



The Local Scene

For Members, Family and Friends of Teamsters Local 676

101 Crescent Boulevard, Collingswood, NJ 08108 856-964-2101 www.ibtlocal676.org

Bimonthly Newsletter Volume 2 Issue 5

September — October 2005



Howard W. Wells

A Message from Our President

Dear Brothers and Sisters,

At a time when Union membership is declining nationwide we are holding our own at Local 676. We have made organizing a top priority and are adding new members, from new workplaces, as well as increasing the seniority lists under existing contracts.

Many Union Locals choose not to take on the task of organizing. It's difficult, tedious work that doesn't always meet with success. Those employees at new companies, who help us organize, know the benefits of being Union outweigh the risk involved. Having said that, I would like to congratulate the workers at Abbonizo Contractors, the Deptford Library, Tropicana Dispatch, Utility Line Services, JDM Materials, Endeavor EMT's, and the Haines & Kibble House, Inc. and welcome them into the Teamsters family.

Organizing campaigns are now under way to bring many new members under the Teamster umbrella of job security, seniority and respect in the workplace. Also we are continuing to find ways to bring more work and new jobs to our existing companies.

When we take on the challenge of growing our Union we also take on the responsibility of seeing the fight through to the end. A big Thank You to all of our members who give us leads and help put out the message of the benefits of Union membership. Please continue to help us organize. Talk to the employees of non union companies and tell them to call Local 676. Encourage them to join our family and begin a new era of respect on the job.

Be sure to Vote Nov. 8th

Take Action & Be Heard

When we approach the politicians necessary to pass union friendly legislation our leverage depends on the number of registered members and their families.

We wish to thank the thousands of members who have sent letters & emails to their Senators and Congressmen asking them to protect our Social Security.

How you vote is a personal matter. Whether or not you vote affects all of the members and their families here at Local 676.

Don't wake up November 9th wishing you had done the right thing. It will be too late then to help yourself — to help your family — to help all of us.

Every Election Affects Your Quality of Life! Have a Say in Your Future.

Bush's Social Security Plan Stalls

President Bush's proposals to privatize Social Security and cut benefits stalled in the final weeks of Congress as Republican leaders called for delay.

National Republican Congressional Committee Chairman Thomas M. Reynolds was among those who recommended to the House Republican leadership that the party drop its effort to restructure Social Security, at least for this year. Social Security legislation already faced an uphill challenge. Senate Republican leaders had decided they could not move on Social Security until the House did. But with the Senate at a stalemate, House political strategists wanted to pull back as well.

It also is unlikely Congress will tackle such a controversial issue in 2006 which is an election year. The public never warmed up to President Bush's proposals to gut Social Security.

Nearly 800 senior activists, for example, rallied on Capitol Hill Sept. 8 to protest President Bush's plans and to meet with their lawmakers to demand better retirement security for all Americans. The Rally for Retirement Security was part of the Alliance for Retired Americans National Legislative Conference in Washington, D.C.



Protect Your License

Buy American

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Concrete is Solid as a Rock

Teamsters Local 676 is proud to report that after some turbulent times in the South Jersey concrete industry, delivery drivers are back on solid ground.

Thanks to the concerted effort of concrete drivers at R.E. Pierson, Penn Jersey, Pennsylvania-Jersey and JDM Concrete Materials, good contracts were won at all four plants.

While R.E. Pierson and Penn Jersey drivers were negotiating for improved contracts Pennsylvania-Jersey and JDM were newly organized units fighting for fair initial contracts that would meet the area standards.

When the Penn Jersey and Pennsylvania-Jersey companies resisted the drivers efforts to win fair contracts the drivers showed their resolve and solidarity by voting unanimously to strike.

Thanks to the leadership and direction of Teamsters local 676 President & Executive Officer Howard W. Wells the strike was a success. President Wells co-coordinated efforts with other Local Unions to honor Local 676 primary and informational picket lines.

This strategy effectively shut down all Penn Jersey and Pennsylvania Jersey concrete plants operating in South Jersey. After 8 days on strike the strength and commitment of the Teamsters resulted in both companies returning to the bargaining table. Fair contracts reflecting area standards were won and settled. These Teamsters proved they were solid as a rock!

Said President Wells, "Teamsters Local 676 will always stand up to employers and fight for our members. The drivers stood firm and stayed united making our job of winning a fair contract possible. I would like to thank all of the members and agents who walked the picket lines in this show of unity."

"Also I would like to recognize the efforts of Business Agent Ed Pearce. Ed was involved in the organizing and contract negotiations and saw these processes through to their positive conclusion."

Jim Bennett also walked the picket lines each day with Ed and our new members. The results speak for themselves. Only united can we continue to fight the fight successfully.



Eagles Sunday At the Hall

After the Nov. 20 meeting we will set up the big screen for the game. Refreshments will be served

More Full Time Jobs At UPS

There are currently 70 Article 22.3 jobs. "That is more than double the number of full time positions (required by contract) for our members" says Business Agent Roy Kaiser.

President Wells stated that these Article 22.3 jobs provide full time opportunities for our P/T members. We will continue to increase this number in our Lawnside facility as well as get these opportunities for our members in the Vineland building.

These jobs give P/T'ers the same pension benefits as the Package Drivers and Feeder Drivers enjoy. While the pay rates vary by job and seniority it does provide the employee with a single employer and paycheck. Many of these members would otherwise be forced to work two or three different jobs.

In addition these Article 22.3 jobs become full time opportunities for Package Drivers or Feeder Drivers who may be physically unable to continue those positions in the twilight of their careers. "Vacancies can be bid by any full time UPS Teamsters", President Wells said.



They Can Run But They Can't Hide

Statewide Highway Safety Co. has been a thorn in the side of this Local for many years and it's time to put on the pressure. With the help of members Joe Todd and Shop Steward Bill Schellhaus we were able to stop Statewide from sticking it to our members once again.

This company has been late on many payments to the annuity and vacation funds, in addition to the Pension Fund. They tried to sell the company or parts of it "But thanks to our heads up members I was able to stop them in their tracks" said President Wells.

We filed numerous grievances and also put an injunction against the company so they had to settle with us first before proceeding. Statewide was trying to sell to the Ruberton Co.

After hours and days of negotiation Statewide agreed to pay \$120,000 to the vacation and annuity funds and an additional \$80,000 past due to the Pension Fund. Our audit of their books confirmed these amounts were due.

Part of the final settlement required Ruberton to negotiate and sign a contract with us — their first union contract ever. We will continue to monitor the Statewide / Ruberton situation. "They can run but they can't hide" said Pres.Wells.

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New Jersey Worker Compensation Laws

By David B. Fox, Esq.

As an attorney practicing in worker's compensation courts for the past twenty five years, it has become clear that the biggest problem the members have is a lack of knowledge of their rights when injured on the job. Therefore, I will attempt to briefly explain the rights of the injured employee so that you may know the "rules of the game."

The worker's compensation laws differ from State to State. The explanation as set forth below is for New Jersey Law only.

In New Jersey, each employee injured at work is entitled to benefit regardless of fault. By this, I mean that the employee will receive the same benefit whether the accident was caused by negligence of the employer or negligence of the employee.

There are basically three types of benefits to which the injured employee is entitled. The first is free medical care. Most workers are aware that when an employee is injured on the job, the employer, and the workers' compensation insurance carrier, have the right to control and direct the medical care. This means that you must treat with the doctor to whom you are directed by your employer. In situations where medical care is being denied, the Court Rules do provide for Motions for medical treatment.

The second benefit of New Jersey Workers' Compensation is temporary disability benefits. Temporary Disability Benefits provide for wage replacement, but only to the extent of 70% of the employees average gross weekly wage up to a maximum rate which changes from year to year. The maximum temporary disability rate for injuries occurring in 2005 is \$666.00 per week. Please be aware that the employer should consider wages earned for a twenty six week period before the date of the accident when calculating the gross weekly wage. This includes not only straight time, but also overtime worked during that period. The insurance companies often overlook overtime payments commonly leading to an incorrect payment of temporary disability benefits.



At the conclusion of medical care, the employee is entitled to a third benefit to compensate him or her for the percentage of loss of function caused by the injury. Most employees are not aware of this right. The employee is entitled to this financial compensation even if the employee has returned to the employer and is performing the same job. It is generally necessary to see an attorney to obtain this benefit, although legal fees in compensation court for most matters are limited to 8% of the employees recovery.

There are many issues which arise in the practice of workers' compensation which can not be discussed in such a short article. All members of Teamsters Local 676 are invited to call for a free consultation regarding their on the job injuries.

~~David has been successfully representing our members for over 20 years. His office is located at 116 White Horse Pike, Haddon Heights, NJ 08035. Phone: 856—546—8822~~

Recent Retirees

William McQuaid	Adams Whslrs
William Pease Sr	Allied Bev.
Charles Pierce	Conti Const.
Harvard Tucker	Eljay Poultry
John Clark	Harold Cline

J J Maloney	
George Galati	Patrick Gallagher

Kauffman-Minter	
Kenneth Hochstetler	Kenneth SchAAF
Stephen Williams	McClain Moving

PATCO	
John De Vivo	Nelson Smith

R&R Mktg	
Kent Purves	John Yanzuk

Joseph Ordille	Safeway Freezer
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William Santora	Shore Trans.
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John McElroy	Stelwagon Mfg
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Ernist Jeffress	Tyco Ind.
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United Parcel Service	
Ray Banner Jr	Gary Clark
James Glenn	James Kennedy
William Lucas	Helmut Ossibof
Glen Rose Jr	Richard Zanes

William Gandy	U S Silica
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Edward Reagle Sr	Willamette Ind
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Tom Tower

Congratulations and Best Wishes to these members now enjoying the benefit of a Teamster Pension!

Worker's Compensation Alert!

Any Full Time employee who is called in on TAW (temporary available work), who does not receive their weekly Worker's Compensation temporary disability benefit, must file a grievance immediately.

Do not wait Contact your Shop Steward and/or Business Agent ASAP.

*Roy Kaiser, Business Agent / Trustee
Teamsters Local 676*

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Keep the date open!

There will be a **Christmas Party** for the members and their family immediately following a short meeting

December 18, 2005

More information will follow soon
Check your Union Bulletin Board weekly!

The Temple Football Game was a Big Success for the members!

*Temple didn't have quite as good a day

VOTE!

Tuesday

November 8, 2005

Teamsters Local 676 Scholarship Committee

There will be a meeting of the
Scholarship Committee
prior to the
November 20, 2005
General Membership Meeting

*Look for the following mailings in the
near future*

First Choice Lending Mortgage Corp.

First Mortgages & Home Equity Loans

Colonial Supplemental Insurance

Supplemental Income Insurance

Deceased Members

William Childs

Pennsville Twp. Active

William (Bill) McCormick

Trucking Retired

Gregory J. Stires

United Parcel Service Active