



# The Local Scene

For Members, Family and Friends of Teamsters Local 676

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

Newsletter Volume 4 Issue 4

September—October 2007



## A Message From Our President

Dear Brothers and Sisters,

**Howard W. Wells** At a time when Union membership is declining nationwide we as Teamsters are holding our own at Local 676, and at the National level. 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. The IBT has added over 100,000 new members so far this year.

More Union Locals are choosing to take on the task of organizing. It's difficult, tedious work that doesn't always meet with success. We here at Local 676 believe every worker deserves the opportunity to join a Union. 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 Cablelink, Kanuck Const., Magnolia Public Works, Medford Lakes Waste Water, One Stop Building Services, and WDT,LLC and welcome them into the Teamsters family.

Organizing campaigns are now under way at First Student Bus Co., UPS Freight (Overnite), Ginsey Ind., Our Lady of Lourdes Environmental Technicians, and Princeton University Emergency Dispatch to name a few, in order 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.

Fraternally,

Howard W. Wells  
President / Principal Officer Local 676

## Be sure to Vote Nov. 6th

## 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.

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 7th 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.**

## **Teamsters Health and Welfare Fund HMO Program Offering for 2008**

By action of the Trustees the Fund's HMO offering for 2008 (and beyond) will be through Aetna. The Fund's contract with Independence Blue Cross to provide HMO coverage through Keystone Health Plan East will terminate December 31, 2007.

Fund participants will fall within three possible 2008 scenarios:

- For those who currently have the PPO program and wish to continue coverage under the PPO program into 2008, no action will be required.
- For those currently enrolled in the PPO program who wish to have HMO coverage beginning January 1, 2008, the participant will have to complete an Aetna Enrollment Form, choose a primary care physician and have all the enrollment materials returned to the Fund office by December 6, 2007.
- For those who are presently enrolled in the Keystone Health Plan east HMO program who wish to have HMO coverage in 2008, the participant will need to complete an Aetna Enrollment Form, choose a primary care physician and have all the enrollment materials returned to the Fund office by December 6, 2007.

If a currently enrolled HMO participant does not complete the Aetna Enrollment Application during the open enrollment period, the coverage for that participant will default to the PPO program effective January 1, 2008.



**Save the Date**

**Christmas Party 2007**

**December 16th**

Santa Claus will have presents for the children\* of members

\*Call Shirley and give her the number and ages of the kids — 12 or under only please!

Check your Union Bulletin Board for Details



*Protect Your License*

*Buy American*

# The Local Scene

For Members, Family and Friends of Teamsters Local 676

## New Meeting Format Test Run Is A Big Success

The October General Membership meeting saw a new format rolled out for the members. The November 18th Meeting will again use this new meeting structure and schedule. Member feedback will determine if it becomes the standard. As with any new way of doing things suggestions are invited and welcome. Please come out in November and participate in this new meeting experience.

So what's new and different? The hall will open at 9:00 AM for a buffet breakfast — eggs, bacon, ham, potatoes, etc. Coffee, donuts and bagels are also available and juice. At the October Meeting informational and vendor stations as well as the Business Agents were available to the members from 9 AM until the General Membership Meeting began at 11:00 AM. These included First Choice Lending Mortgage Corp., David B. Fox, Esq. Worker's Comp lawyer to our members, FM Digital Services Corp (Sprint/Nextel rep), Alliance Benefit Group Investment Consultant Richard Schultz, and Colonial Supplemental Insurance Acct. Exec. Dave Bell.



Each month the vendor and information stations will change. Those that members find most useful will return on a more frequent basis. Here again member suggestions and input will determine who and what is available each month. The Officers and Business Agents will all be available at every meeting.

## After More Than A Half-Century Struggle, Former Overnite Workers Prevail

(Indianapolis) -- Workers at UPS Freight (formerly Overnite Transportation) in Indianapolis overwhelmingly ratified their first contract ever today, by a 107-1 vote. This agreement will improve wages, benefits and working conditions and will serve as a model to organize thousands of other UPS Freight employees nationwide, Teamsters General President Jim Hoffa announced.

"For more than 50 years, workers at UPS Freight's predecessor, Overnite, fought to win a Teamster contract," Hoffa said. "Today the union fulfilled its promise that we would not quit until workers achieved economic justice. Now we will help thousands of other UPS Freight employees win the same protections and guarantees on the job that the Indianapolis workers have. After UPS Freight workers join the Teamster family, we will focus our future organizing efforts at FedEx Freight."

## Charlie Mahoney Retirement Send Off

There will be a ceremonial sendoff for Charlie at the November Meeting. Please come out and thank him for his many years of service to the membership.

## Preliminary Freight Contract Meetings

The preliminary meetings on the National Master Freight Contract are being conducted at this time in AZ. We will issue updates as they become available.

# The Local Scene

For Members, Family and Friends of Teamsters Local 676

## Local Union Leaders Unanimously Endorse Tentative UPS Agreement Members Urged to Vote Yes

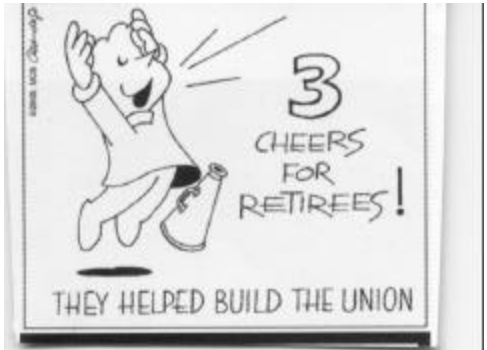
### *Teamsters Score Major Gains In UPS Agreement*

- Unprecedented pension and Health and welfare contribution increases
  - UPS will contribute an additional \$5 per hour into all pension and health and welfare plans. A \$1 per hour increase per year.
- Part-time health care improvements
  - Current part-time employees in union health and welfare plans will remain in those plans.
- Wage increases of 70, 75, 75, 85, 95 cents over the 5 years
  - Package driver start rates go up to \$16.10 from \$14.70
- Average benefit/wage increases significantly larger than last 2 contracts. This five year agreement contains average annual wage and benefit increases of \$1.80 per hour each year.

UPS employees covered by the Central States Pension Plan will now be covered by a newly created Plan administered by UPS and the Teamsters. All of us here in the Philadelphia Area Pension Plan congratulate our brothers and sisters who will now have benefits almost as good as ours.

### *A Few Non Economic Items*

- **Supervisors Working (Article 3.7)**
  - Penalties will be increased to double-time for the actual time the supervisor worked.
- **Competition and New Jobs (Article 26)**
  - No feeder driver with more than three years seniority shall be laid off because loads have been put on the rails.
  - To expand working opportunities, the employer will consider removing loads from the rails.
- **“9.5” (Article 37)**
  - A new procedure allows employees who do not want excessive overtime to sign a list limiting their hours of work for a five month period.
  - If the company improperly denies a “request 8” the employee will be provided penalty pay equal to two hours at his/her straight time rate.
- **Safety Access (Article 18, preamble)**
  - A new procedure is in place to grant union representatives access to company and facilities for the purpose of investigating safety and health issues which will speed up the process.



## Join the Retirees Club

Meetings are held the third  
Wednesday of the month.

Call Shirley at the Hall for details.

## Recent Retirees

Arthur Black	Gypsum Haulage
Edward Black	Roadway Express
Patricia Clifford	CBS Records
John D'Agostino	United Parcel Ser.
Donald Little	United Parcel Ser.
Joseph Mays	
Charles McMasters	United Parcel Ser.
Roy Miller Jr.	CBS Records
Ronald Novack	Kauffman & Minter
Louis Santucci	United Parcel Ser.
Harry Taylor	US Silica

### A Moment of Silence

For our deceased member  
Jason Sadler employee of  
Modern Gas Service

**Important!**

**Moving? Moving? Moved?**

**Important!**

If you have moved, or are planning to move in the near future, please submit your new address to the office.

# The Local Scene

For Members, Family and Friends of Teamsters Local 676

## Recent Successful Contract Negotiations

The following work groups represent recent successes at the Negotiating table for our members.

ARC—Durand ..... New contract with wage increases and entrance into the #676 Annuity Fund.

Merchantville Public Works ..... started an Annuity Fund

Camden Iron & Metal ..... Maintained current health care, with pension, annuity and wage increases.

J.Y.E. .... Started an Annuity Fund.

Magnolia Public Works and Medford Lakes Waste Water ..... First contract. Yea Team! Welcome to #676

Hoegaenes ..... Wage increases and reduced payroll deductions for their Health Care.



## Many Attend Shop Steward Seminar

On Saturday October 13th Local 676, with the assistance of Cindy Impala Director of the IBT Dept. of Training & Development, Claudia Galloway Senior Training Coordinator and Trainer Bill Munger hosted our second Seminar in as many years. Shop Stewards were able to fine tune their skills and learn new ways of resolving workplace disputes. We should all thank them for taking time out of their weekend to improve their ability to protect our members and represent them in a professional manner.