



The Spokesman

SPRING 2009



Light up the Night

GALA FOR AUTISM





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VISIT THE *Left Lane*

The "Left Lane" is the name of the new Teamsters Local 25 Store, which is housed in the Day Room at the headquarters at 544 Main Street, Charlestown, Massachusetts.

The store features a select number of different items offered on a seasonal basis: shirts, hats, jackets and sweatshirts. There will also be specialty items available throughout the year.

The store will be open from 8 a.m. to 1 p.m. Monday through Friday, and one hour before and one hour after the monthly meetings.

The store will accept cash, credit card or debit card. For more information call (617) 241-9687

The Spokesman

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Message from the President



During these difficult times, it is more important than ever to have the security of a Teamster contract to protect wages, benefits and working conditions.

—SEAN M. O'BRIEN
PRESIDENT/
PRINCIPAL OFFICER

Dear Brothers and Sisters:

We're well into 2009 and the economy remains dire. Members of the Local 25 family have lost jobs or will lose jobs, including workers at DHL, Breyer's Ice Cream and Brand Scaffolding, and others have agreed to pay cuts (our Yellow-Roadway freight members) to help their employer get through this financial turmoil.

At Local 25, we continue to tap into every resource that's available to assist our members who have lost jobs. We're working with town, city, state and federal officials, as well as private agencies, to make sure our members have access to the help they need for themselves and for their families.

Shame on U.S. Senator Arlen Specter of Pennsylvania, whose opposition to the Employee Free Choice Act hurts the possibility of passage this year. But in the past months, we have been organizing members and not simply waiting for the Free Choice Act to pass. We cannot afford to wait for the law to pass—we must organize NOW to grow Local 25, which will help all of our members. The same goes for the economic stimulus money that was hard-fought by President Obama. We hope that money helps our members, but we must organize no matter how that turns out.

Examples of our organizing occurred in late January, when workers had two big victories. Workers at First Transit, who help transport Boston children to the city's public schools, joined Local 25. The safety and operations supervisors voted 19 to 4 to become Teamsters. Two days later, 18 drivers at CPL in Medford voted 12 to 4 to join Local 25. The CPL workers deliver donuts to Dunkin' Donuts satellite outlets.

Then, in March, helpers at Angelica Textile in Somerville voted 4 to 0 to join Local 25. They join 39 drivers at the company who already are proud members of Local 25. We will continue to make organizing our top priority, along with providing every member with the best representation. We also will focus on negotiating the strongest contracts. At the Stop & Shop distribution center, workers voted 448-21 to ratify a strong, five-year contract.

During these difficult times, it is more important than ever to have the security of a Teamster contract to protect wages, benefits and working conditions. It is in these times that millions of workers have formed unions. Union membership in this country grew to about 5 million in the mid-1920s. In 1933, unions had lost 2 million members. However, by 1937, union membership had rebounded and gained what it had lost (2 million), back up to 5 million, despite the Depression. By 1950, there were 15 million union members in this country.

To all our members who are hurting by this economy, I pledge to you our continued fight on your behalf. To our newest members, welcome to Local 25 and let's work together for a brighter future.

Thank you for your continued support.

Fraternally,

Sean M. O'Brien
President/Principal Officer

Business Agent

Dedicated to Our Local Union Members



Secretary-Treasurer
Mark Harrington

As we look ahead to the rest of 2009 I want to take the opportunity to look at what we achieved last year. Local 25's financial picture has never been better. As your Secretary-Treasurer, I am proud to announce that Local 25 is in better financial condition than its

ever been in over the great history of this Local. Under President O'Brien's direction, we have contained costs and allocated your dues money in a prudent manner.

We are one of the few locals that have our own strike fund with over \$2 million dedicated to that cause if necessary. As we look ahead, the challenge to remain financially successful will be challenging. This economy has forced many members to face being laid off. Others have faced company closures. Our DHL brothers and sisters have been especially hard hit by this reality. We remain committed to help them in any way and our financial viability will help them as we try to offer them opportunities in the future.

On the representation front, I am in negotiations with Heating Oil Partners' drivers and service technicians. I am being assisted by driver steward Rich Steeves and technician steward Ron Supino. We are looking to achieve the standard that has been set with the other oil companies. We also ratified the Hingham 911 contract with those members receiving increases of 3 percent across the board. In this contract, we also established for the first time a clothing-allowance stipend. I want to thank Aaron Smith and John Gordon, who both assisted in those talks.

President O'Brien and I also met with the principals in the Plymouth Rock Studio development and we continue to monitor that project to evaluate the impact it will have on our movie members as well as our construction members.

In carhaul, we were successful on two grievances that set precedents for the country with respect to the Allied term-sheet reduction. We successfully argued that the van drivers and mechanics should be included in the wage increase as a result of the acquisition of the Toyota business. Our members will see a significant increase in their hourly rate of pay. The International Union was also successful in challenging Allied bonus payments to its management team. As a result, our members received a lump sum from Allied as restitution for their arrogance.

In my other assignments, with the aid of my stewards, we continue to monitor day-to-day issues and police the contracts to the best of our abilities. I thank them for their hard work.

Also I look forward to our monthly meeting in May, where for the first time we will be presenting scholarships directly from the proceeds of our 501 3C non-profit fund with monies raised from the proceeds of our golf outing. On that note, our golf outing will be held in June this year at the same location as last year. Please contact Trish DiSilva, myself or John Murphy for information.



*Vice-President and
Business Agent*
John Murphy

Contract negotiations at Horizon Air Services are not going well at this point. We've filed labor charges against the company for failure to bargain. We're waiting for the charges to move forward and then hopefully

we can get back to the table soon. We represent about 55 workers at the company. They handle air freight—warehousing and local cartage.

At Brand Scaffolding in Haverhill, we just got some bad news. The company will close down. We had been in contract negotiations. At Marr Scaffolding in South Boston, we're starting negotiations now.

In freight, the YRC Worldwide change of operations is working itself out. We've had layoffs due to the terrible economy. We're hopeful that the company can operate without further job losses and the company can survive.

Times have been very tough at DHL and AEI (Air Express International). At DHL, we've lost over 400 members. Most have taken severance packages while others have been laid off. Our Rapid Response Team has been activated and we've offered retraining and other assistance. We're actively taking resumes and we are trying to place them in jobs, which is very challenging right now. We've had clear direction from the International Union that there will be no economic relief for DHL or AEI. Meanwhile, we've also had meetings during which time we've proofread the DHL and AEI national contracts and area supplements. We hope to get those printed very soon and available to our members.

At Massachusetts Port Authority (Massport), about 60 to 65

Reports

of our members who work at the Tobin Memorial Bridge will soon no longer work for Massport. Instead, they will work under the Massachusetts Transportation Authority, a change resulting from a new state law. However, Local 25 will still represent these members, and their wages, benefits and working conditions will remain protected through a strong collective bargaining agreement.



Business Agent
George Slicis

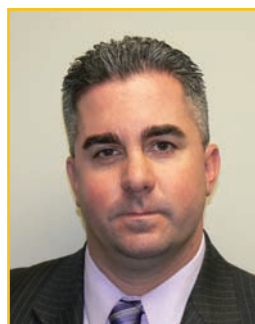
I will start my report with Angelica Textiles Services in Somerville. I won an arbitration for a member for a wrongful termination. The member was terminated May 8, 2008 and the case was heard on January 6, 2009.

The arbitrator ruled that the company did not have just cause to terminate this member and reinstated him with all lost wages. It took a long time to resolve this case and justice was served. We were also victorious in an organizing campaign at Angelica. Loaders/helpers voted 4-0 in favor of joining the Teamsters. I will be starting their contract in the next few weeks. I would like to thank Steward Jose Perez and organizers Steve Sullivan and Pat Palmisano for a great job in this victory.

We were in negotiations with Unilever (Good Humor Breyers) recently when the company informed us they will close the plant in Framingham sometime between September 2010 and March 2011, affecting 160 members. The company says costs in Massachusetts are too high. I negotiated \$1 hourly wage increases for all classifications, effective May 2009 and again in May 2010. I also negotiated health and welfare contribution increases in '09, '10 and '11. If and when the plant closes, workers will get one week's severance pay for each full year worked, and health and welfare for six months after the closure. Some workers have 30-40 years of service. My message to workers is to continue doing the best job, because the closure hasn't happened yet. If the closure does happen, our guys will have preferential hiring if it reopens later.

UPS is going through some tough times as of late and the layoffs are the worst that I have ever seen in the years that I have either worked or represented the members at UPS. The company is cutting everywhere they can to stay ahead and we need to stand together to protect the work that belongs to

Teamsters. I would like to thank all my stewards for holding the company accountable to the contract. With the volume down, the management has been out on the road doing OJS rides and on-road observations. I would ask everyone to do it by the book, take your lunch, take your breaks and don't put yourself in a position out there that could cost you your job. Nobody gets terminated for following the methods. The short cuts are what get people in trouble.



Business Agent
Tom Mari

Negotiations with the newly organized Penske Logistics group are completed and have been ratified unanimously by the members. Penske Logistics is a group of tractor-trailer drivers who deliver all the supplies for Cardinal Healthcare out

of the Bedford facility. These members, most of whom have worked for Cardinal Health for 20 to 30 years, realized they needed protection after the company told them they were subcontracting the work out to Penske Logistics and they would need to be hired by Penske if they wanted to keep their jobs. The contract we negotiated is a five-year deal and we were successful in protecting and improving the benefits and working conditions going forward.

I have finished negotiations with the newly organized Woburn Department Heads who sought representation by the Teamsters because the city refused to give them COLA raises for two straight years. We were successful in negotiating a three-year contract with many improved benefits such as education incentive pay, wage increases each year, and we also got the city to pay all members the two years retroactive wages they refused them before joining Teamsters Local 25. The group will also be taking part in the Teamsters Local 25 Eye Glass and Dental plan.

I have finished a one-year extension with the clerical group in Winthrop. The Town of Winthrop is in one of the worst financial conditions in the Commonwealth but we were able to be creative in these negotiations. We reduced the work week from five days to four days so the town will save on electric and gas bills, but our members are still being paid the same salary they received for five days. The members ratified this agreement unanimously.

Business Agent Reports

The North Reading Police negotiations are completed and the membership ratified the agreement unanimously. North Reading is also one of the many towns being negatively impacted by this recession, but we were able to achieve changes in the contract that greatly benefit our police officers such as Quinn Bill money being guaranteed.

I have ongoing negotiations with the University of Massachusetts in Boston and in Lowell where we represent the police officers, the dispatchers, and the security guards. I will begin negotiations soon with the City of Cambridge Highway Supervisors group and the Tewksbury School Administrators group.

I have also begun negotiations with newly organized Medford CPL, a group of delivery drivers who deliver all the Dunkin' Donuts to the satellite locations such as the ones that are located in Stop & Shop and at different gas stations in the Boston area.

I would like to thank all my negotiating committees for the hard work they put in during bargaining which helped to achieve the solid contracts.



Business Agent
Bob McAllister

The contract with CertainTeed-Bird Roofing was ratified in January. The package averaged 2.25 percent increases per year over three years. The company agreed to the 10 percent MOB (maintenance of benefits) for the pension, which puts these

members into the Preferred Plan. We also made improvements in seniority and shift-bidding language. Thanks to Stewards Brian Redmond, Bob Grudain, Manny Neves and Bob Durant for their hard work on this very difficult contract.

Negotiations for the Continental Airlines mechanics are under way and we are making slow but steady progress. We have also rolled out an organizing campaign for the Continental fleet service workers at Logan Airport.

The members at Air Canada ratified a 3-year extension to the contract that will maintain the current level of health and pension benefits while freezing the costs incurred by the members.

United Airlines proposals are complete and negotiations for those mechanics will open April 14. We are also dealing with the company's plan to explore alternative options pertaining to the maintenance of the ground service equipment and the facilities.

Manfi Leasing has lost the Prime Source account where we represented the drivers and warehouse workers. We lost 18 hardworking members. Joe Bonito and Mike Cann did a great job as stewards for many years. We met with Manfi/Stop&

Shop to make some adjustments to the bid and so far it has worked well—there have been no layoffs in this slow season. We have also been working on a plan to bring the truck inspection work back in house for our Stop & Shop Fleet Mechanics.



Business Agent
Robert Fabrizio

I am pleased to announce that the members of Peter Pan Bus Lines in Chelsea ratified a new 3-year agreement this past December. I, along with my committee, were successful in getting the company to agree to yearly hourly wage increases of 3

percent for all of the drivers, mechanics and washers. We were also successful in getting yearly increases of 5 percent, 4 percent and 3 percent on all overnight trips for the drivers, along with increases in the hourly wages of the mechanics for each certification that they obtain while working at Peter Pan Bus Lines. The company also agreed to provide training and testing for any mechanic or washer who expresses interest in obtaining a CDL class B license. We were also successful in lowering the members' yearly cost on their health insurance premiums to 70-30 in the first two years and 75-25 in the last year of the contract, along with some stronger language. I would like to take this opportunity to thank the committee with helping me get a strong contract for the members at Peter Pan Bus Lines.

Thanks to the efforts of President O'Brien and our Negotiating Committee, we negotiated a strong, five-year contract at the Stop & Shop Distribution Center in Freetown. The members ratified the contract 448-21. This was the largest and most Important contract negotiations this year for Local 25. Our committee worked hard to protect, preserve and improve our collective bargaining agreement. This contract succeeded because it preserves the members' excellent benefits. Also, the contract narrow the gap between the top pay tier and the second tier. The top tier, or senior tier workers, will receive a \$1,500 bonus the first year and 50-cent-per hour wage increases in years two through five. By taking a bonus, they help narrow the pay gap between the two tiers. The gap had been \$3.25 per hour, but will narrow to \$1.75 through the progression. (see story, Page 23)

I will be starting negotiations with Americold Logistics, a cold storage company in Boston, this April. Their contract expires this coming May. I would like to thank and wish John Connors, my steward at Americold, a happy and long Retirement. Well deserved.

The Massachusetts Bay Transportation Authority, commonly known as the M.B.T.A., contracts out to four private vendors for their para-transit program which picks up and transports disabled and handicapped passengers throughout the Boston area. Teamsters Local 25 represents three out of the four vendors. The contract between the vendors and the M.B.T.A. is a five-year contract that expires this coming July 1. The M.B.T.A. announced recently that they awarded the new five-year contracts to three vendors.

The three are Veterans Taxi in Waltham, Gliss in Lynn, both of which are under union contracts, and First Transit, a national company. First Transit will be taking over the areas that are currently serviced by Joint Venture in Hyde Park and Kiessling Transit in Braintree, both of which are represented by Teamsters Local 25.

I have reached out to First Transit to find out who their labor person is so that I may set up a meeting to find out what direction the company is taking. First Transit is under union contracts throughout the country, and Teamsters Local 25 has contracts with Laidlaw in Massachusetts, whose parent company is First Group, which is also the parent company of First Transit and First Student. Local 25's plan going forward is to sit down with First Transit to negotiate a new collective bargaining agreement for all of the members of Joint Venture and Kiessling Transit. I will be reporting more on this in the next issue.



Business Agent **Dave Pietroforte**

I am still continuing talks with East Boston Neighborhood Health Center. My steward, Rich Dolan, and myself have been working closely in making sure our members get a good contract. We recently met the week of March 30 and more meetings will be held.

At Sears in Norwood, the members ratified their contract on March 1. They were very happy to have maintained all their current language and also a wage increase. I want to thank Chief Steward Don O'Neil and Alternate Steward Ray Delkta for their fine job during negotiations.

At Atlas Paper in Winchester, notice went out to the company on March 9 notifying them of our intention to start talks. I will be sitting down with the company the week of April 13.

In arbitration news, we have received our date for arbitration involving workers at Gilman/Martignetti Liquors. It will be June 8. It was filed against the company for refusal to honor the members' seniority as it states in the current contract.

Also, the union is waiting for the results of our arbitration decision with Xpedx in Wilmington. The union also has filed an additional case for arbitration against Xpedx for a violation of a layoff issue.

A labor charge was filed against the city of Everett on March 5 for direct dealing with bargaining unit members. The issue has been since resolved. Also, labor charges have been filed against the city of Chelsea after the city discharged my steward for her protected union activities.

Thank you to all my stewards for their continued help and support.



Business Representative **Gerry Godin**

I've been preparing recently for 15 contracts that are up for negotiating. Most are renewals, but the contract covering about 30 Laidlaw bus supervisors is a new contract. Contracts up for renegotiation include Catalano Brothers in Ayer, where our members

haul sheet rock. There is also a contract for 15 members at Beacon Sales in Somerville, a roofing company.

I'm working with Local 25 President Sean M. O'Brien on the Heavy Highway Construction Agreement. The results of these talks will determine 17 white paper agreements. These agreements cover workers doing construction work across New England. The agreements affect about 500 workers.

Thanks in large part to the help and support of President O'Brien and Vice President John Murphy, we won two big arbitration cases recently involving members working for solid waste companies. In the first, we settled a case of a worker at Allied Waste who was fired after being involved in a fatality. In the settlement, the worker got 100 percent back wages and health, welfare and pension benefits. He also got money for emotional distress. The settlement will exceed \$50,000.

In the second case, a worker at Waste Management was fired. In late March, we got the decision. It was determined that he was wrongly terminated. The worker received 14 months of back wages and health, welfare and pension benefits. This settlement will exceed \$70,000.

When Local 379 merged with Local 25, we were committed to providing all our members with strong representation and we are making sure that happens. Under President O'Brien's leadership that will continue to be our priority, as well as organizing new members.



Steven R. Sullivan, Recording Secretary

Educating Tomorrow's Workers

Local 25 Organizing Director, UPS Steward Speak With Students

On March 4, 2009 Teamsters Local 25 Director of Organizing Steven Sullivan and UPS Somerville Steward Jim Donovan went back to school to educate future workers about their rights.

Sullivan and Donovan made a series of presentations to more than 160 freshmen and sophomores at Shawsheen Valley Technical School in Billerica, Massachusetts.

The pair informed the students about their rights on the job, did a demonstration on the power of collective bargaining and gave a brief history of Teamsters Local 25.

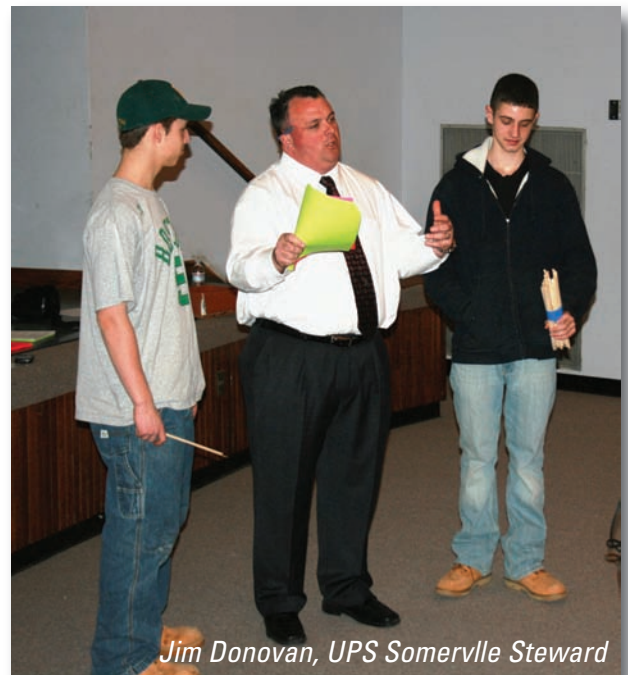
"I really enjoyed the opportunity to talk to these students," Donovan said. "These kids were excited and they engaged us in good conversation about the union."

Through the leadership of Teamsters Local 25 President Sean M. O'Brien and Charles Lyons, Superintendent-Director of Shawsheen Valley Technical School, the school presentations were the beginning of a long partnership.

"We hope to be able to start a commercial drivers license program on the campus this summer," O'Brien said. "We also would like to explore the idea of a diesel

engine repair course at Shawsheen in the near future."

A special "thank you" goes out to Christine Shaw, David Norkiewicz, Gary Baker, John Chapman, all of Shawsheen Tech, for allowing Teamsters Local 25 to visit with their students.



Jim Donovan, UPS Somerville Steward

Teamsters Local 25 Driving School Opens For Business

The Teamsters Local 25 Driver Training Program is up and running at our new location at 333 Terminal St. in Charlestown.

"After a three-year hiatus, the Driver Training Program has relocated and is training our members again," said Sean M. O'Brien, Local 25 President & Principal Officer. "CDL (commercial drivers license) training is very important to the future of our membership. Local 25 must do its part to make sure there are enough properly trained drivers available to our signature companies."

If you are interested in obtaining your CDL A license please call **Steve Sullivan**, Local 25 Recording-Secretary, at **(617) 241-6113**.

If you would like to obtain your CDL A License, please secure the following:

- A valid CDL A Permit;
- Airbrakes Endorsement;
- Union dues must be up-to-date;
- \$2,000 tuition cost.

The New England Teamsters Federal Credit Union can assist you with tuition costs.

Once you have obtained all of the above, please drop by the union hall and sign up.



Left to Right: Bobby Cafarelli, Thomas Soule, Mike Stone





Counter Clockwise from Top:
Bill and Kerry Radochia; Kathy Leahy, Renee D'Agati, Carolyn Parr & June Moniz; Kevin Barry Pipes & Drums band from the Malden Irish American Club; Connie Rhuda and John Curran enjoying the evening.



Teamsters Local 25 Lights Up the Night at Second Annual Gala

Event Raises Close to \$150,000 to Fight Disorder

More than 800 Teamsters, family, friends and supporters packed the Intercontinental Boston for the second annual Gala to benefit the Local 25 Autism Fund. The March 28 event featured dining, dancing, bidding and the raffle of a 2008 Boston Whaler boat.

The event raised about \$150,000 for the Teamsters Local 25 Autism Fund.

The speaking program kicked off with the Kevin Barry Pipes and Drums band, based out of the Malden Irish American Club. Legendary news personality Randy Price returned to emcee and welcomed President Sean O'Brien, who thanked guests and introduced the video.

The evening was capped off with the 2008 Boston Whaler raffle. The boat came equipped with a trailer, Mercury 90 horsepower motor, suntop with roof, and more, and is valued at \$31,000.

Meeting the Challenge

"Once again, the Local 25 family, along with community leaders and our Honorary



Counter Clockwise from Top:
Business Agent Stephen M. Davido and his wife Terri of Teamsters Local 384 Norristown, PA; Randy Price, Lyndon Byers, Lt. Governor Tim Murray and President Sean O'Brien; Joe Conti and his wife Judy on the dance floor.



Committee, have stepped up to the plate to raise awareness and fight this disorder," O'Brien said. "As Teamsters, we always face challenges head-on, and this battle is no different. With one in 150 children diagnosed with autism each year, this disorder touches most everyone's life directly or indirectly. This event goes a long way in coming up with a cure and a better understanding of autism. I want to thank everyone involved this year, and I encourage all of our members to help in this cause."

The video was an emotional reminder of the lives that autism has affected within the Teamsters Local 25 family and the local community. Parents, teachers and Local 25 members spoke about the daily challenges parents face and the extraordinary need for funding and research. The video closed with a tribute to Teamsters' member Bill



Chase who passed away this fall. Bill was a longtime Teamsters member, proud husband, father and grandfather, and autism awareness advocate. Bill was a member of the planning committee for last year's Gala and is survived by his wife Nancy and other members of his family.

Local 25 was also honored to have Massachusetts Lt. Governor Timothy P. Murray and Mark Roithmayr, president of Autism Speaks, a national advocacy organization dedicated to funding research into the causes, prevention and treatment of autism, join us for the speaking program. The Kevin Barry Pipes & Drums closed out the official program and The Marsels again took to the stage to play for the rest of the evening.

Silent Auction

The silent auction included five categories: entertainment, experiences, family fun, girl's best friend and sports. More than 85 silent auction items included sports memorabilia and tickets from every major sports team, Boston College and Boston University; beautiful jewelry, spa gift packs and a Girl's Night Out; vacations in Mexico, Florida, New York City, and Cape Cod; a family YMCA membership, chartered bus for 54 people, dinner gift certificates, and much, much more! The ever popular "spin" was back again this year and included the chance to win an iPod touch, and tickets to the Dave Matthews Band at Fenway, the Red Sox, Bruins' and the theatre.

The more than 175 auction items could not have been made possible without the hard work and dedication of the planning committee. Led by Gala co-chairs Trish DiSilva and Officer Tom Mari, the planning committee included Local 25 members, family and friends, and met monthly from November through March and worked tirelessly on this event.

Comedian Jimmy Dunn and Lyndon "LB" Byers led the live auction. Guests could bid on Boston Bruins and Red Sox VIP Experiences, a Nascar "Start Your Engines" package and a private trolley tour with appetizers from Kelly's Roast Beef.

New Online Auction

New this year, Local 25 set up a dedicated event web site through cmarket, an "ebay" specifically for non-profit organizations. Online users could bid on auction items, request Gala tickets and buy boat raffle tickets. This was an opportunity to reach a larger audience.

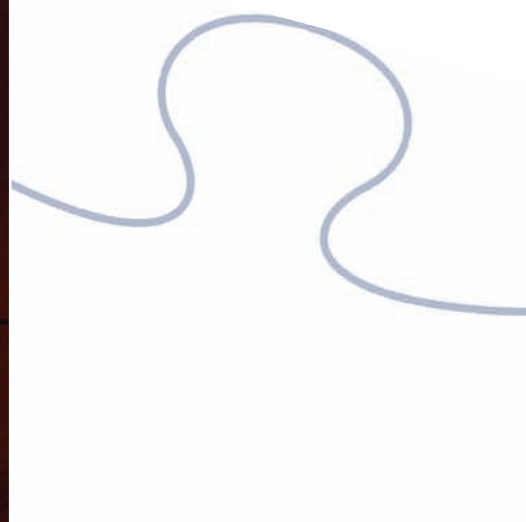
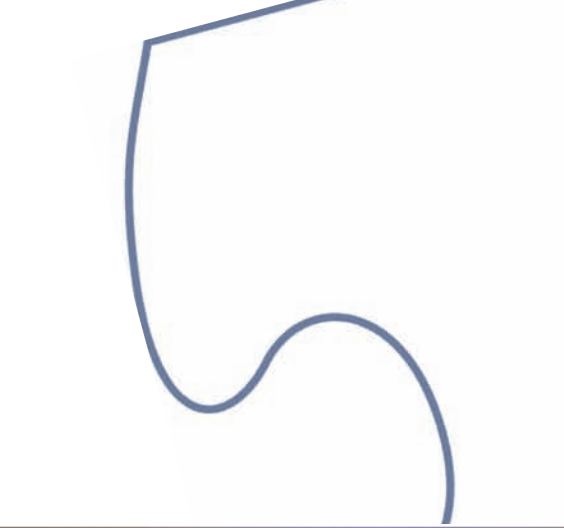
Leading up to the Gala, President Sean O'Brien and Randy Price did media interviews on radio station's Kiss 108FM, WBZ 1030AM and WBNW 1120AM. Free ads were placed in The Improper Bostonian, Boston Globe and Boston Herald, and many weekly newspapers included Gala information.

After an extraordinary evening, Teamsters Local 25 is proud to have raised approximately \$150,000 for the Teamsters Local 25 Autism Fund. Thank you to all who attended!

Generous Sponsors

Teamsters Local 25 would like to thank the following sponsors for their participation: Platinum Sponsor's Feinberg, Campbell & Zack, PC and Intercontinental Real Estate Corporation; Gold Sponsor's Keches Law Group, PC, Regan Associates, Chartered, Stop & Shop, Teamsters Local 25, and Teamsters Joint Council 10 New England; Silver Sponsor's BNY Mellon, Marquette Associates, Teamsters Local 251, and Victory Capital Management; Bronze Sponsor's Atlas Glen-Mor Oil Company, Burns & Levinson LLP, Consolidated Service Corporation, Davis Vision, The DiSilva Companies, International Brotherhood of Teamsters, M&I Trust/Taft-Hartley Services, Marwood Group, New England UPS Feeder Drivers, Sierra Investment Partners, Inc., Teamsters Local 633 and Teamsters Local 653. Local 25 would also like to thank the honorary and planning committees, who worked tirelessly to make this evening a success.





Counter Clockwise from Top: Gala co-chairs, Tom Mari and Trish DiSilva; The evening was capped off with the drawing of the 2008 Boston Whaler boat. Larry Russo, Jr., of Russo Marine, co-chair Trish DiSilva, Mark Roithmayr, president of Autism Speaks and President Sean O'Brien, after pulling the winning ticket; Bill Chase's family: wife Nancy, mom Carmella and Bill's two daughters; Mark Roithmayr, president, Autism Speaks; Crowd shot.



Teamsters Local 25 would like to thank the Honorary Committee and Planning Committee for their commitment to Autism Awareness.

The Light up the Night Honorary Committee:

Lyndon "LB" Byers

Former Boston Bruin;
WAAF Hill-Man Morning
Show Personality

Larry Cancro

Senior VP/Fenway Affairs,
Boston Red Sox;
Chairman, Autism Speaks,
New England

Nicholas Langella

Senior VP Arena Business &
Operations, Delaware North
Companies, TD Bank;
North Garden

David W. Laughton

Secretary Treasurer, Teamsters
Joint Council 10 New England

Michele McPhee

96.9 FM WTKK Host
and Journalist

Timothy Murray

Massachusetts Lt. Governor

Mark Roithmayr

President, Autism Speaks

Larry Russo, Jr.

Russo Marine

Niki Tsongas

U.S. Representative

"Irish" Micky Ward

Former WBU Light
Welterweight World
Champion

The Light up the Night Gala Planning Committee:

Joe Conti

Charlene Deveney

Trish DiSilva

Deb Donovan

Rachel Falino

Paul Jacobs

Mike Kazmowski

Patti LaPointe

Brendan Leahy

Katie MacDonald

Tim Madden

John "Jay" Manley

Tom Mari

Sean O'Brien

Bill Radochia

Kerry Radochia

Leslie Russell

Julie Shaughnessy

Paul Shiner

Kelly South

George Tobia

Jennifer Todd

Pam Travers

Joe Travers

Gerry Wright

The Second Annual Gala to benefit the Local 25 Autism Fund was capped off with the 2008 Boston Whaler raffle. The boat came equipped with a trailer, Mercury 90 horsepower motor, suntop with roof, and more, and is valued at \$31,000.



Helping to preview the Teamsters Local 25 Boston Whaler that was raffled off March 28 as part of the Light up the Night Gala for Autism, was (bottom, from left) TD Banknorth Senior Vice President Nicholas Langella, Local 25 president Sean O'Brien, Massachusetts Lt. Governor Tim Murray, Russo Marine's Larry Russo, Jr., and former Bruins player, Bob Sweeney; and (top, from left) Local 25 Recording-Secretary Steve Sullivan and Local 25 Special Events Coordinator Trish DiSilva, comedian Jimmy Dunn and former Bruins player, Lyndon "LB" Byers. Photo by Liz Curtis Photography.



Standing: L to R: Kevin Lally, Trustee Teamsters Local 25 Retiree Chapter; Billy Grubbs, retiree

Sitting: L to R: Joe Conti, President Teamsters Local 25 Retirees Chapter; Kelly South, Teamsters Local 25 Staff



Support the Employee Free Choice Act

Legislation is Critical to Rebuilding the Middle Class

As union members we all know the value of strong representation in the workplace. We also know what it was like to fight for the right to have a voice on the job, a say in how you are treated, the hours you work, the wages you are paid and benefits you receive. But millions of non-union workers across the country don't have these rights, and it's time for that to change.

The Employee Free Choice Act (EFCA) is an important piece of legislation that is a critical step in rebuilding the middle class and revitalizing our sagging economy. EFCA must pass if working families are to survive.

"I urge all Local 25 members to be vocal in support of this crucial piece of legislation," said Sean M. O'Brien, Local 25 President. "On too many occasions employers in the Boston area violate their workers' rights to form a union, denying hardworking men and women the chance for a brighter future. The Employee Free Choice Act would restore fairness so that workers do not have to be in constant fear."

History has shown that our economy performs its best when the middle class is its strongest. However, over the years we have seen corporate America

continue to manipulate the system, lying, lobbying and litigating away workers' rights. The system has become so one-sided in favor of the employers that many workers are scared to even mention the word union, never mind attempt to join one.

Public Support Strong

But we know that a vast majority of working Americans want union representation. A study by Hart Research Associates found that almost 60 percent of non-managerial American workers would join a union if they could. So why have we seen union numbers decline over the past 30 years?

Right now, a majority of workers must first sign cards if they want to join a union. Then they need to get permission for an election. Then they generally go through a drawn-out election campaign. Often the company appeals the election results, again and again. Often the company refuses to negotiate with a union even after workers elect one.

Since the 1970s, corporations have become experts at harassing and intimidating their workers during that long process. It's called union busting. A whole industry of consultants and

lawyers grew up around it.

The Employee Free Choice Act, now before Congress, says that if a majority of workers sign cards to join a union, then they join a union – so long as the government certifies that the cards are valid. If the company refuses to negotiate with the union, they can ask for federal mediation and then arbitration.

The Employee Free Choice Act will help level the playing field and give workers the right to seek union representation free of intimidation from the company. It is time to put the power back in the hands of the people who actually get their hands dirty for a living.

"There's no doubt in my mind that passing the Employee Free Choice Act would bring about the most significant change for unions in the workplace since the Wagner Act took effect in 1935," General President Jim Hoffa said. "Under the status quo, the corporations get to decide whether there will be a government-supervised election for a union. Under Employee Free Choice, the workers would choose how their votes are counted. The workers could either have a secret-ballot election or majority sign-up, which is also known as card check."



Local 25 Forms Public Sector Legislative Action Committee

Members of the Teamsters Local 25 Public Sector Legislative Action Committee attend their first meeting. L to R: (Sitting) Helen Giglio, City of Everett; Marie Keohan, City of Everett; Maureen Morris, City of Cambridge; Renalda Chambers, City of Cambridge; Carol Douglas, Town of Winthrop and Collette Westphal, Town of Winthrop. (Standing) Tom Mari, Business Agent; Steve Sullivan, Recording-Secretary; David Pietroforte, Business Agent; Brian Murphy, Town of Brookline and Frank Barrett, Town of Watertown.

President Sean M. O'Brien has called for the creation of the Teamsters Local 25 Public Sector Legislative Action Committee to protect the interests of the Local 25 members who work hard every day to serve the public.

"This newly formed committee will be charged with addressing the barrage of attacks that certain members of the Legislature have aimed at our membership in the public sector," O'Brien said. "There are legislative bills that try to take healthcare off the table during collective bargaining. There is an undercurrent to take longevity pay out of our contracts, as well as replacing Teamster police officers with flagmen."

The mission of the Teamsters Local 25 Public Sector Legislative Action Committee is to track state and local legislation that could adversely affect our collective bargaining

agreements in our respective cities and towns. The committee would serve as the lobbying arm of the local union surrounding these issues on Beacon Hill and at city and town halls.

The committee met for the first time on March 20 and members have put together an aggressive agenda to reach out to elected officials to discuss these anti-union legislative proposals.

A special thank you to the Committee volunteers: Frank Barrett, Watertown; Renalda Chambers, Cambridge; Joan Corey, Woburn; Annette DeBilio, Everett; Carol Douglas, Winthrop; Helen Giglio, Everett; Marie Keohan, Everett; Maureen Morris, Cambridge; Brian Murphy, Brookline; Michael O'Brien, Massport; Steve Russo, Watertown; Linda Vatararo, Winthrop; and Collette Westphal, Winthrop.

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TeamstersCare Blood Pressure Screenings

TeamstersCare encourages members to ***"Know Your Numbers"*** as part of the 2009 ***Healthy Incentive Program (HIP)***. One of the numbers to know is blood pressure. To assist you, the TeamstersCare Dental Staff will be performing blood pressure screenings throughout the remainder of 2009 before each monthly Union Meeting. Staff will be available from 9 a.m. to 10 a.m. in the Day Room at the Union Hall. Stop by for a blood pressure screening; it's important because hypertension, commonly called high blood pressure, frequently has no obvious symptoms.

Know Your Numbers

Ever wonder what the blood pressure numbers mean?

- The higher number (systolic) represents the pressure while the heart contracts to pump blood to the body.
- A normal systolic blood pressure is below 120.

- A systolic pressure of 120 to 139 means you have prehypertension, or borderline high blood pressure. Even borderline high blood pressure can put you at a higher risk of developing heart disease.
- A systolic pressure of 140 or above is considered to be hypertension, or high blood pressure.
- The lower number (diastolic) represents the pressure when the heart relaxes between beats.
 - A normal diastolic blood pressure number is below 80.
 - A diastolic blood pressure between 80 and 89 means you have prehypertension, or borderline high blood pressure.
 - A diastolic blood pressure number of 90 or above is considered to be hypertension, or high blood pressure.

Your primary care physician or other qualified health professional should check your blood pressure at least once every two years, or more often if necessary.



TeamstersCare — Your Special Invitation

We're excited about the positive response we've had to our new TeamstersCare sponsored ***Healthy Incentive Program (HIP)*** since its inception in January. Many members have already had an annual routine physical exam or an appropriate health screening and submitted documentation to earn HIP dollars for their account.

TeamstersCare has mailed flyers to members' homes with details on how the program works, and how you as the member can earn **Healthy Incentive Program dollars** to defray health care costs for both you and your family.

Save the Date

TeamsterKids' Hearing Screening -Saturday, May 30, 2009

Tricia Kosiorek, M.S., Audiology Director at TeamstersCare, is pleased to announce another Children's Hearing Screening Day at the Charlestown Audiology Office on Saturday, May 30, 2009 from 8:30 a.m. to 2:30 p.m. Eligible TeamstersCare children ages three years and up are invited to participate.

The hearing screening test includes a visual exam of the ear with an otoscope (special ear light), a middle ear test (to check for fluid), and a hearing screening. The appointment takes only 15 minutes and goody bags and snacks will be available.



Call the Charlestown Appointment Desk at 617-241-9220, ext. 212 to schedule your child's appointment with Audiology for our upcoming Hearing Screening Event!

Rolls Out HIP to Better Health

Beginning May 1, 2009 you'll have the opportunity to participate in a **Personal Health Assessment (PHA)** program online to earn \$100 for your HIP account. (For members without access to a computer, a paper version will be available.) The PHA program provides a confidential*, private opportunity to learn more about your current health status and how your lifestyle behaviors today can affect your health in the future.

Taking a PHA is easy – it only takes 15 to 20 minutes. Go to the TeamstersCare website at www.teamsterscare.com. Click on PHA and follow the links to your HMO (Tufts or Blue Cross). Once you have completed the on-line questionnaire, you will receive an immediate

report customized just for you.

TeamstersCare is committed to improving the health of our members ... and to reducing medical costs at the same time. It's proven that when people are aware of their current and potential health risks, and are given the tools necessary to combat those risks, their health improves and healthcare costs decrease.

So, once again, we encourage you to...

Be HIP...and Get HIP!

*Information you provide on the personal health assessment will not be shared with anyone.



TeamstersCare Directory www.teamsterscare.com

Charlestown Office
16 Sever St.
Charlestown, MA 02129
Administration • Audiology
Dental • Member Services
Local Tel: 617-241-9220
Within MA: 800-442-9939
Out of State: 800-225-6135
Fax: 617-241-8168

Charlestown Pharmacy
552 Main St.
Charlestown, MA 02129
Local Tel: 617-241-9024
Toll Free: 800-235-0760
Fax: 617-241-5025

Stoughton Pharmacy
1214 Park St.
Stoughton, MA 02072
Tel: 781-297-9764
Fax: 781-297-9370

Stoughton Dental Office
1214 Park St.
Stoughton, MA 02072
Tel: 781-297-7360
Toll Free: 877-326-1999
Fax: 781-297-7830

Chelmsford Dental Office
4 Meeting House Rd.
Chelmsford, MA 01824
Tel: 978-256-9728
Toll Free: 800-258-2111
Fax: 978-256-9846

Mental Health Office
16 Sever St./Sullivan Square
Charlestown, MA 02129-1305
24-hour Toll Free
Tel: 800-851-8326
Fax: 781-321-6501



A Message from Steven R. Sullivan

Director of Organizing & Government Affairs

Since my last report I am happy to inform you that your Organizing Department has been busy doing its part to grow this tremendous

Local Union. We have had three successful organizing drives and one unsuccessful organizing drive.

In January 2009 we were successful in two campaigns. The first was First Student Bus Company of Boston, where we added 24 dispatchers and customer service agents. We also won an election of 18 truck drivers at CPL-Medford. These drivers deliver donuts and pastries to about 85 satellite Dunkin' Donuts shops located within gas stations and supermarkets.

In March of 2009, four helpers at Angelica Textiles voted to join our local union and become part of the drivers' contract that is already in place.

On April 1, 2009 we lost an election, 102-87, at the Dunkin' Donuts distribution center in Bellingham, Massachusetts. There were 194 eligible voters in four states: Massachusetts, New Hampshire, Maine and Connecticut, and we lost by a 15-vote margin. It was a bruising fight. We did not lose this election due to lack of effort. I would like to thank Organizer Pat Palmisano, and

all of the Business Agents and Officers for their help with house-calls, phone-banking and their presence at the group meetings. I would also like to thank our members from the newly formed Teamsters Horseman Motorcycle Association, Jimmy Williams, Craig Wilcox, Don Tarr and Steve Victoria who attended our group meetings. Also, volunteer members Joe Travers, Joe Spinello, Bobby Aiguier and retiree Doug Pariseau for their help during the campaign.

I would like to thank President O'Brien for his continued support of our Organizing Department. He truly understands the trials and tribulations of organizing.

There is bad news coming out of Washington D.C. on the political front. It looks like the vote of the Employee Free Choice Act will be delayed indefinitely. We have seen some key Senators retreat from their initial support of the bill. Senator Arlen Specter (R-PA) and Senator Dianne Feinstein (D-CA) have turned their backs on working people surrounding this issue. Shame on them! As your Director of Organizing, the EFCA bill would undoubtedly help me in my efforts to grow this local union. With the EFCA bill or without the EFCA bill, we must press on to organize those who want to be organized.



The CPL-Medford group members standing proudly holding their authorization cards.

O'Brien Delivers 'Tough Love' to U.S. Foodservice Members

On Saturday February 28, 2009 more than 150 U.S. Foodservice members attended an emergency meeting at the Union Hall where Local 25 President Sean M. O'Brien delivered some "tough love."

"It was a meeting that needed to happen," O'Brien said. "Our members at U.S. Foodservice in Everett, Massachusetts heard first hand what the company management was concerned about at the Everett location."

Company management was frustrated with deficiencies in the workplace and reached out to President O'Brien for some guidance. O'Brien reassured the company of his commitment to monitor our membership, but also stood strong and reminded the company about keeping its end of the bargain, which is management accountability.

"President O'Brien is a straight shooter. Although he would never concede to any employer, he was willing to listen to the company's concerns and agreed to address their issues with the membership," Business Agent Dave Pietroforte said. "I have never witnessed such a turnaround in a workplace in all my years as a Teamster."

Following the February 28 meeting, the workers at U.S. Foodservice continue to put their noses to the grindstone and overcome their obstacles in the workplace.

"As the Chief Steward at U.S. Foods, I thought what Sean did was courageous and gutsy. He reminded us about our responsibility as members of this tremendous union, and put it as openly and bluntly as possible, that if we continued down this path, the future of the Everett facility could be in jeopardy," Paul Mathi said.

O'Brien told the membership what they needed to hear, not what they wanted to hear.

"We have had our differences in the past, but I credit President O'Brien for the leadership he demonstrated with our members at U.S. Foodservice. As a result of the meeting the workplace has turned around!" said Walter Campbell, former Local 25 Business Agent and current driver at U.S. Foodservice in Everett.

"I could not let these workplace issues linger any longer," O'Brien said. "Good jobs like the ones at U.S. Foods are very hard to come by these days. I felt obligated as the union President to intercede. We need to show the general public that a Teamsters Local 25 member is more productive than the non-union worker. I think we accomplished our goal."



"As the Chief Steward at U.S. Foods, I thought what Sean did was courageous and gutsy. He reminded us about our responsibility as members of this tremendous union, and put it as openly and bluntly as possible, that if we continued down this path, the future of the Everett facility could be in jeopardy."

—Paul Mathi



"We have had our differences in the past, but I credit President O'Brien for the leadership he demonstrated with our members at U.S. Foodservice. As a result of the meeting the workplace has turned around!"

—Walter Campbell

Name	Company	Times/Gallons		Name	Company	Times/Gallons	
Theodore Aherns	General Public	1	0.125	Dick Frank	Cambridge DPW	40	5
Margaret Aranyosi	General Public	2	0.25	Greg Gigg	Roadway	33	4.125
William Asaro, Jr.	Catalano Bros. Inc.	6	0.75	Helen Giglio	City of Everett	9	1.125
Irving Balkman	Retired	164	20.5	Edward Giglio	General Public	9	1.125
Jeffrey A Bamford	N.E. Theatrical	8	1	Caroline Grumbine	General Public	1	0.125
Anthony Barrone	Ris Paper	57	7.125	Philip Haley	Marr Scaffolding	4	0.5
Alice Bavaro	Retired	29	3.625	John W. Hannon	Retired	63	7.875
John Benson	General Public	14	1.75	Brian Harrington	Yellow	25	3.125
Warren Boisvert	Yellow	29	3.625	Jim Harris	Heating Oil Partners	8	1
Robert Burns	Retired	86	10.75	Karen Hartey	General Public	1	0.125
William Campbell	Waldo Brothers	4	0.5	Bob Harty	Retired	45	5.625
William Chambers	General Public	9	1.125	Bob Hebeisen	General Public	1	0.125
Karen Chapdelaine	General Public	2	0.25	Melissa Heiser	General Public	1	0.125
Kati Christianson	General Public	2	0.25	Doug Henry	Manfi Leasing / Stop & Shop	56	7
Michael Coletti	General Public	2	0.25	Kathy Hickey	General Public	9	1.125
Lauren Conley	General Public	1	0.125	Ed Hilton	City of Cambridge	5	0.625
Karen Crawford	Roadway	7	0.875	Eugene T. Hurley	Yellow	36	4.5
Kris Crawford	Roadway	9	1.125	Richard J. Janerico	Retired	2	0.25
Mike Curran	Allied	9	1.125	Richard Janerico	Retired	3	0.375
John Curran	Yellow	36	4.5	Chris Johnson	Union Hall	1	0.125
Eric Dauler	General Public	4	0.5	Thomas Jurgen	Signature/UPS	2	0.25
Fred Dean	Retired	14	1.75	Don Kelley	Admiral Metals	14	1.75
Dan Dellucci	Ris Paper	12	1.5	Bill Kelley	United Liquors	29	3.625
Joe Destasio	Retired	54	6.75	Greg Kerwood	UPS - Somerville	13	1.625
Michael Downey	General Public	18	2.25	Paul Kirby	Admiral Metals	22	2.75
Stephen Drago	US Foodservice	43	5.375	Bill Kuttner	General Public	10	1.25
Katherine Durfee	Retired	16	2	Eleanor Laffey	UPS - Somerville	6	0.75
Mike Erelli	Yellow	32	4	Donald Laffey	USPS	1	0.125
Paul Fawcett	Local 653	1	0.125	Kevin Lally	Retired	76	9.5
Anthony Fedoce	Union Hall	2	0.25	Paul Langan	Retired	147	18.375
Bob Ferrara	N.E. Theatrical	42	5.25	Joe Laplante	GD Mathews	12	1.5
John Filler	N.E. Theatrical	1	0.125	Jamie Litchfield	General Public	2	0.25
Kathy Flanagan	General Public	1	0.125	Al Littlefield	Stop & Shop	13	1.625
Kevin Foley	General Public	1	0.125	Don Lund	General Public	2	0.25
Richard Foppino	Retired	42	5.25	Sally Lund	General Public	2	0.25
Joe Fournier Jr.	Heating Oil Partners	1	0.125	Robert Lunday	US Foodservice	10	1.25

Name	Company	Times/Gallons		Name	Company	Times/Gallons	
Brian MacLeod	Shaughnessy & Ahern	9	1.125	Ron Raymond	UPS - Chelmsford	46	5.75
Tim Manning	Yellow	63	7.875	Ed Reale	Retired	15	1.875
Tom Mari	Local 25/ Business Agent	31	3.875	Denise Robicheau	General Public	3	0.375
Bob McAllister	Local 25 / Business Agent	114	14.25	John Rogers	UPS - Somerville	2	0.25
Charles McAskill	Atlas - Glenmor	47	5.875	Alexander Samaras	General Public	3	0.375
Tom McCarthy	Fedex	3	0.375	Joseph Sciuto	Retired	52	6.5
Wanda McGarthy	Fedex	1	0.125	Anthony Scopa	Costa Fruit	3	0.375
Thomas L. McGarty	N.E. Theatrical	4	0.5	Paul Sharpe	Retired	89	11.125
Mike McGrath	US Foodservice	43	5.375	Drew Smith	General Public	4	0.5
Paul McGrath	General Public	11	1.375	Dan Splaine	Retired	128	16
Bruce McPherson	DHL Global Forwarding	6	0.75	Lisa Strawbridge	General Public	3	0.375
Gail Michalski	Alliance	17	2.125	Tom Sullivan	Global/Chelsea	47	5.875
Marcelino Miranda	UPS	11	1.375	Fred Sutera	Union Hall	54	6.75
Robert Monteforte	UPS - Somerville	10	1.25	Bill Thibodeaux	Retired	56	7
Ronnie Moran	Retired	122	15.25	Annabelle Torino	General Public	19	2.375
Mike Morrissey	DHL	15	1.875	Robert Torino	General Public	18	2.25
Thomas Moskaluk	Arlington Coal & Lumber	6	0.75	Jim Torrey	UPS - Chelmsford	18	2.25
John J. Murphy	Retired	168	21	Steve Urquhart	Retired	6	0.75
Justin Murphy	General Public	1	0.125	Charlie Vaughn	Retired	38	4.75
Tommy Nasson	Global/Chelsea	99	12.375	Robyn Venuti	General Public	1	0.125
Steve Nordahl	Aggregate	20	2.5	Paul Villeneuve	City of Cambridge	2	0.25
John O'Connor	Admiral Metals	14	1.75	Jack Ward	Retired	113	14.125
Don O'Neil	Sears - Norwood	27	3.375	Hannah Wells	General Public	2	0.25
Michael Pagliano	New Penn	83	10.375	Mike Wheaton	General Public	1	0.125
Kristen Palleo	General Public	1	0.125				
Peter Pappas	General Public	2	0.25				
Bob Parou	Aggregate	2	0.25				
Joe Peluso	Atlas - Glenmor	44	5.5				
Tom Pennell	Retired	22	2.75				
Greg Perkins	General Public	2	0.25				
Eddie Petit, Jr.	Union Hall	22	2.75				
Keith Pierce	General Public	1	0.125				
Keith Portanova	UPS - Somerville	3	0.375				
Chris Porter	DHL	2	0.25				
Christine Quinn	General Public	1	0.125				
John D. Quinn	General Public	1	0.125				

*Donors highlighted in red are monthly clock winners.

Calendar of Events

April 2009

April 10	Good Friday
April 12	Easter Sunday
April 15	Income Taxes Due
April 19	General Membership Meeting 10:00 A.M. Union Hall, 544 Main Street Charlestown, MA 02129
April 20	Patriot's Day
April 22	Earth Day
April 22	Administrative Professional's Day
April 25	🩸 Blood Bank 9:00 A.M. – 2:00 P.M. Union Hall, 544 Main Street Charlestown, MA 02129

May 2009

May 5	Cinco de Mayo
May 5	National Teachers Day
May 10	Mother's Day
May 12	Nurse's Day
May 16	Armed Forces Day
May 17	General Membership Meeting 10:00 A.M. Union Hall, 544 Main Street Charlestown, MA 02129 (Special Scholarship Awards)
May 22	National Maritime Day
May 23	🩸 Blood Bank 9:00 A.M. – 2:00 P.M. Union Hall, 544 Main Street Charlestown, MA 02129

June 2009

May 25	Memorial Day
June 13	Teamsters Local 25 Golf Tournament Windham, NH
June 14	Flag Day
June 21	Father's Day
June 21	First Day of Summer
June 27	🩸 Blood Bank 9:00 A.M. – 2:00 P.M. Union Hall, 544 Main Street Charlestown, MA 02129



STOP & SHOP

Distribution Center Workers Overwhelmingly Ratify Contract

Warehouse workers at the Stop & Shop distribution center in Freetown, Massachusetts overwhelmingly ratified a five-year contract April 5 at the Local 25 Union Hall.

The contract was ratified 448 to 21.

"This is a great contract because it preserves the excellent worker benefits," said Bob Fabrizio, Local 25 Business Agent who represents the 778 warehouse members.

"This contract will give us continued security for ourselves and for our families for the next five years," said worker Tommy Aleks. "My hat is off to the Negotiating Committee for putting together this excellent contract."

The contract maintains the excellent health, welfare and pension benefits.

Employees work under a two-tier wage system. The top tier, or senior tier workers, will receive a \$1,500 bonus the first year and 50-cent-per-hour wage increases in years two through five. By taking a bonus, they help narrow the pay gap between the top tier and second tier. The gap had been \$3.25 per hour, but will narrow to \$1.75 per hour through the progression.

"The top-tier employees did the right thing to bring fairness into the workplace," said Sean M. O'Brien, Local 25 President. "By ratifying this contract, they showed true Teamster unity. This is a great group of Teamsters."

The contract also addresses outsourcing. HK crane work at the center had been outsourced. However, starting in January 2010, the company will train maintenance employees at the center to take over the work.

Given the terrible economy, the fact that benefits were maintained is even more impressive. Also, the company tried to take back other benefits, such as sick days, holidays and place limits on overtime.

"We successfully fought off the company's attempts at take-aways," O'Brien said.



Stewards

Spotlight



Edwine Godfrey Ssaku *Steward, Veterans Transportation, Inc.*

A lifetime of experience working with people from different cultures helps Edwine Godfrey Ssaku in his role as steward at Veterans Transportation, Inc., in Waltham.

Ssaku, who was born and raised in the African nation of Uganda, has been a Teamster for about four years and serves as a steward to his coworkers, who hail from many countries, including Haiti, Ethiopia and Uganda.

Veterans is one of four companies under the jurisdiction of Local 25 that contracts with the M.B.T.A. to provide "The Ride," a transportation service for people with disabilities.

"The biggest challenge is when employees don't have a full understanding of their duties," Ssaku said. "I have to explain to them their duties and what the company expects from them. By doing this, they usually calm down if they came to me angry. By the time they go away, most understand and their questions have been answered."

Ssaku credits a childhood where he was taught strong discipline and leadership in school for preparation as a steward. He also worked for a company where he managed more than 400 coworkers. The company supplied corn and other grains to charities during the bloody war in Rwanda.

Ssaku also teaches his coworkers to stand up for their rights on the job. "They are professional drivers and they should be treated as such by the company," he said.



Carol Douglas *Steward, Town of Winthrop*

Carol Douglas has been a steward representing clerical workers for the town of Winthrop since the group formed a union with Local 25 a decade ago. In fact, Douglas led the union effort, and she's been fighting for her coworkers' interests ever since.

"We are a force to be considered and respected because we are Teamsters," said Douglas, a 21-year town employee who is principal clerk for the town's Board of Assessors.

Before the clerical workers joined Local 25, "we were the bottom of the barrel," Douglas said. Workers in other departments had unions standing up for them, but the clerical workers did not. At budget time, other workers would get pay raises and there was allegedly nothing left by the time town officials got to the clerical workers.

That has changed now that they are Teamsters. Douglas

praised Local 25 President Sean O'Brien's decision to establish the Local 25 Public Sector Legislative Action Committee, which will advance and protect the interests of public employees. Douglas has been appointed to the new committee.

The clerical workers have been hard hit by the recession. Recently, the number of clerical workers went from 21 to 15. "This has been a big challenge—everyone's worried about their jobs," Douglas said.

Douglas was the first in her family to join a union. She said it has made all the difference in the world. "It's great having the recognition of being a Teamster, being involved with people that will step in if I or my coworkers are not listened to. Women like being listened to."



Arthur Berg *Steward, UPS*

Educating his coworkers so they have the knowledge to stand up for their rights is a main goal of Arthur Berg, a chief steward at UPS in Norwood.

Berg, a 20-year Teamster and package-car driver, has been chief steward for about three years and was a steward for a year prior to that.

"I let my coworkers know that they shouldn't be afraid of retaliation if they file grievances," Berg said. "By educating them, it gives them the courage to stand up for their rights."

The recession has changed attitudes at work. Supervisors doing Teamster work has been a longtime problem, Berg said. Because there have been layoffs, Teamsters are more upset than ever that supervisors are stealing their work.

"Management still wants us to look the other way, but our members are mad when they see their fellow Teamsters losing their jobs because of the company layoffs," he said.

Another ongoing problem is excessive overtime, and members are standing up to that problem as well.

Berg said a gratifying part of being steward is "giving someone hope that they're not alone out there."

"I educate my coworkers, especially the new ones, about the Teamster brotherhood and what the union stands for," Berg said. "When they get to know what the union is about, and the past struggles, they realize the importance of sticking up for your rights."

Berg said keys to being a good steward include having a level-head and patience, and making sure you gather all the facts before sitting down with management to discuss a problem.

Berg is a proud member of Local 25 who wears his Teamster T-shirts when he attends Red Sox games or public events. "Sean O'Brien and his team are doing a great job, and I'm proud to have a secure job and future as a Teamster," he said.



Chris Murphy *Steward, Stop & Shop Warehouse*

When Chris Murphy needs information to challenge a company decision, he doesn't hesitate to seek out other senior employees for help.

Murphy has worked at the Stop & Shop warehouse in Freetown for 24 years.

The dockman has been a steward since June 2008 and was an assistant steward for about 10 years before that.

"When the company tries to make changes, I go to the senior guys and ask them, 'has this happened before?'" Murphy said. "They help me with information so that I can successfully challenge management."

For example, the company abolished a certain task one recent day and then tried to get workers to return to the task, which the company cannot do under the contract. Murphy said some senior coworkers had given him that information so that he could challenge management and keep his coworkers from going back to that job.

Murphy said a successful steward "needs to know the contract well." Also, you need to get along with coworkers and management. However, Murphy said you can't be afraid to ruffle a few feathers. "If I know I'm right, I'm a stubborn guy—I'm going to prove to management that they're wrong."

The best part of the job is helping out fellow Teamsters, he said. "When guys thank me and say, 'Chris, you really helped me out,' that's a good feeling," he said.

Murphy remains active outside his regular job: he volunteered for three weeks in Louisiana delivering supplies to victims of Hurricane Katrina. He also recently took hazardous-materials training through Local 25.



Steve "Sal" Valente *Steward, UPS*

Steve "Sal" Valente has been a member of Teamsters Local 25 since 1991, and became a Steward in 2007.

Sal works in the twenty-two three combo at the Chelmsford, Massachusetts UPS facility. He is the steward of 300 members.

"The best part of the job is when I am able to help the members with payroll discrepancies, when supervisors are working, and when the company does not pay the guaranteed hours worked," Valente said.

Valente does face obstacles as a steward.

"The hardest part of my job is to fully inform the members

about our union. Many believe the company has freely given them all of their wages and benefits. The Teamsters are the reason our members receive the wages and benefits they collect for their work," he said.

Sal says the company has an uncanny ability to mislead our members.

"I am glad President O'Brien has assigned Assistant Business Agent Steve South to our location," Valente said. "Both Steve and Sean have been great for us. These guys have our backs in the facility. I am very proud to be a member of Teamsters Local 25."



Cherie Levierge *Steward, Joint Venture*

Standing up for her coworkers to make sure they are treated with dignity and respect is what drives Cherie Levierge, a steward at Joint Venture representing about 150 coworkers.

"I like getting satisfaction for the little guy and winning on behalf of my coworkers," said Levierge, who has worked as a driver at Joint Venture for about a year. Before that, she worked at UPS for about eight years. Joint Venture contracts with the M.B.T.A. to provide "The Ride" transportation service for people with disabilities.

An example of winning, she said, was an arbitration victory in which her coworker got his job back after being falsely accused of theft.

"I'm really a big mouth," Levierge said in explaining why she is effective as a steward. She said she is constantly communicating with her coworkers about developments at work. However, a good steward is also a good listener.

"You have to be able to listen and really understand what the problem is," she said. "You need to keep your coworkers informed and let them know you always have their back."

Levierge said the biggest challenge at work now is uncertainty since First Transit, a national company, won the bid to do Joint Venture's work. "A lot of people are concerned about the changes that may happen once First Student takes over the work and what our status will be," she said.

Her coworkers can be sure that Levierge will be in constant touch with Business Agent Robert Fabrizio to give them the latest information. Her coworkers can also count on her in tough times.

"If the company is busting their chops, I tell them 'they can't do that to you,'" she said. "I like taking care of the underdog, making sure they are treated with dignity and respect."



December

Name	Company	Effective Date	Type
Joseph C Antonious	Romanow Inc.	02/2008	Partial Pension
Arthur V Aquilio	Manfi Leasing Corp	11/2008	Regular Pension
Frederick D Baker	Special Movie Shows	11/2008	Early Retirement Pension
Michael Bronkhorst	Xpedx	9/2008	Early Retirement Pension
Lester C Conley	DHL Express (USA Inc.)	11/2008	Special Service Plane D
David J Cunha	Lombard Bros Inc.	7/2008	Early Statutory
Douglas R Crane	McLean Trucking Co	11/2008	Early Retirement Pension
Kenneth R DeCosta	Elliott Bros Trkg Co Inc.	11/2008	Statutory Pension
John C DeLucia	Dy-Dee Service Inc.	12/2008	Statutory Pension
Vincent A Forlizzi	DHL Express (USA Inc.)	10/2008	Disability Pension
Peter R Frederickson	Purity Supreme Inc.	12/2008	Early Statutory
Ilene M Hanlon	Teamsters Local 25	12/2008	Statutory Pension
Raymond Innocenzi	Petroluem Heat & Power Co Inc	11/2008	Regular Pension
William E Jones	Dutch Boy Paint Div.	12/2008	Statutory Pension
William Lyons	United Parcel Serv. Inc.	12/2008	Special Service Plan D
Dorothy C MacDonald	DHL Express (USA Inc.)	9/2008	Early Retirement Pension
Richard P Monteforte	G D Mathews & Son	11/2008	Disability Pension
Patricia A Ruebel	Heating Oil Partners, L.P.	11/2008	Statutory Pension
Joseph W Sacco	Riverside Trans. Co.	11/2008	Early Statutory
Daniel F Strokes	Stop & Shop Supermarket Co.	12/0008	Statutory Pension
Ronald R Tellier	USF Red Star	11/2008	Statutory Pension
Albert L Thibault	Manfi Leasing Corp	10/2008	Regular Pension
Charles H Thompson	New Penn Motor Exp. Inc.	09/2008	Special Service Plan D
Edward F Williams	United Parcel Serv. Inc.	11/2008	Statutory Pension
Robert Abbott	Central Artery Tunnel Project	09/08	Statutory Pension
Arthur H Allsobrooks, Jr	Local 380 Merger	12/08	Early Statutory Pension
Cornelius J Barry	Roadway Express Inc	12/08	Early Statutory Pension
Theodore A Boyle	D J Cutter & Co Inc.	12/08	Early Retirement Pension
Daniel F DiGiacomo	Manfi Leasing Corp.	11/08	Regular Pension
George A Domey	DHL Express (USA Inc.)	11/07	Disability Pension
Thomas S Giordano	Testa Corp	12/08	Disability Pension
John A Guarnieri	UPS Inc.	01/09	Regular Pension
Joseph E Hourihan	UPS Inc.	01/09	Statutory Pension
Robert C Kastner	UPS Inc.	01/09	Special Service Plan D
John M Kontos	Manfi Leasing Corp	01/09	Year Special Service Plan C
Paul D Kupchaunis	DHL Express (USA Inc.)	12/08	Disability Pension
Danilo B Legaspi	Global Petroleum Corp	08/08	Early Retirement Pension
Maureen A Lydon	Teamsters Local 25	1/09	Statutory Pension
Maureen A Lynch	Teamsters Local 25 H & W	12/08	Early Retirement Pension
Walter R Marsh, Jr	UPS Inc.	01/09	Special Service Plan D
Charles J Mason	DiSilva Trans Inc	12/08	Early Retirement Pension
John M May	New Penn Motor Inc.	1/09	Special Service Plan D
Ronald J Medeiros	Stop & Shop Supermarket Co	01/09	Regular Pension
David V Morrone	Stop & Shop Supermarket Co	01/09	Special Service Plan D
Carl A Moudy	Global Companies LLC	12/08	Special Service Plan D
Anthony J Nardone	Manfi Leasing Corp	12/08	Special Service Plan D
Richard R Olsson	RIS The Paper House	1/09	Early Retirement Pension
Alfred J Orlando	Mechanex Inc.	12/08	Statutory Pension
Louis J Ragucci	Roadway Express Inc.	01/09	Special Service Plan D
Joseph P Riley	Manfi Leasing Corp	01/09	Thirty Year Full Service
John J Roche	Local 380 Merger	12/08	Regular Pension
George W Sullivan, Jr.	Stop & Shop Supermarket Co	01/09	Special Service Plan D
Eugene P Wedge	Globe Newspaper Co	12/08	Regular Pension
James W Abruzzi	Yellow Freight System Inc.	01/2009	Early Retirement Pension
David H Adamson	Roadway Express	01/2009	Disability Pension
James C Assetta	DHL Express (USA Inc.)	01/2009	Early Retirement Pension
Daniel H Beals	Brockway-Smith Co.	04/2008	Early Statutory
Janet C Cameron	New England Teamsters	01/2009	Statutory Pension

January

	Name	Company	Effective Date	Type
February	Richard J Concannon	United Parcel Serv Inc.	01/2009	Early Retirement Pension
	John M Costello	Stop & Shop Supermarket Co	01/2009	Regular Pension
	Michael A Cotoni	DHL Express (USA Inc.)	01/2009	Early Retirement Pension
	Louis A Creasia	Stop & Shop Supermarket Co	01/2009	Special Service Plan D
	Robert D Dion	New Penn Motor Exp Inc.	01/2009	Special Service Plan D
	James J Galluzzo	Special Movie Shows	01/2009	Early Retirement Pension
	Donald F Giovannella	Bird Inc/Northeast Roofing Div	12/2008	Statutory Pension
	Alfred E Goss	New Penn Motor Exp Inc.	01/2009	Early Retirement Pension
	Robert M Hamilton	Manfi Leasing	01/2009	Special Service Plan D
	Celestino Hilario	Romanow Inc.	01/2009	Early Retirement Pension
	Elizabeth A Kler	Jordan Marsh Co	12/2008	Early Statutory
	Richard E Lipkind	DHL Express (USA Inc.)	01/2009	Statutory Pension
	John J Moncey	Logan 2000	01/2009	Statutory Pension
	John F Niak	Stop & Shop Supermarket Co	01/2009	Special Service Plan D
	John M Palmer	Special Movie Shows	01/2009	Partial Pension
	Martin P Ronneberg	Roadway Express	01/2009	Partial Pension
	Leo P Salvi	Central Artery Tunnel Project	08/2008	Statutory Pension
	Patricia M Sims	Construction Teamsters	01/2009	Early Retirement
	Mark E Strong	New Penn Motor Exp Inc.	01/2009	Special Service Plan D
	William E Sullivan, Jr.	Xpedx	12/2008	Regular Pension
	Ronald S Terry	Boston Sand & Gravel Co.	12/2008	Early Retirement Pension
	William C Thayer	Stop & Shop Supermarket Co.	1/2009	Special Service Plan D
	James J Arlock, Jr	Aggregate Industries	01/2009	Early Retirement Pension
	William T Callahan Jr	Eagle Graphics Inc	01/2009	Early Retirement Pension
	John R Caputo	Stop & Shop Supermarket Co	01/2009	Special Service Plan D
	Thomas F Cavanaugh	New Penn Mtr Exp Inc	01/2009	Regular Pension
	Robert E Charron	Stop & Shop Supermarket Co	01/2009	Special Service Plan D
	Dorothy Emond	Roadway Express Inc	01/2009	Early Statutory Pension
	John Ferstler	United Parcel Serv Inc	02/2009	Disability Pension
	Robert B Giuffreda	Twin Trucking	02/2009	Statutory Pension
	Albert R Hebert	Tech Weld Corp	01/2009	Early Statutory
March	Harold C Johnson	Stop & Shop Supermarket Co	01/2009	Special Service Plan D
	Robert F Kucharzyk	Aggregate Industries	10/2008	Statutory Pension
	Leo A Lavoie	Purity Supreme Inc	02/2009	Statutory Pension
	George A Martin	Washington Group Int'l Inc	02/2009	Regular Pension
	Patricia A McCall	Everett Ind Inc	02/2009	Statutory Pension
	John J Porazinski	BFI/Allied Waste Inc Inc	01/2009	Early Retirement Pension
	Donald P Rabidou	Boston Sand & Gravel Co	02/2009	Disability Pension
	Lewis M Stanley	Stop & Shop Supermarket Co	02/2009	Statutory Pension
	Robert E Sweet	St Johnsbury Trkg Co Inc	02/2009	Statutory Pension
	John A Tello	New Penn Mtr Exp Inc	01/2009	Special Service Plan D
	Roland G Thompson Jr	Yellow Freight System Inc	12/2008	Disability Pension
	James A Veator	United Parcel Serv Inc	01/2009	Disability Pension
	William J Vincent	Kuehne & Nagel Inc	01/2009	Early Retirement Pension
	Glenn J Wuellenweber	A-P-A Transport Corp	02/2009	Statutory Pension
	William P White	Brigham's Inc	02/2009	Early Retirement Pension

In Memoriam

Name

Salvatore P. Calandra
William F. Carlin
Eleanore A. Costa
Brian S. Cunningham
Walter G. Cyr
Charles J. Di Perri
Joseph Fagone

Company

Star Market
Costa Fruit
JC 10/Local 25 Health & Welfare
James Ferrera & Son
H. Waldorf
APA
Decatur Hopkins

Name

Antonio E. Geraci
Robert J. Godding
Daniel J. Graham
John A. Irvine
Vincent V. Lawcewicz
Edward J. Mahoney
Victor M. Morad
Angelo R. Ruggiero
Joseph A. Taverna
Edward J. Walsh
John E. Waters

Company

Perkins Express
Beacon Fast Freight
Manfi Stop & Shop
Pensylvania Truck Lines
Signal Transportation
Westwood Cartage
Brinks
Perini Corp
North Hampton Boston Express
AA Will Corporation
Fox & Ginn



Retiree

Chapter News

Teamsters Local 25 Retiree Chapter



Joe Conti
President



Chuck Durfee
Secretary-Treasurer



John "Johnny B"
Buonaugurio
Vice President

Retiree News

The Next Breakfast Meeting: April 9, 2009

We had an ice storm the night before our breakfast meeting but we still had 165 hardy retired Teamsters show up for the meeting. We wish to extend our thanks and appreciation for your effort to attend and support our chapter. President Joe Conti opened the meeting with the Pledge of Allegiance, and then thanked everyone for coming. Recording-Secretary Bill Burpee read the names of three Teamster members who passed away since our October meeting. Secretary-Treasurer Chuck Durfee read the treasurer's report and President Conti asked for a motion to accept the report as read. Jack Crehan made a motion to accept the report and Billy Grubbs seconded the motion. The report was unanimously accepted. President Conti thanked 94-year-old Joe Cuggino for attending the meeting and Joe's reply was "my pleasure."

President Conti introduced the guest speakers, Cambridge Eye Doctors Bruce Rakusen and Ron Amoter. The eye doctors are associated with Davis Vision which is the company that provides eye-glasses for Teamsters Local 25 retirees. They spoke of how important it is to get your eyes examined at least every two years. This examination is provided to the retirees and you can be checked for updated prescriptions for your glasses. The optometrist will tell you what would be the best prescription and type of glasses are best for your eyes. For example, you might want a glare-proof coating on the glasses to protect your eyes, or a Polaroid sunglass lens for glare of the sun. The doctors stayed afterwards to answer questions. It was a very informative visit. Ani Uriarte and Judi Dottorre from Health and Welfare passed out special cloths to wipe and clean your glasses and also some Davis Vision pens. Also attending were Carol McNelley and Jack Colamaria from the Teamsters Credit Union, who passed out pens, ice-scrappers and information about the credit union.

Dinner/Dance is June 20

Joe talked about our Retiree Chapter 25th anniversary dinner/dance on Saturday June 20, 2009 at the Irish American Club, 177 West St. in Malden. Tickets are \$35 per person. No tickets will be sold at the door. Doors open at 6 p.m. and dinner will be served promptly at 7 p.m. Tickets can be purchased by mail. Make checks payable to Teamsters Local 25 Retiree Chapter and mail to Teamsters Local 25, 544 Main St., Charlestown, MA 02129, or call (617) 241-8825, ext. 267 and ask for Joe.

Joe showed his appreciation to the rank-and-file officers for taking time out of their busy schedules to attend the meeting. He also thanked past retiree officers for attending. President Conti gave thanks to everyone for their donations to autism and to the people who walked for autism. Joe said this has been the biggest year for Toys for Tots and gave thanks to the retirees for donating to Toys for Tots and who worked tirelessly picking up and delivering the toys. As always, special thanks to the retirees who give blood. Joe also talked about the \$2,000 scholarship for grandchildren and eligibility of retired teamsters.

Election of officers will be held at our October 8, 2009 breakfast meeting. Nomination papers can be obtained now and at the April 9, 2009 breakfast meeting. To be eligible to run for office you must be a member in good standing for two consecutive years and dues must be paid through 2007-2008. To be eligible to vote, dues must be paid through 2009. Nominee and nominator must be present at the April and October meetings. Joe thanked the servers who serve our breakfast, the sergeant at arms, Joe Evans and Billy Grubbs for handling the 50/50 raffle.

The Teamsters clock was won by George Marr. The \$25 door prize winners were: John Burr, Fred Dean, George Keffe and Mike Sheehy. The 50/50 drawing was won by Jimmy Sheppard.

Thanks to Café Sorelli for an excellent breakfast and a special thanks to our members who serve the food: Frank Pagliaro, Jerry Bolton, Billy Ronchetti, Jimmy Ronchetti, Tony Bruno, Bob Ricciardi, Bob Black, Lin Hagan, Tom Downing, Paul McNelley and Peppy Perperian.



Welcome Aboard!

David Adamson

Roadway

Fred Baker

Roadway

Barry Benson

UPS

Lawrence Buechs

Sanborn/DHL

Edward Cody

Manfi Leasing / Stop & Shop

Daniel DiDiacomo

Manfi Leasing

Vincent Forlizzi

Air Born Exp

Alfred Goss

New Penn

John Guarnieri Jr.

UPS

Edward Hacket Sr.

Horizon Beverage

Raymond Innocenzi

Atlas Glenmore Oil

Paul Kupchaunis

Air Borne / DHL

John Harrington

DHL

Richard Lipkind

DHL

Michael May

New Penn

Carl Moudy

Global/Chelsea Terminal

Louis Ragucci

Roadway

Joseph Riley

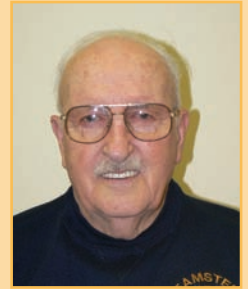
Manfi Leasing

Martin Ronneberg

Roadway

Dan Scrarappa

DHL



Bill Burpee
Recording-Secretary



Kevin Lally
Trustee



Herb Andrews
Trustee



Dan Splaine
Trustee

ATTENTION: Get ready for our Suffolk Downs Retired Teamsters 19th Annual Day at the Races.

All Teamsters and friends are welcome.

Date: Wednesday May 27, 2009

Price: \$15 per person (gratuities included). Upon payment you will receive vouchers for the Club House, admission, and coupons for luncheon and preferred parking.

Time: 11:15 a.m. Lunch starts at noon. There will be daily racing programs at your table. We will meet at the Top Side Room.

Lunch buffet consisting of: Soup du jour, Baked Boston scrod, in Lemon Butter and/or, Chicken Cordon Bleu with Supreme Sauce, Vegetable Lasagna, Macaroni and Cheese, and Shepard's Pie. Fresh Garden Greens with ranch dressing or raspberry vinaigrette dressing, or Marinated Garden Vegetable Salad. Dessert will be: Chocolate Midnight Cake or Seasonal Fresh Fruit, Coffee and Tea.

To sign up: Complete and return the form below.

Make checks payable to Retired Teamsters and mail to: Retired Teamsters Local 25, 544 Main St., Charlestown, MA 02129. c/o Johnny B.

Any questions call (617) 241-9687 and ask for Johnny B. Home phone: (781) 391-1543. If attending the April 2009 breakfast meeting, you can pay by cash or check at that time.

Name: _____

Address: _____ City: _____

State: _____ Zip: _____

Phone: _____ Number of People Attending: _____

The Spokesman

Spring 2009



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