



The Local Scene

For Members, Family and Friends of Teamsters Local 676

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Bimonthly Newsletter Volume 2 Issue 6

November — December 2005



Howard W. Wells

A Message from Our President

Dear Brothers and Sisters,

One word continues to surface, time and again, in conversation with our members and that word is Unity. Unity and solidarity are cornerstones of the Union which often determine our success or failure.

Local 676 members understand the significance of unity. Whether it's on a picket line, at a rally or during contract talks the members must be in support of their union brothers and sisters and the officers they have chosen to lead the way. It is this strength, in numbers and purpose, that wins respect from the public and employers. It is the ingredient that ensures impressive achievement.

To this end we have put Unity to work to benefit all of our members. We continue to plan ahead, making the needed changes, to keep our union a progressive force in the industries we represent and in the State of New Jersey.

A great gift to non-union workers would be to introduce them to the Teamsters here at Local 676. Of the 50 million U.S. workers whose jobs cannot be sent overseas, or eliminated by machines, more than 40 million do not belong to a union.

Many of these jobs pay low wages with little or no benefits and are the prime target for revitalizing the American labor Movement. This new endeavor to build Teamster power through organizing must extend beyond traditional workplaces.

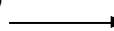
Director of Organizing, Ed Pearce, with the assistance of Jim Bennett and our members, has been seeking out and targeting workers in many of these formerly untapped areas. During the past two years we have reversed the trends of the past and have added hundreds of new members to our rolls.

Local 676 is proudly carrying the message, to workers in South Jersey and beyond, that a Union is still the best way to improve wages and benefits. This is true for all workers in all classes of employment whether they are in low wage occupations, public sector positions or part of the general workforce.

Let's reflect. It's been a rough year for many of our brothers and sisters across this great land. Devastation was caused by hurricanes and we lost others in the war. At the request of many of the members, Local 676 helped the victims of the hurricanes in numerous ways. We will continue to help when called upon because it is the Teamster way.

If there were a dictionary of disaster terms "unprecedented" would read see the year 2005. On the next line I am sure it would say ** also see "generosity." Teamster members have been there for their sister and brother Teamsters and we have been there for all Americans. We will continue to lend a hand in times of trouble.

During the Holidays each of us should count our blessings and be grateful for the secure jobs and benefits we enjoy because of our hard work and Teamster contracts. This time of year is a good time to review our accomplishments, renew our spirit and spend time with those precious to us whose love and support mean so much. It is also the time to set goals for ourselves for the coming year. *(continued)*



Spiraling Health Care Costs a Burden for All

It's inescapable. Just turn on the TV or radio and you will likely hear about how the rising cost of health care affects us all. While inflation has been running at two to three percent annually, medical premiums have jumped 65%.

It is easy to see why health care costs are the main topic of discussion at the collective bargaining table. *(cont. page 3)*



It is the ideal time to give of ourselves and share the joy of the season with those less fortunate. Some of us struggle to find the perfect gift for that special person in our lives. We often overlook the fact that some of the most important gifts we can give are free.

I would like to share some meaningful "gift" suggestions with all of you....

- To an enemy Forgiveness
- To an opponent Tolerance
- To a friend Your Heart
- To all Charity
- To children A Good Example
- To yourself Respect

In closing, the Executive board and staff of Local 676 send out our prayers on behalf of those loved ones who will not be with us this Holiday season. We say a special prayer for those who gave their lives in the service of their country. It is up to all of us to keep them alive in our memories.

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Important Information For UPS'ers

By Roy Kaiser — Trustee & BA

The 3.5 hour guarantee is NOT waived during the months of January & February. Please request your 3.5 hour guarantee. Do whatever work is assigned with a smile. Intimidation and over supervision will lessen if we just let some of the nonsense go in one ear and out the other.

Article 22.3 Combo Jobs — There should not be more than two (2) hours between shifts. Howard (Wells) and I are negotiating with UPS to create more Article 22.3 jobs in Lawnside & Vine-land.

UPSdates

- Check Bulletin Boards for Package Car Driver bids in the near future
- In February, Lawnside Feeders will begin their first two sleeper team jobs. Two additional mileage runs are also planned.
- Vacation scheduling, by seniority, starts in February. Stewards, especially those covering Part-Time shifts, should be aware that 15% of the workforce is allowed off each week (except peak season of Nov., Dec.).

“ Hot Line “ for Legal Services



Local 676 provides legal services for our members in Worker's Compensation cases.

Call David B. Fox, Esq. At (856) — 546 — 8822

For all other legal matters, including personal injury, product liability, document review, DUI, etc.

**Call Willig, Williams, & Davidson
1—888—294—2747**

Inform the operator that you are a member of Teamsters Local 676.

**Howard W. Wells
President**

**Marcus King
Vice President**

Reminder



As of January 8, 2006 the cost of mailing a letter rises two cents to 39 cents. Postcards will increase one penny to 24¢

Weingarten Rights

Weingarten Rights are laws enforced & monitored by the National Labor Relations Board. They concern your right to Union Representation. The rules are as follows.

- Employee (Teamster) must request Union representation before or during an interview or investigatory meeting.
- Employer (UPS) has three (3) choices:
 - a. Delay questioning until a Union representative is provided
 - b. Deny request and end interview
 - c. Give employee (Teamster) the choice of finishing the interview without Union Rep or ending interview.
- It is an Unfair Labor Practice Charge for the company to continue to ask questions, or discipline the employee who refuses to answer questions without a Union Rep present.

****Typical Investigatory Interview Topics****

**Absenteeism — Accidents — Damage to Company Property
Drinking — Drugs — Falsification of Records — Fighting
Insubordination — Lateness — Poor Attitude — Sabotage
Theft — Violation of Safety Rules — Work Performance**

Know Your Rights! Ask for Your Shop Steward!



AMT Employees Get Introduced to the “Jerry” Berry
Also known as the Blackberry Communication Device

We welcome your suggestions!

Let us know what you think of your Local Union. Send your ideas to the Local c/o President Howard W. Wells

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Worker Pensions are Under Attack From Corporate America!

By Ed Pearce Trustee & BA

Single employer pension plans are most easily attacked. Usually the fine print in the Summary Plan Description allows for the trustees of the plan to "adjust" the plan. In the past this usually meant small changes to protect and prolong the plan and benefits for future retirees.

Now companies are "freezing" benefits at current levels and effectively eliminating these retirement plans for their workers. These are the same workers who helped build the companies and provide profits for shareholders and bonuses for company executives.

At the end of 2005 Verizon did this to their workers and in the beginning of 2006 IBM announced they would also "freeze" worker pensions. In the Spring of 2005 VWR Scientific announced they would do the same even though a contract was in effect at the time.

Needless to say, the Local 676 workers at VWR were not about to sit back and accept this attack on their pensions. A grievance was immediately submitted to the company and followed through to Arbitration. In a victory for the unionized workers, the arbitrator ruled in Local 676's favor. The pension was reinstated with no loss of benefits to the workers. Clearly, the importance of a binding union contract was never more evident!

Hoeganaes Update

By Marcus King Vice President & BA

Two Major Arbitrations Result in Slam Dunk Wins!

The Teamster employees at Hoeganaes with the assistance of Local 676 have won two very important arbitration cases. The arbitrator in both case awarded thousands of dollars to the employees.

While conditions at Hoeganaes have been slowly getting back to normal there is still a long way to go and much to be settled. We will keep you updated on the latest news as there are still a few more arbitration cases to be heard.

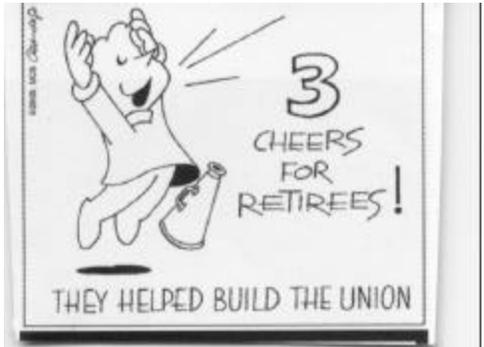
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Spiraling Health Care Costs

In a recent Philadelphia Business Journal article, the new chief of Independence Blue Cross, Joseph A. Frick, cites a fact that highlights the problem we are all facing. Five years ago, the annual cost of the Personal Choice family plan was \$10,700. This same plan, including increases in required co-payments and deductibles, now costs \$17,600 per year.

Even employers who have historically been very generous in funding quality health plans for their employees are now drawing battle lines. The battle becomes one of allocating the pain and, increasingly, this becomes a strike issue. The unfortunate irony is that both sides argue exactly the same position that neither can afford to pay what is required and in many cases, both sides are right.

The most frightening thing about this crisis is that the end is nowhere in sight. It is very easy to highlight all the flaws in our current health care delivery system. It is not so easy to develop a workable approach to reform. There are simply too many factors driving health care costs and too many private interest groups promoting their particular causes. The best we can do for the moment is to spend our health care dollars as prudently as possible.



Recent Retirees

Boyd Harris	Blue Diamond Co.
William Grams	Gardiners Express
Harry Melrath	Harold G Kline, Inc
Michael Seehafer	Inergy (Star Gas)
Daniel Wollick	Irwin & Leighton
Michael Voll	J B Van Sciver
Joseph Henderson, Jr	J J Maloney, Inc
George Dudley	North Penn Transfer
Calvin Shaud	Penn Jersey Bldg Mat
<u>Port Authority Transit</u>	
Peter Petrizio	Stanley Schmidt
Joseph Blatcher, Jr	Roadway Express
Burton Mead	South State, Inc
Roosevelt Hardwick	<u>Sysco</u> William Rutter
Harry Curley	UPS
Frederick Edeline	Willamette Ind

Deceased Member

Andrew Schewlakow

Arc International

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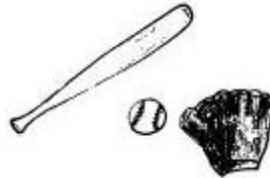


Local 676 to Sponsor Major League Baseball Team

OK so the team won't be playing MLB baseball — but the players are all major league in our hearts and minds. The captain of our team is Sgt. Joseph Kneble USMC.

The men in his Marine Corps unit are putting together some teams to play baseball. We are sending shirts and hats for the players on his team to wear.

These Marines are based in Fallujah, Iraq and we will be collecting toiletries for the men and women stationed there. Please bring your donations to the Union Hall by the February 19th meeting.



Items can also be given to your steward who can then call the Hall for pickup of the items collected. Suggested items include Clorox wipes, Baby wipes, Razors, shaving cream (no pressurized items) shampoo, conditioner, after shave lotion, soap or body wash, mouth wash, deodorant, eye drops, chapstick, lip balm, sun block, Skin So Soft (Avon) lotion, dental floss, baby powder, foot powder, combs & brushes, cotton balls, liquid hand sanitizer, breath mints, nail files, batteries, small flashlights.

Teamsters Local 676 Scholarship Fund

Call now to reserve your packet of Eligibility Requirements and Submission Form.

Scholarships will be awarded in May of 2006. You must be graduating from High School during the 2005—2006 academic year and be attending college in 2006 in order to be eligible to submit an application.



Howard talking with two of the shop stewards at the Shop Stewards Seminar held in October.

More than 80% of the current stewards attended the day long seminar put on by the Local and the International Teamsters Union. All phases of the position were covered and discussed.



Howard Wells, John Underwood, Al Carlino & Maureen Pfender

John Underwood 30 year UPS employee retires

Bill Einhorn, Fund Administrator for the Teamsters Fourth & Cherry Pension, Health and Welfare Fund, will attend our General Membership Meeting March 19, 2006

Bill will be here to answer your questions and concerns about the funds. We ask that you submit your questions to the Hall prior to the meeting if possible. This will give Bill the opportunity to do any research needed for his replies. Thank You.