/Safeway. This “merger” clears the way for Albertsons/Safeway to pay its shareholders a \$4 billion dividend. The losers will be working people all over the country and customers who will not have as many options when purchasing food and other household necessities.

Kroger CEO Randy McMullen stated in a press release announcing the merger, that the consolidation would result in lower prices for customers and better compensation and benefits for workers.

Better compensation and benefits for workers has never been their goal. Last year, during the pandemic, city councils in Long Beach and Seattle passed “hero pay” laws requiring grocery stores to pay their public-facing workers \$4 extra per hour. Kroger, which did offer \$2-per-hour pandemic pay and a one-time bonus for the first two months of the pandemic, responded to the “hero pay” laws by closing “under performing” stores and

arguing that the pay increases make it “impossible to operate a financially sustainable business.”

The Grocery industry boomed during the pandemic. Restaurants were closed leaving families in need of more groceries. Consumers over purchased to “stock up” on necessities. At the same time there’s been tremendous growth in at-home-delivers and “curbside pick-ups” with families not wanting to risk exposure to Covid by taking a trip to the store.

Groceries are continuing to see high profits with cost of goods increasing with inflation. As many Americans are struggling, these companies are making record profits. Think about it this way: If Fred Meyer purchased a loaf of bread for one dollar before inflation and then sold it with a 10% markup for \$1.10, they made \$0.10 for every loaf of bread sold. Now with inflation Fred Meyer is purchasing that same loaf of bread for \$2.00 and still marking it up by the same 10%, they are now making \$0.20 for every loaf of bread sold.

Kroger currently operates roughly 2,700 stores, 66 distribution centers and 33 manufacturing plants nationwide employing approximately 435,000 individuals. Albertsons/ Safeway has around 2,200 stores, 22 distribution centers and 19 manufacturing plants and roughly employees 325,000 people. The two companies combined currently offer around 760,000 jobs, a lot of them being good paying Union jobs.

Kroger has said this merger will not cause any loss in jobs. That’s very hard to believe when you look at places like Coos Bay. There are two large grocery stores there, a Fred Meyer and a Safeway. They happen to be right across the street from each other. Are we expected to believe that if these two stores were

that at the UPS Alderwood facility there is reduced package volume on all shifts. UPS is limiting double shifts. We are not aware of any plans to eliminate regular shifts or lower the MRA’s. Now more than ever we need to be vigilant and grieve supervisors working. Bobby reports that at the Alderwood and Swan Island UPS facilities 22.4 layoffs have occurred and that you have the right to work on the inside when no driving work is available. Bobby also reports he has been out to see the members at Safeway.com to resolve issues and answer questions. Progress has been made on improving truck maintenance. If you have an issue with a Safeway.com truck that you are assigned, please make sure to write it up in the DVIR and follow up with the Local if not resolved.

Union Representative Matt Konz reports that after UPS peak season the volume of packages usually tapers off. Whether this is by corporate design or natural consumer spending patterns, the result is the same, less hours worked by Teamsters. The contract outlines guaranteed hours for all classifications for both part-time and full-time employees. Full-time drivers are guaranteed 8 hours of work or pay. Full-time inside combo employees are guaranteed 8 hours or 9-hours, depending on the bid job. Part-time employees in ground facilities are guaranteed 3 and ½ hours per day. What happens if my supervisor calls me before I show up to work and offers me an RO? If you agree to take the day off before reporting to work, you are not entitled to your guarantee. If you have already reported to work and are offered the day off, the company must pay you a ½ day of show up pay. Another scenario worth mentioning is if a part-time employee is put to work and then later offered to go home early UPS still has an obligation to pay 3 hours. If you are a full-time inside employee and are offered to go home for the day after you have been put to work on either your first or second sort, the company must pay you for 8 hours of work. There are no half-shift request-offs. Getting our guaranteed hours is especially important during this time. As our UPS negotiating committees bargain for better contract language, we must all do our part to strengthen our bargaining position by working full shifts and not accepting time worked.

to be owned by the same company, it would keep both open?

Kroger and Albertsons/Safeway announced in mid-February that they are planning to sell up to 300 stores—mostly in areas where the grocery chains overlap—to try to fend off antitrust challenges. They want us to believe this won’t cause a loss in jobs. When Safeway/Albertson merged, Cerberus, (who owned Albertsons) told employees at Safeway and Albertsons stores not to worry. They had sold most of the divested stores to Hagen’s and Cerberus assured the employees they would all be offered jobs with the new larger Haggen’s, mostly a true statement. Except a short time later Haggen’s announced their immediate and total closure.

Anti-Trust laws are designed to protect the public from a company holding a monopoly in any industry. Without a choice of where to buy goods a company can charge as much as they want. The Kroger and Albertsons merger is extremely dangerous to the public. When it comes to food and other necessities, the public must have a choice and not be forced to pay high prices, just because there aren’t other options available to them. Groceries are necessities but it seems the government is more concerned with monopolies in the video game and computer software world, so people need to speak out.

I urge anyone who has read this article to call your Senator. It is as easy as calling the U.S. House Switchboard at 202-224-3121 and giving them your zip code, they will transfer your call directly to your representatives office. Tell them “the Kroger and Albertsons merger is dangerous for Americans and will result in nothing but job loss and higher prices. Please oppose and update me on your position.”



Local 223 recognizes members’ needs are constantly changing. As we navigate inflation, economic uncertainty, and continued labor and supply shortages, we know it’s critical to continue to ask, listen, and prioritize so we can better serve our membership. Now more than ever, union leaders need to keep up with change, and ongoing education is vital. Our International Union provides training workshops and we here at Local 223 participate whenever we can. We believe an important role of a union leader is to learn and share practical and informed solutions with our ever-changing, diverse membership.

I am proud to announce my appointment as Co-Chair to the new Joint Council #37 D.R.I.V.E. Committee along with Steve Konopa, Secretary-Treasurer of Local 305. D.R.I.V.E. (Democratic, Republican, Independent, Voter, Education) is a national political action committee of the I. B. of T. It is a separate segregated fund registered with the Federal Election Commission (FEC). The Department processes the Voluntary Authorization Cards to allow for Teamster membership participation in National DRIVE. Teamster membership contributions to DRIVE are processed through payroll deduction and DRIVE Accounting Department is responsible for the collection and recordkeeping of all receipts received. All candidate and committee contributions are processed through the DRIVE Accounting Department. DRIVE Accounting Department fulfills requests for DRIVE information from Teamster local unions, joint councils, trade divisions and conferences and the General Executive Board. If you have D.R.I.V.E. language in your contract, you may see us in the near future as we start our 2023 D.R.I.V.E. campaigns looking to increase membership participation. Again, this is a separate segregated fund, and no portion of Local 223 members’ union

dues are contributed towards political candidates. Dues and fees are spent entirely on the work Teamsters Local 223 does to build member power: bargaining wages & benefits, representing members, leadership trainings, member meetings, member communications, and organizing new members.

Please remember that Local 223 will vote to dispense with the regular monthly membership meetings for the summer months of June, July, and August at the May, 2023, membership meeting.

Highlights from Labor Representative Brent Jensen: 13 CBA’s open in 2023, 11 new expiring and 2 having expired in 2022 are still in negotiations. Conducting interviews to support the Union’s upcoming arbitration March 23rd as a result of grievance over termination of Medford Public Works employee in November. Dealing with Lake Health District over several pay issues- Pay equity among mental health support positions, application of retro cost-of-living increases unilaterally imposed by employer and stabilizing the pay of Emergency Medical Services employees to comply with FLSA overtime rules. Town of Lakeview has notified the Union of its intention to transfer responsibility for 9-1-1 Center to the County and transition from paid fire department to all-volunteer. Much work to be done to implement those anticipated changes.

Highlights from Labor Representative Michael Mann: Coos Deputies – The County is having a dispatch staffing crisis; working with the County to address 12-hour scheduling, breaks and on-call issues. Worked through a member representation issue. McMinnville Police – MOU to correct issue with vacation credit for previous service; City is going with 3rd party PLO provider, which will have added benefits for employees. MOU to change the bi-lingual standards. Lebanon Police – Agreement to move to bi-weekly pay; all unit employees received a 5% raise and 12-hour employees will see an effective additional 5% raise. Douglas County - Local 223 prevailed in an Arbitration over site differential and class pay; remedy has been paid. County gave improper direction about how to account for holidays; issue resolved. Coos Road – Worked through an interpretation of the CBA with HR regarding work plans and evaluations. Yamhill Deputies– Grievance regarding paid meal periods is still on a mutual freeze. A new grievance was filed alleging improper

discrimination against a Union Steward. Bargaining – In mediation with Yamhill County Sheriff’s Office prepping for negotiations with Douglas County (road, etc.) and Morrow County (deputies).

Highlights from Labor Representative Austin DePaolo: It doesn’t have to be Black History Month to celebrate Rosa Parks, but I want to remind everyone that her act and the boycott were the results of her being a dues-paying member of the NAACP who had trained at the Highland Folk School. Lots of preparation went into that successful action, now remembered at the Montgomery Bus Boycott. At AMR our 450 Paramedics, EMTs and Dispatchers continue to suffer under a messed-up payroll department. Raises effective at the beginning of the year are now showing up on paychecks, but retroactive pay, PTO accruals, the 401k match and other payroll issues remain as we go through the grievance process and inundate management with information requests. Our 46 Staff Union Teamsters/UOUS at the Oregon Nurses Association ratified a new agreement in January that includes healthy wage increases, and for the first time Teamster Pension and DRIVE. In late January I attended the Oregon Labor Conference at IBEW 43. Almost 300 were in attendance including Jessica Dietz who spoke on behalf of the NLRB. At the Northwest Oregon Labor Council, our candidate Laurie Wimmer will serve as the new Secretary-Treasurer. The Council has 76 affiliates representing 53,000 union members.

Highlights from Labor Representative Karine Trowbridge: Prepping for Tillamook 9-1-1 negotiations starting in mid-May. Tillamook Sheriff’s have gone to 12-hour shifts in the jail in hopes of getting more time off for the staff. They have been putting in a lot of overtime due to short staffing. Two new deputies have been hired and are currently in training. As of Jan 1st, all Field Ops at the City of Gresham have received the 5% increase agreed upon in contract negotiations back in July, 2023. On the National scene of the American Red Cross, Teamsters have organized new Red Cross workers in Nashville, Utah, and Texas in the last few months. During contract negotiations with the City of Fairview, both sides agreed to have an outside inspector come in to review the work-place atmosphere. That investigation starts in March.



As you can see it is a new age dawning at Local 305. I have succeeded Tony Andrews as Secretary – Treasurer and I am replacing a legend and a master of leading people down the path of what a labor union is. In addition, I am newly appointed to the Joint Council 37 executive board as a Trustee and I accept this position with extreme pride and conviction.

Along with new Staff and new Staff assignments we have added this past year, we are settling into our new duties with experience and excitement!

At time of transition planning, with many hours of hard work ahead, we are prepared for the task. As of today, we are working through some major contracts and preparing for more in the upcoming year. We will be holding future pension seminars for the membership this spring watch. Also, will be adding a website soon.

We all need to take a moment every so often and ask ourselves why do I continue to work in this type of occupation? I look into the mirror with a smile on my face and reflect, I do it for the families who depend on all of us for a better quality of life. To serve, protect and provide safety for members who deserve representation to protect what is really important in life. Livable wages, family medical, retirement benefits, a voice in their workplace and all workers' rights in general. When you work for a union, you care and fight for the members. I value representing and helping people. Like my Dad always taught me, "Never forget where you come from, how you got here and who put you there". Go Teamsters, Go Union!

President David Schmidt Reports that negotiations with Gresham Sanitary Service, Inc. were concluded on November 16, 2022. Throughout several days of negotiations both parties reached a tentative Agreement. The proposed offer was presented by the committee, voted and ratified by the membership Saturday the 19th of November. The new three-year Agreement has significant increases to wage, pension, and maintains the very important health and welfare plans as well as improved terms. President Schmidt thanks Business Representative Terry Nile for his efforts throughout negotiations as well as Committee members Brian Woolf, Steve Sheirbon, and Steve Altizer for their valuable input throughout this process. Lastly, President Schmidt would like to thank the membership at Gresham Sanitary Service, Inc. for their full participation though out the process.

President Schmidt also reports that negotiations with Waste Management of Oregon – Multnomah County Operations is still ongoing. After many days of bargaining with the Employer an offer was presented to the membership and overwhelmingly rejected on January 15th. The membership is sending a clear message to Waste Management, we are not going to take it anymore. "Corporate Waste Management" needs to understand that our members are essential heroes that have kept our communities clean and safe throughout the pandemic while working up to 14 hours a day. These essential members are looking for a fair return for their labor while enduring the high cost of living over the past 2 years. The bargaining committee has scheduled February 22nd and 23rd for continued negotiations with the Employer.

President Schmidt also reports that Swatco Sanitary Service, Inc. Labor Agreement has opened. A proposal meeting is being scheduled to formulate a proposal to submit to the Employer at this time.

Business Representative Alan Rueschenberg Reports: I hope everyone had a great holiday season and happy new year. Just a reminder, to please contact me here at the Local if your address or phone number has changed. It's very important for us to have your correct information. If you are looking for new

Teamster employment, contact me here at the Local.

The Albertsons employees have been working long shifts to keep up with the demand of keeping store shelves full. Great job on all your hard work. The membership just successfully finished their annual vacation bids and department reconfiguration with the help of Steward Andy Campbell. Thank you for your help.

Daimler Truck North America has transferred 14 employees from the International Union of Painters and Allied Trades union to Teamsters Local 305 material handlers due to downsizing the paint shop at the Truck Plant. Please help me welcome these new Teamsters! The company and Local 305 have worked together to bring these new members into Local 305 with a smooth transition. Additionally, I would like to thank our IBT General President Sean O'Brien for stopping by the Truck Plant and talking with the membership.

At Danone, the company has been furiously adding new employees to help with the under-staffing. It has worked well, and the company is fully staffed.

Mondelez Global/Nabisco members have ratified a new three (3) year agreement that took effect January 1, 2023. The vote was very well attended and near unanimous. Solidarity among the membership there is strong. Under their new contract they will get significant wage increases, protection to their Teamster Health Care, and pension increases are a few of the improvements.

QCD Warehouse and Drivers have welcomed me as their new Union Representative. Thank you, Secretary-Treasurer Steve Konopa, for the smooth hand-off of the membership and your many years of hard work and representation there.

Business Representative Hildebrand: Reports that negotiations with NuStar Energy began on February 14th and included several days of productive discussion. Additional dates have been scheduled for March while the current terms of our Labor Agreement remain in place through an extension agreement recently signed by the Parties. Plans are being made to provide our membership working at NuStar with an update meeting prior to our next set of negotiations with the employer.

Also in February, your Union presented its case at arbitration after Frito-Lay terminated the employment of one of our members who worked at the Vancouver facility for nearly fifteen years. We are grateful for the commitment of our membership and Shop Stewards who provided valuable information on behalf of their fellow member and clear witness testimony to the Arbiter. The decision by the Arbiter as to whether our Teamster member will return to work is expected in April or early May.

Representative Hildebrand wishes all of you a productive Spring season in preparation for a warm and sunny Summer. And please, remember that it is more important than ever that we can communicate with you whether by mail or phone. Representative Hildebrand asks that if you have a new address or have a new phone number, please give us a call so we can update your information.

Business Representative Rob Hughes: Reports after many meetings with the grounds keepers who showed interest in joining the Teamsters at Reed College, have all signed cards and a stipulated election was held in January. Dylan Carlson, Knol Simnitt, Shane Kaser, and Greg Dyrek cast their votes in early January and the count was on January 24th. The election was certified on February 1st and I have reached out to the college's lawyer to begin the negotiation process. Our first meeting with their lawyer was on February 22nd, as a simple meet and greet and to set some future dates to get the first agreement completed. I want to thank the four guys as well as Mark Mcpherson and Frank Hildebrand for all your help getting to this point. I also want to welcome Courtney Benvenuto, she was hired after the election process had begun but she too will be part of this process as a new Teamster and getting to a new first contract. Congratulations all of you!

A visit from International President Sean O'Brien and Vice-President Fred Zuckerman at the Toyota Logistics Services went great. They were given a brief tour of the facility to see what our Teamster brothers and sisters do and then Sean gave a brief speech in the break room at the end of their shift. They walked around and shook hands with the membership and answered

any questions they may have had. To conclude the visit a group photo was taken with the members, and they were off to their next visit.

Business Representative Terry Nile: Reports the DTC Union Stewards will be meeting with the company representatives at Distribution Trucking Company at the end of April 2023 for the quarterly Joint Labor Management Meeting to address the open issues and any future issues that might arise.

Kroger has implemented a new payroll system, and there have been some issues during the rollout. The Union has filed a Class Action Grievance on behalf of the membership to protect all 305 members for any incorrect payroll issues.

Representative Nile reports: The Alpenrose Labor Agreement opens in April 2023 to negotiate a subsequent Labor Agreement, and the membership's involvement in this important process is encouraged and necessary. How do I get involved? A person could have started by filling out the surveys that were provided to the membership at the beginning of February 2023, and were collected on February 21, 2023 for review. If a person did not get a survey filled out, then contact one of the Steward's or call me at the Union office. After the surveys are reviewed by the negotiating committee there will be a proposal meeting scheduled to review the concerns of the membership, and that date will be determined and posted soon. Please plan to attend this very important meeting. We want and need everyone in the unit to participate in the process of securing a subsequent Labor Agreement.



Daimler Truck North America



Toyota Logistic Services



Shop Stewards at Toyota Logistics Services led O'Brien and Zuckerman on a tour of the facility.



The Local's website has been updated, but still needs a lot of work. We are working to modernize the communications between the Local and our members and will be testing technology for mass communications to specific groups with updates and meeting notices. We ask for continued patience as we work through this process.

City of Aumsville Police: Contract negotiations began in February for Local 324's newly organized group and will continue in March. Local 324's recently retired Business Agent Derek Cutter has agreed to come back to the Local and work part-time. He will assist Tony Scales in these negotiations and will also be helping with Warehouse duties as Tony Scales picks up more UPS responsibilities.

Republic Services / Allied Waste / Capitol Recycling: On December 15, 2023, our members ratified a new three-year successor Labor Agreement with more than double the economics of the previous Labor Agreement and various language improvements including an additional paid holiday. Local Unions from across the country were actively involved in coordinating negotiations and several attended some of our Local negotiations. I'd like to thank stewards Ray Manibusan (also Vice-President of Local 324) and Stephanie San Marco, for their

hard work. IBT Solid Waste Director, Chuck Stiles, also played an active role in this victory!

Recology McMinnville: On February 17, 2023, our members ratified a new three-year successor Labor Agreement averaging \$1.95/hour in wages and pension, a large reduction in our members' share of the cost of Teamsters Health & Welfare, improved dental benefits and various language improvements including an additional paid holiday. I'd like to thank steward Randy Gamel for all his hard work.

US Foods: We have contract negotiations scheduled for five days from February 27, 2023 through March 3, 2023 and have two additional dates scheduled for March 27-28, 2023. There will be an update meeting scheduled for members of all three signatory Locals (206, 324 and 962) at the Eagles Lodge across the street from the Woodburn US Foods facility at 371 S. Pacific Highway; enter the door on the south side of the building. The meeting will be from 10:00AM to 1:00PM. We hope to see everyone there!

IMPORTANT VOTING NOTICE

Local 324 Suspension of Summer General Membership Meetings: On Thursday, May 18, 2023, at our May General Membership Meeting, we will be holding a vote of the membership in attendance to suspend the summer (June, July & August of 2023) General Membership Meetings as we have historically done. The meetings begin at 9:00AM and 7:00PM; be sure to attend; it's important to be involved in your union. Our regular meetings are held on the third Thursday of each month at 9:00AM and 7:00PM. The meetings are informative and give members the opportunity to discuss issues or concerns. For our dues paid shop stewards, please remember your responsibility to notify the Union if you are unable to attend.

The Local holds quarterly "New Member Meetings" for new initiates. It's important to come to these meetings as they provide valuable information about your benefits as a Teamster member. If a new member attends at least one quarterly initiation meeting within their first twelve (12) months of employment, they shall be entitled to a credit of one hundred dollars (\$100.00) towards their initiation. If the initiation is already paid in full, the (\$100.00) will be a refund. The quarterly meeting dates for 2023 are as follows and will be held at our Hall at 4871 Lancaster Dr. NE Salem, OR 97305:

- March 17, 2023 – Friday (9:00AM to 12:00PM)
- June 7, 2023 – Wednesday (9:00AM to 12:00PM)
- September 9, 2023 – Saturday (9:00AM to 12:00PM)
- December 8, 2023 – Friday (9:00AM to 12:00PM)



Teamsters Local 324 Officers and US Foods Members pictured on February 11th at Local 324's US Foods Contract Proposal Meeting.



I hope everyone had a happy and uneventful holiday season and are having a great start to 2023.

Our upcoming General Membership Meetings will be held on March 15th, April 19th, and May 17th, 2023. In Salem, the meetings are held in the Green Room at Teamster Local Union No. 670, located at 750 Browning Ave. SE., Salem, OR at 6:30 p.m. PT. In Ontario the meetings are held at the Local Union Hall located at 113 NE Third Street, Ontario, OR at 7:30 p.m. MT. In the Hood River/The Dalles/Hermiston/Pendleton region the meetings are held at 6:30 p.m. PT, watch your Local Union Bulletin Boards for the location of each monthly meeting. We open the doors at least 30 minutes prior to the start of the meetings to enjoy dinner with our members in attendance at each of the locations. We appreciate our members who take the time to attend, this gives us the ability to spend quality time with them and answer any questions they have in either a group setting or individually.

Your Local Union has a new Grievance App which allows you to file your grievances on your phone, please either look for the QR Code posted on the Union Bulletin Board(s) at work or contact your Business Agent for more details. The early reviews from the members who are using the app is positive, however, if you like filing your grievances the old-fashioned paper way you can continue to do so.

Recently, several members have asked about where the money the Teamsters Union spend on political contributions comes from. First, let me make it clear to everyone, your Local

Union does not use any dues money for political contributions. The Teamsters have a separate and distinct Political Action Committee (P.A.C) fund which is called Democratic, Republican, Independent Voter Education (D.R.I.V.E.) and is entirely funded by voluntary contributions from our members. It is important that we all support and encourage individuals who support workers rights to run for office, regardless of what their party affiliation is, so we have people in political office who both understand and are willing to move legislation to protect you and your coworkers' rights on the job. If you are interested in making either a one-time or recurring voluntary contribution to D.R.I.V.E. reach out to your Business Agent or the Local Union office for the necessary paperwork.

Nick Donaldson, Business Agent Salem/ Willamette Valley Area: National Frozen Foods: As of January, the Company has distributed a new Employee Handbook, I will be working with our members to address any unforeseen issues this new Handbook creates. Oregon Fruit Products: We were able to reach a Fully Recommended Offer that was ratified by our members on November 22nd, 2022, with a 95% approval rate. The new CBA was distributed shortly after ratification to our members in both English and Spanish. I would like to recognize Guy Hinkle our steward at OFP and thank him for his hard work in helping us accomplish this. PNW Veg Co: The Company issued a new Attendance Policy late in 2022, this new Policy created a lot of issues for our members and after a lot of work with the Company they have agreed to revise the Attendance Policy. We will be on the lookout for the new Policy to ensure it is beneficial to our members at PNW. Pacific Coast Producers: We held Demands Meetings and have dates scheduled in both March and April for negotiations. Keep an eye on our Union bulletin boards for all important dates and notices of all Local Union Business.

Paul Johnson, Business Agent Hood River/The Dalles/ Boardman/Pendleton Area: We have open contract negotiations currently at: Umatilla County Housing Authority and UPS. We have negotiations starting soon at: ABF, Hood River Distillers, Pacific Coast Producers and T-Force. Please

keep your personal contact information current with the Local Union, including address, phone number and beneficiary. Any questions feel free to call our office. Keep an eye on your Union Boards for important information.

Cully Neill, Business Agent Ontario/Caldwell area: I am hoping this finds everyone happy and healthier for the new year! With the new year comes new challenges. Simplot Ontario: Your Local Union is working through a grievance on overtime scheduling in which the company violated your CBA. Simplot Idaho: Your Local Union will be discussing with the Company the procedure in which Floating Holidays are utilized. Americold Ontario: The company and your Local Union have been working on Seniority issues and hope to get a resolution quickly. Americold Nampa: The grievances we have had in Nampa have been taken care of in a timely manner and hope this trend continues. Ashgrove Cement and Quarry: Your Local Union is in need of a shop steward in the plant and would like to have a member willing to represent their fellow members for the future. Thank You for all the hard work you all do and remember to check your bulletin boards for updates!

Important: For many years, it has been the policy of Teamster Local Union No. 670 that a member needs only to pay dues when working at the trade for forty (40) hours or more in a calendar month. This continues to be the policy of our Local Union. However, future candidates for Local Union should be aware that the International Constitution requires a candidate to be a member in continuous good standing for a period of twenty-four (24) consecutive months prior to the month of nomination for office. (Article II, S (a) (1) and X, S 5) "Continuous Good Standing" includes the requirement of timely payment of dues for the twenty-four (24) consecutive months prior to the month of nomination. In other words, you must pay your monthly dues for twenty-four (24) consecutive months prior to the month you are being nominated, regardless of the number of hours you worked at all. You must also meet other eligibility requirements set forth in the International Constitution if you want to be eligible to run for Local Union office.



On February 8, 2023, Local 962 was placed under emergency trusteeship in accordance with the IBT Constitution and by order of IBT General President Sean O'Brien. The General President has appointed me as Trustee of the Local to ensure Local 962 members are represented and that other issues at the Local are addressed. As we move forward I have assigned Dion Christie as the Business Representative for all non-UPS contracts in Local 962's jurisdiction. I will be handling and overseeing all UPS representational issues until further notice. Renee Camp is handling the Office Manager responsibilities, and Josh Camp is handling all dues and Titan responsibilities. Thank you to all Local 962 shop stewards and members who have stepped forward to assist and share your knowledge during this challenging time. An emergency trusteeship hearing is in the process of being scheduled and an official notice with the hearing date, time, location and details is being mailed to every Local 962 member.



Local 962 members at the UPS facility in Roseburg, Oregon pictured with General President Sean O'Brien, General Secretary-Treasurer Fred Zuckerman and JC 37 President Mark Davison on their February 8th visit.

KEEP YOUR LOCAL IN THE KNOW

Going off of work?

Be sure to request a withdrawal card when being laid off, going on a leave of absence, lengthy medical leave for an on or off-the-job illness or injury, being called up for military service, terminating your employment or otherwise not working. Take time to protect your membership status by contacting your Local to see if you qualify for a withdrawal card. Each Local has different bylaws and/or policies that govern the issuance and deposit of withdrawal cards. Failure to call your Local to request a withdrawal card when going off work or calling your Local when returning to work to deposit your withdrawal card may result in you owing additional dues, assessments, late and/or initiation fees. When returning to work, please contact your Local to deposit your withdrawal card and return to "active" member status with the Union. If you have any questions regarding your membership status, contact your Local and they can assist you.

Recently Moved?

Please call your Local Union when you have a change in your contact information. Whether you have an updated phone number or a change of address, it is important to make sure your Local Union has your updated information so you may receive important notices from your Local, Joint Council No. 37 and the IBT.

TEAMSTERS CREDIT UNION

Credit Union membership is another benefit of being a Teamster. As a member of Joint Council No. 37, you and your family members are eligible to join our Credit Union .

Teamsters Council #37 Credit Union is a full service financial institution that offers our members competitive interest rates and a variety of low or no cost services. Unlike a bank, which divides its earnings between stockholders and customers, the Credit Union returns all of its earnings to its members and fees are kept to a minimum.

Whether you are looking for an auto, home or personal loan, or just want to start a savings or checking account, the Credit Union has you covered.

The TCU is staffed by Teamster members, and the Board of Directors is comprised entirely of active and retired Teamsters. Teamsters helping Teamsters!

Scan the QR code to the right to learn more about the benefits of joining the Teamsters Credit Union

Annual Meeting Notice

April 20, 2023 at 5:30 PM

Location: Joe Edgar Union Hall

SCAN ME



Local Union Contact Information

Local 58
(360) 693-5841

Local 206
(503) 251-2344

Local 324
(503) 378-1421

Local 81
(503) 251-2381

Local 223
(503) 256-5995


Local 670
(503) 378-1444

Local 162
(503) 257-0162

Local 305
(503) 251-2305

Local 962
(541) 664-4261

Member Education



Know Your Rights

By Matt Konz, Union Representative

Weingarten is a right Union members take for granted and are quick to invoke, yet don't often think of how this right came to be. February 16th marked the forty-eight year anniversary of the NLRB vs J. Weingarten, a 1975 U.S. Supreme Court decision. A significant win for labor rights that has had a lasting impact for all Union shops. It all began as a case of false accusations lobbied at rank-and-file member Leura Collins of the Retail Clerks Local 455. Mrs. Collins was an eleven-year member in good standing that had no prior incidents of discipline, and by all accounts was a model employee. Acting upon hearsay from one of Leura's coworkers, her employer dispatched a corporate loss prevention specialist to investigate allegations that Mrs. Collins had committed acts of theft and dishonesty. After covertly observing (spying on) Mrs. Collins for several days, the investigator found no evidence that she had been stealing from her employer. The information was relayed to the coworker who then made another allegation that Mrs. Collins was poaching chicken from the store cafeteria. Her employer summoned Mrs. Collins into an office for an interrogation. They alleged that Mrs. Collins had stolen a box of fried chicken worth \$2.98 and only deposited \$1.00 into the cash register. Mrs. Collins explained that the smaller boxes used for the \$1.00 amount were out of stock and a larger box was used instead. This was quickly verified after the investigator spoke with witnesses who confirmed her story. The interview continued after Mrs. Collins informed the investigator and her store manager that she and every other employee in her department

were taking a free lunch provided by the company. This was a policy that was not universal at all Weingarten stores and not widely known, even to the interrogators themselves. Ultimately the company found no merit to any of the accusations or any wrongdoing on Mrs. Collin's part. Several times during this interview she had requested the presence of her shop steward. The company repeatedly denied her requests and claimed that this was a matter between herself and the employer and that the Union had no right to interfere.

Most people would have shrugged this treatment off as employer bullying tactics, but Mrs. Collins and her Union tapped into a greater issue that needed to be addressed. Her Union representatives filed an unfair labor practice with the National Labor Relations Board. The NLRB issued an order in the case and it was appealed by the employer to the United States Court of Appeals for the Fifth Circuit. The Fifth Circuit refused to uphold the NLRB order, citing that Mrs. Collins and Weingarten were not bargaining over the terms of her employment, therefore Union representation was not required. The NLRB appealed the court's decision, where it was referred to The United States Supreme Court and heard on November 18th, 1974. A decision was reached on February 19th 1975 that, "The employer violated § 8(a)(1) of the National Labor Relations Act because it interfered with, restrained, and coerced the individual right of an employee, protected by § 7, "to engage in . . . concerted activities for . . . mutual aid or protection . . .," when it denied the employee's request for the presence of her union representative at the investigatory interview that the employee reasonably believed would result in disciplinary action. Pp. 420 U.S. 256-268."

The key takeaway is that the "mutual aid or protection" had not applied to disciplinary or investigatory interviews before this case was heard. If you are approached by management and the conversation is about discipline or you reasonably



MY WEINGARTEN RIGHTS

"If this discussion could in any way lead to my being disciplined or terminated, I respectfully request that my union representative or steward be present at this meeting. As soon as union representation is provided I will participate in this interview."

believe it is likely it will lead to discipline, invoke your Weingarten rights and request Union representation. Because of Leura Collin's courage, millions of workers have a powerful tool when facing the boss. Where are Weingarten's Department stores today? They were acquired by Grand Union Supermarkets in 1980 and then sold to Safeway. When people think of Weingarten, they don't think of groceries, apparel or boxes of fried chicken. They think of strong labor protections and a champion of worker's rights, Leura Collins.

HISTORICAL SPOTLIGHT

WHAT IS A JOINT COUNCIL? Joint Councils were created by the International Brotherhood of Teamsters in the formative years of the Teamsters Union to grow membership and expand Teamster jurisdiction. An important role of a Joint Council is the coordination of Teamster activities in its jurisdictional area, including protecting and preserving industry standards with contract compliance and review procedures. Joint Councils are also involved in monitoring government affairs because what we negotiate at the bargaining table on behalf of our members can be impacted by negative political action. Joint Council's also establish and maintain relationships with the broader labor movement and other trade unions. Under the overall umbrella of the 1.2 million members of the International Brotherhood of Teamsters, there are 300 IBT Local Unions affiliated with thirty-four Joint Councils in the United States and Canada.

WHO IS JOINT COUNCIL 37? Joint Council 37 is based in Portland, Oregon, and there are nine affiliated Locals (58, 81, 162, 206, 223, 305, 324, 670 & 962) representing members in Oregon, S.W. Washington and parts of Western Idaho. The Executive Board of the Joint Council is comprised of Union leadership from its affiliated Local Unions. Officers of the Joint Council also serve in critical roles as Trustees on our active and retiree health care plans and retirement trust funds. In Joint Council 37 there is a combined membership of 22,000 active Teamsters working in the private and public sectors.



In 1960 it was a Teamster tradition at JC 37 to raise the Irish flag in honor of St. Patrick's Day.



Retirees
Circle

President Rob Burke

The Teamster Retirees Association of Joint Council No. 37, with the help of Teamster Locals and affiliates, raised \$4,100.00 for the Portland Police Sunshine Division. President of the Retirees Association Rob Burke would like to send a special thank you to everyone who made a donation to this important charity organization.

The Joint Council of Teamsters No. 37 Retirees Association was founded in 1963 as a way for members to stay connected after years of hardwork and dedication to their respective trades and this great Union. The Joint Council No. 37 Retirees hold their meetings the first Wednesday of the month at 12:00 PM at Joe Edgar Hall, located in Union Plaza next to the Teamsters Credit Union off of 162nd and Halsey in Portland, OR. At 11:00 AM before the meeting begins, the association hosts a social hour where they serve donuts and coffee. Encourage a fellow retired Teamster Brother or Sister to attend a meeting.

Upcoming Meetings:

April 5, 2023

May 3, 2023

*June 7, 2023

***Please note the June 7, 2023 meeting will be held at the American Legion Post 150, located at 8329 SE 89th Ave. Portland, OR 97266. A BBQ luncheon will be served along with the regular order of business.**

UNION SECURITY NOTICE TO TEAMSTER BARGAINING UNIT EMPLOYEES WITH CONTRACTS FOR LOCALS 58, 81, 162, 206, 223, 305, 324, 670, & 962

Teamsters Collective Bargaining Agreements include a Union Security Clause, which requires Union membership after thirty (30) days of employment. Under the law, an employee may satisfy this requirement in one of three ways. First, he or she can become a "member in good standing" by paying the Union's initiation fee and monthly dues and other charges pursuant to the Local Union bylaws. Secondly, he or she can become an "Administrative Fee" payer, and simply pay uniform initiation fee and monthly dues, and choose not to become a member. And thirdly, he or she can become a "Financial Core" payer and pay a percentage of the initiation fee and monthly dues based on the amount the Union's collective bargaining expenditures bears to the Union's total expenditures. This means that an employee pays for representation in collective bargaining, but does not contribute toward the Union's expenditure for civic, charitable, and other activities not directly related to collective bargaining.

If any Employee decides to become a non-member "administrative" fee payer, or if he or she wishes to be a "financial core" payer and pay reduced dues without joining the Union, he or she must so notify the Union or he or she will be treated as having decided in favor of full membership. In any event, he or she will be required to pay the appropriate initiation fee and monthly payments as a condition of employment. If the employee decides to become a non-member financial core payer, he or she will have the opportunity to challenge the correctness of the Union's calculation of the financial core payment. He or she will be given information as how to do this, as well as a written explanation of the computation.

A "financial core" payer or "administrative fee" (or "fair share") payer is not a Union member and cannot attend Union meetings and vote on labor agreements or vote for Union officers, and will not be entitled to a withdrawal card and may not be eligible for life insurance benefits in the local Union.



Local 162 member John Williams posing with his moving truck during the time period when Joint Council 37 was chartered on February 4, 1920. The charter was established originally as the Joint Council of Drivers, because at that time the Union represented almost exclusively drivers and dock workers. As Teamster jurisdiction grew to cover workers in nearly every industry the Joint Council dropped "Drivers" from its charter and replaced it with "Teamsters" to recognize the Union's broader membership and expansion.