



The Spokesman

SPRING 2018



*Teamsters Local 25 Fights
Back on UPS Bullying Over
the Holidays*



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Teamsters Boston



@teamsters25

Send your contact information to info@teamsterslocal25.com and you'll receive important information from Local 25

VISIT THE *Left Lane*

The "Left Lane" is the name of the 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 sweat-shirts. There are specialty items available throughout the year.

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

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The Spokesman

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Statement of Ownership, Management & Circulation

Date of Filing:
September 27, 2017
Title of Publication:
The Spokesman
Frequency of Issue:
Quarterly

Location of Office:
544 Main Street
Boston, MA 02129
Total: 16,000
Editor & Managing Editor:
Sean M. O'Brien

Ownership:
Local 25 Teamsters Union
544 Main Street
Boston, MA 02129
Total # Copies: 16,000

Paid and/or requested Circulation: None
Free Distribution by Mail: 13,437
Free Distribution Outside the Mail: 2,563

Total Distribution:
16,000
Copies not Distributed:
792 (office use...etc)



“Training is a top priority for the leadership of this local.”

—SEAN M. O'BRIEN
PRESIDENT/
PRINCIPAL OFFICER

Dear Brothers and Sisters:

Since our last issue of *The Spokesman*, Teamsters Local 25 has welcomed new members from the City of Newton DPW, City of Waltham DPW, Amspec Services and National Express. You are now part of a family nearly 12,000 members strong. Your fight is our fight. I look forward to working with our new brothers and sisters to ensure they receive strong contracts, competitive wages, benefits second to none, and most importantly respect in the workplace.

The holidays are a time to give back, and as usual, our members answered the call. The Local 25 Holiday Toy Drive collected \$142,000 in toys and donations. The van was busy throughout the holiday season delivering toys – and smiles – to deserving organizations. Our Local 25 Women's Committee joined sisters from Joint Council 10 New England to collect and assemble 300 care packages that were sent to U.S. service members stationed in Iraq and Afghanistan. Thank you to all that donated to either project.

Our UPS members stood strong in December when management tried to implement an increase in hours of service. It's a recurring theme with this corporate giant that routinely jeopardizes the health and safety of its workers and customers. Local 25 led the charge across New England in saying no to UPS. No package or bottom line on a balance sheet is more important than the safety and well-being of our members and the public we serve. As a result, no UPS package drivers in New England were subjected to working the extra hours.

Training is a top priority for the leadership of this local. We recently launched Boston's first trade show worker training program with more than 225 workers attending. Our goal is to help create more skilled workers, increase Boston's trade show business, and drive economic activity. Our driving school has trained more than 90 students in nearly two years since opening. And through our Futures Committee, we've partnered with the Labor Guild of Boston to show young people what a career in the labor movement can mean for their future.

April is Autism Awareness Month throughout the world and once again, our building is lit blue to shine a light on autism and raise awareness. In the last 11 years, we've raised millions upon millions of dollars for local autism programs and helped many families along the way. I'd like to congratulate Local 25 retiree Joe “Okie” O'Connor, who was recognized by Little League Baseball as International Volunteer of the Year for his work with Braintree Challengers Little League, an autism program we have supported.

In closing, your officers and agents are committed to making Local 25 the best local union it can be. We have many challenges ahead of us in 2018 and I look forward to reporting on them in the near future.

Fraternally,

A handwritten signature in black ink, appearing to be 'Sean M. O'Brien', written over a light blue horizontal line.

Sean M. O'Brien
President/Principal Officer

Officers' Reports



Secretary-Treasurer
Tom Mari

We have completed negotiations with the newly organized Amspec. We were successful in securing a five-year contract with wage increases each year, better health insurance and a union retirement fund. These members also now have rights that are in writing to

protect them going forward.

We have settled contract negotiations with Heating Oil Partners and Lafarge/Holcim. The Heating Oil Partners agreement calls for 75-cent wage increases each year of the five-year contract, Teamsters health and welfare paid 100% by the company and top tier Teamster pension. At Lafarge/Holcim, we were able to obtain 50-cent wage increases each year of the five-year contract, Teamsters health and welfare paid 100% by the company and top Teamster Pension. We will be negotiating with the majority of the oil industry companies this spring, and expect to protect and preserve our wages, benefits and working conditions.

At DHL, the agreement locally and nationally has been ratified. The members will be receiving \$1 wage increases each year of the five-year contract. In New England, we were able to protect weekend premium work which most of the country conceded to.

At UPS negotiations, the New England supplemental meetings continue. President O'Brien has made it loud and clear to the company that New England will not be taking any concessions. These negotiations are moving slowly but that is expected with this corporate giant. We have many issues that need to be addressed, and with the support of our members, I'm confident we will achieve our goals.

REMEMBER, TOGETHER WE WIN —
DIVIDED WE BEG!!!



Vice President
Steve South

This past December 19, the 82 new members of the City of Waltham DPW overwhelmingly ratified their first Teamster contract. The new contract includes many new improvements including: wage increases, one and a half years of

retro pay, Teamsters Training Fund, stronger language on overtime, uniforms, meal period, water license stipends, out of grade and GPS. We also added new language that provides for bonus comp time for any snowstorms in which non-essential personnel stay home.

At MS Walker, we averted a strike in the 11th hour by signing a new five-year deal. The new contract provides for: maintaining Teamsters health and welfare, more than doubling the pension accrual, \$3.50 wage increase, eliminating the two-tier system for sick days and vacations, and entering the Group Legal Services Program. Also, the company has utilized nonunion temps as helpers for decades but as of March 1, this work is all being performed by Teamsters, which is putting up to 35 more of our members to work each day. This group showed great solidarity from the proposal meeting all the way to the ratification meeting in which 100% of the group showed up on a Sunday to vote yes (49-0) and support their union and their bargaining committee. Thank you to stewards Derek Boisvert and Bob Miller for their strong leadership.

We have had proposal meetings in the City of Medford with the School Custodians, School Security, and DPW. We look forward to negotiating strong contracts for all three groups for contracts that all expire on June 30.

I have been assigned the 178 newly organized City of Newton DPW workers. I had a stewards election on April 2 and we will begin negotiations in the coming weeks. This is a great group and we are eager to negotiate a strong Teamster contract that they can all be proud of.

At UPS, we have filed over 400 grievances to the New England Area Parcel Grievance Committee (NEAPGC) as a result of supervisors performing bargaining unit work. The stewards and members at UPS in Local 25 are relentless in the enforcement of our contract and continue to be the model for other locals across the country.

We continue New England UPS negotiations and are making very little progress to this point. The company is proposing many concessions to our current wage and benefit package while they enjoy record profits and a cash windfall from President Trump's corporate tax cuts. Local 25 will continue to fight for a strong contract for our UPS members and their families and will call on you all when necessary to assist in that fight.

I wish you and your families a healthy and happy spring!



Business Agent
John Murphy

The AEI-DHL Danza clerical contract has been ratified, and all employees will receive a \$1 an hour per-year increase for three years. They will also receive nine sick days a year – up from six – as well as maintenance of benefits in our health/welfare and pension.

The DHL National, as well as all Supplemental Riders and Clerical contracts, were ratified in March and members have started to receive wage increases and retro checks. Also, DHL is launching a U.S. urban delivery service for online retailers. The rollout of this parcel service will put DHL in direct competition with UPS and FedEx; this we believe is the domestic deliveries we have performed in the past. The National Committee is looking at this closely.

The UPS Freight National Negotiating Committee met March 19 – 23 to continue negotiations for a new agreement. There is still a lot of work to be done as we look forward to a new contract our members deserve and need. The company has withdrawn the North Reading Terminal Change of Operations, and will propose a new change that will keep some of the rail work in our location, and move some to Wallingford, CT. I still have no idea as to who will pick up, deliver and return the rail boxes until I read the new change.

In the Freight Division, the ABF National contract has made a lot of progress as we are now down to the economics of the contract. The company is still seeking sufficient changes to our health and pension plans and keeping wages low. The pension is the largest obstacle and we will strike if necessary.

At Massport, the surveys are back, and as expected, wages are the top concern for our members. More than half – 54% of members – list wages as the top concern, followed by health and welfare at 21%, and working conditions and safety at 5%. Chief Steward Spike O'Brien and I have called for a proposal meeting to begin negotiations.

Our new branch of the credit union has opened at the hall. This is great for our members. You now have one-stop shopping right at the hall. You can visit the retiree's room and shop for some new gear, pay your dues and pick up prescriptions, and then do your banking – all with easy parking!



Business Agent
Robert Aiguier, Jr.

Congratulations to our new members at Amspec Services for securing a great first contract. I'm proud to stand and fight with such a strong group in their fight for justice and a fair contract for their families. Welcome to Local 25!

We recently wrapped up negotiations with two newly organized companies, InTerra Innovations and Spider Swing Staging. These companies grow our presence in the booming construction industry.

InTerra Innovations is a metered concrete company located in North Reading. Our new brothers received a three-year deal with an average wage increase of 18% at ratification, yearly wage increases of 75-cent, and the company went in to the New England Teamsters Pension Fund, providing a secure retirement for the men and their families. I'd like to thank new steward, Dan Benoit, for his dedication to his co-workers and help at the bargaining table.

Spider Swing Staging is located in Canton. The new members at Spider received a one-year deal with some huge wage increases at ratification, 100% company paid Teamster Health Care, and entered the New England Teamsters Pension Fund.

In the parking industry, we were successful in winning a termination arbitration for a member at SPplus. This member received an award from the arbitrator of \$30,000. Also in parking, LAZ recently automated the cashier position at the Cambridgeside Galleria. We were able to negotiate a deal for those members where they could choose from receiving a severance package or being transferred to another location based on seniority.

When parking in and around Boston, remember our brothers and sisters in the parking industry. Let them know you're a Teamster! Current Local 25 parking companies are VPNE Parking Solutions, ProPark, ImPark, SPplus, and LAZ Parking. A map of Teamster parking facilities can be found on the Local 25 website. Please continue to boycott all Pilgrim Parking locations until they agree to give their working families a voice in the work place.

Stay Connected!



Teamsters Boston



@teamsters25

Send your contact information to info@teamsterslocal25.com and you'll receive important information from Local 25



Business Agent **Joan Corey**

In my last report, Saugus Public Safety Dispatchers were standing strong as we worked diligently negotiating a successor Collective Bargaining Agreement. It was a lengthy process but well worth the efforts. The members grew in soli-

darity which resulted in the ratification of a solid contract. Many thanks to steward Cheryl Kenney, John Donachie and all of the "first responders."

I want to extend a special appreciation and thank you to all the stewards and negotiating team members in the City of Cambridge. These fine men and women remain committed to representing their coworkers during negotiations and every day in the workplace. The employees recently ratified a three-year agreement which contained significant economic gains and language improvements with no concessions. Thank you to all members who participated in the ratification meeting.

The Gate Gourmet National Master Agreement and Boston Local Addendum contract expires in December. There are three unions nationally who represent Gate Gourmet workers. Teamsters, Unite Here and RWDSU and we are more united than ever and fighting for more equality with the rest of the airline industry. We know the airline industry is reaping record profits. Profits in North America for 2017 are projected to be \$16.4 billion. We feel it is time for the airline catering industry to take a big step forward on wages and benefits. Our next session with the company is this month. Stay tuned for future updates. UNITED FOR EQUALITY.

ACTS Aviation Security Inc. National Master Agreement expires in 2019. However, in the interim, the company recently adjusted wages upward in order to remain competitive in the Boston market.

We reached a three-year agreement with Next Step Healthcare. Our members are the nursing assistants and dietary staff at the Chetwynde Nursing Home Facility in West Newton. They provide overall care for some of the state's most frail residents. This industry relies predominantly on federal and state aid which have experienced significant cuts and created unique obstacles during contract negotiations. The negotiating committee was able to achieve retroactive increases to new hired employee wages, annual increases and direct care add-on differentials to all employees. Other improvements included new weekend differential pay for dietary staff, vacation time rollover and buyback options, while maintaining health insurance benefits and costs. We also obtained language in the contract that the employer will continue to meet with the union regarding direct care add-on funds. These monies come from

the state annually and are intended to be used to benefit direct care workers.

East Boston Neighborhood Health Center is another health care employer which has been adversely impacted by Medicare and Medicaid cuts. Our next meeting with the employer is scheduled for this month. Our members are drivers for the Health Center and the elderly housing developments in surrounding communities. They provide transportation and all-inclusive care for the elderly and disabled. Thank you to steward Arthur Gufling, and all the drivers, for their dedication and patience.

On May 2, there will be a TeamstersCare Benefits Fair for our members at Hertz Corporation. Representatives from TeamstersCare (medical, pharmacy, audiology, dental, employee assistance program, and vision), New England Teamsters Pension Fund, and New England Teamsters Federal Credit Union will all be present.

Negotiations continue with the City of Everett, City of Boston and Town of Winthrop. Proposal meetings and/or negotiations have recently begun with the Town of Sudbury Civilian Dispatchers, Town of Acton Dispatchers, City of Woburn Department Heads, Town of Tewksbury School Administrators, Town of Tewksbury School Nurses, Town of Melrose School Administrators, Town of Brookline Public Safety Dispatchers, Town of Concord and St Michaels Cemetery. I look forward to reporting on our progress in coming reports.



Business Agent **Jason Lopes**

I am happy to report that we've ratified a new three-year contract for our members in the City of Cambridge. This new agreement builds upon the best municipal contract in the state of Massachusetts, providing wage increases, reduced health

care costs and protections for our members regarding the use of medical marijuana. A new five-year agreement was also ratified by the warehousemen at Americold Logistics. This agreement provides increased wages and pension stability for our members.

On the negotiating front, it's definitely going to be a busy spring and summer. We are currently in negotiations with the UMass Boston Lieutenants, UMass Lowell Police and Costa Fruit and Produce. Hopefully by the time you read this we will have secured strong successor agreements at these locations. Over the spring and summer negotiations will begin with D'Arrigo Bros., S. Strock, P. Tavila, Peter Condakes, Community Suffolk, Mutual Produce, S. Silk, John Cerasuolo, City of

Cambridge ECC Supervisors and the City of Cambridge Dept. Supervisors. Negotiations for a successor national contract with the American Red Cross will also begin this month.

We currently have two cases filed for arbitration, and both cases will be heard by the New England Joint Area Committee involving Manfi Leasing. These cases both deal with unjust suspensions. I am happy to report that we were successful at arbitration in returning a 20-year member to work at Stop & Shop warehouse in Freetown. The aggrieved member was returned to work with full seniority, back pay (including overtime), health insurance benefits and pension contributions for a total reward of over \$80,000.

We had another successful winter at the Stop & Shop Distribution Center in Freetown. Our over 900 drivers and warehousemen endured the harsh New England weather and provided top notch service for New England's largest grocery chain, proving yet again that Teamsters do it better. It should be another busy year for the motion picture industry in Massachusetts. Several feature films are in the process of coming to Boston as well as the continued filming of three episodic television series. SMILF (Showtime), City on a Hill (Showtime) and Castle Rock (HULU) are all shows your Teamster brothers and sisters are helping to create, check them out and show your support!

As the Supreme Court ponders its decision in the extremely important Janus case I'd like to take a minute to recognize our hardworking men and women in municipal services. Our members in cities and towns such as Cambridge and police departments like UMass Boston and UMass Lowell go out daily and provide essential public services that often go overlooked. I consider it a privilege to represent such hardworking members. We will remain vigilant in this increasingly difficult environment to protect, preserve and improve on your well-deserved and hard-earned benefits.

We will be holding our monthly blood drives at the union hall on the fourth Saturday of each month (except June, July and August) so swing by and donate a pint of blood for a worthy cause.

As always, thank you to my stewards for your tireless efforts in the workplace every day, it is your hard work and dedication on the front lines that gives the local the strength to succeed. It is an honor and a privilege to serve the members of this great local under President O'Brien's tremendous leadership. Have a great spring!



Business Agent **Andrew P. Walsh**

I hope all of our members had a great holiday season. This year brings multiple expiring contracts including Airgas Hingham, Arlington Coal and Lumber, Romanow Container, Aramark Uniforms, Signature Flight, and Peter Pan Bus.

We began this year with Airgas Hingham, a notorious anti-union company that has taken on other Teamster locals in every state. With the help of the Local 25 team, including committee members Bob Farquharson and Tim Davis, we were prepared for the company. The negotiations came down to the last day and we were successful in getting our members covered by Allegiant Care, a Teamster run healthcare plan. In the three-year contract we secured wage increases, bidding language for routes, more bereavement days, and language to protect our members from the use of technology. Our hard-working members ratified the contract unanimously.

Proposal meetings have been held with Arlington Coal and Lumber and Romanow Container, two long term union companies and will begin negotiations soon. Aramark Uniform in Lawrence is also up this year and we have set up a proposal meeting for our 25 members there.

At Signature Flight, the contract is up in November, but the company asked Local 25 if we would be willing to enter into early negotiations. We will be meeting with the members and informing them of the company's request for approval of the membership. The Town of Hingham negotiations have slowed due to an illness on the town negotiation team, but dates are being scheduled to resume negotiations.

We are also in negotiations with Republic Waste Dispatchers. We have had multiple sessions and have been making progress. I hope to have this contract done in the next month.

As always, it is a privilege to work with our great members in representing this local union.



Give Blood this Spring

8:30am – 2:00pm in the Day Room

April 28 • May 26

No Blood Bank in June, July and August



Trustee/Field Representative **Joseph Foti**

I hope everyone enjoyed the holiday season with family and friends. It was a tough season for our members at UPS. Because the company's poor planning and hiring, our members in package cars were forced into 70-hour work weeks. Thanks to

President O'Brien for his leadership, as we conducted weekly parking lot rallies against the 70-hour rule change, contractual rights to a 10-hour work request, and contractual rights on over 70 lb. packages. Our members showed great solidarity during these rallies. Members and stewards worked together in contract enforcement during peak hours, resulting in significant grievance settlements in Package, Preload, and Feeders.

Congratulations to the employees of the City of Newton, for joining Local 25. These hardworking men and women deserve a good contract. With the leadership of Local 25, and the solidarity of this new group, there is no doubt they will achieve that goal.

Thanks to all the members who donated to the Local 25 Holiday Toy Drive. It is always inspiring to see how generous our members are. My children always enjoy coming to the hall to sort and bag toys.

I look forward to seeing our members at the Local 25 Autism Gala. Thanks to President O'Brien and the committee for all the hard work in making it such an enjoyable evening every year.



Field Representative **Michael Halley**

I would like to start my report by thanking the membership of this great union for their help and generosity this past Christmas season with the Local 25 Christmas Toy Drive. It is an honor to report that we had our most successful drive ever, collecting

more than \$35,000 in cash donations and over \$107,000 in new toy donations. It was awe inspiring to be a part of something so special. Thank you to all that volunteered and donated. Special thanks to my Toy Drive Co-Chair, Joe Conti, as well as Billy Grubbs and Bobby McAllister who, as always, went above and beyond in making deliveries to families in need. Thank you again to all.

I am happy to report that with the help of President Sean O'Brien, the Local 25 leadership team and my dedicated

stewards, we have successfully ratified several strong Teamster contracts for our members.

At North Reading Department of Public Works, our members there are working under a new three-year agreement that will increase their wages annually, add an increased step to their wage table and offer over \$2,000 a year in new or increased stipend pay. Thank you to Chris Deming and Matt Prince, who were integral during negotiations. Congratulations also to Chris; he was a longtime steward and recently stepped aside due to a well-deserved promotion. I look forward to working with new stewards, Chuck Vallas and Nick Tropeano, who were recently elected.

At the Paul Revere Logan Shuttle, we were able to ratify a contract that will boost wages by over 30% throughout their five-year agreement and improve vacation and holiday pay. Special thanks to committee member Dennis Ryan for his help. Congratulations to Bouchaib Haloui, who was recently elected steward.

At Paul Revere Woburn, Braintree Express and EZ Ride, our members ratified a seven-year agreement that will offer them yearly wage increases, an added week of vacation and more importantly, for the first time, workers there will receive contributions from the company in the New England Teamsters Pension Fund. Thank you to steward Joe Cox who helped with negotiations.

At Arrow Paper, we ratified a five-year contract that maintained health and welfare and pension benefits, including annual wage increases, improved vacation bids and added a full time biddable route. Special thanks to committee member's Jeremy Porter and George Dighton for all their help in the bargaining process.

We also came to agreement on a three-year deal for our drivers at NECC and a five-year agreement for our work at the TD Garden. Both include wage increases and maintain health and pension benefits.

I am currently in negotiations with Medford CPL, SAF Sales, Norwal Corp and Mystic Island Transport, and the Boston Globe. We recently negotiated the Globe to transition our members out of a company health plan that included unacceptable increases and costs to our members. Soon our drivers will receive improved healthcare from a union health plan, with less member cost and increased coverage for their families.

As I write this report, *The Boston Herald* is finalizing their bankruptcy sale to Media News/Digital First. Local 25 is continuing to fight for our members at the Herald throughout this complicated process. We will look to provide both training at the Local 25 Driving School as well as employment opportunities throughout our local for our brothers should it come to that.

Thanks to the hard work of Local 25 organizer Chris Smolinsky, we recently had a successful organizing drive that resulted in the National Express Site Supervisors electing to become Teamsters and be represented by Local 25. National Express is a vendor for the MBTA's RIDE Service. We have over 300 members who drive for the RIDE there. In a show of strength, the drivers recently united and won against the company and the MBTA when they tried to implement an unacceptable and unsafe work schedule. Congratulations to all of our members there, including steward Ricardo Acevado, for the victory and proving that solidarity equals strength!

The strength of the member is the union and the strength of the union is each member.



Organizer
Chris Smolinsky

2018 is off to a good start for organizing at the local. On February 22, we had 178 DPW workers from the City of Newton vote overwhelmingly to join Local 25. For the last ten-plus-years they dealt with an in-house associa-

tion that couldn't represent the workforce the way it deserved to be, an attorney who wasn't living up to his end of the bargain, and a city who regularly violated their contract. The workers had enough and wanted – and deserved – to be part of a union that would fight for them and has the best reputation for advocating for working families so they decided to join Teamsters Local 25.

On February 8, eight site supervisors from National Express voted to join Local 25. The workers had grown tired of continuously getting more and more assignments added to their workload and not getting compensated. Managers routinely used bullying tactics and the workers had no say in decisions that affected them and their families. We're excited to work with these new members and get them the respect and representation they deserve!

As the political climate changes and increasingly becomes pro-business and less-worker friendly, we don't see this as a tragic moment in time but an opportunity to mobilize workers and grow our great union. The time is not to agonize, the time is to organize!!

Longtime Local 25 Member Joe “Okie” O’Connor Named 2017 International Volunteer of the Year by Little League® Baseball



Joe “Okie” O’Connor was recognized this past summer by the Little League® Baseball Association for his 28 years of service to the Braintree Little League and Challenger Division. The honors took place at Fenway Park where O’Connor threw out the first pitch. He was chosen out of thousands of applicants after being named the Massachusetts Little League Volunteer of the Year.

Steve Guilbault, president of the Braintree Little League, nominated O’Connor for the state award, calling him the organization’s “Volunteer of a Lifetime,” saying there is no one more committed, passionate or enthusiastic.

The Local 25 Autism Fund has been proud to support the Braintree Challenger program for the past eight years. Our sponsorship allows 100+ children each year to participate at no cost.

CONGRATULATIONS OKIE!



Local 25 Puts the Brakes on UPS Bullying over the Holidays

New England Teamsters unite to say no to 70-hour work week

It's the holidays. UPS workers know the drill. Long hours and a grueling pace. So when UPS management sought to impose a 70-hour work week in early December, Local 25 and locals across New England stood up to the company – and won.

The Federal Motor Carrier Safety Administration has a 60-hour per week limit on hours, but UPS tried to exploit a loophole in a Department of Transportation regulation to allow Package Car Drivers to work 70-hour work weeks.

"The safety and health of our members is our foremost concern," said President Sean O'Brien. "A 70-hour work week jeopardizes our members and the general public's safety and health. It was another example of UPS putting profits ahead of people."

The plan was to hold rallies at hubs across New England with members before their shifts started. We were ready to file grievances to stop the company from implementing the rule.

"Within 48 hours, we had coordinated all New England locals," said Secretary-Treasurer Tom Mari. "Together we sent a clear message to UPS that this type of behavior won't be tolerated in this region."

On Monday, December 11, members showed up to UPS parking lots to rally prior to the start of their workday. Workers

chanted "we won't work 70!" The #noto70 hashtag was trending across Teamsters' social media outlets.

"We were successful because all of the locals participated in a coordinated action. When we stand together we win," said O'Brien. "Let's remember this in UPS negotiations. Good job New England Teamsters."

Somerville Drivers Sent out in Storm

It was the first snowstorm of 2018. UPS management at the Somerville hub sent out drivers in blizzard conditions, only to be called back in just three hours. Together members stayed in the building for their eight-hour guarantee.

"Management basically used them as billboards out on the roads that morning," said O'Brien. "They sent them out knowing the treacherous road conditions. They had no regard for their safety. So, when they got called back to the building, they stuck it out and demanded their guarantee."

**Stay informed on the ongoing UPS contract negotiations
Text "JC10UPS" to 86466 to sign up**



Local 25 Secretary-Treasurer Tom Mari (center) meets with members at the Norwood facility parking lot for a contract update and solidarity meeting



Local 25 Vice President Steve South (center) with members at the Watertown facility



Members at the Wilmington facility



UPS Norwood member's Joe Butner, John Capadano and Roger Sullivan



UPS Somerville members



Mari addresses members in South Boston



Norwood members walk together into the building in a sign of solidarity

Operation: Gratitude



In early December, the Local 25 Driving School was transformed into a staging area with thousands of non-perishable food, toiletries and candy that were assembled into care packages and sent to U.S. service members in Iraq and Afghanistan.

It was all part of the yearlong mission of the Joint Council 10 New England Women's Committee to support our military. In addition to the packages, the women's committee delivered Thanksgiving floral centerpieces to nine families with deployed Teamsters members.

"The holidays are tough for our military, who are often away from home for several months at a time," said President O'Brien. "Our sisters from Local 25 and the Joint Council sent a special message to our service members who routinely put their lives on the line to protect our freedom."

Donations were collected throughout New England at union halls, job sites and health and welfare offices. The packages included toiletries, non-perishable food, candy, pens and paper and personal notes of gratitude. While the women's committees lead the effort, it was truly a Teamsters team effort.

"Thank you to our brothers from all the locals that supported us in this mission," said Alice Therese Riley-King, Director of the Joint Council 10 New England Women's Committee. "Our 2017 service project was to recognize our military. The 300 boxes were packed with items that we at home often take for granted; but are a luxury to those overseas."

Once the boxes were assembled, the Joint Council 10 truck drove the two pallets of boxes to the South Boston postal annex. Massachusetts Veterans Affairs Secretary Francisco Ureña joined members of the women's committee to officially ship the packages.

The packages arrived in Iraq and Kuwait between the Christmas and New Year holiday.

THANK YOU TO EVERYONE WHO DONATED ITEMS!



pg. 10: Top: Alice Riley-King, Director of JC10 New England Women's Committee, Leslie Russell, Local 25 and Margo Storsteen, BLET

Middle: (L-R) Rick Anderson, Maureen Morris, Veterans Affairs Secretary Francisco Ureña, Alice Riley-King, Nicolas Francescucci, Postmaster Boston, a Boston police officer, Leslie Russell, and Joe Truschelli, MA Department of Veterans' Services

Bottom: Boxes were filled to the rim with supplies

pg. 11, Top: (L-R) Helena Stamatakis, Local 170, Donna Carins, Local 1150, Margo Storsteen, BLET, Nancy Campbell and Kelly Glynn, Local 25, Tina Bailey, Local 170, Alice Riley-King, Join Council 10, Shirleen Waller, Local 1150, Barbara Vraibel, Business Agent Joan Corey, Leslie Russell and Brenda MacQueston, Local 25, Traci Place, Local 340, Katie MacDonald and Trish DiSilva, Local 25

Middle L: Women's Committee members sort the thousands of items that were donated for this project

Middle R: Business Agent Joan Corey sorts items



NEW ENGLAND
TEAMSTERS
FEDERAL CREDIT UNION

NOW OPEN AT THE UNION HALL

New England Teamsters Federal Credit Union
548 Main Street
Boston, MA 02129

New Branch Operating Hours:

Monday to Thursday, 8am-5pm

Friday, 8am-4pm

Saturday, 8am-Noon

Sundays during General Membership Meetings, 9am-1pm



www.netfcu.org

Since the last Spokesman, the Futures Committee has continued to work on our core mission of identifying, educating and mobilizing young Teamsters and union members in the community.

Most recently the Futures and Local 25 hosted the Labor Guild's Young Worker Workshop Series, a four-week series of workshops where nearly 50 young union members from the Greater Boston area showed up each week for guest speakers and round table discussions on topics such as:

- How to establish a Futures Committee at their local
- How young workers can tackle the challenges facing the labor movement
- How to engage and outreach to other young workers in the community

The workshops were a smashing success! Stay tuned for potential future events in conjunction with the Labor Guild!

The Futures would like to thank President O'Brien and the Local 25 leadership for allowing us to host this workshop series at the hall! We all got to meet and make connections with many young workers from all different unions within the area and share our stories with each other.

Speaking of the Labor Guild, we have three Futures members taking classes at the Labor Guild this spring. Thank you for your commitment to getting educated about the labor movement!

This past January, Futures members stood tall on the picket lines to assist newly organized members in the oil industry stand up for a fair contract! It doesn't matter how cold it is, when a company tries to take our brothers and sisters on, the Futures Committee will be there to help hold the line and get our brothers and sisters a fair contract!

We also have a few events in the planning stages for the spring and summer, stay tuned for pictures and as always check the Futures Committee Facebook page for events and news!

Join us!

**We meet before the monthly meetings
at 9:15am.**

**Sign up for the Future's email on our website:
teamsterslocal25.com**

**Like us on Facebook!
Local25FuturesCommittee**



**For more information, contact us at
t125futures@gmail.com**



Mike Martin and his daughter Kaeleen



Attending the Labor Guild this spring are (from left) Steve Izzo, Gerry Leary and Jason Linares



(L-R) Kyle Frederick, Greg Dodd, Steve Izzo, Ross McDonagh and Josh Ayola



STAND STRONG *Unite for Healthy Living*

Board of Trustees
Teamsters Union 25
Health Services &
Insurance Plan

Sean M. O'Brien
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Union Trustee

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Michael A. Rico
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Jason Paradis
Employer Trustee

Michael Shaughnessy
Employer Trustee

The Opioid Crisis Affects Everyone, Including Teamsters and Their Families

Why is there an Opioid Crisis?

When Opioid prescription medications were first introduced into the marketplace as pain relievers, the drug manufacturers told doctors and pharmacists that these medications were not addictive. **They were so wrong!** But because of the manufacturers' information, opioids were often prescribed for pain management in both short-term and long-term situations.

It turns out that prescription opioid medications and illegal opioids are commonly abused because **they are so addictive**. When taken, opioids connect to areas of the brain that control pain and emotions. There can be an intense feeling of pleasure and exhilaration. Over time, the brain gets used to these feelings and it takes more of the drug to produce the same level of well-being. This can lead to dependence and then addiction.

What's happening now?

There are many new regulations that limit the amount of opioid medication that a doctor can prescribe or that a pharmacist can dispense. In addition, states now have computerized prescription monitoring programs. Doctors and pharmacists must review an individual's prescription information in a secure computer database and then comply with certain opioid prescribing and dispensing criteria.

The goal of the regulations and limitations is to prevent more opioid dependence and addiction.

What is TeamstersCare doing?

TeamstersCare staff and benefit programs adhere to all of the Massachusetts prescription monitoring program regulations as required by law. In addition, TeamstersCare is enrolled in an **Opioid Management Program** with Express Scripts, the prescription drug benefit manager.

All Massachusetts pharmacies, including the TeamstersCare Pharmacies, have a standing order for **nasal Narcan**, which is the brand name for Naloxone. This medication, which is sprayed into the nostril, blocks the effects of opioids. This is especially important in the case of an overdose. It's available with a copayment, and without a prescription.

How does TeamstersCare help?

TeamstersCare has a robust EAP (Employee Assistance Program) which is available to members, spouses and dependents. The EAP staff is trained and certified in handling addiction issues. They are available 24-7 at **1-800-851-8326**.

TeamstersCare EAP staff is expanding to address the opioid crisis. The goal is the creation of more outreach and proactive prevention programs to assist members and their families in the most timely and best possible way.

www.teamsterscare.com



OXYCODONE
Percs
OPIATES
Meth
Heroin
Fentanyl
Snack

How's Your Hearing? Ask Your Audiologist!

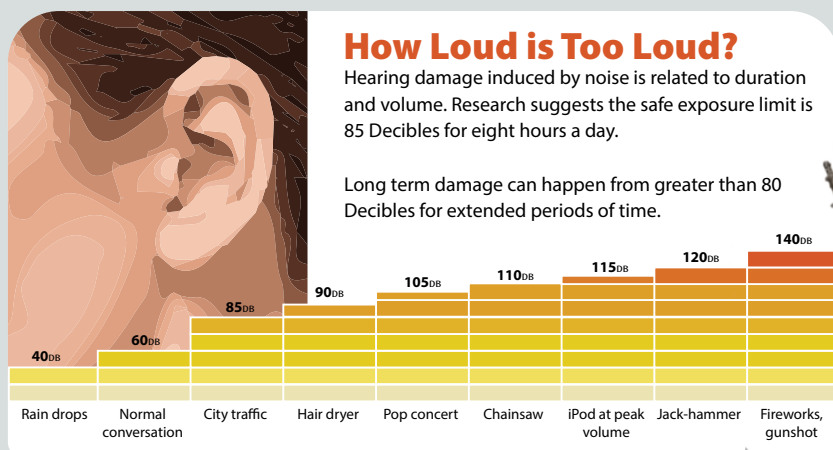
May is Better Hearing and Speech Month

TeamstersCare Audiologist Tricia Kosiorek, M.S., CCC-A, reminds the TeamstersCare community that hearing health care and treatment of hearing loss are important benefits available to eligible TeamstersCare Members and their families. Once each year you, your spouse, and your eligible children (ages 3 years and up) may have comprehensive hearing testing done at our Charlestown Audiology Office.

The hearing test itself is fairly simple and will include four basic components:

1. Questions about your hearing and general health;
2. A look at your ear canal and eardrum;
3. A middle ear test to rule out any mechanical problems; and
4. A series listening tasks through ear phones while seated in our sound booth.

Our licensed and certified Audiologist will identify hearing loss, if present, and recommend a treatment plan.



How Loud is Too Loud?

Hearing damage induced by noise is related to duration and volume. Research suggests the safe exposure limit is 85 Decibels for eight hours a day.

Long term damage can happen from greater than 80 Decibels for extended periods of time.



Remember

As we age, our ears are exposed to a lifetime of noises such as lawnmowers, machinery, hair dryers, truck engines, and loud music, to name a few. Although some people are born with hearing loss, most acquire hearing loss later in life. Because most adult physical exams don't include a hearing screening, it's important for people to consult with an Audiologist to have their hearing tested. According to the Better Hearing Institute, nearly 60% of working age people (18 to 67 years) have hearing difficulty. Appropriately treated hearing loss can have a positive impact on quality of life for the individual and those s/he communicates with.

So call us

Call the Charlestown Appointment Desk to set up your consultation with our Audiologist today.
Because you should hear what you're missing!

Changes to the TeamstersCare Board of Trustees

Best wishes:

Thank you to Employer Trustees John D. O'Reilly and Joel Boone for their valuable contributions to TeamstersCare. We appreciate your many years of service and wish you well.

Welcome:

Jason Paradis and Michael Shaughnessy have joined the TeamstersCare Board of Trustees as Employer Representatives.

TeamstersCare Directory

Charlestown Offices

16 Sever St.
Charlestown, MA 02129
• Administration
• Audiology
• Dental
• Member Services
Local Tel: 617-241-9229
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

EAP Office

16 Sever St.
Charlestown, MA 02129
24-hour Toll Free
Tel: 800-851-8326
Fax: 781-321-6501

Teamsters Local 25 Doing Good in the Community



Our favorite Local 25 member, Liam Fitzgerald, "The Fist Bump Kid," stopped by the union hall recently to present President O'Brien with a donation to the autism fund for \$250



The Massachusetts Sheriff's Association recognizes Local 25 for their critical role in the Irma hurricane relief effort. Pictured with President Sean O'Brien (center) from left, MSA Executive Director James Walsh, Sheriff Kevin F. Coppinger, Sheriff James Cummings, Sheriff Michael Bellotti, Sheriff Joseph McDonald, Jr., and Sheriff Peter Koutoujian



Students from Hopeful Journeys Educational Center in Beverly explore the Local 25 truck



The Teamsters Local 25 Training Center hosted Building Pathways, which is a Building Trades Pre-Apprenticeship Program sponsored by the Greater Boston Building Trades. Students learned about careers as Teamsters, along with taking part in an initial Hoisting License Exam Prep Class.

Local 25 Launch's Online Dues Portal for Convention and Trade Show Members

New system offers fast and secure option for Trade Show Members



TEAMSTERS LOCAL 25 RECENTLY ROLLED OUT an online dues portal for our members who work in the convention and trade show industries.

"We have invested in technology with texting, and now online dues payment to better service the needs of our members," said President Sean O'Brien. "Our trade show members often work long days and weekends which means getting to the union hall to pay their dues can be tough. This new system allows them a fast, easy and secure option to pay at their convenience."

Currently, the online dues payment system is only available to those members of Teamsters Local 25 on the B, C, and D

Trade Show Members - Click here for step by step instructions on how to pay your dues online.



referral lists who are not having union dues deducted from their paychecks. It is accessed through our website, making it available 24-hours-a-day and seven-days-a-week. Step by step instructions were mailed to all members on the trade show referral lists and additional information and instructions can be found at www.teamsterslocal25.com

Plans are underway to expand the online system to other members and industries that do not have automatic dues deductions.

Teamsters Local 25 Launches First Training Program for Boston's Trade Show Industry

In an effort to attract world-class trade shows to Boston, in December Teamsters Local 25 launched the city's first trade show worker training program. Through the program, Local 25 hopes to create more skilled workers and to raise Boston's trade show business to match the heights of its vibrant tourism industry, creating jobs and driving economic activity.

"Boston is a top destination for international tourists, and working together, we can make it a top destination for the most coveted trade shows," said President Sean M. O'Brien. "Having an educated and well-trained workforce is crucial for Boston to attract the events that have the biggest economic impact. Making this training available will create more jobs, more visitor spending, and put more working men and women in a better position to support their families by working in this industry."

The initial training sessions took place at the Boston Convention and Exposition Center and hosted more than 225 workers. Instructors detailed the art of building and deconstructing trade shows quickly, efficiently, and safely. The unique training program is made possible by the Teamsters Local 25 partnership with the convention and trade show employers working in conjunction with the Massachusetts Convention Center Authority (MCCA) and the Massachusetts Department of Public Safety.

The MCCA is responsible for generating significant regional economic activity by attracting top conventions, trade shows and other events, believes this training will help attract more lucrative events and help maximize the investment return for residents and businesses in Massachusetts.

"Customer service excellence is at the heart of the MCCA's mission and our success is directly tied to our constant focus on providing training throughout the organization," said David Gibbons, Executive Director of the Massachusetts Convention Center Authority. "We applaud and appreciate the commitment of Teamsters Local 25 on its new training initiative as we continue working together to drive economic activity and opportunity locally by bringing the world's best events to Boston."

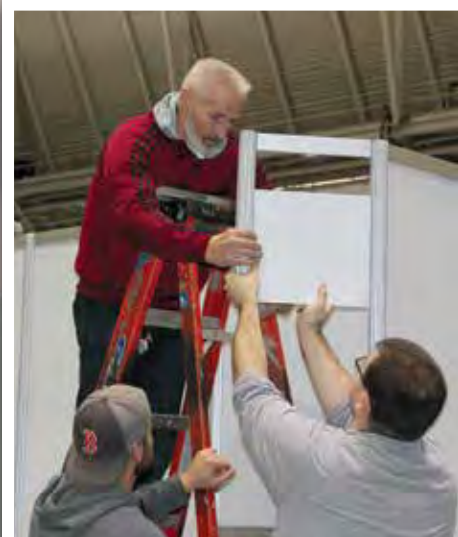
Until now, Boston's trade show industry has been mostly seasonal, and only large enough to support a mostly casual, part-time workforce. By making this new training available, the Teamsters Local 25 is providing workers with a chance to earn certifications and licensure in handling the various aspects of working in the trade show industry. A skilled trade show industry workforce will allow Boston to compete with cities such as New York, Chicago, and Las Vegas and attract the biggest and most lucrative conventions and trade shows to Boston. The training will also create more full-time employment opportunities.

"This program is great for our members," said Teamsters Local 25 Steward Ed Welch. "Giving these workers the chance to be fully trained and certified will open the door to many more job opportunities in this growing industry and give them a much more reliable way to support their families."

Additional training dates and expanded class offerings will be scheduled soon. Check out www.teamsterslocal25.com for future trade show industry training as well as other free classes offered by the Teamsters Local 25 Training Fund.



Nick Bell (left) and Rich Schievink



Jim Norton (ladder) with Pat McDonough



(L-R) Brandon Durant, Paul McManus, Tom Janiak, Bill McDonald and Harry Parsons



Sara Pierce



Steve Mulcahey (left) and Ralph Gaskell



Rich Schievink demonstrates to the participants



Jennifer Whatley



Name	Company	Type	Effective Date
Ernest J. Arsenault	Americold Logistics, LLC.	Regular Pension	04/2017
Joao Botelho	James Ferrera & Sons Inc.	Statutory Pension	06/2017
Henry L. Burden	DHL Express (USA Inc.)	Statutory Pension	05/2017
Robert F. Dorr	E.A. Spry & Co. Inc.	Regular Pension	06/2017
William A. Farley	National Express Corp.	Statutory Pension	05/2017
Patrick J. Geary	Global Experience Specialists	Regular Pension	05/2017
Paul F. Kane	Stop & Shop Supermarket Co.	Disability Pension	06/2017
Gary M. Lewis	Manfi Leasing Corp.	Regular Pension	03/2017
Bruce R. Medeiros	Manfi Leasing Corp.	Statutory Pension	05/2017
James J. Saul	Purity Supreme Inc.	Statutory Pension	06/2017
Warren R. Soderbom	Stop & Shop Supermarket Co.	Disability Pension	06/2017
Richard L. Somers	Dry Ice Corp.	Statutory Pension	06/2017
Sammie Wilder	Foster Bros. Inc.	Statutory Pension	04/2017
Wayne A. Winter	United Parcel Serv. Inc.	Disability Pension	06/2017
David W. Abbott	Boston Herald Inc.	Thirty Year Full Service	06/2017
Richard L. Barnes	Consolidated Freightways Corp.	Statutory Pension	07/2017
Robert Barrows	Signal Delivery Service Inc.	Statutory Pension	06/2017
Keith L. Boudreau	Purity Supreme, Inc.	Statutory Pension	06/2017
Ronald E. Bourette	Diehl Hardware & Lumberyard	Statutory Pension	07/2017
Howard M. Cohen	United Parcel Serv. Inc.	Regular Pension	07/2017
Manuel Costa	Stop & Shop Supermarket Co.	Statutory Pension	06/2017
Paul R. Couture	United Parcel Serv. Inc.	Disability Pension	10/2016
Richard W. Emery	William Walsh Movers	Early Retirement Pension	05/2017
Paula A. Gendreau	United Parcel Serv. Inc.	Regular Pension	06/2017
Frank H. Hinckley Jr.	Arlington Coal & Lumber Co.	Statutory Pension	06/2017
Ralph C. Knight III	Aramark Uniform & Career App.	Regular Pension	06/2017
Thomas M. Lounsbury	Browning-Ferris Ind. Inc.	Statutory Pension	07/2017
Eugene J. O'Brien	Boston Sand & Gravel Co.	Early Retirement Pension	07/2017
Paul N. Peloquin	Bird Inc/Northeast Roofing Div.	Statutory Pension	06/2017
Joseph N. Previti	Willwork Boston, Inc.	Disability Pension	07/2017
Daniel L. Reardon	S. Strock & Co. Inc.	Early Retirement Pension	05/2017
Donald S. Banks	Diehl Hardware & Lumberyard	Statutory Pension	06/2017
Richard L. Bennett Jr.	Lechmere Inc.	Statutory Pension	08/2017
Richard L. Butland	Brockway-Smith Co.	Statutory Pension	08/2017
John W. Canadyan	United Parcel Serv. Inc.	Statutory Pension	07/2017
Thomas S. Connerney	Capitol Waste Services	Disability Pension	07/2017
David A. Dauyotas	Decatur & Hopkins Co.	Statutory Pension	08/2017
Thomas J. Dever	Veritiv Operating Co.	Early Retirement Pension	06/2017
Alfred A. Hayden	BFI/Allied Waste Ind. Inc.	Early Retirement Pension	08/2017
Keith E. Ivy	United Parcel Serv. Inc.	Early Retirement Pension	05/2017
Edward J. Lynch	DHL Express (USA Inc.)	Regular Pension	08/2017
Joao J. Macedo	James Ferrera & Sons Inc.	Statutory Pension	06/2017
Robert McEachern	United Parcel Serv. Inc.	Statutory Pension	08/2017
Richard G. Merrick Jr.	McKesson Drug Co.	Statutory Pension	08/2017
Jeffrey D. Mitchell	Manfi Leasing Corp.	Early Retirement Pension	07/2017

Name	Company	Type	Effective Date
Robert S. Opet	Mystic Island Transport Inc.	Regular Pension	08/2017
Dennis L. Philbrick	J P Foodservice Inc.	Statutory Pension	08/2017
Carol R. Prinsen	United Parcel Serv. Inc.	Regular Pension	07/2017
John D. Regal	New Penn Mtr. Exp. Inc.	Disability Pension	06/2017
James G. Ronan	Costa Fruit & Produce Co.	Early Retirement Pension	07/2017
Klaus P. Russell	Aggregate Industries	Statutory Pension	04/2017
Joseph B. Steele	Lindenmeyr Munroe DV	Early Retirement Pension	07/2017
Brian S. Walker	United Parcel Serv. Inc.	Disability Pension	07/2017
Stuart L. White	Eckel Industries Inc.	Regular Pension	07/2017
Richard R. Bean	United Parcel Serv. Inc.	Disability Pension	07/2017
William A. Brown	The 357 Corp.	Statutory Pension	08/2017
Richard C. Carlson	United Parcel Serv. Inc.	Early Retirement Pension	08/2017
Mark J. Carter	Purity Supreme	Statutory Pension	08/2017
Bary A. Chabot	United Parcel Serv. Inc.	Early Retirement Pension	09/2017
Richard M. Dipiro	Stop & Shop Supermarket Co.	Disability Pension	08/2017
Paul A. Dupras Jr.	Purity Supreme Inc.	Statutory Pension	09/2017
James P. Flaherty Jr.	United Parcel Serv. Inc.	Thirty Year Full Service	07/2017
Michael E. Govostes	United Parcel Serv. Inc.	Disability Pension	09/2017
Robert E. Leikauskas	United Parcel Serv. Inc.	Statutory Pension	09/2017
Mark S. Lupone	Peter Condakes Company	Disability Pension	09/2017
Dominic A. Paradiso	Lechmere Inc.	Statutory Pension	08/2017
Maurice J. Richard	Freeman Exposition Inc.	Disability Pension	09/2017
Daniel S. Siktberg	United Parcel Serv. Inc.	Thirty Year Full Service	08/2017
John Speicher	Capitol Waste Services	Disability Pension	09/2017
John Arsenault	Veritiv Operating Company	Early Retirement Pension	10/2017
Jose E. Barbosa	Angelica Textile Services	Early Retirement Pension	08/2017
Robert D. Beaudry	William Walsh Movers	Early Retirement Pension	10/2017
Debra S. Bertrand	Teamsters Local 25 H & W	Statutory Pension	10/2017
Rolland J. Blanc	New Penn Motor Express Inc.	Statutory Pension	07/2017
Dennis J. Bryson	Peter Condakes Company	Early Retirement Pension	09/2017
Clifford D. Crede	Stop & Shop Supermarket Company	Statutory Pension	09/2017
John A. D'Albenzio	Boston Sand & Gravel Company	Statutory Pension	09/2017
Robert N. Dalton	DHL Express (USA Inc.)	Statutory Pension	10/2017
Ronald J. Dotolo	Kraft/SS Pierce Inc.	Statutory Pension	04/2017
Ronald M. Durant	Kuehne & Nagel Inc.	Statutory Pension	10/2017
James J. Ford Jr.	Stop & Shop Supermarket Company	Statutory Pension	10/2017
Boyd M. Fulton Jr.	Taylor Oil Northeast Inc.	Statutory Pension	09/2017
James F. Jarred	Freeman Exposition, Inc.	Early Retirement Pension	08/2017
Edward P. Johnson Jr.	Costa Fruit & Produce Company	Thirty Year Full Service	07/2017
Richard A. Liljestrand	J T Ryerson & Son	Statutory Pension	10/2017
Stephen W. Powers	Veritiv Operating Company	Regular Pension	09/2017
Donald R. Roberts	Stop & Shop Supermarket Company	Statutory Pension	10/2017
Joseph M. Santos	M. S. Walker Inc.	Regular Pension	10/2017
James C. Turner	Veritiv Operating Company	Disability Pension	10/2017
Paul D. Ulatowski	Americold Logistics, L.L.C.	Statutory Pension	09/2017



Name	Company	Times	Gallons	Name	Company	Times	Gallons
Leonard Albanese, Jr.	General Public	1	0.125	Brian MacLeod	Shaughnessy & Ahern	34	4.25
Paul Amoroso	Retired	58	7.25	Tacila Maia	General Public	1	0.125
David Atkinson	Movies	1	0.125	Daniel Majnie	Retired	1	0.125
Tom Bailot	General Public	2	0.25	Ranjan Manandhar	General Public	2	0.25
Alice Bavaro	Retired	63	7.875	Tim Manning	General Public	1	0.125
John Benson	General Public	24	3	Bob McAllister	Retired	149	18.625
Umang Bohra	General Public	1	0.125	Jean McGonagle	General Public	25	3.125
Warren Boisvert	Retired	59	7.375	Sheila McGonagle	General Public	29	3.625
Mekhaissi Bouazla	General Public	1	0.125	J. Peter McGrath	General Public	6	0.75
Derek Briggs	Manfi - S&S	1	0.125	John J. McGrath	General Public	7	0.875
Margaret Clark	Retired	9	1.125	Mike McGrath	Retired	81	10.125
Patrick Cligh	Stop & Shop	1	0.125	Paul McGrath	Trade Shows	28	3.5
Dalton Colen	General Public	1	0.125	Lynne McLaughlin	General Public	2	0.25
John Curran	St. Johnsbury	47	5.875	Richard McMurtry	UPS	52	6.5
Marcio DaSilva	General Public	1	0.125	Tim Meunier	Massport	1	0.125
Milton DaSilva	General Public	12	1.5	Logan Miller	Atlas Glen Mor	1	0.125
John Dillon	General Public	19	2.375	Sarah Miller	General Public	1	0.125
Jessica Drago	General Public	15	1.875	Robert Monteforte	UPS	21	2.625
Stephen Drago	Manfi- S&S	84	10.5	Ronnie Moran	Retired	185	23.125
Aziz Erbiyab	General Public	1	0.125	John J. Murphy	Retired	205	25.625
Mike Erelli	YRC	61	7.625	Tommy Nasson	Retired	129	16.125
Ellen Evers	General Public	4	0.5	Scott Nilson	General Public	3	0.375
Gerard Foley	General Public	2	0.25	Jim O'Brien	Retired	1	0.125
Thomas Foley	General Public	2	0.25	Pauline O'Brien	General Public	1	0.125
Mike Garrity	General Public	1	0.125	John O'Connor	Admiral Metals	35	4.375
David Gartland	Manfi - S&S	63	7.875	John O'Reilly	ABF	21	2.625
Terrence Gartland	General Public	1	0.125	Paul Ottaviano	YRC	13	1.625
Brianna Garvey	UPS	2	0.25	Mark Pagliaro	General Public	13	1.625
Rhonda Garvey	UPS	2	0.25	Peter Pappas	General Public	18	2.25
Robert Gregoire	DHL	39	4.875	Joe Peluso	Atlas Glen Mor	53	6.625
Patti Groh	General Public	1	0.125	Andrew Pottorf	General Public	1	0.125
Derrich Hafemann	General Public	2	0.25	Ray Raymond	UPS Chelmsford	63	7.875
Doug Henry	Retired	80	10	Ron Raymond	UPS Chelmsford	65	8.125
Tim Hobson	General Public	1	0.125	Debbie Reidy	General Public	9	1.125
Eugene Hurley	YRC	60	7.5	Lauren Reyes	General Public	1	0.125
Cheryl January	General Public	14	1.75	Debi Rogers	General Public	1	0.125
Scott Judd Ryerson	3	0.375		Frank Sanfilippo	General Public	10	1.25
Daniel Kakleas	New Penn	5	0.625	Joao Pedro Santos	General Public	1	0.125
Joan Kelleher	General Public	8	1	Patrick Scarry	General Public	18	2.25
Annmari Kelly	Local 25	9	1.125	Richard Schievink	Walsh Movers	1	0.125
Kevin Kelly	Retired	6	0.75	Paul Sharpe	Retired	124	15.5
Margaret Kelly	General Public	3	0.375	Al Sheinker	General Public	7	0.875
Gregory Kernwood	UPS	39	4.875	Phyllis Smith	General Public	4	0.5
Hern Kim	General Public	1	0.125	Jessica Sofio	General Public	1	0.125
Michael Kimball	Movie Division	35	4.375	James Summers	UPS Norwood	3	0.375
David King	General Public	1	0.125	Todd Swango	General Public	5	0.625
Paul King	Cambridge Offset Printing	1	0.125	Michelle Taranto	General Public	1	0.125
Ed Kochanowski	Retired	16	2	Robert Tingle	General Public	2	0.25
Rosemary Kverek	General Public	3	0.375	Alex Todorovic	Trade Shows	1	0.125
Joseph LaPlante	Arrow Paper	28	3.5	Bob Valdorrio	DHL	3	0.375
Caitlin Lewis	General Public	4	0.5	Bethany Van Wagenen	General Public	1	0.125
Michael Lewis	General Public	1	0.125	Charlie Vaughn	Retired	75	9.375
Michelle Lewis	General Public	3	0.375	Cynthia Winkley	General Public	1	0.125
Jason Linhares	Manfi - S&S	1	0.125	James Woods	Retired	60	7.5
Al Littlefield	Stop & Shop	29	3.625	Joan Woods	Retired	2	0.25
Rocco Longo	General Public	3	0.375	Mallory Woods	General Public	3	0.375
David MacDonald	Needham Oil	2	0.25	Leonardo Zimmoner	General Public	1	0.125
Jim MacInnis	Aggregate Industries	31	3.875				

In Memoriam

Name

Donald Andrews
Robert J. Baillargeon
Bruce W. Bardsley
William J. Beggan
John F. Behen
Arthur Bloom
Ben F. Bottiglio
Norman W. Brandt
William C. Brightman
Nicholas C. Bulgaris
Mark Burgess
Earle M. Burse
John F. Cahill
Frank Calorio
Sidney G. Cann
Joseph W. Carbone
Gardner L. Carney
Salvatore Caruso
Claire M. Cavanaugh
Robert Cave
John H. Chambers
Charles J. Chatterton
James R. Cloutman
Elena D. Conroy
Rosario Cordo
Leslie H. Corkum
John M. Costello
John J. Cotter
Joseph Cromartie
Stephen F. Crosby
Winston G. Cumberbatch
James F. Cunningham, Jr.
James D. Curtin
Raymond B. Davis
Eugene A. Delaurier
Peter J. Della Porta
Luigi A. DeSimone
Louis P. DeToma
Francis R. Deveau
Charles J. Dicino
Richard M. DiPiro
Peter J. Donahue
George F. Enos, Jr.
Joseph Flecca
Patricia A. Fleck
Charles R. Fraley
Chester J. Galewski
Jorge Garcia
John Giannacopoulos
John A. Glionna
Robert E. Goreham
Joseph A. Grossi
John E. Gulliver
Burnham L. Hallett
Albert G. Halterman
Frederick T. Hanna
Richard W. Hart
Roger A. Hathaway, Jr.
Francis P. Hayes
Robert F. Hennigan
Leonard G. Heywood
Ronald Howell
Wendell Hubbard
John Iannuzzi
David Kaprelian
Edward M. Keaney
James Kearns
Virginia A. Kelley
James W. Kennedy

Company

Leaseway Deliveries
Allied Systems
P. Gioisio & Sons
Trade Shows
Consolidated Freight (Monarch)
Federal Distillers
Pastene & Co.
Benson-Goss Fuels
UPS
Pennsylvania Truck Lines
Franklin Field Lumber
New Penn
Romanow, Inc.
Burke Distributors
Brewer Petroleum
Stop & Shop
James Gallery, Inc.
James Gallery, Inc.
Construction Teamsters
Purity Supreme
Hatch Industries
Star Market
DiSilva Trans.
S.S. Pierce
Bird & Son
Oneida Motor Freight
Stop & Shop
Brinks
News Group Boston, Inc.
Stop & Shop
Stop & Shop
The Boston Globe
UPS
Texaco USA
GAF Materials Corp.
Laidlaw Waste
UPS
Oltara Trucking
Emery Air Freight
AAA Trucking
Stop & Shop
New Penn
DLS
Personnel Corp.
Jordan Marsh
Dave's Motor Trans.
Global Companies, LLC
Romanow
Peter Condakes
Suffolk Services
ABF Freight
Florence Leasing
St. Johnsbury
Crown Services
Star Market
BFI/Allied Waste
Heating Oil Partners
James Ferrera & Sons
Nomar Transport
New Penn
Star Enterprises
Boston Herald
Jordan Marsh
Manfi Leasing/Stop & Shop
Marlboro Crane
Stop & Shop
Boston City Hall Engineers
Consolidated Freightways - Office
Jordan Marsh

Name

Duncan Ketter
James L. King
Robert F. Lake
Robert F. Lake
Edward J. Lawrence
Paul S. Lisacki
Victor T. Lundsgaard, Jr.
Robert F. MacAllister
Kevin M. Mahoney
Emily Maiden
Kenneth M. Manfra
Donald J. Martell
John M. Matthews, Sr.
Arlene A. Mazzarella
John E. McBride, Jr.
Malcolm M. McClean
Richard G. McDonald
Lawrence A. McKellick
Robert T. McKennon
Richard P. Monteforte
Joseph P. Morgan
David B. Mortenson
Leroy Mosley
James A. Muise
Donald R. Mulcahy
Charles J. Murphy
Francis Nagle
Richard Noonan
John J. O'Brien, Jr.
Daniel L. O'Connell
Francis E. O'Laughlin
Jessica A. Ouellette
Eugene W. Phillips
William R. Popp, Jr.
Peter J. Quaranto
Thomas J. Quinn
Cosmo M. Radzikowski
Raymond J. Riopelle
Peter D. Rogaris
Richard Sampson, Jr.
Lorenzo R. Sanchez
Donald L. Sarty
Paul W. Schacht
Eddie Shields
Ralph Silvestro
Henry J. Sirignano
David J. Snow
Harold J. Songin
Denise M. Soucisse
Ernest J. Spaulding
Frank J. Spinale
Kevin G. Sprague
Thomas Szymanski
Thomas A. Teague
John G. Tehan
Albert L. Traniello
Danny D. Trionfi
James R. Troy
Frederick A. Turner
Joseph P. Turner
James M. Victoria
John F. Waitt, Jr.
Carl D. Webber
William L. West
Thomas Whitaker, Jr.
Wayne T. Williams
Raymond G. Wilson
Robert D. Wright
Robert W. Zachko, Jr.

Company

Hertz
Lee Disposal
Coastal, Inc.
Coastal, Inc.
Dave's Motor Transit
Xpedx
Sanborn's Motor Express
Bardon Trimount
The Boston Globe
Jordan Marsh
Burrell's Express Inc.
Hemingway Transport, Inc.
EA Spry
Teamsters Local 25
Hemingway Transport Inc.
Plymouth Rock
Garrity Oil
Axton Cross
Fox & Ginn
G.D. Mathews & Sons
Harnum Industrial Maintenance
Teamsterscare
Shafer Paper Fibers
Pie Nationwide
Walsh Movers
Global Petroleum
Lee Trucking
Ingalls Cronin
OB Hill Trucking
Manfi Leasing/Stop & Shop
Petroleum Heat & Power
Trade Shows
Signal Delivery
Global Petroleum
Browning Ferris
Signal Delivery
Boston Sand & Gravel
Rotondi & Sons
Boston Sand & Gravel
Stop & Shop
BFI/Allied Waste
Signature Flight
Star Enterprise
Movie Division
Star Market
Star Enterprise
Star Market
The Boston Globe
Good Humor
Interstate System
Coles Express
Local 82 Spare
Millbrook
UPS
SS Pierce
Hill Trucking & Rigging
UPS
Mystic Island Trans.
Stop & Shop
Atlas Oil
S&S Garage
Charles Gilman & Sons
Plymouth Rock
Veritiv
Laidlaw Waste
HOP/Alliance Express
Modern Continental
Brinks, Inc.
US Foodservice

Retiree News

Happy spring from your Retirees Chapter!

Teamsters Local 25 Retiree Chapter



Joe Conti
President



Chuck Durfee
Secretary-Treasurer



Bill Grubbs
Vice President

We started the year off with our January breakfast meeting with more than 135 retirees in attendance!

President Joe Conti opened the meeting with the Pledge of Allegiance, followed by a remembrance of our deceased members read by Recording Secretary Tom Nasson, and a Moment of Silence. The financial report was read by Secretary-Treasurer Chuck Durfee, and a motion was made by Michael McGrath, and seconded by Tom Downing, to accept the report as read.

TeamstersCare senior case manager Mark Staniul was our featured speaker. He talked about the “after effects” of the holiday season, often called the “holiday blues.” Depression and addiction can strike, fueled by holiday debt, the dark and gloom of the winter months and overall loneliness. TeamstersCare is a resource that all members should utilize in your time of need. Mark also stressed the importance of staying active! Get off the couch, take a walk or join a gym, and practice healthy eating habits. These are the keys to a longer and happier life!

Thank you to everyone who supported our Local 25 Toy Drive this past holiday season. We collected more than \$85,000 in donations and toys which was given to local children and families in need. Thank you to Business Agent Michael Halley for working with us to make the drive a success!

Don't forget the Local 25 Blood Bank is held the fourth Saturday of every month, EXCEPT June through August and December. Your donation could help to save a life, and it's also a calorie burner. Donors burn approximately 650 calories with one pint of blood.

Thank you to our breakfast servers: Frank Pagliaro, Jerry Bolton, Paul Amoroso, Peppy Perperian, Frank Aupperlee, Joe Cuggino, Mike McGrath, and Lin Hagen. Thank you also to Kevin Lally for helping throughout the day, and Billy Grubbs and Joe Evans for handling the 50/50 raffle. Congratulations to Billy O'Donnell, Jackie Ward, Graham Ellis, and Frank Smith, who each won a \$25 gift card for the door prize.

WELCOME ABOARD!

Bruce Andrews

Bob Coffey

Paul J. Leedham

Chuck Richardson

Richard V. Steeve

CALL FOR NEW MEMBERS!

**Do you know a retiree that isn't a member?
Offer to take them to our next breakfast
meeting! You'll have good food, some
laughs and even better conversation!**



Members of the executive board prepared the Irish lunch

Celebrating the Luck of the Irish



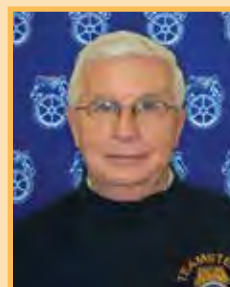
On March 14, we hosted an Irish lunch for Local 25 staff and agents and those that help in the day room. The lunch was paid for by the 50/50 coffee fund and organized by our retirees that frequent the day room.



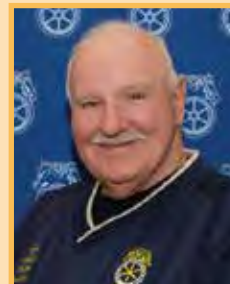
From left, Joe Evans, Dennis Keane, Billy O'Donnell, Paul Farnkoff, Secretary-Treasurer Chuck Durfee and Paul Walsh (both standing) Trustee Herb Andrews, Ron Simpson, Kenny Farnell, Recording Secretary Tom Nasson, President Joe Conti and Jimmy Randall



Thomas Nasson
Recording-Secretary



Dan Splaine
Trustee



Herb Andrews
Trustee



Thomas (TD)
Downing
Trustee



THANK YOU LOCAL 25 MEMBERS AND FRIENDS

Because of you, the Teamsters Local 25 Holiday Toy Drive collected more than \$142,000 in toys and donations for local children and teenagers in the area.

Thank you for making Christmas a little merrier for many deserving children and their families!

