



GRANITE STATE TEAMSTERS



“United We Stand Divided We Fall”

Vol. 1 No. 51



June 2004

A message from Secretary-Treasurer David W. Laughton

Help Drive the Teamsters Agenda



As the presidential election season shifts into full gear, Local 633 is kicking off a new campaign to sign members up for DRIVE –

the Teamster political action committee. It is no secret that many Local 633 members have a dim view of politics and politicians. That isn't surprising, since working men and women are more often the victims than the benefactors of powerful interest that influence Congress and the White House. Like it or not, the Teamsters Union must be a major political player so it can defend its members against well-funded assaults on working people.

DRIVE (Democrat Republican Independent Voter Education) conducts grassroots political action and lobbying at state and federal levels to advance the Teamster agenda. When issues of jobs, pension, overtime, and workers safety are debated in the political arena, labor needs a strong voice. And in politics, money talks.

In the weeks ahead, IBT Representative Dennis Caza will be traveling to all the Local 633 work sites with the business agents to ask members to voluntarily contribute \$1.00 a week to support DRIVE activity. By signing up, you are joining fellow Teamsters across the nation to give your union clout in Washington, DC, and in state houses from Maine to California.

Just imagine, if we had 1.4 million Teamsters registered to vote, voting

on labor issues, and contributing to DRIVE, we would have no problem electing political candidates who have a proven voting record of supporting working people and their issues, regardless of what political party they belong to.

Fraternally yours,
David W. Laughton
Secretary-Treasurer



**For Any Health Questions,
Please Call
Ask a Nurse
through CIGNA
1-800-CIGNA24
(1-800-244-6224)**



TEAMSTERS 633 NEWS



OFFICIAL ORGAN OF THE IBT LOCAL 633

53 Goffstown Road, Suite A • Manchester, New Hampshire 03102 • (603) 625-9731
EXECUTIVE BOARD

R. BRUCE GAGNON President
LARRY FLEURY Vice President
DAVID LAUGHTON Secretary-Treasurer
RICK LAUGHTON Recording Secretary
FRANK GRAY Trustee
RON ROBINSON Trustee
DENNIS CAZA Trustee

NEWS STAFF: ESTELLE VOTOUR, THOMAS NOONAN, DENNIS CAZA

Published by Teamsters Local 633, 53 Goffstown Road, Suite A, Manchester, NH 03102

Postmaster: Send address change to PO Box 870, Manchester, NH 03105



President Gagnon's Report

The Importance of Unity

As many of you know, our International Union goes to great lengths to promote both education and "unity" for its Local Unions as

well as its overall membership.

We, at Local 633, strongly endorse those two principles, and clearly the importance of unity can be seen throughout our union movement.

One of the most significant examples of benefits derived from unity was the recent conclusion of the Anheuser Busch National Master Agreement. Both the National Bargaining Committee, as well as the membership in each brewery, remained unified, and the result was one of, if not the best, national agreements in bargaining history with the world's largest brewer.

In speaking with our business agents, each of them will tell you that the single most important factor in attaining the best possible contract is a unified membership standing with its union.

Many of you will have contracts up for negotiations in the coming months. We will have to deal with the difficult issues presented to us: health care, pensions, job security and wages. There will be no easy solutions to these issues. There will be no free rides. The importance of being united, standing with your union and remembering that **you are the union** has never been more critical.

In times when big business is more interested in such terms as "downsizing," "outsourcing," and the "bottom line," the importance of unity has never been greater.

I ask that each of you become more involved with our local union, get to know your elected officials, participate in the many events scheduled for your benefit, attend a monthly meeting, check out our web site, join DRIVE, find out about our Scholarship Fund, join our credit union, support your union stewards, support your local union and derive the benefits of unity.

UNITED WE STAND...

R. Bruce Gagnon, *President*



Agent Noonan's Report

Negotiations have been ongoing with my assignments in the City of Manchester with the Association of Manchester School Principals and the Manchester City Library since January 2004. Hopefully we can come to a conclusion in the next couple of weeks.

The City of Rochester Library will be having their contract ratification meeting on June 11, 2004. This is their second Teamster 633 contract.

The Raymond Police Department will be starting their negotiations this month as well as the Lincoln Police Department. The primary issues will be economic, especially in the wage and health insurance arena.

Teamsters 633 completed another session of negotiations with the Hillsborough County Attorney's Office. The members have ratified their agreement, and we await the vote of the County Executive Committee and the County Delegation.

The Hillsborough County Jail Supervisors ratified their new collective bargaining agreement, and the County Delegation will be voting on this one also. Teamsters 633 has also filed a modification with the New Hampshire Public Employee Labor Relations Board to expand this certification of Lieutenants, Directors to include Sergeants and other Professional Supervisors to the existing unit. Agreement has been reached between the union and the Superintendent of Prisons. Now we await the state's decision.

The new three-year contract has passed the town vote for the Pittsfield Police Department and also the North Hampton Police Department.

Negotiations have also begun with the Rockingham Venture, the owners of Rockingham Race Track and the end of the month, negotiations will begin at Yankee Greyhound in Seabrook, NH.

Again, should you know anyone working in the New Hampshire public sector who could use Teamsters 633's assistance, have them contact our office anytime.

Fraternally,

Thomas D. Noonan, *Business Agent*



Aggregate Industries

2004 Teamsters Softball Tournament Winners



Agent Foley's Report

Since my last report to the membership, things are very busy as usual. **At UPS**, the completion of the 2004 annual bid for all full-time statewide seniority Teamsters Local 633 drivers and feeder drivers has concluded. With that is the normal associated problems that have been

resolved to the members' satisfaction, and several remain and will be addressed quickly.

The biggest issue before us is UPS' desire to create and implement a new service called "**UPS Basic**" which involves UPS' partnering with the US Postal Service, of all people. UPS claims packages from 0-5 pounds are picked up by Teamsters, sorted by Teamsters, then delivered by Teamsters to the USPS, whereby US Postal employees make final delivery of the UPS packages, instead of using our dedicated, hardworking Teamster drivers. We happen to strongly disagree with the company on this issue. This new service will affect our good rural routes in the long run, and lack of them. The grievance was filed by Ken Hall, IBT parcel director. The case was presented before the Teamsters/UPS National Grievance Committee in April, in which it was deadlocked and will now proceed to arbitration for final resolution. Check your union boards or attend a monthly union meeting to get updates. Check with your stewards or this office for times and dates.

A special thanks to outgoing UPS Twin Mountain Steward Anthony Bray, who just stepped down after a bid move to UPS Laconia. He did a good job for the members up there and the steward's vacancy has been posted for those interested in filling it. Steve Mason is now the interim steward and we welcome him back.

A special thanks to David Laughton and the Local 633 DRIVE fund which helped Weston Griffith, a full-time UPS driver for over 30 years, become now a newly elected selectman for the Town of Bethlehem, NH, for the next three years.

We have had a problem with the new system concerning the fact the company deducted double dues from several members, to which we have been assured the company will



Wes Griffith and Agent Foley. Congratulations, Wes, on becoming the new selectman in Bethlehem!

reimburse the members involved. Any problems with dues deduction should be directed to this office for quick resolution.

I have been to all my assignments when in town and will continue that regimen when my schedule permits.

There have been numerous grievances resolved to the members' satisfaction:

- **Milford Highway Department** – it has been a very tough go with the town but we have reached a one-year tentative agreement with the town that includes 12 months of retro-activity in wage increases; we also managed to add a new position to the bargaining unit, vacation calculation which puts more money in the members' pockets, increase in the clothing allowance and DRIVE language so our members can help us help them. The members will be voting on this agreement shortly.
- **Port City Warehouse** has announced it will close at the end of May, another casualty of a poor US economy that will affect one of our members and family.

I have also attended the Unity Conference in Nevada, the NEAPGC, Teamsters/UPS National Grievance Hearings, the E-Board meetings, the Monday night sessions when in town and the Teamsters Softball Tournament. I hope you and your families have a very happy, safe and healthy summer season.

Fraternally yours,

Kevin P. Foley, Business Agent

From Richard Laughton

It has been very busy on the organizing front over the past several weeks. I spent many long days and nights in Cranston, RI, helping a group of Teamster brothers in their battle against Pepsi and their location managers. The final outcome was over 70 new members for Local 633.

I have also been assisting in finalizing the contract for Aggregate Industries, to conclude our organizing campaign with that company, bringing that group of over 100 members together in one contract.

I have worked with Dennis Caza on his DRIVE campaign and was involved with the softball tournament, among other things.

Not all the news is always that positive as we lost an election at Concord Trailways after a long and hard-fought campaign. Many thanks to President R. Bruce Gagnon for his support on this campaign.

We have several campaigns in various stages, some in the private sector and also in the public sector. We can use all the help we can get with some of our national campaigns, such as Waste Management or DHL/Airborne. You could help Local 633 and of course yourself by speaking to prospective groups. Manchester UPS drivers could talk to DHL/Airborne. NHD and Pepsi members could speak to non-union beer and soda employees. Together we will continue to grow. Our best tool is you, the member. Talk it up on the street. Tell them that your choice is the Teamsters, and their choice should also be the Teamsters.

Fraternally yours,

Richard Laughton, Organizer



Agent Padellaro's Report

Since my last report to you things have been especially busy. Beginning late January with an unprecedented margin of victory over the corporate greed and anti-union sentiment of Pepsi Bottling Group in Cranston, RI, the Teamsters slammed the company-sponsored decertification attempt

by a 4-to-1 victory. Due, in large part, to the hard work of Field Representative Rick Laughton, Chief Steward Paul Nadeau and Stewards Greg Rocha and Steve Cleary we have completed reversed years of neglect, and in its place instilled Teamster pride and support system that will surely reap many benefits in years to come. Great job, Paul, Greg, Steve and the entire group at the Cranston facility!

In addition, on behalf of Secretary/Treasurer David Laughton and the entire Executive Board, I would like to extend a warm welcome our new sisters and brothers at the Pepsi, Cranston facility, as they have now become members of Local 633. We look forward to a long and mutually beneficial relationship.

We are currently awaiting decisions of two Frito-Lay, Inc. arbitration cases regarding contract interpretation. The potential in both of these cases is for some large back-pay awards. We will keep you informed.

Also, on May 4 and 5, 2004, I attended Frito-Lay, Inc./Pepsi-Co Corporate Shareholders meeting in Dallas, TX, with Shop Steward Richard LeFebvre. Both Rich and I spoke to the shareholders' CEO Steve Reinemund and the entire Board of Directors. We stated, very clearly, that the concerns of our members regarding pension, general conditions of work, specifically the pre-pick operation, truly required their attention. Mr. Reinemund committed to a meeting with the Teamsters to address these concerns. I am also happy to report that the Board of Directors has already contacted local management over our concerns of the pre-pick system. Special thanks to Richard LeFebvre for a job well done.

The long-awaited opening of the George Weston, Litchfield facility has come. I am happy to report that we have gained two new jobs that will offer Teamster benefits, and all seems to be moving smoothly in this new facility.

After almost ten months of bargaining, the membership of Independent Pipe recently ratified their first contract. Thanks to a hard-fought negotiation, the members at Independent Pipe will receive their first wage increase in approximately three years. They will also be covered under a Teamster pension plan, as well as being able to enjoy the security of a Teamster contract. Special thanks to Bob Donaldson for a great job as a Negotiating Committee member.

I am pleased to announce that a successor agreement has been ratified by an overwhelming 4-to-1 margin. With the support of Joint Council 10 and the New England Bakery Drivers' Council, the members at Interstate Brands Corporation have achieved substantial pension increases. They have also maintained the health and welfare, at no cost to the employee, and have received generous pay increases. This three-year agreement certainly sets the stage for other areas of the country to follow.

We are scheduled to be in contract negotiations for the Plaistow Police Department. Contract proposals have been taken and the Negotiating Committee has been elected. We will keep you updated as negotiations move forward.

We are resuming negotiations with the Sandown Police Department at the beginning of June and anticipate a "special" town vote to adopt this police department's first-ever Teamster contract. In true Teamster form, Officer Bob Kelley displayed grace under fire when he came upon an individual who had suffered a potentially fatal heart attack and, acting quickly, utilized his police cruiser's defibrillator and saved the man's life. Congratulations, Bob - we are all very proud of you.

The Salem Police Department is currently addressing similar concerns as described in Sandown with the termination of the new town manager after only nine months on the job. Salem Police Association President Devin Kinneen and I are closely monitoring this situation to ensure that any pending issues continue to be addressed to a mutually agreeable end. We will keep you informed.

Seabrook Police Association President Mark Preston, on behalf of the Seabrook Police, is working diligently with me to ensure that with the resignation of the new police chief, coupled with the notification that the new town manager will not stay beyond his current contract, does not upset the labor, peace and job security that we have instilled since they joined the Teamsters two years ago. We will keep you updated as this unfolds.

On May 10, 2004, Local 633 was notified that Tartan Textiles was closing its New England operations. We have filed a grievance and have contacted the National Labor Relations Board to ensure that the workers' rights are upheld. We will keep you informed as developments unfold.

In other areas, Joint Council 10 has been busy as well. I have been on hand to assist Locals 64, 170, 340 and 493 with issues relating to Bakery.

In closing, I would like to congratulate Mr. and Mrs. Thomas Budroe on the arrival of their new child. Congratulations from all of us at Local 633.

Wishing you all a happy, healthy and safe summer season!

With best wishes I remain
Fraternally yours,
Jeff Padellaro, *Business Agent*

★ BUY AMERICAN ★
BUY UNION



Check out the new Local 633 website:
www.teamsters633.com



Political Coordinator's Report

This November, we have one of the most important elections in 50 years. The current administration is the most anti-worker, anti-family administration since Herbert Hoover. Here is a small list of items where workers have taken steps

backward in the past three years:

- Within a month of taking office in 2001, administration officials proposed a more than \$2 trillion tax cut for the wealthy that consumed the nation's budget surplus they inherited when they took office.
- Also came out in support of exporting good US jobs despite the loss of 2.6 million jobs since 2001.
- Deceived Congress about the true price tag of a Medicare prescription drug bill that will far exceed the \$400 billion asserted by the White House.
- Announced plans to privatize 850,000 federal jobs and take away collective bargaining from thousands of federal workers.
- Killed the nation's first job safety standards addressing carpal tunnel and other repetitive-stress injuries that affect 1.8 million people every year.
- Arm-twisted members of Congress to win Fast Track trade promotion authority and use Fast Track to push through trade deals that do not protect workers' rights.
- Published regulations in April 2004 to deny overtime pay protections to many US workers.
- The changes to the Fair Labor Standards Act rules affect a wide range of more than 80 million workers protected by the law's overtime requirements.
- The current administration also refused to extend the federal unemployment benefits program for long-term laid-off workers for another six months, and add 13 weeks of regular benefits for jobless workers in all states.

In the coming months, I will be visiting all the shops with information on candidates for local, state and federal levels. With all labor working together, maybe we can reverse this trend and go on the offense instead of the defense for a change.

Fraternally yours,

Dennis H. Caza, *Political Coordinator*

Retirees

James Littlefield
 John Mason
 Mary Anderson
 Robert J. Desrochers
 David Duval
 Daniel Gyles Sr.
 Stephen P. Tyno
 Richard M. Kelton
 Francis G. Milne III
 Ronald P. Ramsey
 Richard Fleury
 William Terrill
 Stanley Twombly
 Thomas Wiggin
 Paul Bealieu
 Alfred Boisvert
 Dennis Chapman
 Wayne McCann Sr.

David Thibeault
 John Colbert
 Richard Parrott
 James Pasquantonio
 Clyde J. Dicey
 James S. Polichronopoulos
 Raymond Bournival
 Donald Chase
 George Smolander
 George Pelletier
 Robert Tarvis

Deceased Members:

Charles t. Benton
 Reginald Laduke
 Christopher Poulis
 John McKinnon
 Edwin Baird

Karl E. King
 Richard A. Lavoie
 Robert M. Smart
 Arthur J. Dionne
 Gerard Beauregard
 Bernard Hearn
 Walter B. Andrews Sr.
 Theodore Todd
 Anatos Christo
 Alfred Marcoux
 Gary Corbin
 Floyd Foote
 Roland Major
 Frank Kullgren
 William Foster
 Thomas Tivador
 Roy R. Cormier
 Albert A. Nye Sr.
 Evan Fisk

Legislative Update

It has been a very busy legislative season this year.

Senate Bill 528, the "Right to Work" bill, has raised its ugly head in the insurance committee this year. After the hearing, the Senate Insurance Committee voted 3-2 to recommend "inexpedient to legislate" (ITL, which means to kill the bill). During this process, however, Senator Roberge (who was the swing vote) changed her mind twice before sticking with "ITL." Committee Chair Flanders made it very clear that he wanted the committee to vote to be sent to study, because a number of senators do not want a recorded yes or no vote on "right to work" prior to the 2004 elections. Senator Flanders appeared angry about the ITL vote. By Tuesday afternoon, Senator Roberge had been persuaded to change her vote again (from ITL to study), so she will move to have the committee "reconsider" its vote when it next convenes. Generally, our belief is that right to work has been studied enough. It is wrong for New Hampshire, and the House and Senate majority know this. We thank them for standing up to the threats of the National Right to Work Committee and voting with working families in New Hampshire once again.

Senate Bill 429, the "Irresponsible Contracting" bill, was heard on the Senate floor Thursday, March 11, 2004. After a very contentious debate, we lost by a vote of 13-10. This horrible bill passed and now was going to the 400-member house of Representatives. On Thursday, March 29, 2004, the House of Representatives voted 224-61 to put this bill in Interim Study, which will effectively kill this bill. It is nice to see we still have friends in the House of Representatives who understand if you have irresponsible contractors who do not supply benefits to its employees, it not only affects the employee but also affects the community that has to support these families with no benefits.

The NH House rejected a bill this session that would have raised the minimum hourly wage, with the house speaker casting a rare vote to break a tie and kill the measure. The vote was 173-172 to kill the bill to raise the hourly wage to \$6.00 from the current \$5.15, which is the same as the federal minimum wage. House Speaker Gene Chandler, a republican, cast the deciding vote, without commenting. Labor Commissioner James Casey had supported raising the minimum wage, saying it was long overdue. The last increase took effect in 1997. Supporters argued in vain that other New England states pay at least \$1.10 more, ranging from \$6.25 in Maine to \$7.10 in Connecticut. They said none of the states has reported higher unemployment as a result. They argued the low pay forces families to apply for government subsidies, including food stamps, child care housing, Medicaid, heat and electric utility assistance and local welfare aid.

As House of Representatives Ted Leach commented, is our state motto "Live Free or Die," or "Live Free and Cheap?"

A special thanks goes to Bouley Associates, Dick, Jim and Beth, for all their hard work lobbying on behalf of the Teamsters and all working families in New Hampshire.

Fraternally yours,
Dennis H. Caza

Teamster 633 Golf Tournament

The 18th Annual Teamsters Local 633 Golf Tournament will take place at Owl's Nest Golf Course, Campton, New Hampshire, on Sunday, August 29, 2004. Check-in at 8:00 a.m., shotgun start at 9:00 a.m.

Type of play will be four (4) person scramble with combined handicapping. There will be prizes for first, second and third place finishes, as well as closest to the pin and longest drives.

For a fee of \$50.00, each golfer will receive green fees, cart, prizes and a barbecue lunch.

The tournament is open to the first 112 golfers or 28 foursomes. Openings to be assigned on a first come, first serve basis and completed no later than July 9, 2004.

If you cannot find a complete foursome and want to play, please send your name, handicap and fee and we will assign you to a foursome. Register and sign up soon. Openings always go fast.

Please send check or money order for \$50.00 per person to:

**Teamsters Golf Tournament
Teamsters Union Local No. 633
PO Box 870
Manchester, NH 03105-0870**

APPLICATION

**18th Annual Teamsters Local No. 633 Golf Tournament
Owl's Nest Golf Course, Campton, NH • Sunday, August 29, 2004
8:00 A.M. Check-in • 9:00 A.M. Shotgun Start**

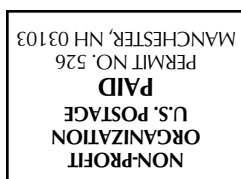
Name _____ Handicap _____

Name _____ Handicap _____

Name _____ Handicap _____

Name _____ Handicap _____

- It Pays to be a Member of Local 633 -



**LOCAL 633 I.B.T.
PO Box 870
Manchester, NH 03105**