



GRANITE STATE TEAMSTERS



"United We Stand Divided We Fall"

Vol. 1 No. 77



Spring 2021

A message from...



Dear Sisters & Brothers:

I hope that 2021 finds you and your families safe and healthy.

As this newsletter goes to press there is a lot going on at your Local Union. The membership of Local 633 has set the standard in New Hampshire for stepping up during the pandemic. Nearly the entire membership are classified as essential workers and you have all made the Teamsters proud! Thank you for all you do!

Politically, the last round of elections was a mixed result. The State elections saw the anti-worker/anti-union forces take control of the House and Senate. In concert with the sitting Governor, as expected, there is "Right to work (for less)" legislation proposed and passed easily through the Senate. It is currently awaiting being sent to the House for consideration.

Secretary-Treasurer Jeff Padellaro

In this last election, tens of thousands of out of State monies were funneled to these Republican Senators from the right to work committee for their support of right to work (for less). During the last two hearings on this legislation, 97% of New Hampshire voters spoke out against this damaging legislation. The 3% that spoke in favor of it, were not residents of this State, but were employees of right to work committees from other states. Your Local Union leadership pushed these Senators to show what New Hampshire voters were asking for this legislation, and the senators openly acknowledged that there was no resident support, but that they were pushing this anti-working family legislation.

In the states that are currently classified as "Right to work (for less)", the wages are lower, access to employer sponsored healthcare is restricted and there is far less in the way of retirement benefits. Overall, terms and conditions of employment in these states are far below standards in non-right to work states. The fact is, Right to work (for less) is a race to the bottom. The claim that right to work provides jobs is not factually correct. The number of jobs available is less, and the vast majority of available jobs are at lower wages and far less in the area of healthcare and retirement.

The forces of right to work have tried for almost four decades to bring their anti-working family message to New Hampshire, and we have beaten them every time with the help and support of the membership. This time the anti-worker and anti-union right to work has put significant monies in the pockets of the Senators supporting this movement. We will need to push back and remind these Senators that they work for the citizens of New Hampshire, they do not work for the anti-working family forces of right to work (for less).

As this fight moves into the House of Representatives, we are asking for your help. Please call your elected State Representatives and ask them to vote against the Right to work legislation. The more people they hear from, the more they will understand that this bill has no support from New Hampshire citizens, and is not welcome in New Hampshire. We need to remind our elected officials that it is the hard working men and women of New Hampshire that have kept America running during this unprecedented pandemic. This legislation is an insult to all of those that have worked through the most difficult and dangerous times in the last hundred years. The legislators should be thanking New Hampshire workers and their families for their extreme sacrifice by working through



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A Message from Secretary-Treasurer Jeff Padellaro *(continued)*

the pandemic, but the Senators and supporters of right to work are greedy and selfish people looking to line their own pockets. Don't let them succeed. Make your voice heard by contacting your State Representatives.

Your Local Union leadership will keep you updated as this process unfolds, and with your support we will continue to hold the elected officials accountable.

Thank you for your continued support as we fight this fight

yet again. If you need any contact information regarding your elected officials please feel free to contact your Business Agent, Field Representative or contact me directly.

I thank you for all you do and for your continued support. Please stay safe and healthy and by staying united and working together we will power through.

Fraternally yours,
Jeff Padellaro – Secretary/Treasurer

Report of Kevin Foley, President & Field Representative



Report of Kevin P. Foley, President
Dear Brothers and Sisters,

I hope and pray that you and your families are well and safe during this dangerous Global Pandemic. We continue to see the daily acts of heroism from our Local 633 membership in all sectors in the face of this pandemic that has ravaged our

nation and we are grateful beyond words for our member's dedication and sacrifice to seeing this country through to the other & brighter side of this most difficult time. Thank you for all your continued efforts.

We have spent considerable time and continue to on fighting the "right-to-work for less" legislation, again. It has failed 37 times in a row in New Hampshire. This legislation is a fraud and provides no rights and no work for anyone. It's sponsored by out-of-state special interest groups.

According to the Bureau of Labor Statistics right to work laws actually increase infant mortality rates which are 14.2% higher in states with these laws as less people have access to health insurance, on the job deaths are 54.4% higher states with right to work for less. On average, workers in states with "right to work" laws make \$5,971 (12.2%) less annually than workers in other states. Big Government has no business coming between the Employer/Employee business relationships. Secretary/Treasurer Jeff Padellaro and I as well as Field Rep. Jim Petrillo, BA Rick Laughton testified against this awful bill in the Senate Commerce Committee and I want to thank the following members for stepping up and volunteering to testifying against this bill: Steve Reynolds, Ken Burns, Dennis O'Brien, Tony Dionne, Jim Marchand, Paul Ells, Paul Titus, Tim Thibault and Greg Murphy. A special thanks to Retirees Dennis Caza, Roger Travers, as well as rank and file members Scott Gove and Matt Lortie all of whom continue to make hundreds of phone calls to NH reps to encourage them to Vote No on this Union busting, job killing legislation. There is much more work to do and we will need your help and engagement to get it done.

It's now headed for the NH House next and we need you all to urge them to Vote No on "right-to-work for less." As brother Padellaro has said over and over again, we will stand with Republicans and Democrats who stand with our members and their families. We will stand against those who do not regardless of party. Get involved and join the fight. We will continue to fight to preserve and protect our member's good healthcare, good pensions, good wages and good working conditions.

In terms of UPS, the big news is UPS Sold UPS Freight to TForce International out of Canada for \$800,000,000.00 Million dollars. UPS bought Overnite Transportation in 2008 for \$1.2 Billion Dollars. The good news for our members is the successor clause in the National Master UPS Freight Contract mandates that TForce take over the contract which



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TEAMSTERS 633 NEWS

OFFICIAL ORGAN OF THE IBT LOCAL 633

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Report of President Kevin P. Foley (continued)

expires July 31, 2023. Status Quo as benefits are worked through by the IBT.

In Package at the 9 UPS Buildings, Manchester, Keene, Laco-
nia, Twin Mountain, Dover, Stratham (temporarily), Nashua,
Nashua Mini-Hub, UPS MHT Gateway and UPS Feeders in
New Hampshire 2020 came to a close with help from my
shop stewards, ups members and with the help of this Local
Union we won & collected approximately \$250,000 in grievance
award checks with that money going directly to our
ups members for contract violations by the company. Hard
fought battles every one of them are won with the Unity of
the group. I am very proud of each and every one of our
ups members. In the daily face of a deadly Global Pandemic
our members are delivering life-saving Vaccines and we are
aggressively holding the company accountable. 2021 will be
no different, as we will continue to fight to hold the compa-
ny accountable to the contract. Our ups members help this

corporate giant be one of the most profitable companies in
the World.

Unfortunately and regrettably we lost a Driver suddenly in
Nashua, Brother Methany Sengsoulya passed away at the
age of 34. He leaves behind two very young children Pres-
ton and London and his wife Sabrina. Our hearts break and
our thoughts and prayers are with our fallen brother and his
family. Kindly keep his family in your thoughts and prayers.

In closing, thank you for all your efforts and support, you
have always been there for us and we will always be there
fighting for you and your families.

Fraternally Yours,

Kevin P. Foley – President

Business Agent Richard Laughton's Report



Brothers and Sisters,

I hope this report finds you and
your families safe and well. We here
at the Local are adjusting to a new
way to communicate and represent
our members. We are all moving
forward with Zoom, Go to Meeting,
Webex and the traditional in person
meetings. Here is a brief update on

what I have been working on lately.

We are working on a successor contract for our members at
Merrimack College. Jim Petrillo and I have started negotia-
tions with Sodexo College Services. This group of members
provide the food services for the college at several locations
on the campus. This is a large and diverse group of mem-
bers who have worked throughout the pandemic everyday
feeding and taking care of the students at the school. We
are working hard with the negotiating committee from the
group to provide them with increased wages and benefits.

Another contract that we are working on is between our
Brothers and Sisters who are the Court Security Officers and
the Administrative Office of the Courts. These brave men
and women, who are armed, protect the courts including
the Supreme Court, the judges, the staff and the citizens
who use the court system here in New Hampshire. With the
able assistance of Shop Stewards Steve Reynolds and Lance
Walton we are nearing a conclusion to these negotiations.

The current situation finds many of these members in daily
contact with the general public because of the screening
and maintaining safety in the buildings. We expect to pres-
ent the members with a new contract that contains several
increases in working conditions and a significant wage
increase for many of our members.

As you may know we represent several groups of school
administrators and principals throughout the state. We have
recently been dealing with many issues in some of these
districts. Our members here in the Manchester School
District, which is the state's largest, have been doing a great
job of providing services to the students of Manchester. A
special thanks goes out to Association of Manchester School
Principals President Brendan McCafferty and Shop Steward
Rick Chretien for all of their assistance in representing our
members.

Because of time and space constraints I will summarize
some of the other ongoing issues.

We had a driver at MacLellan Concrete who was involved
in a non-chargeable accident. The company refused to pay
him while he was awaiting the mandatory post-accident drug
screening results. A grievance was filed and the company
made the employee whole upon a clean drug test report.
Without the Teamsters this member would have lost five
days of pay and maybe his job. There are times when it is
hard to understand why non-union workers would not reach
out for the help that we can give them and instead let com-
panies continue to abuse them.

Report of Business Agent Richard Laughton *(continued)*

Our members at ABF and Yellow Freight have been making the pickups and deliveries every day during this pandemic. Remember everything that you use in your daily life has at some time been moved by truck.

Our members at the Manchester Boston Regional Airport (maintenance) that are charged with keeping the airport open and running have been maintaining the buildings, terminal and the runway every day no matter how bad the weather is. We thank them for their hard work. Our members at Standard Plus Parking are still experiencing a severe slowdown and layoff at the airport. We are hoping for an increase in passenger service in the not too distant future.

I will close by touching on the continuing attack to organized labor here in New Hampshire. Every two years for decades the out of state group from Virginia floods the state with money to promote the falsely titled Right to Work legislation. As we often say this time it is critical. The Republican State House, Republican Senate and the Republican Governor believe that they will prevail this year. Make no mistake there is not one Democrat that supports this bill in Concord.

There are many reasons for people to disagree on politics and everyone has the right to vote for anybody that they want. But if you are a union member and we let out of state money determine our working rights and conditions then we are sliding downhill. The facts are, several Republican Senators accepted \$8000.00 to \$10,000 from the Virginia based Right to Work group. This was reported by the New Hampshire Union Leader (no friend of labor). Republican Senator Regan when he presented the bill stated "you will not hear one New Hampshire company or New Hampshire citizen speak in favor of this bill". But the Senate still passed the bill on to the House.

We are New Hampshire Teamsters, New Hampshire Labor, New Hampshire citizens don't sit back and accept this out of state pressure. Call your House Reps and Senators and tell them to represent New Hampshire workers not Virginia big money influence.

Thank you
Rick Laughton
Sr. Business Agent

Keith Judge Report



Brothers and Sisters,

Happy New Year, I hope this newsletter finds you and your families well. It's been a busy time here at the local as we continue to persevere through the COVID 19 pandemic. At the direction and leadership of Principal Officer Jeff Padellaro, we continue to utilize

new technology and develop new strategies so that we can effectively negotiate and enforce all of your contracts. We continue to make it a priority to be out in the field visiting the membership, to ensure that the terms and conditions that you have fought for remain in full force and effect. As more and more companies look to hide behind the pandemic as an excuse to violate your contracts and even their own work rules and policies, we here at Local 633 continue to bring our member's issues to the forefront to ensure that even through a pandemic that your voices are heard. Here is a quick look at a few things that have been happening around the local.

First Student: Over at First Student our drivers continue to work through the pandemic, ensuring that the children of New Hampshire travel to and from school safely. Although

most schools have taken on the hybrid model of two or three in person school days a week, our drivers continue to find work every day. Whether they are doing home to school routes, charters or delivering lunches to the children on "remote" days. The Teamsters at First Student continue to service the students of New Hampshire to the best of their ability. In Belmont we are scheduled to start negotiations with First Student in late March or early April. So we will be meeting with the group to get contract proposals in early March. We look forward to getting to the table with First Student and securing the members in Belmont a great new contract.

UPS: The Christmas season may have come and gone but the volume of packages being sorted and delivered by our UPS members remains. Due to the COVID pandemic it has been peak like volume since the end of 2019. Our UPS members have had to endure long hours and six day work weeks for over a year now. We have met with UPS several times and will continue to do so to raise safety concerns, address grievances and work to solve the staffing shortage. The long hours and six day work weeks could be addressed if UPS would hire more people and stop trying to run their business on a skeleton crew. Until they do, we will continue to bring our member's issues forward and make sure they are addressed. We have been dealing with contractual is-

Report of Keith Judge *(continued)*

sues such as supervisor working grievances, unjust discipline and termination issues as well as safety concerns from masks and personal protective equipment shortages to not having proper heating in work areas. So whatever issues that you may have at your building, please keep your stewards up to date on the issues and keep filing grievances to uphold the terms and conditions of your current contract.

AGNE: The drivers and warehouse workers at AG continue to guarantee that the people of New England have fully stocked grocery stores during these unprecedented times. Although some industries have suffered during the COVID pandemic, the grocery business is just the opposite. The members at AG continue to work sixty plus hour weeks to keep the local grocery economy thriving. The current CBA at Associated Grocers is set to expire in October of this year. Principle Officer Jeff Padellaro and I have met with the company to start negotiating a successor agreement. We have set out an aggressive negotiating schedule with AG, we will be meeting with the company once a week from now until the end of April. The goal is to bring the members at AG a great contract that improves all facets of their working life, to include better wages, health insurance and pension security.

Right to Work for Less: Once again the anti-union scabs from Virginia are attempting to get right to work for less passed here in New Hampshire. At the direction of Jeff

Padellaro, we have put together a plan to once again defeat right to work for less. Over the next few weeks we will be reaching out to the membership and asking everyone to make a phone call or two to your local state representatives. Right to Work for less is nothing more than a union busting bill that looks to diminish the strength and collective bargain power of all unions. The passage of such a bill would weaken the terms and conditions of your work place and start to erode what we have all fought so hard to gain at the bargaining table. This is an extremely important issue that will directly affect your ability to provide for your family for years to come. So, please take the time to reach out to your local representatives and let them know that right to work for less is wrong for the working people and has no business being passed here in New Hampshire. If you need or want any information on the bill or how to reach your state representative please reach out to any one of us here at the local and we will get you the information that you need. As always, thank you to all the members for your continued support and keep up the great work as the work that all of you do is what keeps New Hampshire moving in the right direction.

Fraternally yours,

Keith Judge

Business Agent Willian Cahill's Report



Report of Business Agent William R. Cahill, Jr., Esq.

As always, I hope this edition of our Newsletter finds you and yours well. As a Nation, we are collectively attempting to deal with the COVID-19 pandemic entering its second year. Nationwide and locally, Teamsters have continued to provide essential services to the citizens of our

great country and the state of New Hampshire. During the COVID-19 pandemic, it has been a privilege to work as a Business Agent with many of our public sector members and represent their interests regarding the myriad of new, complex issues they have faced as a result of this insidious disease. In collaboration with Jeff Padellaro, the other Business Agents and Field Representatives, it has been a busy fall/winter season.

Contract Updates:

Several contracts were ratified by our members and await approval by the citizens of their respective towns.

Hampton Town Employees ratified their contract that included wage adjustments and scheduled raises for each year of the three-year contract. The police dispatchers received an increase in their shift differential compensation and part-time workers will receive sick days if the contract is approved by the voters. The dedicated staff at the Town Hall continue to provide services for the citizens of the Town during the pandemic.

Seabrook Police Officers and Sergeants ratified a three-year contract which now has to be approved by the citizens of Seabrook. The contract calls for raises effective in year two of the collective bargaining agreement ("CBA") in recognition of some local issues impacting the town's revenue stream. The new contract added shift differential for the shifts worked between 3:00 pm and 7:00 am. Certain

Report Business Agent Willian Cahill *(continued)*

enhancements related to recruitment and retention were included in the CBA in recognition of the difficulties in attracting qualified new candidates and retaining the officers currently employed. These officers continue to serve on the front lines during the pandemic providing the assistance and enforcement as required by the good citizens of Seabrook.

Seabrook Town Employees ratified a three-year contract pending the citizens' approval at the Annual Town Meeting to be held on March 9, 2021. The Seabrook Town Employees Association, like their police brethren, agreed to forego a raise in the first year of the CBA in recognition of the revenue issues exacerbated by the COVID-19 pandemic. Enhancements were agreed to for the special licenses held by many of the Teamsters working for the town's wastewater department; enhancements were also added to their longevity pay and clothing allowances. Our members that work as police dispatchers will receive a shift differential and additional compensation for overtime hours in excess of 24 hours per week or being forced to work over 16 consecutive hours. All our members, whether they work at Seabrook's Town Hall, Public Works, Wastewater, Water or as Dispatchers at the police department continued to answer the bell and provide essential services to the citizens of Seabrook during these unprecedented times.

Rockingham County Department of Engineering and Maintenance employees ratified a 2.5-year CBA subject to ratification of the Delegation. The CBA includes two COLA adjustments in 2021 and another scheduled for July 2022. All members will receive a \$10.00 per week Hazardous Duty compensation and standardized the \$30.00 per week stipend for all employees who are on-call. These employees maintain all the County's facilities and grounds. They are a hardworking, talented crew that keep the wastewater facilities operating to code, and provide maintenance to the County Jail, Nursing Home, and numerous other buildings. Without the dedication, skill, and hard work these members provide, the County's facilities and operations would cease to operate in short order. Once again, it is the Teamsters showing up and keeping the essential infrastructures open and operational during the pandemic.

The New Hampshire Department of Corrections negotiations have come to an impasse and are being scheduled for mediation. Principal Officer Jeff Padellaro, Business Agent Keith Judge and I have collaborated in the process. The state repeatedly came to the table ill-prepared to keep the process moving forward. Jeff Padellaro, chair for the NH DOC Corrections Officers and the Internal Affairs Association, kept the pressure on the state to respond in a timely manner.

The Chair for the state's negotiation committee, Attorney Elizabeth McCormack, tendered her resignation shortly after Jeff Padellaro informed her that we reached impasse and we are seeking to proceed to mediation. A roll call was taken of all the other Unions who concurred with our position and that we should proceed to mediation/ fact-finding. Jeff and Keith, along with our negotiating team, deserve credit for their perseverance in ensuring that the process keeps moving forward. Our members who work for the Department of Corrections deserve no less.

Timberlane School District negotiations have resulted in the filing of four Unfair Labor Practices. Jeff Padellaro chaired the often-contentious negotiations with the School Board which resulted in the eventual ratification of contracts for three out of the four new units. It is interesting to note that the District went through two lawyers before settling down somewhat with their third legal representative to negotiate the contracts. Unfortunately, the Timberlane Administrators Group, who are the principals, assistant principals and directors, did not come to an agreement and are heading to mediation/ fact-finding.

These have been extraordinary times for us all. Not surprisingly, without missing a beat, our members have raised up to meet the additional demands presented by working with the ever-changing guidelines by the CDC as it relates to exposure, travel, and its application to critical /non-critical infrastructure. The can-do attitude of my brother and sister Teamsters who continue to answer the bell to keep New Hampshire going is an inspiration to all. The leadership of Principal Officer Jeff Padellaro via his ongoing support and counsel to our team during this unprecedented time is also worthy of recognition. During these times and always, to you and yours, I wish nothing but the best. Stay healthy and safe!



Report of Field Representative James Petrillo



Dear Brothers and Sisters,

Since our last newsletter and in-person meeting, my hope is that that this newsletter finds that you and your families are safe and healthy.

We have negotiated and ratified first contracts at three of the four groups in the Timberlane School

District, and now they have job protection, better wages and working conditions. They now have a voice.

We negotiated a three year agreement with the Town of Sandown Police Department where we were able to negotiate a drop in their Health Insurance premiums and a raise in their private detail rate, as well as increases in their pay.

We have negotiated a one year contract for the Mid-Management group of employees in the Town of Hooksett NH. (This is a first contract)

We have also negotiated contracts with First Students up in Moultonborough NH, and Exeter NH. These two contracts got pay raises and lower their Health Insurance premiums.

We negotiated a two year agreement with the Town of Gilford Police Department, with increases in wages and their private detail rate. Now they get two holidays where they get double time and half for all hours worked on the holiday.

I would like to thank all of the negotiating committee members that have worked with me. Because of your input and being a part of the negotiation process, we were able to accomplish successful contracts.

We are currently in negotiation with Sodexo Food Service at Merrimack College and Peterborough NH Highway Department. Upcoming this year, we will be in negotiations at NorthStar Steel & Aluminum and Merrimack College.

Organizing efforts have been very busy. We had a campaign at Coca Cola Bottling in Londonderry. Unfortunately we had to pull the Election as the people just weren't ready to go forward.

We organized the last two mechanics in the State for First Student. Now we represent all First Student locations in New Hampshire.

We are currently in a campaign with the City of Claremont NH Mid Management employees.

We also passed out fliers at Amazon in Nashua and Pratt and Whitney at their Londonderry NH location. Thank you to the lost timers that helped on those days.

We are working with Teamsters Joint Council 10 Organizing Department and the International on organizing Amazon. Thank you to all of our members for their help with organizing. Without your assistance, we would not be able to obtain new members.

Fraternally yours,
James Petrillo, Field Representative

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DECEASED MEMBERS

DECEASED MEMBERS	EMPLOYER	DATE OF DEATH
NORMAND DUPUIS	GRANITE STATE PACKING	7/24/2020
SHIRLEY GRACYALNY	ANHEUSER BUSCH	8/31/2020
ALBERT HUME	FIRST STUDENT MOULTONBOROUGH	8/2/2020
JACKSON DUSO	VALLERIE TRANS.	8/2/2020
ANDRE LABORE	IBC	3/26/2020
RONALD GAUDREA	UE&C CATALYTIC	7/31/2020
ROLLIN LAMSON	DRAKE BAKERIES	7/3/2018
THOMAS MCCANN		8/20/2020
ARTHUR PAPILLON	IBC	2/28/2020
PAUL PETRIN	ASSOCIATED GROCERS	9/10/2020
JAMES STEWART	WILLIAMS PLANT SERVICES	8/26/2020
JAMES GILLIS	ANHEUSER BUSCH	10/10/2020
RAYMOND MCALLISTER	ANHEUSER BUSCH	10/18/2020
ROBERT WATKINS	ANHEUSER BUSCH	10/11/2020
PAUL DESROCHERS	HOLMES TRANSPORTATION	10/22/2020
OSCAR LAVALLEE	HOLMES TRANSPORTATION	10/22/2020
FERNAND PROVENCHER	AUCLAIR & YELLOW FREIGHT	10/27/2020
GARY ROBERTS	UPS	10/29/2020
RICHARD DREW		9/22/2020
EDWARD JONES		3/23/2020
MURDOCK MACASKILL JR.		9/15/2020
MICHELLE KINGSLEY	TOWN OF HAMPTON	11/14/2020
WILLIAM MASCIS	IBC	9/16/2019
WILLIAM STACKPOLE	IBC	11/29/2020
GREGORY JONES	RYDER LOGISTICS	12/15/2020
RONALD CHOUINARD	UPS	12/29/2020
ROBERT EVANS	REDIMIX CONCRETE	1/6/2021
METHANY SENGSOULYA	UPS	1/16/2021
RAYMOND RHEAULT	VALLERIE TRANS.	1/10/2021
LISA KENNEY	1ST STUDENT BELMONT	1/14/2021
JOHN FISHER III	ANHEUSER BUSCH	1/20/2021
RENE FLUREY JR.	AUCLAIR TRANS.	1/31/2021

RETIRED MEMBERS

RETIREES:	EMPLOYER	RETIREMENT DATE
STEVEN AUGER	UPS	5/1/2020
MARK EMERY	UPS	5/1/2020
GREGORY HALL	UPS	5/1/2020
LYNN KEPHART	UPS	5/1/2020
MICHAEL MORGAN	UPS	5/1/2020
JOSEPH NETT	UPS	7/1/2020
STEVEN PELLEGRINO	UPS	5/1/2020
TERRENCE SLEEPER	UPS	7/1/2020
LISA THIBAUDEAU	UPS	8/1/2020
STEPHANIE WORKINGER	ANHEUSER BUSCH	8/1/2020
DONALD DOUCETTE	FLUOR CONSTRUCTORS INT'L	7/1/2020
MARTIN ROUX	UPS	7/1/2020
JAMES CHAMBERS	UPS	8/1/2020
RANDY NAYLOR	IBC	9/1/2020
RANDY PARNELL	ASSOCIATED GROCERS	10/1/2020
RONALD PAUL	UPS	8/1/2020
ARTHUR RIVET	HOLMES TRANS.	8/1/2020
ROBERT SHAW	UPS	9/1/2020
MICHAEL BURELLE	UPS	6/1/2020
YVES DEMERS	ANHEUSER BUSCH	9/1/2020
GERALD JOHNSON	ASSOCIATED GROCERS	11/1/2020
KEVIN LAPERLE	UPS	10/1/2020
KEVIN SPENCE	ANHEUSER BUSCH	9/1/2020
JEFFREY TARBELL	UPS	11/1/2020
STEPHEN BROAD	GOLD STAR	10/1/2020
JAMES POIRE	UPS	11/1/2020

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