Dear Sisters & Brothers:

2017 has certainly gotten off to a fast start. The new administrations at the State and Federal level have made Right-To-Work (for less) their top priority. This is what the Anti-worker, Anti-Union forces have sought in New Hampshire for the last 40 years, and they have been unsuccessful. It is our goal to insure that they continue to fail in turning New Hampshire into a Right-To-Work (for less) State. As has been proven repeatedly, employees in Right-To-Work (for less) earn far less in pay and benefits. This is the initial step for these Anti-Worker forces to take away your rights under a contract. Some states that have passed this terrible legislation have then gone on to remove bargaining rights from public employees, which ultimately classifies you as an at-will employee with no rights and no protections. Teamsters Local 633 is fighting on your behalf at the Statehouse on a daily basis. I am pleased to report we have successfully beaten back this terrible legislation again this year. A special note of thank for all of those that helped out.

President of Local 633 and Political Coordinator Dennis Caza has been holding the Legislators accountable for and on behalf of working families. Field Representative Roger Travers has been working alongside President Caza and, to date, the results have been excellent. Business Agent Rick Laughton also testified against this damaging legislation. SB 11 was voted down by the House on February 16, 2017. The House voted 200-177 that SB 11 was “Inexpedient to Legislate.” This vote was followed by the House voting 193-184 to “Indefinitely Postpone” SB 11 and on a motion to reconsider, the House voted 183-194 against said motion.

Teamsters Local 633 is also fighting legislation targeting our members that are covered by State healthcare and retirement benefits. If passed, the proposed legislation would force retirees and new hires to pay significant increases in healthcare costs. We are currently in negotiations with the State Department of Corrections, where there are approximately 100 open positions. The State’s goals should be focused on recruitment and retention, not on making these difficult and essential careers less appealing. Additionally, the new Women’s Prison is tentatively slated to open later this year and that will compound the staffing issue. For the new Administration, we are continuing to highlight the importance of officer safety, compensation, and staffing, as being key pieces of a new contract.

President Caza and I met with Governor Sununu to outline key concerns to Teamster families and our expectations moving forward. The governor was open to working with the Teamsters, as his father did previously, and we will certainly keep the issues that are important to you and your families in the forefront. One of the more important ways that you can assist us in this fight to protect working families is to participate in D.R.I.V.E. This is the only way that your Local Union can fund the fight against anti-worker legislation. It is against the law for us to use union dues to support pro-labor candidates. In the very near future, we will be gearing up for mid-term elections with a campaign to increase participation in our political action program.

A message from...

Secretary-Treasurer Jeff Padellaro
I am pleased to report that the expansion at Anheuser-Busch is moving forward. They have announced that they will be hiring additional staff for the completion of the expansion, as well as to fill vacancies left open by our Sisters and Brothers who will be retiring this year. Thank you to Chief Steward Dan O’Shaughnessy as well as Stewards Steve Bishop and Frank Kearney for their efforts during the construction.

Since my last report to you, Airgas has ratified a new contract that includes generous wage increases and protection of healthcare and retirement, as well as increased job security. Thank you to Shop Stewards Matt Campbell and Rich Tellier for their assistance at the negotiating table.

Coca-Cola has ratified a new long-term contract that protects healthcare, retirement, provides additional time off and industry-leading wages. Coca-Cola has also announced a major acquisition that is expected to bring additional work into the Londonderry facility, which will provide additional job security for our members. Thank you to Shop Stewards Lenny Redmond, Tim Thibeault and Joe Roy for their assistance at negotiations.

Derry DPW recently ratified a new contract. Under the new agreement, there is increased job security, generous wage increases, protection of healthcare, and retroactivity. It should also be noted that Local 633 is the only bargaining unit that has been consistently under contract with the Town for the past decade. Special Thanks to Shop Steward Ernie Gibbs for his assistance with negotiations.

At First Student, the federal lawsuit regarding retirement contributions continues to move forward. First Student has attempted on multiple occasions to settle this matter; however, we have told them that there will be no settlement, until everyone who was affected has been made whole. We will not hesitate to use the Federal Courts to protect your rights. I am pleased to report that the Company has finally agreed to make every member whole for their lost contributions, and we have negotiated for the lost earnings on these contributions as well.

I would also like to thank all of our First Student Stewards and membership for the outstanding show of unity and solidarity during the recent Belmont contract negotiations. While this round of bargaining was extremely difficult for all involved, the strong messages of support from the entire First Student membership from around the region showed this employer what the true meaning of Teamster Pride is all about! Great job by all involved.

New Hampshire Distributors recently concluded the acquisition of Great State Beverage. As a result, the membership grew significantly, providing additional job security and opportunity to the members. At the end of 2016, NHD announced another acquisition; this time they announced they were buying White Mountain Beverage. I have already met with the company, and it has been agreed that this will also be a Teamster operation. I am pleased to announce that Teamsters Local 633 will represent a majority of Anheuser-Busch production and distribution throughout the State of New Hampshire. A note of thanks to Shop Steward Jon Yeo for all of his hard work during this very difficult process.

We are in the midst of negotiations on behalf of our members at the New Hampshire Department of Corrections. As of the writing of this article, your Teamsters Local 633 negotiating committee has declared impasse and we are looking to move forward to mediation. The state is continuing its attack on the working men and women of New Hampshire and we are aggressively fighting back to not only protect, but to improve the terms and conditions of our Local 633 Corrections Officers. They have long endured excessive forced overtime, short staffing and an unappreciative employer. Local 633 will lead the fight for a fair contract with the State Department of Corrections.

The membership at Northstar recently ratified a new long-term contract. Northstar has been financially stressed for years, but has more recently rebounded. The new contract provides for protection of healthcare, significant wage increases and job security. Special Thanks to Shop Steward Tim Ewen for his assistance at the negotiating table.

There are many challenges ahead for our Local. As Employers continue to try to erode the terms and conditions of contracts, and increase their anti-worker rhetoric, we will meet those challenges head-on. Some of these challenges include: the upcoming UPS Negotiations, Anheuser-Busch negotiations, Freight Negotiations and State of NH Corrections negotiations. In addition, we stand ready to address the numerous Political and Legislative Issues raised in Concord affecting working families. Teamsters Local 633 has a strong and rich history, and, with the continued involvement and support of the membership, there is no obstacle we cannot overcome.
I encourage you to save the following dates: June 24 – Teamsters Local 633 Night at the Fisher Cats; August 6 – Camp Allen; and August 13 - Local 633 Golf Tournament. I look forward to seeing you all at the many upcoming Local events. Also, please be aware that Teamster Scholarships Forms are available on-line. As always, if you have any questions about the Teamsters Scholarships, please do not hesitate to contact the office.

On a personal note, I would like to thank the membership of our great Local for the kind wishes and support in my new role as Secretary/Treasurer and Principal Officer. It means more to me than words could express, how appreciative I am to have your support as we move forward together to improve the lives of working families throughout our Local. I am also thankful and humbled by the outpouring of support and assistance by our Business Agents, Field Representatives and the Executive Board. We have always worked together as a Team with the interests of the membership first and foremost, and I look forward to continuing that.

I would be remiss if I did not recognize longest serving Secretary/Treasurer in the history of Local 633, David W. Laughton. During Dave’s more than three decades of service to the Local 633 membership, he always put the best interests of the members before all else. Dave always led by example and made time to assist, train and mentor any of us that had the opportunity to work with and for him. Above all else, we all had the honor of calling Dave Laughton a friend. Dave’s commitment to the membership and to the Teamsters Union was always unwavering. We also owe a special note of thanks to Dave’s family for sharing him with us for all of those years.

A special note to Dave and his family: On behalf of a grateful membership, all of your friends and co-workers, we wish you all the best in your future endeavors, and a long, healthy and happy retirement. Thanking you for your support, I remain, Fraternally yours, Jeff Padellaro

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Report of Business Agent Kevin P. Foley

Since my last report to our membership Peak 2016 has concluded and our UPS members again did a great job for their company. The dedication and commitment to pulling together to get the job done is incredible work. Think about this for a moment when all is said and our ups members picked up and delivered more than 700 Million packages at peak 2016 which is a jump of 14% over 2015. Revenues and Profits will jump as well which is important for our ups members.

As I reported previously, UPS expanded their NH footprint and built a mini-hub right next to the UPS Nashua location that has 32 doors which received and processed packages and Freight from VT, MA and NY and they hired 200 members on a temporary basis for peak 2016. The building opened in October and closed the Friday before Christmas. I was involved in negotiations over the wages and terms and conditions of this new operation for over a year with UPS. When all was said and done UPS agreed to our proposal to 1. Allow our existing Part-time employees at the Nashua, Manchester and MHT locations first opportunity at these jobs prior to anyone off the street. 2. That UPS would pay $15.00 per hour and anyone in our existing buildings would get $15.00 per hour or their current wage rate whichever is greater for working in the Mini-Hub. 3. UPS agreed to add two (2) additional Feeder jobs. Fortunately as a result our part-time ups members who took advantage of this opportunity got all kinds of extra hours. As predictable, of course there were many payroll issues/errors/shorts that arose as a result that took a lot of my time to have the company correct for our members.

At Nashua, ups terminated a long term driver for forging a signature(s) and leaving packages. After the meeting I had arranged with upper management and my Shop Seward Ed McQuoid on the issues, I am happy to report that the termination was reduced to a short suspension another good career was saved. If you are a driver at UPS, do not under any circumstances sign for any packages. Follow the rules always. If the person is not home leave a note and bring the package(s) back to the center. There’s always tomorrow. Today our drivers are delivering Alcohol, Firearms and prescription drugs amongst other high value things that require a customer’s signature, if these fall in the wrong hands dire consequences could follow. One of our focuses this year is on Preload safety inspections at all the UPS Buildings we have. My Stewards and I have received complaints not surprisingly that UPS is saying one thing and doing another in terms of safety. It’s do as I say, not do as I do. Egress issues, blocking exits, Flow problems, overweight’s on the belts, production issues to name a few. My Shop Stewards and I have already randomly showed up on preloads unannounced. We can’t be everywhere all the time, so our members must step up and become part of the solution and help us help them. We will be roving around performing contract enforcement and safety audits at Manchester, Nashua, Dover, Keene, Laconia and Twin Mountain holding the company accountable.
We are also running into problems when our ups members report workplace injuries and no injury report is filed. Suppression and/or interference of injury reports for our ups members will not be tolerated. When this happens a delay occurs and when delays occur denial of claims usually occur because there’s no injury report on file to refer to. If the report is delayed then submitted another denial usually occurs. The company is required to generate an injury report which at times they do not. You may be thinking “ah it’s just a small thing I will see if I can work through it”, in my experience what actually happens is a high percentage of time in most cases you simply cannot work through it, what then. Cover your behind & file a report and get a copy. Go see your own doctor. If you can work through it great, if you can’t then you’re covered because you filed an injury report. Don’t get caught trying to do someone a favor that they didn’t ask for that’s going to blow up in your face and then you end up chasing it from behind the eight-ball. Do it right from the start. Our members must demand that ups do it right and if they run into any interference I want a phone call at my office 603-625-9731 and I will personally intervene on your behalf.

I settled a great many Arbitration cases 35 to be exact, that I filed in December for resolution dealing with excessive over-time violations, supervisors working grievances, etc... to our members satisfaction. That is not a usual number of cases for us here in NH. It costs a lot to file these cases we commit significant resources to this end and we take the company on at every turn, collectively we must demand the company follow the contract and protect our members working conditions. If “right-to-work for less” were to pass this would greatly hurt all of our ups members and their families and everyone else. The 9.5 violations I was able to get UPS to create and post of our ups members and their families and everyone else. The company is required to generate an injury report which at times they do not. You may be thinking “ah it’s just a small thing I will see if I can work through it”, in my experience what actually happens is a high percentage of time in most cases you simply cannot work through it, what then. Cover your behind & file a report and get a copy. Go see your own doctor. If you can work through it great, if you can’t then you’re covered because you filed an injury report. Don’t get caught trying to do someone a favor that they didn’t ask for that’s going to blow up in your face and then you end up chasing it from behind the eight-ball. Do it right from the start. Our members must demand that ups do it right and if they run into any interference I want a phone call at my office 603-625-9731 and I will personally intervene on your behalf.

Over at UPS Freight I have been dealing with a bunch of issues. The company decided it would be a good idea to terminate four (4) city drivers for “failure to follow supervisory instructions.” I arranged for a meeting with upper management and my Shop Steward Roger Martineau and the affected members and after those meetings which took hours, three drivers went back to work immediately with their terminations reduced to warning letters and one decided to resign and work elsewhere.

Our current collective bargaining agreements with UPS & UPS Freight & UPS CSI are set to expire August 1, 2018, so that means if you’re a Teamster at UPS in NH and we have 1,200 of them at 9 different buildings you should start thinking of idea’s and proposals that you’d like me to advance at the Bargaining table at National and Supplemental Negotiations with UPS. Most likely in the fall we will have a contract proposal meeting with Local 633 members at UPS to take proposals, please take the time to attend this very important meeting. Be an active part of the solution your future depends on it. You will have at least a week’s advance notice of the meeting we will be using postings and Facebook as well as our website so check our social media resources regularly. We will most likely also for the first time send our membership surveys directly to our Local 633 UPS members. So take the time to return them your voice matters. Make it heard. Negotiations will be challenging but if we all stick together like we always do, we will fight & win another contract that rewards our members hard work and dedication that makes this company one of the most successful company’s in the world.

Over at Rochester Library, we have finally got the contract resolved after many negotiation sessions, some would say too many, impasse and then a marathon Mediation session with Arbitrator Altman. The city basically agreed to our member’s very last proposal which was perplexing. Our members are now covered by Allegiant Care (formally NNEBT) and will get wage increases. We basically got every priority issue we wanted and gave up nothing. In the 11th hour an issue of retiree healthcare coverage arose and Fund Attorney’s Gabe Dumont and Bill Cahill stepped in and helped facilitate a resolution, very good job. A special thank you to my bargaining committee made up of Peggy Trout, Marie Kelly and Dorinda Howard as well as every member at the Library for staying firmly and strongly behind their Union negotiation Team from start to finish. Dorinda Howard retired after years of dedicated service. She was known for her unwavering support of her Union and at the bargaining table for being a loyal and fierce advocate for our Union members. I was fortunate enough to be able to attend her party which was a great time. Good luck for a happy and healthy retirement Rindy. Thank you for your service to this Great Union.

At Ferguson (Formally Redlon & Johnson) negotiations will begin soon. I have set up a NE Teamsters Pension Fund Educational Meeting for our members because they are interested in getting into the Teamsters Pension Fund and have proposed such. Education starts with our members first, then the company at the table. Shop Steward Tim Bill and member Rick Gasner will join Field Rep Keith Judge and me at the negotiations table there.

Over at Goffstown Highway, we concluded negotiations after going to impasse in 2015. The men voted unanimously in favor for the contract and so did the Town Board of Selectman. The guys are looking at 2% to 6% wage increases in year 1 and 2.5% in year 2. We also added additional monies ton their longevity annual payments, Added premium pay for working outside classification, Added a sick leave buy out at retirement. A special thanks to our Union negotiation committee who assisted me greatly at the Table Zeb Burnham, Cassidy Barriere and George Maloney for the help. Also to the entire crew sticking by us every step of the way.

Lincoln Police Department Officers and Dispatchers negotiations have hit impasse unfortunately. The parties are super close on wages and healthcare. It’s the drastic draconian lan-
guage changes the Town wants that’s holding up a contract for our Professional Police Members. We are headed to Mediation there for a successor agreement. The Union committee of Officer Mike Stevens, Dispatchers Amy Snyder and JJ Bufeaud are doing a good job assisting me there.

**Manchester Police Support Staff** negotiations are resuming as our current 1 year agreement expires this summer. I am being assisted by very capable members of our Union Negotiation committee Greg Murphy, Hugh Mallet and Rich Bourgeois.

**Keene State College Campus Safety Officers and Dispatchers** we concluded negotiations there in January and our new Teamsters voted to reject the first contract offer. This included a grievance procedure with binding Arbitration as well as added Shift differentials and wage increases in 1 year contract. Our negotiations committee went back to work identifying the causes for rejection and addressed them with the College. I am happy to report that we recently held another contract ratification meeting and our members overwhelmingly voted to approve the new contract. Now the process of back pay and enforcement begin. A special thank you our Union Negotiation committee Officer Charlie Smith, Sgt. Jess Trombly, Sgt Brenden Bosquet and Attorney Bill Cahill for their valuable assistance getting this done for our members. The first contract is always the toughest.

**Cheshire County Sheriffs Deputy’s and Dispatchers** negotiations have concluded and our members ratified a 2 year agreement which is actually a 18 month contract that raises their wages 7.5% and we maintained their Insurance and raised their weekend shift differentials as well as numerous other things. Now their terms and conditions of employment are codified in their first ever Teamsters contract. The process was tough but so were our committee members. A special thank you to Deputies Brian Riley, Dennis Abrams, Dispatcher Jill Robinson and Attorney Bill Cahill for their countless hours of service and assisting me at the Negotiation table for this fine group of Professionals. Welcome to the Teamsters Law Enforcement Team. Congratulations to Tara Neese for being Shop Steward and Brian Riley for Alternate Steward.

**Carroll County Sheriff’s Deputies and Dispatchers** my Shop Steward Steve Rowe is doing a great job up there for our Professional Law Enforcement Personnel.

**Gilford Police Officers and Dispatchers** we concluded negotiations for body cameras there. I want to extend a thank you to Gilford Police Chief Anthony Bean-Burpee and my Shop Steward K-9 Officer Adam Van Steensburg and Attorney Cahill for facilitating this to a speedy conclusion and protecting all of our Professional Law Enforcement Officers who have rights that need our protecting and access to our vast legal resources.

**Bedford Highway Department**, negotiations will likely in the summer of 2017 for a successor agreement but we have already had a contract proposal meeting with the men and my Shop Steward Paul Mathieu. Paul replaced Wayne Harrassey who retired recently & had many years of dedicated service as Shop Steward for our Bedford Teamsters. It was a great pleasure working with Wayne on a daily basis and at the Negotiation table over many contracts that improved the working lives of our members. We owe Wayne a debt of gratitude for his selflessness and sacrifice of countless hours making certain our member’s issues were addressed. Good luck Wayne for a long, happy and healthy retirement, enjoy you’ve earned it.

**Peterborough Highway Department**, negotiations are resuming there for a successor agreement in February. My Shop Steward Gordon Young and Assistant Peter Bergeron will assist me at the table there for our Teamsters members there.

**City of Berlin Supervisors** negotiations are scheduled to begin next month and I will have the assistance of Shop Steward Henry Noel along with Field Rep Keith Judge at the table with the City.

**Milford Highway Department** negotiations have hit impasse because the Town does not want to budge on wages and health care at all. They have so far been unwilling to invest in public safety and the critical jobs our members do every day. They have however, requested another meeting in order to try and break the deadlock as opposed to going to Mediation. Shop Steward Jeff St. John and Field Rep Keith Judge are assisting me at the table for our Highway, Police Support Staff and Water & Sewer Teamsters.

**Raymond Police Department**, negotiations will likely start next year. My Shop Steward Joan St. John and Alternate Barb Kelly are in regular contact with me and are doing a great job for Professional Police Officers and Dispatchers.

I’ve been to all the New England Parcel Grievance Committee hearings, Teamsters/ UPS Freight Grievance Hearings chairing those cases in Richmond, VA.

Along with the rest of the staff here I’ve been up to Concord numerous times on the so-called “Right-to-work for less” bill in the Senate and House that is promoted by out of state special corporate interests and corporate bosses & lobbyists. The guys under Jeff’s direction did a great job educating everyone on this scam of a bill and having it defeated. Facts are stubborn things not subject to change. It would be a great disaster to our members everywhere if this where to ever pass. If anyone who tells you that you can get something of value for nothing, as this bill promotes they have to be a liar and a thief. A special thank you to all of our UPS members for engaging and helping when called upon. This bills design is to bankrupt the Union’s which results in weak contracts and would destroy the middle class. Great job everyone!!

Fraternally, Kevin P. Foley, Business Agent Teamsters Local 633
Let me start off by congratulating my brother, Dave Laughton, on his retirement from Teamsters Local 633. He has been a Teamster leader for over 40 years, dedicating his life to helping working men and women improve their way of life.

It was through Dave’s leadership in Washington DC at the Brewery Conference that the workers in the Brewery and Soft Drink industry have enjoyed great wages and benefits. His accomplishments are too many to mention here, but let me say that at the Local, Joint Council 10, Northern New England Benefit Trust, the New England Teamsters Pension Fund, and all through this Country, Dave has helped thousands of people improve their lives.

He is still going to be active and continue improving people’s lives in some of these fields, but we will miss him here at the Local. He has left this Local Union in the best shape that it has ever been in and also has left a great team in place to carry on for working people in New Hampshire. There will be a time and place for more of this, but I will tell you I could not be prouder to say that my brother Dave has always been someone that I have been blessed to have as a brother and a friend.

I would be remiss if I didn’t also congratulate Jeff Padellaro, our new Principal Officer. Jeff is also a lifelong Teamster, as his father before him, so we are in good hands at Local 633.

Now on to my report. As always, we are very busy here at the Local. One of the biggest things keeping me busy is the Associated Grocers contract. We are hopefully nearing a successful conclusion to the negotiations. The Stewards, Armand Proulx, Rich Charity and Sean Gilman, along with Field Representative Keith Judge have all put a lot of time and energy into these negotiations. We believe that when concluded, this will be the best contract ever put forward at Associated Grocers. It has taken a little longer than planned, but we will see it through.

Another contract that has been taking some time is the contract for the Court Security Officers. As you may know, we represent nearly 150 Court Security Officers throughout the State. These men and women are charged with protecting the District Courts, the Supreme Court, and other various Courts throughout the State. They are on duty in the North in Colebrook and Berlin, the South in Salem, the West in Keene, the East in Portsmouth, and in 30 Courtrooms in between. They provide armed and professional protection for the Judges, Court Personnel, and the general public. The State is lucky to have these Brothers and Sisters standing up for their protection. Three of the Stewards, Lance Walton, Steve Reynolds, and Peter Uliano, have been attending all of the negotiating sessions and are trying to advance the pay and working conditions for you at the Courts.

We have successfully completed negotiations at several other locations recently:

The Manchester Association of Principals have a new contract with the Manchester School District. These negotiations were difficult, but the Association’s team led by Brendan McCafferty dealt with the tax cap issue, and the contract was approved. Our Public Sector Consultant, Attorney Bill Cahill, was a big part of these negotiations and ably assisted the group and myself with these talks.

The Town of Hampton’s Teamster members have a new contract, and we are waiting for Town Meeting Day so that the voters can vote to approve this contract. We would ask any members living in Hampton to come and support this contract.

There are also new contracts at Rockingham County, for the Dispatchers, Legal Assistants, and Maintenance Departments. These are all individual contracts, and we would like to thank all of the Rockingham Stewards and Negotiating Committee members for their help. Attorney Cahill was also a big part of these negotiations.

As I said before, it is a busy time for us. We just completed the Manchester Sand and Gravel contract. We are still negotiating the contract at the Airport for our group at National Garages, which includes the Shuttle Bus Drivers and Parking Garage members.

We are still in ongoing negotiations at the City of Lebanon with our LPASE group of City Workers, also the City of Manchester Airport Maintenance Workers, City Librarians, and Welfare Office Workers.

As I look forward to my 40th year at Local 633, I am very proud of where we have been, and where we are going. I want to welcome Keith Judge, who continues to take on more responsibilities, along with more groups of members. Roger Travers is now working as a Field Representative, representing members here at the Local. Both are doing a great job.

I will try to get to my many different assignments as often as possible, always moving forward with my Brothers and Sisters that I help represent.

In closing, I want to congratulate our President, Dennis Caza, for leading the charge to defeat the Right to Work for...
Business Agent Richard Laughton’s Report (continued)

Less crowd again in Concord. Great job Dennis! President Caza was in Concord every day, along with Roger Travers, who was a great help. We traveled many times to Concord with Dennis and Rogers to explain our point of view on this matter. I testified before the Senate and the House against this bill. Many of our members, active and retired, filled the seats at the State House. Thank you to all of them for taking the time to show up. Finally, thank you to Secretary Treasurer Jeff Padellaro for putting a team together to fight this anti-Union bill. He put Dennis in charge, and Dennis assembled a great team, including Roger Travers and former Senator Mark Hounsell to meet daily in Concord.

I want the members to know that we have a great team here at the Local, and we will continue to do our best to show everyone that Teamsters Local 633 is in fact the BEST Local Union.

Thank you,

Rick Laughton

Roger Travers – Field Representative

Dear Brothers and Sisters,

Congratulations to Dave Laughton on his retirement. I wish him the best, in the years to come, which he has very well earned. Good luck Dave.

I would like to thank Secretary/Treasurer Jeff Padellaro for bringing me aboard as Field Representative for Local 633. At this time my assignments are overseeing eight (8) different contracts, organizing, and working with Dennis Caza on the Right to Work Bill. As of this report, we have a few leads for organizing; Rye Oil, UNFI Amoskeag Beverages, and Boise Cascade Building Materials. I will keep you informed.

If I can be of any assistance to anyone, please feel free to contact me at any time. My new cell number is 603-851-0650, and I would like to thank you for your support.

Fraternally yours,

Roger Travers – Field Representative
Teamsters Local Union No. 633 of Manchester, NH

Keith Judge Report

As everyone knows it has been a busy time here at the local. I would like to take this opportunity to congratulate David Laughton on his recent retirement. Throughout my Teamster career David has always been the face, heart and soul of this local. He has always been at the forefront of the labor movement. Leading the fight for workers’ rights, here in New Hampshire and nationally. Dave has been a great mentor to me and I have been honored to work with him. I wish nothing but the best and hope he as a long and happy retirement.

First Student Belmont: The past few months at the Belmont location have been extremely busy. This group was the focus of New England for a few months. They did a great job sticking together through a tough negotiation and in doing so they were able to get a great contract. Although we were unable to get them into the pension plan this time. Through their solidarity, they were able to obtain significant raises and paid time off. Which is almost unheard of in the student transportation business. I would like to thank Cathy and Kelly for their great work. Cathy has since decided to step down as shop steward. Thank you, Cathy, for all your years of service. Stepping up and taking her place as new shop steward will be Kelly McCarthy. Thank you, Kelly I know you will continue to do a great job as you have the full support of your coworkers and this local union.

First Student Tilton: We have a new shop steward over in
the Tilton location. Megan Sargent has taken over the duties of Shop Steward. She has been a big help in keeping me informed on the day to day issues that go on. First Student at times can be a tough company to work for. Even as a new shop steward she has done a great job advocating for her coworkers in Tilton. This is a great group and I look forward to working with them as we continue to drive up standards in the bus industry.

First Student Bristol: UP in Bristol we also have a new shop steward. Tom Fitzpatrick is the new steward up there. Bristol can be a tough location to work out of. Their building is a small trailer parked in the middle of a parking lot. It is a small location but all the drivers in Bristol do a great job keeping our children safe and making sure they get to school every day.

First Student Moultonborough: Over the past couple weeks I have had the chance to get to know this group. We have had several issues to work though at this location. When I took over the group, this location had no attendance policy, no effective policy on how to staff charter work and several other issues that effected the working conditions of the drivers. I have been working continuously with Roland the shop steward and the drivers to protect and preserve the working conditions that we expect all of our members should have.

First Transit: Over at First Transit we are currently working with the company on some possible new work with the taxi company Lyft. Lyft is a taxi company that uses independent contractors as taxi drivers. There is currently a pilot program that is being run out of First Transit in Nashua by Lyft to provide handicap accessible transportation in the Boston area. It is unclear if this will lead to new Teamsters positions but we are monitoring the program to make sure all the working conditions for our members at this location are being upheld. George Kypriotes does a great job keeping us informed on the Lyft program as well as everything else that goes on in Nashua. Recently we had a member that was wrongfully terminated at this location. With the help of George, we successfully took this case to arbitration and we were able to overturn the termination and have our member returned to work with full back pay and benefits.

STA Sanford: The drivers at STA like all bus drivers this time of year are very busy. Dealing with difficult weather conditions just adds to the stress of the job. They all do a great job getting the kids to and from school safely. This year STA has expanded their revenue contract to add Wells Maine. In doing so we now have a small satellite site of about six drivers. Adding Wells to the contract provided for more Teamster positions and new challenges to overcome. Nicole Shepard has worked with the company to ensure a smooth transition. With Nicole’s help we have had minimal problems and the addition of Wells has been an overall success.

Belknap County Support Staff: We have recently finished negotiations with Belknap County. Negotiations in the public sector can be difficult given our current political climate. It is not a secret that there is an anti-labor movement in the public sector. We were still able to get a deal done that raised wages and protected the member’s health benefits. I would like to thank the negotiating committee (Brenda Lonzo, Donald Lemay and Jenn Schillinger) for their great work.

Belknap County Sheriffs: The members of the Sheriff’s department are working under their first Teamsters contract. It was a relatively smooth transition into the Teamsters. This whole group has been a pleasure to work with. We will be going into bargaining with County later this year. We will be setting up proposal meetings and we look forward to getting a new contract that will protect and raise the terms and conditions of the members at the Sheriff’s department.

Cheshire County DOC: I am saddened to report that we have had a member at the Cheshire DOC suddenly pass away. Daniel Neal unexpectedly passed away after work in January. Roger Travers and I took a tour of the facility the day after he passed. It was a somber tour but every officer that we spoke with had nothing but high praise for Daniel. Daniel was voted officer of the year by his peers however, he passed before he was able to receive the honor. The department has plans to present the award to his wife. Our love, thoughts and prayers go out to Daniel’s family and coworkers. However, even though the whole department was dealing with the tragic death of a fellow officer we were able to ratify the group’s first Teamster contract. I would like to thank Ben Graves and Kendell Amadon for all of their hard work. They spent countless hours working with the county and the group and in the end, we were able to get a deal done. Congratulations to the whole group and I look forward to getting to know and working with all of you.

I would also like to congratulate Jeff Padellaro on becoming our new Secretary Treasure and Principal officer. I wish him the best of luck and look forward to helping Jeff grow this local as we continue to fight for worker’s rights here in New Hampshire. Under Jeff’s direction I will be taking on the responsibility of the following accounts. Redlon & Johnson, Airgas, Frito Lay, Plaistow Police, Berlin Department Heads, Town of Farmington, Town of Plaistow, Cheshire County Sheriffs, First Student Swanzey, Moultonborough, and Hillsborough. I will be making the rounds to my new assignments to introduce myself and make sure everyone has all my contact information. Until then I hope everyone enjoys the last bit of winter as we all look forward to warmer weather and all the great Teamster events that come along with it.

I look forward to getting to know and working with my new groups. Thank you for your continued support.

Fraternally yours,
Keith Judge
RETIRED MEMBERS

ALAN CALEF
MICHAEL MCNEIL
GARY EASTMAN
JOSEPH NIXON
DANIEL FLETCHER
PETER PITMAN
BRYANT LEWIS III
HENRY BOULANGER
LESLEY MAKRIS
JAMES CONCEISON
ROBERT SEARLES
KEVIN CROWLEY
DAVID WOODWARD
EDWARD GAGAMACHE
WILMA ACOSTA
CARLTON HAMM
JOHN MERCER JR.
DORENE NOLIN

WILLIAM NUTE
WILLIAM PEASE
THOMAS SAYERS
DEBORAH WOODMAN
ARTHUR FOLSOM JR.
GEORGE GOODWIN
CHARLES LOW
DAVID BODNAR
ROBERT COTE
RICHARD PROULX
MICHAEL BRIERE
WAYNE RICHARD
DAVID SCHERER
ROBIE MARSTERS
THOMAS SULLIVAN
DAVID WRIGHT
ARTHUR FOLSOM JR.
DOUGLAS FIELD
MICHAEL SHALLOW

HAZEL TURKER
RALPH MCCARTHY
JON CARRAWAY
JAMES FECTEAU
KEVIN BREWER
NEAL FOLSOM
ROBERT FOSHER
HAROLD MACGREGOR
LAURA MALONEY
LINDA MARSTON
LEWIS PERRY
RONALD REARDON
RICHARD BREW
ARTHUR CLEMENT
MARK GREEN
DAVID KENNEDY
LOIS LAPAGLIA

DECEASED MEMBERS

JOHN BORRUN
ARTHUR ST. LOUIS
CHRISTINE MITCHELL
NEIL MITCHELL
RAYMOND PERREault JR.
ALAN BOUTIN
JOSEPH MCCANSTAN
PAUL KELLEY
DOUGLAS WELCH
JAMES JEFFREY
ROBERT BOUDREAU
PAUL DUVAL
RAULAND HEMAN
ARMAND CHAPUT
ROBERT BARTLETT
GERARD VERVEILLE
MAURICE GOURDE
ALBERT PROVENCHER
PAUL MEAD

PAUL STECKOWYCZ
THOMAS MUNSEY
DENNIS CASSIDY
WILLIAM HAZEN
KEVIN CASSIDY
LERoy SCOTT
MICHAEL LEVEILLE
CLEVELAND PRINCE
CLAIRE KONTOS
MICHAEL DEBELIS
EVERETT WOODBURY
PAUL DELISLE
DONALD GAGNON
PAUL DRON
EDWARD F. TIERNEY
LESLEY BENOIT
HECTOR MONTMINY
DAVID TATRO
ARMAND LAVOIE

HARVEY GOREY
ROGER KENNEDY
RONALD PLANTE
HAROLD NOYES
MARGO IRELAND
RALPH LAVIGNE JR.
RONALD STACY
MARK NEUROCK
GARY CHASE
RODNEY LEBLANC
PAUL BEARD
BETRAM PICKESS
THOMAS MEUNIER
STEVEN LEWIS
DAVID BEAUDIN
MAURICE ROBERGE
LEO LAROCHELLE
RONALD HOUSE
Brothers and Sisters,
Welcome to a new year and a new set of challenges. I would be remiss not to thank our former secretary treasurer David Laughton bringing this local from meager beginnings to a power house local in New Hampshire, New England and internationally. With Dave’s leadership over the last thirty years our local has grown consistently from year to year. We appreciate everything you have done Dave for all of us involved with the local and especially for all the members you have helped over the years. We wish you well in your future endeavors thanks for everything Dave from all of us. Congratulations to Jeff for being appointed Secretary Treasurer of our great local. I am sure Jeff will keep the local going in the right direction, our growth in New Hampshire is unlimited with great leadership.

Now to the work at hand in 2017. In 2016 we had a good election cycle unfortunately on the national level not so much. New Hampshire teamsters did the right thing and helped elect Carol Shea Porter and Annie Custer to congress and also send former Governor Maggie Hassan to the US Senate. On the national level secretary Clinton won New Hampshire but lost important battle ground states and lost the electoral college. In New Hampshire, we lost the governor’s race and still are in the minority in the New Hampshire house and senate.

We are watching over 30 different bills this year that would adversely affect our members one way or another. Right out of the gate the senate took up senate bill 11 Right to work. At the hearing, a few weeks ago, there was over 5 hours of testimony, overwhelming opposition to the bill unfortunately the senate commerce committee went into executive session and voted 3 to 2 ought to pass that evening without taking any of the written testimony into consideration. January 19th the senate took up the bill in the first senate session of the year and we lost the vote 12 to 11 with 2 hours of discussion on the senate floor. Senator Giuda was absent due to his wife being seriously ill, He could have been the deciding vote. All 10 democrats voted to defeat the bill and senator Sharon Carson Republican from Londonderry and Hudson as usual stood with us to try to defeat this bad bill.

Now on to the New Hampshire house. In the house, we have 174 democrats and 224 republicans and 2 vacancies. We need a simple majority of votes to kill right to work in the house. Roger and I have been contacting members of the house since before the holidays and making appointments with them to explain Right to Work and why it’s bad for New Hampshire. With 2.6 percent unemployment and over 20,000 thousand job openings in the state republicans can’t use the economy as an excuse to pass right to work other than it is just a union killing bill.

The hearing in the labor committee was on February 8th, after over 5 hours of testimony with strong republican support on the committee we received a 14 to7 vote to kill the bill. Special thanks to Rick for his testimony He spoke from the heart and I really feel the committee heard His message. On February 16 the full House of representatives took up the bill and after one hour of speakers going back and forth the house voted to kill the bill by a vote of 200 to 177. The house also took a motion to indefinitely postpone SB11 and H 520, this means neither bill can be brought back in the next 2 years basically killing both bills for 2 years. Special thanks to Roger for working day and night for the last 3 months contacting and meeting with all the state senators and reps and making sure we defeat this terrible bill. I would also like to thanks all the members that took time out of there busy schedule to attend the hearings and make calls to their reps it was truly a team effort by everybody.

We are watching another 20 bills for the rest of this session we will keep you informed on their status as them come up. Fraternally yours,
Dennis Caza
President of Teamsters Local 633
Of Manchester New Hampshire
TEAMSTERS PUBLIC SECTOR GROWTH

By Bill Cahill, Esq.

Union representation for the public-sector employee has never been more important. Although the stock market appears to be bullish and interest rates are creeping up signaling growth in the economy, this growth has not been uniformly felt by all sectors of our society. Local, county and state governments have almost uniformly adopted a philosophy of cutting budgets without an analysis of how such cuts will affect the essential services of government. Agency heads look to squeeze every cent out of their labor costs while seldom refusing a bump in pay for themselves. Teamsters Local 633 represents numerous public sector bargaining units that provide essential services to the citizens they serve.

Teamsters represent, police, state and county corrections, deputy sheriffs, principals, assistant principals, academic directors and coordinators, police support staff, school support staff, town and city managers, highway departments, court security officers and airport staff to name a few. Every one of these members provides essential services to the citizenry living, learning and working in areas supported by these dedicated men and women. The Teamsters, through their Business Agents and Field Representatives, provide these dedicated workers a strong voice regarding their terms and conditions of employment. The Teamsters, in conjunction with the Teamsters D.R.I.V.E. initiative, educate the appropriate legislative body and citizenry of the essential work our members perform every day. D.R.I.V.E. stands for Democrat Republican Independent Voter Education. Through this process the Teamsters effectively negotiate contracts that contain terms and conditions of employment that guarantee due process for our members in disciplinary procedures as well as other rights and benefits such as shift bidding, affordable healthcare benefits and wage increases.

Under the direction and counsel of Principal Officer Jeffrey Padellaro, the Local has continually invested in the education of our stewards. This past November, members of our law enforcement division attended a seminar on Critical Incidents and Internal Affairs Investigations. The three-day seminar held in Las Vegas was attended by police officers, deputy sheriffs, correctional officers and labor attorneys from throughout the United States. Teamster stewards from Seabrook PD, Gilford PD, UNH PD, Court Security, Rockingham County and Belknap County Sheriff’s Office and the NH Department of Corrections attended this intensive training. These stewards are now resources for other law enforcement officers in their departments and surrounding departments. Other training sessions are currently being scheduled for veteran stewards and new stewards alike; check the Teamsters webpage for upcoming announcements.
It Pays to be a Member of Local 633