



The Spokesman

SUMMER 2023




Teamsters Local 25 Holds 14th Annual Autism Gala






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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) 241-8825

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The Spokesman

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*“Teamsters
Local 25 leads the
way for all unions
in the country and
that is because of
our membership.”*

**–THOMAS G. MARI
PRESIDENT/
PRINCIPAL OFFICER**

Dear Brothers and Sisters:

We are a little more than one year since taking over as your president, and I continue to be amazed by you. Teamsters Local 25 leads the way for all unions in the country and that is because of our membership.

You are the reason the IBT chose Local 25 to kick off the UPS National Contract Campaign Rally last August and then again for the Contract Negotiations Rally in April. Let’s continue to be united and show everyone what it means to be Teamster Strong.

National negotiations with UPS are ongoing. As the chair of the New England Teamsters UPS Negotiating Team, we held several sessions with the company to address the concerns of members. In fact, rank-and-file members were on the committee and played a pivotal role. We made a promise to UPS Teamsters in New England that we would not accept any concessions, and that is exactly what we did. In New England we have made numerous improvements to our supplement agreement and addressed many of the memberships issues without giving in to UPS concessionary proposals. This contract will set a precedent on how we negotiate moving forward. The outcome affects all unions. Thank you to all members for supporting this contract fight.

We continue to grow our membership. Since our last issue, we have organized more than 300 new members. These are not your traditional Teamster industries: they are MBTA ambassadors, EMTs and more. I am looking forward to working with these new groups. Our business agents and field representatives continue to win strong contracts that are emulated across the country.

The Teamsters Local 25 Autism Gala was a fabulous evening. We had a record number of attendees with many new faces in the crowd. The sports raffle was won by a member! Most importantly, we awarded \$400,000 in grants to organizations that help those with autism learn and prosper. Plans are already underway for our 15th annual Autism Gala on April 27, 2024. The Toy Drive was also amazing. We collected more than \$180,000 in toys and donations. Thank you! In May we presented 29 scholarships to children and grandchildren of members; this is always a special day.

In January we unveiled the Teamsters Local 25 Food Truck. Our agents have been delivering breakfast and lunch to members each week. We have fed thousands of members and we are just getting started.

These are exciting times to be a Teamsters Local 25 member. We may be tested in these next few months, but we will not break. Remember, together we win. Divided we beg!

Fraternally,

A handwritten signature in black ink, appearing to read 'TGM', written over a light blue circular stamp that contains the letters 'IBT'.

Thomas G. Mari
President/Principal Officer

Officers' Reports



Secretary-Treasurer
Steven J. South

On October 25, 2022, we unanimously ratified a three-year agreement with the City of Malden Department heads. This was a first agreement for this group and includes: strong wage increases, market rate adjustments, Teamsters Dental Vision, group legal,

longevity, and more.

On November 1, 2022, we ratified the North Reading DPW Contract 14-1. The Contract includes: 3% yearly wage increases, increased meal money, increased boot allowance, stipend increases, and a new on call stipend/on call guarantee.

On January 5, we ratified a new contract for the City of Waltham DPW 50-6. The contract includes: 9.75% wage increases over three years, market rate adjustment raises, \$1,500 bonuses, stipend increases, another holiday, family sick leave, and better bereavement language.

On February 10, we ratified the Town of Hingham DPW unanimously. The new four-year deal includes: 6.89% year one and 3% each year thereafter, guaranteed bereavement leave, an additional week of vacation, and one more paid holiday. This contract was the result of almost two years of public actions and solidarity of our members. Thank you to all of our Teamsters members who do not work in Hingham that came out to hold signs and support this bargaining unit!

We continue negotiations with the City of Malden and the City of Medford for a total of 14 bargaining units.

In the Liquor Industry, MS Walker started the new daily bidding and incentive program on May 1. This was bargained in the last round of negotiations in October 2022 and results in our members making \$300 - \$600 more per week on average. At Martignetti, the company has purchased Quality Beverage as well as Hartley & Parker in the last few months. Martignetti's contract expires on April 30, 2024.

At UPS, we continue National Negotiations, and our leadership has made it clear to UPS that we will either have a strong contract for the members this summer or we will promptly be on strike effective August 1. We are ready for either scenario at Teamsters Local 25.

I wish you and your families an amazing summer!



Vice President/Business Agent
Joan C. Corey

I have the deepest respect and admiration for everyone involved in the following contracts that have been negotiated and ratified since my last report.

Acton Public Safety Dispatchers unanimously ratified a successor three-year agreement with annual wage increases, compounded by redevelopment of wage steps which resulted in additional increases up to \$3.50 an hour in year two of the agreement. Annual longevity increased by \$400 and added two more steps, increases to shift differentials, extra vacation hours, added Juneteenth holiday. The union continues to monitor the process between town and state as they pursue establishing a regional emergency communications center.

The Chelsea Department of Public Works agreement included significant annual wage and grade differential increases, increased six stipends, added a new weekend on-call duty stipend for the water and sewer operations. It eliminated the two-tier sick leave language and now all members will be granted 15 days of sick leave each January regardless of hire date. It eliminated the two-tier vacation schedule and now all members will receive five weeks of vacation at 15 years of service, and extended the time that carried over vacation may be used. Also added Juneteenth holiday, reductions to minimum service requirements and licensing requirements which now provide for more internal advancement opportunities for all members. We added language to ensure that any member during the next 12 months who obtains a D2 or D3 license shall be automatically promoted once they have passed the Massachusetts State Exam. Members will receive additional foul weather clothing, heavy duty gear, boots, and coveralls beyond their clothing allowances. They also got the installation of a washer and dryer in the city garage, improved language regarding use of sick leave, added two weeks of paid parental leave as part of the 12 weeks of job protected unpaid parental leave, and extended 80 hours of paid sick time related to covid illness through December 2023.

Winthrop Clerical Unit members unanimously ratified a successor three-year agreement which has built a stronger foundation to build upon moving forward. Annual wage increases with increased progressive percentage increases between each step, added a new top step to the scale. New language to create a clear path of advancement opportunities within job classifications. Two additional bereavement days in the case of death of an immediate

family member. Increased the number of unused sick leave days eligible for buyback to 200 days with improvements to the buyback policy, added Juneteenth holiday, eliminated language restrictions regarding use of personal days and increases to longevity steps and education incentives.

Cambridge Health Alliance/Everett Hospital Respiratory Therapists unanimously ratified a one-year extension which included \$4 to \$7 hourly wage increases immediately, clinical lead position increased to 10%, all shift differentials increased, two additional bereavement days, increased education payments, increased intubation stipend, added Juneteenth holiday, added new position, and defined and improved language regarding increased options for sick leave buyback annually. We have already started negotiations for a new three-year successor agreement.

Greater Lawrence Sanitary District unanimously ratified their second Teamster contract. Our members are essential workers who collect, manage, and treat residential and commercial wastewater of six communities in the Greater Lawrence area. All changes to this agreement were retroactive back to July 2022. Average wage increases over the three years ranged from 14% to 19%. The contract includes improvements to sick leave accrual rates, increased annual sick leave buyback days by two, an additional personal day, increase to CDL stipend, added new hoisting license, stipends for each designation, new master electrician license stipend, added Juneteenth holiday, increased uniform allowance with more flexibility in vendor selection. During negotiations, the union was able to resolve a pending DLR labor charge against the employer, regarding failure to bargain over installation of cameras by securing language into the contract to protect our members.

SSRECC Dispatchers unanimously ratified a three-year agreement retroactive to July 2022. Most notable is a transition from a five-two work schedule to a four-two work schedule which provides a major quality of life boost. Members will work less days annually and receive substantial wage increases. The new shift schedule bid went into effect in January. We were successful in gaining retroactive wages after realignment adjustments of existing steps in year one and then annual increases thereafter. Other improvements included adding Juneteenth, clarification language regarding super holidays which are paid at two times the rate of pay, vacation improvements after three years receive three weeks and after eight years receive four weeks, training pay increases to additional thirty-five dollars per shift. Also includes increased pay for dispatchers who serve in the acting supervisor role, shift differential improvements, longevity increases to \$1,000, \$1,500, \$2,000 based on years of service, improvements to language requests for time off and protocol and new uniform allowance.

SSRECC Supervisors then ratified unanimously a three-year agreement retroactive July 2022. Like the dispatcher unit we were successful in transitioning the supervisor's unit from a five-two work schedule to a four-two work schedule. This provides a major quality of life boost. Members will work less days annually and receive significant wage increases. Wage steps modified from ten to six steps and year one increases ranged from an average of \$3 to \$4 an hour. Year two and three of the contract then provide further advancement through the steps. Added a new supervisor position which will create an opportunity for advancement. Added Juneteenth and clarified super holiday improvement pay language because of a past grievance. Vacation accrual improvements, new uniform allowance, improvements to training pay, stipends, EMD, added new administrative and training pay, increased longevity pay. It has been a privilege to represent SSRECC's first, first responders over the years and I am extremely proud of our accomplishments together.

Negotiations continue for Brookline Public Safety Dispatchers, Cambridge Health Alliance and National Agreements at Gate Gourmet, ACTS Aviation Security and Air Canada. I look forward to upcoming negotiations for our brothers and sisters in the City of Cambridge, City of Boston, Saugus Public Safety Dispatchers, and our members who provide an array of services to people with disabilities at WCI.

On behalf of the Women's Committee, I would like to thank all the Teamsters who participated at The Magical Moon Farm at both the annual community easter egg hunt and the spring clean-up day. We are thrilled to be supporters of the foundation's mission which is to support, nurture and empower children with cancer and other life-threatening conditions.

Teamsters leaving a footprint on American History. God Bless the Teamsters.



Business Agent
Jason A. Lopes

I hope everyone and their families enjoyed the holidays and that your 2023 is off to a great start. It's been a busy start to 2023 for us at Local 25, from another successful Autism Gala to the many contract victories and the upcoming battles we will

have with employers.

We overwhelmingly ratified a five-year agreement for our members at Costa Fruit. The deal included the highest wage increases they've seen in over 20 years while maintaining their health insurance at no cost to the members along with maintaining their pension accruals. As of this writing,

we are entering into negotiations with the City of Cambridge, Encore Casino, QCD Boston, UMass Lowell Police & Dispatchers and the UMass Boston Police Lieutenants. These front-line, essential workers braved the pandemic to provide services to the public in a variety of ways, from making sure your coffee cup was full at your local Starbucks, your children were safe on campus or picking up your trash in the city. They deserve to be compensated properly and if the employers do not step up and do the right thing then we will take our fight to the streets.

In Freetown, at Stop & Shop and Manfi Leasing, we continue to have several unfilled positions. We need five fleet mechanics, 40-50 warehouse selectors and ten class A drivers. If you know of anyone looking for work, these jobs provide 100% company paid Teamsters health insurance and top-rate pension accruals. The summer vacation period is rapidly approaching but the increase in the starting rates in the warehouse has helped with recruitment and retention, so hopefully the overtime and force-ins will be limited. The "golden time" grievance at Manfi Leasing will be heard at the July sitting of the SNEJAC panel; unfortunately the case has been postponed twice (once by the company and once by the committee).

The theme continues as far as being understaffed at many locations. In addition to the job opportunities at Stop & Shop and Manfi Leasing we also have openings at Costa Fruit & Produce (warehouse, Class A, B or D drivers), the City of Cambridge DPW (laborers) and E911 (dispatchers), QCD Boston (warehouse, Class A drivers) and Certainteed (production and granule plant). If you have any questions or are interested in one of these positions check our website or reach out to me at the union hall for details.

In the Movie Division, it's been a slower than expected start to the year. As we go to print there is a writer's strike. While we are not on strike, this will slow productions. If you are a movie division member keep an eye on our website for job opportunities throughout the Local so you can keep up your benefit eligibility while you wait for productions to come into town.

An update on things nationally in my position as the IBT Healthcare Director (working in the Public Services Division), we have been extremely successful at organizing new members at the American Red Cross, thanks to the neutrality clause in the national contract. We have won 16 organizing elections since October of last year, adding over 300 new members to the Teamster family with several more targets on our radar in the next few months. We set a goal of 1,000 new Teamsters at ARC and we are already a third of our way to this goal! We continue to monitor legislation nationally regarding the healthcare industry and will continue to be

vigilant in protecting our front-line workers as they deal with severe understaffing and high stress level situations in the workplace.

I'd like to thank all our shop stewards for their hard work, you are the true backbone of Local 25. I'd like to congratulate all our retirees and thank them for their many years of hard work and support for this great union, you paved the road for all of us to be where we are today. Lastly, I would like to thank the membership for the ability to represent the greatest local union in the labor movement every day, it has truly been an honor and a privilege to serve you the last nine years and I look forward to continue doing it for many more years to come. Keep an eye on our website for upcoming events where you can support your local union and get more involved.



Business Agent
Andrew P. Walsh

Brothers and Sisters, I hope you and your families are doing well and enjoying spring. Since my last report I have received new assignments at LaFarge Cement, Maxim Crane (formally Shaughnessy and Ahern), Marr Rigging, Marr Scaffolding, Marr Aerial Lifts, OB Hill, Atlantic Plant Maintenance and Glancy Rigging.

The beginning of 2023 has been very busy with six contracts that expired March 31. First up was LaFarge Cement, a division of Holcim, a worldwide supplier of aggregates in the construction industry. We were able to secure a new five-year CBA with yearly increases equaling 16.25% over five years, maintaining Teamsters healthcare and New England Teamsters Pension contributions. We strengthened our overtime on Sunday language added to our clothing

RAFT TIPS

If you drink because you want to, that's your business... If you drink because you have to, we're willing to make it our business.

If you or someone you know needs help, Teamsters Local 25 is here. Visit our website to learn more about RAFT meetings.

allowance and removed the second tier from the vacation language. This agreement was voted in unanimously.

Next, we had all five Rigging Division contracts expiring. These employers are Maxim Crane (formally Shaughnessy and Ahern), Marr Rigging, OB Hill, Atlantic Plant Maintenance and Glancy Rigging. Bargaining as a coalition keeps all of our contractors at the area standard. These negotiations were tough, and the employers were seeking to reduce our benefits and offering a substandard wage. The committee stayed strong and committed and we secured a 26.3% wage increase over five years, foreman will receive 10% above the rate for the responsibility they take on the jobs, maintain Teamster healthcare and New England Teamsters Pension contributions. This is an extremely tough industry to compete in and Teamsters Local 25 Riggers do it best.

Our members at Aggregate Industries Redi Mix Division, also a part of Holcim, overwhelmingly approved a new five-year agreement. We were able to strengthen seniority rights, maintain Teamsters Pension and cut healthcare co-pays in half.

At Flush LLC, the contractor requested multiple concessions from the members, but we rejected every concession and unanimously ratified a five-year contract. The new CBA includes yearly wage increases, doubles annuity contributions, maintains Teamsters health and pension and adds a longevity bonus based on years of service and multiple language improvements.

In the Solid Waste Division, we were able to sign a new contractor, Bayside Disposal of Hull. The agreement includes Teamsters Healthcare and New England Teamsters Pension. They are a small contractor that mainly work in the private sector, and we hope to help them grow over the next few years.

At Republic Services, we reported the company purchased JRM and this acquisition has come with many issues. Our stewards are doing a great job and it is a daily fight. The company has recently replaced the General Manager and we are currently scheduling meetings with the new GM to address the issues.

At Capitol Waste, the company has signed an agreement with Local 25 to expand the jurisdiction of the service area covered by the CBA. This area now covers any city or town that Route 495 touches and east. We now set the prevailing wage in the solid waste industry in approximately half of the cities and towns in Massachusetts. This has resulted in leveling the pay in the industry for union and nonunion and our contractors are now winning municipal bids in areas they never had before.

At Boston Sand and Gravel, I reported on an arbitration over an attendance policy. Local 25 lost the arbitration and the arbitrator ruled under the management rights clause that the company had the right to discipline our members.

We are working on getting the attendance policy with the company.

In the Airline Division, United Airlines negotiations began last December, and we were able to secure an agreement that was voted in by 95% here in Boston for wage increases while we negotiate the language of the CBA. Field Representative Mike O'Brien has been assigned to the Airline Division and has done a great job getting up to speed on negotiations and we look forward to getting the best CBA possible for our United mechanics, the best in the industry.

As you can see, we have been busy this winter and spring, and I want to thank the stewards, members, and committee members for working so hard to achieve these new agreements. With the new Field Representatives that are working at Local 25 I have passed along a few assignments to them, and they will do a great job. I want to thank the membership for all you do every day. In closing it is an honor and privilege to work with President Mari and represent the greatest Local Union in America.



Business Agent
Joseph F. Foti

In the Moving and Storage Division, this spring we took two cases to arbitration against American Moving for a member discharge and a case for the employer not filling vacant seniority list positions within thirty days. We have filed and scheduled an additional three cases against American Moving at AAA in June for another discharge and two contract language issues. I hope for favorable decisions on all these cases soon.

DHL Express workers are fighting to unionize at the Cincinnati/Northern Kentucky International Airport. There are more than 1,000 workers eligible to vote in the union election at DHL Express' biggest international package hub in the U.S. Rather than remain neutral as outlined in the National Master, DHL Express managers have increased pressure on workers with repeated acts of intimidation, threats, and retaliation. As their election date draws near, these workers need to know that Teamsters everywhere have their backs. Thank you to President Mari for his leadership and vision by volunteering to send two Local 25 rank-and-file DHL members from DHL Westborough to Cincinnati to work with IBT organizers on the campaign. Rodrigo Leopoldino and Thomas Dyer each spent ten days attending rallies and going door-to-door to employees' homes to speak with them on the importance of joining the Teamsters. As always, when the IBT calls upon Local 25 to assist with a campaign,

our members show up time and again. That's why we are the best. We expect an election to take place at the end of April.

In the Freight Division, T-Force freight negotiations began in early March with proposal packages exchanged between the Company and the Union. We have also scheduled additional weeks throughout the spring and early summer to get the best possible deal for our members. This contract expires at the end of July.

At Yellow Freight the company attempted for a second time since late last year to implement a change of operations that would have violated our current collective bargaining agreement and erode our members' rights and working conditions. The change of operations hearing scheduled to begin April 5 was cancelled. During a meeting with Yellow, it became clear that the company's proposed change of operations was an effort to significantly rewrite current contractual language without engaging in legitimate negotiations. Particularly, the proposed change of operations (Phase II) violated nearly every supplement to the Yellow National Master Freight Agreement.

The proposal sought to force road drivers to work on the dock, to modify and merge seniority lists, and to alter established dispatch and work rules. The proposal violated various agreed upon local union agreements concerning the use and protection of "dock-only" workers. To be clear, there is no agreement on the part of TNFINC to put Yellow's proposed change of operations out to a membership vote. If the company says otherwise, it is being dishonest. It was communicated to the company that due to the significant contractual changes it seeks, the appropriate way for Yellow to pursue such changes would be to reopen the current agreement; engage in legitimate, transparent, and full bargaining with TNFINC; and, ultimately, if a new tentative agreement is reached, submit such a TA for membership ratification. These steps would be in accordance with Article XII of the Teamsters Constitution. It goes without saying the Teamsters Union would have its own demands in the event bargaining were to occur. Please remember that Yellow cannot violate our contract to obtain improper unilateral changes under the guise of a change of operations. General President O'Brien has repeatedly stated to Yellow that the concession stand is now closed.

At the time of writing this report, we are in national negotiations with UPS. Not surprisingly, UPS did not seem to have any sense of urgency to bargain in good faith for the Supplemental Proposals. They came to the table with a wish list of concessionary proposals. President Mari held firm that there would be no concessions given to this greedy employer. True to his word, when the UPS National Negotiating Committee met on April 17 in Washington, D.C., General President O'Brien informed the company that the

National Committee will not meet and negotiate the National Agreement until all supplements have been resolved. It is more important than ever that our members at UPS stand together and show UPS that we are united and will do whatever it takes to get the contract that all UPS employees deserve. We currently have many members on layoff in the 22.4 classification. It is important that all drivers that show up for work every day demand their eight-hour guarantee and refuse to go home without pay. We continue to receive daily and weekly complaints of wage shortages in all buildings that range from missing hours, missing vacation checks, and incorrect vacation pay calculations. Please report all wage shortages to your stewards timely and file the appropriate grievances.

Thank you to all members and sponsors that supported and attended this year's Autism Gala. This event gets bigger every year. Congratulations to all of this year's scholarship recipients and their families. As always, thank you to all the stewards that work hard every day to enforce our contracts and help our members. I hope everyone enjoys some time with friends and family this summer.



Business Agent
Michael C. Halley

Since my last report we have negotiated and ratified a handful of new agreements. Each of our Theatre Division locations – Wang Theatre, Shubert Theatre, Colonial Theatre and the Boston Opera House – ratified new four-year agreements with

wage increases and an important change that will have members receiving pension contributions on any and all theatre calls that they work. TD Garden members have a new five-year agreement with maintained TeamsterCare and Teamster Pension, wage increases, and we increased manning at each call to ensure safety and opportunity for members who work there.

At Medford CPL, due to the diligence of steward Jorge Menjivar, we have a new five-year agreement increasing wages, adding new night differential, two additional holidays, improving sick day and vacation language and a first-time boot allowance. At Arrow Paper in Wilmington, we were successful in eliminating their decade-old two-tier wage system allowing all employees the ability to reach top rate. The five-year contract includes significant front loaded wage increases, maintaining TeamsterCare and Teamster Pension, improvements to casual language, sick day and vacation accrual language and also increasing the amount of biddable shifts available to our members there. Special thanks to Steward's George Dighton and Mike Tinder for fighting as hard as they

did to help achieve such a strong contract.

At SAF Sales, also in Wilmington, we were successful in attaining a new three-year agreement that will increase wages there by more than 25%, maintaining TeamsterCare and Teamster Pension, an additional holiday, and improvements to vacation accrual language. Thank you to Steward Chip O'Brien who was integral in helping to achieve that deal.

For our Local 25 members working in the Produce Market in Chelsea, we have negotiated and ratified new agreements for eight different companies. Darrigo Bros., Strock, Mutual Produce, Arthur Silk, Tavilla, Condakes, Community Suffolk and John Cerasuolo all have new five-year agreements maintaining TeamsterCare and Teamster Pension, improving vacation accrual language and the highest wage increases in the history of the Produce Market. This contract rewards the hard work of our members working on those docks every day.

At Arlington Coal, with the help of Steward Mike Brennan, we were able to secure a five-year agreement that will increase wages for the group by over 26% while also adding \$1 an hour stipends a piece for any member holding a CDL license or a Hoisting license. Also included in the agreement is an additional week of vacation as well as improvements to accrual language to existing vacation weeks, snow removal language that will call for the company to purchase snowblowers and pay four-hour minimums for snow plowing. We added an additional holiday, maintained TeamsterCare and Teamster Pension.

We also had success negotiating mid-contract increases for our members at Signature Flight; they negotiated an additional \$3 an hour wage increase in lieu of their scheduled increases. At National Express our RIDE drivers will receive a substantial mid-contract increase in wage as well as an increase in their remaining scheduled increases.

I am currently negotiating for new agreements at The Boston Globe, Patriot Ledger, Boxford Police and Paul Revere Winthrop. I am also assisting Field Representative Nancy Campbell in negotiations for Tewksbury Transit and Block by Block, two newly organized groups fighting for their first Teamster contract.

We were successful in our arbitration against National Express in the case of driver Dominique Dorceus, who was terminated from his job as a driver for The RIDE. After our case was put on, the arbitrator agreed with Local 25's position that grievant was unjustly dismissed and ruled that Mr. Dorceus must be reinstated with his full seniority and made whole for a year worth of back pay and benefits. I have two additional arbitrations scheduled for May, against Paul Revere Logan and Transdev.

In closing, we cannot thank the membership enough for their charity and generosity this past Christmas season as we had our most successful Toy Drive in the history of the Local. Because of you, the membership, the Local 25 Toy Drive raised more than \$182,000 in toy and cash donations allowing us to help even more families in need of help during Christmas. As I say every year, it is such an honor to serve as a co-chair for something so special alongside co-chair Joe Conti. Thank you President Mari for letting me be part of it. Special thanks to Billy Grubbs, Bobby McCallister, Mike Flynn, Ann Marie Kelly, Katie MacDonald and the Futures Committee for all their hard work and dedication to such a favorite cause. Thank you!



Business Agent
Peter (Pedro) Antonio Alvarado

Sisters and Brothers, it's been a very busy start to the year. This year's Autism Gala was a major success, by far the biggest ever. It was awesome to honor General President O'Brien. I want to thank

my stewards for helping raise just under \$15,000 for this great cause.

At Goodyear/Cambridge Tire with the help of Field Rep. Nancy Campbell, we were able to negotiate a great deal for this group.

At Dry Ice Corp. we were successful in negotiating another great five-year deal for these members, which included the highest wages, 100% paid Teamster health and welfare, increases in the pension and more paid time off.

At Romanow Container, we secured a new five-year deal for this group which included the highest wages, and they will now be in Allegiant Care for their health and welfare.

At St. Elizabeth's Hospital we won two federal mediations for this group.

At Hertz we have two arbitrations scheduled at AAA. One is for a termination and the other is for the company trying to impose production standards on our members. We

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have many unfair labor charges filed against this abusive employer. We feel confident that we will prevail at arbitration on these cases.

At Century Linen we won an arbitration with AAA. This company has been put on notice that they are going to pay up come November when this contract is up. We will get the best contract that these members have ever seen.

At Aramark we just signed an agreement that allows our members to advance their pay daily.

At Northeast Electric we negotiated an incredible contract back in October. The company lawyer was dragging his ass on getting the agreement signed. We explained to the company that if we didn't have a signed copy of the contract that we were going to pull our members out of work. Three days later we got the contract sent to the hall for signatures.

At Cummins Inc. our members were forced out of work last year due to a strike by the machinist union. Our members, like all members of Local 25 would do, honored, and supported the strike. They were just rewarded with unemployment over a year later.

In the East New England feeder division at UPS, we settled a large pay penalty grievance regarding subcontracting feeder work. At UPS Somerville, we put on a case at the national panel down in D.C. We absolutely destroyed the company, only to have the case deadlocked. At the local panel we completely embarrassed the company on a discharge that we won getting our member back even with the grim reaper arbitrator that never rules in our favor. We also won two other discharge cases. We have a case of harassment of a steward going to panel. This company needs to be taught a lesson that no member of Local 25 will be bullied, intimidated, or discriminated against. At UPS South Boston, our members continue to be united more than ever before. The building is completely locked down.

With the upcoming UPS contract, we need all members to continue to be united. We are in for a battle that we will win. This team under President Mari will continue to give it our all for the members. I'll end my report with this "any company that tries to hurt our members, we will hurt them worse."



Field Representative **Nancy L. Campbell**

I would like to start my report by thanking you, the members, for all your continued support throughout my first year as a Local 25 Field Representative. I am honored to be a part of President Mari's amazing team.

Since my last report, Secretary Treasure Steve South and I ratified contracts in the City of Waltham, North Reading and after a long-heated battle with the town of Hingham, members there ratified their contract unanimously February 10. All members received a 3.89% wage adjustment and a 3% cost of living increase on day one. Members will receive a 3% cost of living increase for the life of the contract as well as guaranteed bereavement days off, additional week of vacation, and additional Workers Compensation benefits. Business Agent Peter Alvarado and I completed Goodyear tire negotiations, members unanimously ratified on March 14, receiving a one-time lump sum bonus of \$1,300, pay raise day one between \$0.75 to \$2 per hour, lump sum longevity payments starting at three years of service, stipends for up to eight different ASE certifications at \$750 per.

President Tom Mari and I completed negotiations with the newly organized ambulance company, Armstrong Ambulance. Members overwhelmingly ratified their very first contract February 12, by a 97% margin. Most members got a huge wage increase on day one, with some receiving over a \$10 per hour raise, and most receiving \$5 to \$8 per hour raise. All full-time employees are now eligible for union health care, and members now have union seniority for all shift bids, overtime shifts and vacation requests. Some of the many new benefits are additional pay for eight holidays, stipends and differentials when working extra shifts or performing extra duties. Local 25 has set a new bar for the EMS Ambulance services here in Boston!

Since my last report, I am excited to represent newly organized groups such as Tewksbury Transit Inc., T- Ambassadors at Block by Block and EMT's working at Boston Med-Flight. Negotiations with these groups will be starting over the next few months.

I am currently negotiating contracts for three new Local 25 municipal groups, City of Everett School Nurses, City of Everett Parking Control Officers, and the City of Watertown Municipal group consisting of seven different departments across the city, including E911 Dispatchers, Clerical, DPW Supervisors, Inspectional Services, Traffic Officers, and Custodians.

Business Agent Jason Lopes and I are working with UNITE HERE Local 26, negotiating a second contract for our members at Encore Boston Harbor. Their contract expired in April and we are pushing this billion-dollar company to pay our members fair wages that represents their 5-star resort, along with a union pension and better benefits.

Along with my regular assignments, I have recently also been assigned to represent Goodyear Tire, and E911 Dispatchers and E911 Dispatch Supervisors at South Shore Regional Emergency Center.



Field Representative
Brian Hatch

Since my last report, we have ratified ten contracts in the Oil Division. We promised our bargaining groups if they stayed strong and believed in the leadership, they would get great contracts. I would like to thank all

my stewards and the negotiating teams for their support and hard work these past several months.

At Taylor Oil, we added \$8.50 over the life of the contract, eliminated two-tier wages, added Juneteenth holiday and one personal day, first time boot allowance of \$250, increased vacation pay to 55 hours, increased safety bonus by \$400 annually, paid time and fees for examinations, maintained TeamstersCare and top pension accrual, and extended health and welfare and pension contributions when on Workers Compensation from 12 to 15 months. We eliminated a Massachusetts Sick Time arbitration ruling which prevented members from accruing sick leave, company gave members additional five sick days for calendar year 2022 and now accrue five sick days from Massachusetts Law in 2023. Accreted a mechanic into the Local, his starting wage \$37 dollars, and a mechanic trainee with clear define path to a solid Teamsters career.

HOP Oil drivers and service technicians received \$13 and \$15 respectively, over the life of the contract with \$5 in year one. They maintained TeamstersCare and top pension accrual. Driver's will now enjoy, the 18-month contribution of \$700 per month when a member elects to retire to defray the cost of Cobra, Drivers received a half-hour paid lunch equates to a guaranteed 42.5 hours of straight time for 40 hours of straight time work. HOP Oil Service technicians will be receiving anywhere from \$6.25-to-\$9 in hourly increases in year one.

Coan Oil drivers and service technicians got \$13 over the life of the contract with \$5 in year one and maintained TeamstersCare and top pension accrual. Contracts included increases to A/C stipends, meal allowance and reimbursement for license fees. The Juneteenth holiday was added.

Needham Oil drivers and service technicians got \$13 over the life of the contract with \$5 in year one and maintained TeamstersCare and top pension accrual. They extended their health and welfare and pension contributions when on Workers Compensation from 12 to 15 months.

For Petro Oil Drivers, Mechanics, and Service Technicians, in these two contracts, we accreted eight members from Dunlap Energy, and created one seniority list combining Service Technicians and Plumbers. They will receive

\$11.75 over the life of the contract starting with \$3 and \$3.75 in years one and two. Mechanics received an increase of \$4.07 in year one, placing them \$1.50 above the Driver's rate for the life of the contract.

We maintained TeamstersCare and top pension accrual, and extended health and welfare and pension contributions when on Workers Compensation from 12 to 15 months. Drivers and Mechanics will now enjoy the 18-month contributions when the member elects to retire to defray the cost of Cobra. Language was present in the Service contract at \$400 per month, with an increase now to \$500 per month for both bargaining groups. We increased boot allowance; bereavement leave from three/one day to five/three/one days and increased the school allowance to \$1,000. Seasonal Drivers will now accrue sick time on second season not third season. Company will pay for members Group legal.

When our Service Technicians and Plumbers are on standby over the weekends, they will be paid eight hours' time and half. When dispatched to a call, they will receive additional time and half on every hour worked, increased uniform allotment including raingear, an increase of \$1,500 in insurance, if tools are stolen up to \$4500.

Amspec Inspectors ratified a five-year agreement. Increases of \$4 to \$5 dollars year one, at the rate of \$30.90 per hour. In the final year of the contract inspectors will be at \$34.78, approximately \$10 dollars over five years. The company's medical insurance was 80/20 split, now 90/10 in year one and 100% company paid by year three. For members with the family plan, this is a cost savings of \$2,900 Year 1 and \$5,800 by year three.

At Amspec we also converted the Massachusetts Sick Time Law to a guarantee five days a year with 100% buy back, increased the mileage reimbursement by .10 to .65 cents, and removed the cap on the amount of mileage an inspector could claim. We increased the boot allowance to \$50, and the annuity to .50. We were successful in not allowing the company to institute a tracking app to monitor mileage and whereabouts.

In all the Oil Contracts our goal was to increase wages, PTO, remove restrictive language, add language to protect, preserve, and improve. I am proud to say we have accomplished that in all to date! Next up, Brewer Petroleum and HOP Clerical this Fall.

To quote President Mari, "the concession stand is closed."

In closing, NOBODY, NOBODY, does it like Local 25!!!

I would like to thank all my stewards for their support and hard work.



Field Representative **Milton DePina**

First and foremost, I want to thank President Mari and the executive board for the opportunity to serve our members and the greatest Teamsters Local. I also want to thank all senior agents and officers for sharing their experiences and knowledge

over the last few months. In addition, I would like to thank all the support staff in the front and dues offices who play instrumental roles in supporting us and serving our members. Last but certainly not least, I want to thank my stewards for their hard work and commitment to protecting our members and enforcing our contracts.

A little about me, I am a sixteen-year member of Teamsters Local 25. Before becoming a Field Representative of Local 25, I worked for three years as an Organizer for Teamsters Joint Council 10 New England. Over that period, we organized 31 groups, with 26 being for Local 25, bringing nearly 1,200 new members into the union. Our organizing team tortured employers for three years, bringing Teamster values and solidarity throughout New England. Before that, I worked at the Stop & Shop Distribution Center for 13 years, where I joined Local 25 back in 2006.

I represent the Cleaning Division (American Cleaning, Emerald Green, and UG2), the Parking Division (Laz Parking, ProPark America, SP+, and VPNE) and Milton Cat. I also represent the Solid Waste Division (Boston Carting, Capitol Waste, Republic Services, and Shred-It), Manfi Leasing, and Stop & Shop alongside Business Agent's Andy Walsh and Jason Lopes, respectively. I also represent Romanow Container and Northeast Electrical, with Business Agent Peter Alvarado.

Over the last few months, we addressed many issues and settled several grievances. At Emerald Green, we addressed a vacation pay issue with one of our members who was missing payment for a week's vacation taken last year.

At UG2, we negotiated back pay for an unjustly suspended member in 2021. In early February, our members notified us that the company still needed to give them their yearly raises, due on January 1. We put the company on notice, and on February 10, all members received retro payments for the six weeks in question, and their rates were also adjusted. We also settled a grievance on longevity pay that affected several members who had completed five years of service. In some cases, this issue went back as far as two years. In the first few weeks of April, our members received retro payments for all hours paid at a lower rate after completing the fifth year of service. Additionally, the company finally adjusted the rates of these members to what the contract stipulates. **WITH THIS COMPANY, IT'S A CONSTANT BATTLE!**

On March 21, we filed a grievance for a last and final warning. At the end of that same day, UG2 suspended that member. On March 22, we filed a grievance on the suspension issued without cause and ULPs for retaliation against union activity and failure to provide the requested information. After much back and forth and the threat of taking this case to arbitration, the company agreed to bring her back to work on April 12 with full back pay and all warnings removed.

In closing, it is an honor and privilege to work under the leadership of President Mari and represent the greatest members for the greatest Local in the country. I look forward to fighting to protect our members' rights and negotiating the collective bargaining agreements you deserve.

SOLIDARITY IS OUR STRENGTH!!!



Field Representative **Michael O'Brien**

Brothers and Sisters, I hope you and yI would like to thank President Tom Mari for the opportunity to serve as Field Representative.

I am a fourth generation Teamster and have been a proud Local 25 member for the past 29 years.

I've worked at the Massachusetts Port Authority for the last 29 years. I served as steward for 20 years, the last 13 as chief steward. I also worked in the Theatrical Division.

I am so privileged to serve the greatest members on the planet. The members are what makes this Local run. Members equal power.

I represent the following companies: Acts Aviation Security, Air Canada, Boston Tow & Transportation Company, Bradford Airport Logistics, East Boston Neighborhood Healthcare, Gate Gourmet, Gate Gourmet Jet Blue, Signature Flight Support, United Airlines and Massport which includes Logan Airport, Hanscom Airforce Base and Worcester Regional Airport. I have meeting with all of the members in these companies and look forward to working with all of you to win strong contracts that you can be proud of.

We are in negotiations at Boston Tow. We had a proposal meeting in April. Our members will get the best contract they have ever had. At East Boston Neighborhood Healthcare, the contract expires in September. We had a meeting about a wage opener. These members will also get the contract they deserve. I also have upcoming negotiations with ACTS Aviation Securities, United Airlines and Air Canada.

In closing, I would like to say thank you to all the stewards in Local 25. Being a steward is a great job, but also a hard one. I respect all you do.

Keep fighting the fight!



Union Unveils New Food Truck

Food Truck travels to member workplaces to deliver breakfast and lunch

In January, the Teamsters Local 25 Food truck rolled into UPS South Boston and since then it has made more than 30 stops to member workplaces and fed 1,000's of brothers and sisters. It's become a labor of love for Recording Secretary and Local 25 Director of Training Peter Berry and Trustee John Gillis who handle the logistics. Teamsters Local 25 officers and agents serve the meals.

"This is another way for us to connect with the membership," said Teamsters Local 25 President Tom Mari. "Not everyone can come to a monthly meeting, so we go to them. It's a chance to meet with members, get their feedback,

and most importantly, thank them for all they do for our Union."

The food truck is now a staple at the monthly general membership meetings so that members can get lunch as they leave. We plan to bring the truck to strikes and other events in the future.

"It's a team effort," said Recording Secretary Peter Berry. "Once we set the schedule we purchase and prep the food and then the agents serve the meal. It's been great to be on the road and meet so many members."

The truck is also a mobile billboard with the Teamsters Local 25 logo, a blue and red theme and features the phrase, "Together we win. Divided we beg."



Top: Trustee John Gillis has cooked thousands of meals for members since January

Left: Some of our members at (from left) DHL, Hertz, Boston Globe and UPS Somerville (top) enjoy breakfast or kunch

Teamsters Local 25 Annual Gala for Autism Breaks Fundraising Records in Largest Event to Date

IBT General-President Sean M. O'Brien and Federation for Children with Special Needs honored at marquee event

The 14th annual Teamsters Local 25 Gala for Autism drew more than 1,300 people to the Boston Convention & Exhibition Center and raised nearly \$1 Million to support individuals and families living with autism.

“This event exceeded expectations and will be our most impactful yet in terms of helping people with autism who need it most,” said Teamsters Local 25 President Tom Mari. “This year was truly special. We were able to honor General President Sean M. O'Brien and thank him for being the driving force behind this fund since day one.”

The gala also honored the Federation for Children with Special Needs. The organization helps families with autism by making sure they have the support system they need.

This Gala would not be possible without the generosity of our sponsors. They are the reason we can keep the ticket price the same since the beginning. Thank you to all our sponsors, especially platinum sponsors: International Brotherhood of Teamsters, Blue Cross Blue Shield of Massachusetts Labor Affairs, Feinberg,

Dumont, Brennan & Liacos, HILB Group, Intercontinental Real Estate Corporation, Keches Law Group, PC, and Regan Associates, Chartered.

This year's program was emceed by WCVB TV Chief Meteorologist Cindy Fitzgibbon and featured a performance by the Greater Boston Firefighters Pipes and Drums Band and Joe Sax Boston. The evening kicked off with Boston Bruins' National Anthem Singer Todd Angilly, accompanied by team mascot Blades. Everyone's favorite house band, The Zoo, was back again and played for two and a half straight hours to a packed dance floor!

This year's big raffle was a Sports Spectacular that included 76 premium seats to see the Boston Red Sox, Boston Bruins, Boston Celtics and the New England Patriots. It was our best-selling raffle yet and the best part was that a Local 25 member won the raffle!

Special thanks to the Gala Committee who met several times in the planning process, Co-Chair's Secretary Treasurer Steven South and Melissa Hurley and the Special Events Team of Gina Buckley, Shauna Cotter and Jen Todd.



Top left: John and Leslie Russell, President Tom Mari, and Renee Williams and Pam Nourse, both from the Federation for Children with Special Needs, honored at the gala

Top center: WCVB-TV chief meteorologist Cindy Fitzgibbon

Top right: Christopher Neuman and Antonio Santana

2nd row left, Jennifer Todd, Melissa Hurley, Gina Buckley and Shauna Cotter

Above, Mike Feinberg, General President Sean M. O'Brien, Dan Dy and Nick Feinberg

Far Left: President Mari welcomes General President O'Brien to the stage

Left: Jack Brait displayed several of the puzzles he has completed

2023 Autism Grants

Boston Higashi School	\$125,000
McLean Hospital	\$75,000
Melmark New England	\$75,000
Braintree Challenger League	\$17,500
Autism Speaks	\$15,000
Jason Roberts Challenger League	\$12,500
Malden/District 12 Challenger League	\$12,500
Federation For Children with Special Needs	\$10,000
Mark Fidrych Foundation	\$10,000
Medford Invitational Tournaments	\$10,000
Special Townies Organization	\$10,000
Thrive	\$10,000
South Shore Services	\$5,000
Stoneham Light It Up Blue	\$5,000



Top: Boston City Councilor Ruthzee Louijeune, her sister and Local 25 member Elmane Louijeune, Mayor Michelle Wu, Nico Catano and Trustee Milton DePina

2nd row: Secretary-Treasurer Steve South pulls the winning raffle

Above: President Tom Mari speaks flanked by all members of the Local 25 Executive Board

Left: Honoree and General President O'Brien with Somerville City Councilor Kristin Strezo and her son

Right: Field Rep. Nancy Campbell with Blades the Bruin



Top: The Teamsters Local 25 Futures Committee was well represented

Above left: Greater Boston Firefighters Pipes and Drums kicked off the evening

Above right: Jonathan Calderon presents his wife Vanessa with a rose

Left: Governor Maura Healey and Retiree Chapter President Joe Conti

Save the Date

April 27, 2024

TEAMSTERS LOCAL 25 FIFTEENTH ANNUAL

GALA FOR AUTISM

To learn more about the
Teamsters Local 25 Autism Fund, visit
teamsterslocal25autism.com

Local 25 Hosts National UPS Rally

Teamsters from across the country participate in UPS Contract Rally at Union Hall and virtually



T

eamsters General President Sean M. O'Brien and General Secretary-Treasurer Fred Zuckerman chose our Union Hall to host a national rally ahead of negotiation talks that began April 17 in Washington, D.C.

Teamsters Local 25 President Tom Mari emceed the parking lot rally that drew several hundred Teamsters to our hall and even more watching the live-stream. "UPS Teamsters have given their sweat equity to this company over the last five years and sacrificed during the pandemic. Now it's time for UPS to pay up. There will be no concessions in this contract," he said to thunderous applause and chants.

"We will not take and accept what UPS gives us," said General President Sean M. O'Brien. "We are going to demand, take, and punish if UPS doesn't give us what we deserve. I've met with UPS members all over the country. They've got fire in their eyes, burning desire in their belly to take on this company."

"We started this battle with UPS back in August right here in Boston," General Secretary-Treasurer Zuckerman said. "I am working with the best General President today. He's tough. He's tough when he tells the company we will settle for nothing less than a strong contract. No concessions...If we don't have the contract you deserve on August 1, there will be no UPS Teamster working on August 1. If UPS doesn't deliver, we will pick a fight with this company."

O'Brien ended with a message to UPS, saying, "We are not afraid to shut down UPS...Our message to UPS is simple: when you take on 350,000 UPS Teamsters, 1.2 million Teamsters across the country, buckle your chin strap because it's a full contact sport."

Above: President Tom Mari addressed the several hundred Teamsters at the rally. Other speakers included Teamsters General President Sean M. O'Brien, Secretary-Treasurer Fred Zuckerman, and rank-and-file workers



Teamsters are united for a strong contract



Hundreds of Teamsters were at Local 25 for this rally



Vice President Joan Corey with members



President Tom Mari and Futures members



Teamster Horsemen are always there to support all workers



Teamsters Local 25 and Local 59 members



Workers Vote Union YES

Nearly 300 new workers since our last issue have voted overwhelmingly to join union

Critical care EMTs, school bus drivers, and transit ambassadors are just some of the hundreds of workers that have seen the benefits of a strong contract and union membership and have voted to join Teamsters Local 25 recently.

New organizing victories include school bus and van drivers at the **Tewksbury School System**, drivers at **Shred-It** in Canton, **Block by Block** MBTA Transit Ambassadors, **Boston MedFlight** EMTs and nurses and parking control officers for the **City of Everett**.

“Each campaign is unique to that group,” said Teamsters Local 25 President Tom Mari. “Our organizers are the best in the business. They meet with workers individually to talk about the Union. We want them to be fully committed when they go to vote, and I think we have achieved that.”

While each organizing campaign is customized the end goal is always the same: to help the workers see that the Union can give them a stronger voice within their workplace and in turn a better quality of life.

“Our organizers truly care about the workers, and work really hard to make sure they are fully prepared for the fight to win unionization,” said Teamsters Eastern Region

Director of Organizing and Joint Council 10 Director of Organizing Chris Smolinsky. “It’s a total team effort and we support each other on every campaign. We share ideas about what has worked with other workers in unions across New England. We are also able to draw on the experience and perspectives of other organizers across the country.”

It doesn’t matter if you are a group of five or 200 when you decide you want to be a Teamster, we will work with you throughout the process.

“We are very excited to join the Teamsters family as part of Local 25,” said Loretta Melanson, with the **Tewksbury School System**. “As a small group we felt left behind when it came to wages and benefits. Now as Teamsters, we can leverage their support and strength to get us the improvements in benefits and hourly guarantees we deserve.” The group of 45 school bus and van drivers voted unanimously to join Local 25.

“When I became president in March 2022, I said that if we don’t organize, we will die, and I truly believe that. In the last 18 months we have organized 1,000 workers and we are just getting started. The Teamsters Joint Council 10 New England Organizing Department is second to none and I look





for Teamsters Local 25

forward to seeing how far we can go,” Mari continued.

“The support from the International has been unmatched,” Mari said. “They allocated the resources for the Joint Council to assemble a team of organizers that are organizing Teamsters not just here at Local 25, but throughout New England.”

The four-month campaign for workers at **Block by Block** was met with aggressive company union busters and misinformation, but the workers prevailed. Organizers rode the MTBA and spoke with workers. When it was time to vote, the group showed their power in a resounding victory. Next time you are riding the MBTA and see a Transit Ambassador wearing a red jacket, make sure to say hello and tell them you too are a Teamster!

While organizers had kept in contact with workers at **Shred-It** for the past several years, the real drive started only two months before the vote. At the time, Joint Council 10 organizers met with the workers for an initial meeting and then put together a campaign that was focused, strong, and resulted in victory. When the workers delivered a letter to their boss signed by everyone with their intent to unionize, the company deployed daily union busters, but the workers stood strong and united.

The campaign for **Boston MedFlight** critical care EMTs was centered on wages, respect in the workplace and the worker’s desire for a retirement package they can look forward to. These EMTs are considered some of the most talented professionals in the industry and are responsible for all ground transportation of critically ill or injured patients across Massachusetts as well as much of New England. This win follows the successful ratification recently

of the first private EMS union contract in the Boston area for Armstrong Ambulance Service.

For the nurses and parking control officers with the **City of Everett**, joining Teamsters Local 25 gives them more bargaining power, knowing that they are part of a membership 12,000 strong including many other municipal workers for the City of Everett

“Everyone deserves to be treated fairly in the workplace and a job they can be proud of,” said Smolinsky. “We have big plans for the rest of 2023 for the organizing department. Some will be small groups of workers and others could be large. More importantly, we will be helping people create a better future.”



Business Agent Mike Halley holds a proposal meeting with Tewksbury Bus Drivers



Boston MedFlight EMTs unanimously vote to join Teamsters Local 25



Business Agent Andy Walsh and Field Rep. Milton DePina meet with Shred-It members

Teamsters give back this holiday season

Thousands of children helped by annual toy drive

Each year we think the Teamsters Local 25 Toy Drive cannot get any better, and each year we are proved wrong! This past holiday season the Teamsters Local 25 Toy Drive collected \$180,000 in toys and donations. That's a lot of toys; but more importantly, it's a lot of smiles and holiday memories for deserving children and families in our area.

After the November General Membership Meeting, stewards came to the Day Room to collect donation boxes for their worksite. A few weeks later those boxes were filled to the rims with toys. Throughout November right up until Christmas, Co-Chair's Mike Halley and Joe Conti coordinated a massive toy drive. In fact, one of the first trips they made along with Local 25 business agents was to purchase 21 carriages full of toys with all of the monetary donations from supporters!

"The great thing about the Teamsters Local 25 Toy Drive is that it is predominately member driven," President Tom Mari said. "Our members know that if everyone chips in a little collectively, we can make real change. They hold fundraisers outside work, collect toys at the barns and do their best to make sure that no child goes without Christmas morning."

Thank you to all of the Teamster elves, but especially retiree's Billy Grubbs, Bob McAllister and Mike Flynn and the Local 25 Futures Committee who spent countless hours picking up donations and delivering toys to those in need, and the dedicated volunteers that sorted through toys each Saturday morning.

In the last six years, we have collected nearly \$800,000 in toys and donations. While we work with organizations such as the Italian House in East Boston, the Joseph Tierney Learning Center in South Boston and the Medford Family Network, we also provide toys to families in the Charlestown area and sometimes our own members.



Top: Santa/Trustee John Juskiewicz and Daysi Giuggio

Above: Field Rep. Nancy Campbell

Right: Michael Flynn and Andrew Wyman at DHL, where members collected \$2,500 worth of toys



Top left: Malden Police and Fire's "30 Days of Giving": Police Detective Renee Kelley, Councilor Jadeane Sica, Field Rep. Brian Hatch, Police Detective Alison Charpentier, Business Agent Mike Halley and Councilor Craig Spadafora

Top right: Santa meets with Local 25 office staff

Left: Co-chairs Joe Conti and Mike Halley



Above: Teamsters delivered a van full of toys to the Medford Family Network

Left: Justin Staniul

Bottom left: Christopher Staniul

Bottom: ABC Moving members in Somerville collected \$2,600 in toys and donations





Your goal, our mission, healthy living

Summer is Coming!

Time to Revisit our Health & Fitness Goals

We all want to lead a happy and healthy lifestyle. TeamstersCare is once again offering some great incentives to help you achieve your health goals in 2023.

Coming soon... the TeamstersCare 2023 Wellness Program

We are pleased to announce the TeamstersCare 2023 Wellness Program, which will run from June 1st to December 31st, 2023. You're eligible to earn points toward gift card vouchers if you are a TeamstersCare Health & Welfare Fund member, retiree or spouse and actively enrolled in the BCBSMA medical plan (dependent children are not eligible). Enrolled participants can complete various wellness activities and challenges to earn points, which can be redeemed for up to \$150 in gift card vouchers.

For more information about the TeamstersCare 2023 Wellness Program you may visit our website, www.teamsterscare.com or contact TeamstersCare Member Services at 617-241-9220 ext 2.

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Don't Forget About Our Current Wellness Offerings...

AHEALTHYME™

AHealthyMe is a program designed by TeamstersCare and BCBSMA to help our members with medical coverage enjoy a happier, healthier life. As always, a variety of choices are available year-round to help guide you to a healthier lifestyle. Log on to www.ahealthyme.com to access health articles, wellness workshops, health logs, meal plans and recipes, exercise programs and more.



BlueCross BlueShield Wellness Reimbursement Programs are available to enrolled members, spouses and dependents who have medical coverage. Fitness reimbursements of up to \$150 per family and Weight loss reimbursements of up to \$150 per family are available annually. For more information, sign into your MyBlue account or visit Forms & Documents/Member Forms at www.teamsterscare.com.



Smoking Cessation Assistance is available to active and retiree members, spouses and dependents who have prescription drug coverage through TeamstersCare. Chantix, a medication used to treat smoking addiction, can be obtained through In-House pharmacies or through Medco/ESI mail order. If you have questions, call the TeamstersCare pharmacy in Charlestown at 617-241-9024 or Stoughton 781-297-9764.



www.teamsterscare.com

TeamstersCare Directory

Primary Care from the Comfort of Home



Convenience, comfort and coordinated care- virtually! TeamstersCare and Blue Cross Blue Shield of Massachusetts (BCBSMA) recognize that it is not always easy to find a primary care provider (PCP) with appointment availability that works for your schedule. For this reason, we are pleased to offer our members with medical coverage who are age 18 and older the option of a Virtual Care Team, a modern method of primary care for you and your adult family members. BCBSMA has partnered with Carbon Health and Firefly Health to offer virtual primary care from

the convenience of your phone or laptop. Dedicated virtual care teams offer continuity of care, including integrated mental health services and a Care Coordinator to arrange any necessary follow-up appointments (in-person and virtual). The care team also supports exchanging any necessary patient records, when possible.

Simply set up an account with an authorized vendor, Carbon Health or Firefly Health, and select a virtual PCP to begin your integrated care. Members pay \$0 cost share for any primary care and mental health visits through Firefly and Carbon Health. Standard cost sharing would apply to visits with a specialist in the Virtual Care Team or a different in-network provider.

Please note that choosing a virtual PCP would replace your existing PCP. If you do not have a PCP, or have been actively searching for one with more flexible hours and appointments, consider signing up for your personalized Virtual Care Team today. For more information, sign in to your MyBlue account at www.bluecrossma.com or call BCBSMA Member Services at 1(800) 241-0803. If you are ready to make the switch to a Virtual Care Team, sign up by visiting www.carbonhealth.com or www.firefly.health/bcbsma.



Charlestown Offices

Schraff's City Center
529 Main Street, Suite 209
Charlestown, MA 02129

- Administration
- Audiology
- Dental
- Employee Assistance Program (EAP)
- 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

EAP Office

Schraff's City Center
529 Main Street, Suite 209
Charlestown, MA 02129
24-hour Toll Free
Tel: 800-851-8326
Fax: 781-321-6501

May General Membership Meeting Features Scholarship Presentations

\$60,000 awarded to 30 High School Seniors

Since 2006, Teamsters Local 25 has awarded nearly \$800,000 in scholarships to Teamster families. And on May 15, the 2023 recipients of the Teamsters Local 25 Memorial Scholarships were announced. The high school seniors – all children or grandchildren of Local 25 members – each received a \$2,000 scholarship.

“;We are proud to award these scholarships as a way to inspire youth to become our next leaders,” Local 25 President Thomas G. Mari said. “It’s important that we invest in the education of the next generation. These students have worked hard to maximize their high school education and we are proud to help launch their post-secondary education. Judging by the students who received our scholarships, the future looks bright, and we can expect great things from the next generation.”



Richard, Kelly and Jamie Constantino, with VP Joan Corey



Paul R. Desrosiers, Mia, Michelle, Marisa and Stephen McKay, with Business Agent Peter Alvarado



Attorney Brian Sullivan, Edward, Connor and Susan Merrick, with Business Agent Mike Halley



Business Agent Joe Foti, with Robert and Christian Alfieri



Nikecia Gadson, Aiyanna and John Canty, with Business Agent Jason Lopes



Secretary-Treasurer Steve South with Rebecca and Leonardo Lopez



Field Representative Brian Hatch with Niya, Chrissie, David and David Cinquegrano, and Attorney Michael Feinberg (2nd from right)



Business Agent Joe Foti, with Samuel, Carol and Richard Stahl, and Ashley Boiardi



Fougere, Ervin and Jonathan Desjardins, with Business Agent Mike Halley



Joel, Barbara and Benjamin Begin, with Retiree Chapter President Joe Conti



Buchaib and Sami Haloui, with Business Agent Mike Halley



Frank, Carrie and Robert Kirby, with Business Agent Joe Foti



James, Jane and Mike Fallon, with Business Agent Peter Alvarado



Paul Regan, Kim, Jon and Isabella Turco, with Field Representative Mike O'Brien



David DaSilva, Jr. with Aubree, Amanda, David III, and Business Agent Jason Lopes



Kandi, Thomas and Victoria Prentiss, with Business Agent Peter Alvarado



Bhuwani and Jessica Gurung, with Field Representative Mike O'Brien



Tricia, Colin and Sean Lally, with Secretary-Treasurer Steve South



Amanda, Melina and Bernardino Vargas, with Business Agent Jason Lopes



Business Agent Joe Foti (2nd from left) with Colby, Brady, Denise and James Gaffey



Lily, Jen, James and Gianna Bruno, with Business Agent Andy Walsh



Business Agent Joe Foti with Nicholas, Julianna, Mary Ellen and Ralph Tenaglia



Leslie, Ethan and Joseph Mahoney, with Business Agent Joe Foti



Steven, Ruthann and Chloe Randazza, with Secretary-Treasurer Steve South



Maria, Eva and Gabriel Reyes, with Business Agent Andy Walsh

2023 Teamsters Local 25 Memorial Scholarship Awards

Christian Alfieri

Son of Robert Alfieri, UPS Chelmsford
College: Northeastern University

Chloe Bindon

Daughter of Paul Bindon,
Newton DPW
College: Endicott College

Gianna Bruno

Daughter of James Bruno,
Aggregate Industries
College: Saint Anslem College

Aiyanna Canty

Daughter of John Canty, QCD
College: Savannah College of Art
and Design

Jamie Constantino

Daughter of Kelly Constantino,
Tewksbury Public Schools
College: University of New Hampshire

Ervin Desjardins

Son of Fougere Desjardins,
Paul Revere
College: Bucknell University

Jonathan Desjardins

Son of Fougere Desjardins,
Paul Revere
College: Cape Cod Community College

Brady Gaffey

Son of James Gaffey, UPS Watertown
College: University of Massachusetts
Amherst

Jessica Gurung

Daughter of Bhuwani Gurung,
Massport
College: University of Massachusetts
Boston

Sami Haloui

Son of Bouchaib Haloui,
Paul Revere
College: University of Massachusetts
Boston

Robert Kirby

Son of Frank Kirby, UPS Chelmsford
College: Xavier University

Colin Lally

Son of Sean Lally, City of Medford
College: University of Vermont

Rebecca Lopez

Daughter of Leonardo Lopez,
UPS Chelmsford
College: Salem State University

Ancient-Nubia Pegg

Daughter of Kirk Pegg, S&S
College: Bridgewater State University

Victoria Prentiss

Daughter of Thomas Prentiss,
UPS Logan
College: Massachusetts College of
Pharmacy and Health Services

Chloe Randazzo

Daughter of Steven Randazzo,
City of Medford
College: University of New Haven

Eva Reyes

Daughter of Gabriel Reyes,
Beacon Sales
College: University of
Massachusetts Lowell

Katrina Secinaro

Daughter of Alphonse Secinaro,
City of Newton DPW
College: University of Vermont

Julianna Tenaglia

Daughter of Ralph Tenaglia,
UPS Watertown
College: University of New Hampshire

Nicholas Tenaglia

Son of Ralph Tenaglia,
UPS Watertown
College: University of
Massachusetts Amherst

Teamsters Local Union No. 25 Officers & Agents Scholarship Award

James Fallon

Son of Jane Fallon, UPS South Boston
College: Babson College

Teamsters Local 25 Retiree Chapter Scholarship Award

Benjamin Begin

Grandson of Ronald Begin,
Consolidated Freightways
College: University of Rhode Island

Feinberg, Dumont & Brennan Scholarship Award

David Cinquegrano Jr.

Son of David Cinquegrano Sr.,
Willwork
College: University of Tampa

The Francis Ciccarelli Memorial Scholarship Award

David DaSilva III

Son of David DaSilva Jr.,
Manfi Leasing
College: Massachusetts Maritime
Academy

Kevin F. Harrington, Sr. Scholarship Award

Ethan Mahoney

Son of Joseph Mahoney,
UPS Norwood
College: University of Massachusetts
Amherst

HILB Group, Inc. Scholarship Award

Marisa McKay

Daughter of Stephen McKay,
UPS Norwood
College: College of Charleston

George Rodrigues Memorial Scholarship Award

Connor Merrick

Son of Edward Merrick, Boston Globe
College: Massachusetts Maritime
Academy

Regan Communications Group Schol- arship Award

Samuel Stahl

Son of Richard Stahl, UPS Norwood
College: Stonehill College

Teamsters Local 25 Group Legal Services Plan Scholarship Award

Isabella Turco

Daughter of Jon Turco, Massport
College: Boston College

Joseph C. Conlon Memorial Scholarship Award

Melina Vargas

Daughter of Bernardino Vargas,
Manfi Leasing
College: University of Rhode Island

If your child received a Local 25 scholarship
and would like to be considered for a
“Where are they now” profile story, please contact
jent@teamsterslocal25.com.

Inaugural Cornhole Tournament a Success!



On Saturday, June 3, the Union Hall was transformed for the Teamsters Local 25 Scholarship Fund's first annual Cornhole Tournament. Thirty six teams competed with all proceeds benefiting our annual scholarship program. The tournament was open to members only.

"The tournament was a way for the members to have some fun, while supporting our scholarship program," said Business Agent and tournament organizer Mike Halley. "We already have ideas for making the tournament even better next year."

Congratulations to our top team, Earl and Tyler Reynolds, and all of the participants.



Clockwise from above: 1st place winners Earl and Tyler Reynolds, MS Walker

Some of the teams at the cornhole tournament

2nd place winners Mike and Corey Collins, Certainteed

3rd place winners Joe Waible and Frank Carney, Arlington Coal and Lumber

FUTURES *Committee*

We'd like to thank the leadership team and office staff who run this Union like a well-oiled machine.

Since our last report we've been busy building up our committee. Each month we will be visiting a Local 25 worksite to engage younger Teamsters and encourage them to join us. Our first stop was UPS Wilmington.

In October, members walked in the annual Autism Speaks Walk and participated in the Halloween Parade in Woburn. During the holidays, we partnered with Saint Monica's Church Food Pantry to prepare and deliver hundreds of Thanksgiving and Christmas meals. Futures also helped transport toys for the Teamsters Local 25 Holiday Toy Drive.

We joined Starbucks workers and others from labor to celebrate the one-year anniversary of the first Starbucks store to unionize in the U.S. We also joined Teamsters from across the Joint Council to rally in support of Saint Gobain workers in Taunton who are trying to form a union. We also held signs for Matt Lyons, who was a candidate for Quincy City Council.

With UPS and Amazon on the horizon, we remain ready for the battles that lie ahead.

As always, we encourage anyone who is under the age of 40 to join us every third Sunday of the month immediately following the general membership meeting.

It's your future! Have a vision! Get involved! Stay active!



Jake Smith gives out treats in the annual



Greg Dodd, Paul McGrath, Stephanie Welch and Rob Manchester deliver holiday meals



Carlos Cordova and family

SAVE THE DATE

Sunday, July 16 at 10:00am

Motorcycle Ride from Teamsters Local 25 to the Teamsters Local 25 Driving School

\$20 * 50-50 raffle * Refreshments



President Tom Mari (center) with Rob Manchester, Steve Walsh, Kimberly Cavanagh and Rafael McKnight Gomes at the autism walk

Join us! If you are under the age of 40 and would like to get more involved with Local 25, please contact us at: tl25futures@gmail.com

Visit us on Facebook and Instagram:



Teamsters Boston Futures



@bostonfutures25



LOCAL 25 FUTURES



Brian Sanchez, Rafael McKnight Gomes, and Greg Dodd speak to UPS member Jonathan Wright

Pensioners



Name	Company	Type	Effective Date
Stephen D Abati	Petroleum Heat & Power Co Inc	Regular Pension	10/2022
Gideon Acheampong	Certainteed LLC	Disability Pension	12/2022
Silas L Adams	Boston Herald Inc	Regular Pension	09/2022
Anthony C Affannato	Stop & Shop Supermarket Co	Regular Pension	12/2022
John M Aguiar	Manfi Leasing Corp	Regular Pension	08/2022
Jeffrey Alberts	Star Market Companies Inc	Regular Pension	11/2022
Stephen R Alley	Spry & Co Inc, E A	Disability Pension	11/2022
Daniel Andino	Waste Management of Boston	Regular Pension	12/2022
Michael V Armano	UPS Benefits Dept	Regular Pension	11/2022
Amy R Aronson	United Parcel Service Inc	Regular Pension	01/2023
Paul E Babineau	Star Market Companies Inc	Regular Pension	10/2022
Nairi Barberian	United Parcel Service Inc	Early Retirement Pension	05/2022
Gary A Beberman	Globe Newspaper Co/NY Times	Regular Pension	10/2022
Michael Bertoni	L&H Equipment Corp	Regular Pension	10/2022
Paul J Bohling	DHL Express (USA Inc)	Disability Pension	09/2022
Leo J Boisvert	United Parcel Service Inc	Regular Pension	07/2022
Diane E Boisvert	YRC, Inc	Regular Pension	02/2023
Wayne M Bowie	United Parcel Service Inc	Regular Pension	01/2023
Paul D Broderick	Hop Energy LLC	Regular Pension	10/2022
Daniel S Buchanan	Glancy & Sons Inc W H	Thirty Year Full Service	09/2022
Gregory Buckingham	United Parcel Service Inc	Regular Pension	09/2022
Andrew C Burns	Manfi Leasing Corp	Regular Pension	12/2022
Samuel W Bynoe	Mystic Island Transport Inc	Regular Pension	02/2022
Ralph Cardarelli Jr	Nonantum Lumber Co	Regular Pension	12/2022
Flauvino R Cardoso	United Parcel Service Inc	Regular Pension	10/2022
Patrick F Carey Jr	Cox Engineering Co	Regular Pension	05/2022
John M Caruso	United Parcel Service Inc	Early Retirement Pension	12/2022
Paul Caruso	United Parcel Service Inc	Regular Pension	01/2023
James H Carver-Brown	United Parcel Service Inc	Regular Pension	01/2023
Bienvenido Casasnovas	Stop & Shop Supermarket Co	Regular Pension	09/2022
Ann L Casey	DHL Express (USA Inc)	Disability Pension	11/2022
Roy D Cass	Casey & Hayes Inc	Regular Pension	11/2022
Gary D Clemons	DHL Express (USA Inc)	Regular Pension	09/2022
Paul C Colburn	New Penn Mtr Exp Inc	Disability Pension	09/2022
David M Collupy	Purity Supreme Inc	Regular Pension	10/2022
Elvin R Colon	Hop Energy, LLC	Early Retirement Pension	01/2023
Michael Concannon	Global Companies LLC	Disability Pension	11/2022
William J Condon	YRC, Inc	Disability Pension	04/2022
Petronila Contreras	United Parcel Service Inc	Regular Pension	01/2023
Fred T Cook	Mccourt Construction	Regular Pension	09/2022
Mary C Cooper	United Parcel Service Inc	Regular Pension	01/2023
James G Coughlin	Boston Herald Inc	Regular Pension	01/2023
Norman J Cox	United Parcel Service Inc	Regular Pension	08/2022
Robert J Currier	BFI/Allied Waste Ind Inc	Disability Pension	02/2022
Andrew P Curtis	Manfi Leasing Corp	Early Retirement Pension	09/2022
Anthony J D'Alessandro	L & H Equipment Corp	Regular Pension	12/2022
Edward J Delloiacono	Romanow Inc	Regular Pension	12/2022
Manuel A Depina	Stop & Shop Supermarket Co	Early Retirement Pension	10/2022
Michael J Deprisco	BFI/Allied Waste Ind Inc	Regular Pension	08/2022
Janet E Dessie	Teamsters Local 25 H&W	Regular Pension	09/2022
William J Drenzo	Xpedx	Regular Pension	10/2022
Arthur F Downey Jr	Global Experience Specialists	Disability Pension	12/2022
David R Downey Jr	Sonepar Inc D/B/A Northeast	Regular Pension	11/2022
Stephen M Doyle	New Penn Mtr Exp Inc	Regular Pension	10/2022
Joseph J Driscoll	BFI/Allied Waste Ind Inc	Regular Pension	09/2022
Richard M Dubuc	Rykoff-Sexton New England	Regular Pension	09/2022
Kenneth E Duffy	Shaughnessy & Ahern Co	Regular Pension	01/2023
Rosemary Dunlop	United Parcel Service Inc	Regular Pension	01/2023
Eileen M Ells	DHL Express (USA Inc)	Regular Pension	12/2022
Colbert A Elwin	BFI/Allied Waste Ind Inc	Regular Pension	09/2022
Prefane Estany Germain	Stop & Shop Supermarket Co	Regular Pension	10/2022
Debra Evans	Kuehne & Nagel Inc	Regular Pension	09/2022
Manuel A Faria	Condakes Company Peter	Regular Pension	01/2023
Robert J Ferrara Sr	New England Motion Picture/TV	Regular Pension	09/2022
Gerald F Finerty Jr	Shaughnessy & Ahern Co	Early Retirement Pension	02/2023

Name	Company	Type	Effective Date
Stephen T Flaherty	Lindenmeyr Munroe DV	Regular Pension	09/2022
Mark W Flannery	United Parcel Service Inc	Disability Pension	09/2022
Michael P Flynn	Brewer Petroleum Service	Regular Pension	12/2022
Michael T Flynn	United Parcel Service Inc	Regular Pension	09/2022
Karen Fritsch	YRC, Inc	Regular Pension	12/2022
Maria C Gangi	United Parcel Service Inc	Regular Pension	02/2032
Louis L Gersh	Costa Fruit & Produce Co	Regular Pension	12/2022
Frank A Giannino	Hille Inc	Regular Pension	01/2023
Thomas P Gillespie	Diehl Hardware & Lumberyard	Regular Pension	12/2022
Robert Ginchereau	Lindenmeyr Munroe DV	Regular Pension	09/2022
Antonio L Gomes	Spry & Co Inc, E A	Early Retirement Pension	05/2022
Michael T Gordon	UPS Benefits Dept	Disability Pension	06/2022
David W Greenman Sr	New Penn Mtr Exp Inc	Regular Pension	01/2023
Dann P Griffin	New England Motion Picture/TV	Regular Pension	10/2022
Walter J Griffin Jr	DNC, Inc	Early Retirement Pension	11/2022
Anthony C Grossi	Catalano Bros Inc	Regular Pension	02/2022
Randal J Hanson	DHL Express (USA Inc)	Regular Pension	04/2022
Joseph J Harran	Rykoff-Sexton New England	Regular Pension	09/2022
Kenneth Healy	Spry & Co Inc, E A	Disability Pension	10/2022
Lawrence R Heighton	Shaughnessy & Ahern Co	Thirty Year Full Service	09/2022
James M Hickey	BFI/Allied Waste Ind Inc	Disability Pension	07/2022
William D Hrubo	United Parcel Service Inc	Regular Pension	01/2023
William J Jedrey	New Penn Mtr Exp Inc	Regular Pension	11/2022
James N Jones	United Parcel Service Inc	Regular Pension	01/2023
Michael Kasozi	Veterans Transportation LLC	Regular Pension	02/2023
Gail J Kendall	United Parcel Service Inc	Early Retirement Pension	01/2023
Robert N Keyes	Stop & Shop Supermarket Co	Disability Pension	08/2022
Kai M Khouri	United Parcel Service Inc	Early Retirement Pension	12/2022
Andrew T Kondroski	Stop & Shop Supermarket Co	Early Retirement Pension	10/2022
Guy M Lamoureux	Milton CAT	Regular Pension	10/2022
William Lampasona	Certaineed LLC	Regular Pension	01/2023
Kevin Lapointe	Ryerson & Son Inc J T	Regular Pension	11/2022
Bruce A Larson	United Parcel Service Inc	Regular Pension	01/2023
Douglas W Lawson	United Parcel Service Inc	Early Retirement Pension	06/2022
David P Lefebvre	ABC Moving Services	Regular Pension	10/2022
David M Lemieux	DHL Express (USA Inc)	Regular Pension	12/2022
Ray A Lennon	Freeman Exposition LLC	Regular Pension	12/2022
Stephen P Lentini Sr	Costa Fruit & Produce Co	Regular Pension	01/2023
Mark D Lessard	United Parcel Service Inc	Thirty Year Full Service	08/2022
Thomas A Lewis	Freeman Exposition LLC	Regular Pension	09/2022
Ronald P Lewis	Global Experience Specialists	Regular Pension	08/2022
James T Little	Petroleum Heat & Power Co Inc	Regular Pension	09/2022
William A Litchfield	United Parcel Service Inc	Early Retirement Pension	01/2023
Thomas L Littlewood	Norcross Co, William C	Regular Pension	07/2022
Douglas G Lloyd	Certaineed LLC	Statutory Pension	01/2020
Michael G Long	Aggregate Industries	Early Retirement Pension	08/2022
John J Loughlin	United Parcel Service Inc	Regular Pension	10/2022
Charles F Lowe	Hop Energy, LLC	Disability Pension	09/2022
John Lutinski	New Penn Mtr Exp Inc	Regular Pension	01/2023
Thomas J MacQuestion	New England Motion Picture/TV	Regular Pension	08/2022
Kelly J Mahoney	Teamsters Local 25 H&W	Early Retirement Pension	08/2022
Philip J Malynn	United Parcel Service Inc	Regular Pension	12/2022
Martin J Manning	Marr Scaffolding Co	Regular Pension	01/2023
Robert C Marshall	Silk Inc, A G	Early Retirement Pension	08/2022
Paulo J Martins	Costa Fruit & Produce Co	Disability Pension	09/2022
Eugene J Massa Jr	Weyerhaeuser Co	Regular Pension	10/2022
Darryl R Mathis	Signature Flight Support	Regular Pension	07/2022
Andrew L Matte	Purity Supreme Inc	Regular Pension	11/2022
Joseph McCarthy	United Parcel Service Inc	Regular Pension	01/2023
Robert B McCauley	Veterans Transportation LLC	Regular Pension	08/2022
Joseph A Mceachern Jr	Gilman & Sons Inc C	Regular Pension	07/2022
Donna L McGuinness	United Parcel Service Inc	Regular Pension	10/2022
John J Mcleod	Americold Logistics LLC	Regular Pension	01/2023
Brian M McNeil	Community Suffolk Inc	Disability Pension	10/2022
John Mctighe	Hudson-RPM Distributors LLC	Regular Pension	11/2022
David Meoli	Freeman Exposition LLC	Regular Pension	12/2022

Pensioners (cont.)



Name	Company	Type	Effective Date
Philip J Micciche	United Parcel Service Inc	Disability Pension	12/2022
Zbigniew Miedlo	Marr Scaffolding Co	Regular Pension	11/2022
Fred Milton	DHL Express (USA Inc)	Regular Pension	09/2022
Junior A Moore	Veterans Transportation LLC	Regular Pension	12/2022
John Morgan	Global Companies LLC	Disability Pension	10/2022
Denise M Morse	United Parcel Service Inc	Regular Pension	10/2022
Stephen A Mullane	A B F Freight System Inc	Regular Pension	10/2022
Mark A Mulvaney	Globe Newspaper Co/NY Times	Regular Pension	02/2023
Roy C Murphy	Star Market	Regular Pension	09/2022
John A Murphy Jr	Teamsters Local 25	Regular Pension	01/2023
Ghassan Mussa	National Express Corp	Regular Pension	10/2022
John F Nalen	United Parcel Service Inc	Regular Pension	12/2022
Israel D Noesi	National Express Corp	Regular Pension	08/2022
Keith G Obrien	United Parcel Service Inc	Disability Pension	01/2023
Samuel Ogunleye	Stop & Shop Supermarket Co	Early Retirement Pension	12/2022
Daniel Olliney	Nation Express Corp	Regular Pension	01/2023
James M Oneil	New England Motion Picture/TV	Regular Pension	01/2023
Richard A Paiva	Stop & Shop Supermarket Co	Early Retirement Pension	08/2022
Joseph Palermo	YRC, Inc	Regular Pension	08/2022
Salvatore V Panico Jr	United Parcel Service Inc	Regular Pension	02/2023
Herbert S Paquette	United Parcel Service Inc	Regular Pension	10/2022
Arthur B Pelton Sr	Cerasuolo Co John	Regular Pension	02/2023
David Perez	Heating Oil Partners, L.P.	Regular Pension	11/2022
Robert P Phelan	United Parcel Service Inc	Regular Pension	01/2023
John C Pimentel	Manfi Leasing Corp	Disability Pension	01/2022
Aron S Pinstein	Brigham's Inc	Regular Pension	02/2023
Michael G Ploumbidis	DHL Express (USA Inc)	Regular Pension	12/2022
Leslie V Pollitt	Manfi Leasing Corp	Regular Pension	09/2022
Jon W Pouliot	United Parcel Service Inc	Regular Pension	11/2022
Peter W Quirk	United Parcel Service Inc	Regular Pension	09/2022
Joseph M Rea	Sharp Air Freight Service Inc	Regular Pension	12/2022
Carl D Regolino	United Parcel Service Inc	Early Retirement Pension	12/2022
Harry D Rice	United Parcel Service Inc	Early Retirement Pension	01/2023
Stephen D Richard	St Johnsbury Trucking Co Inc	Regular Pension	10/2022
Ricardo Rivera	United Parcel Service Inc	Disability Pension	11/2022
Alan J Robinson	Henry F Owens Inc	Regular Pension	01/2023
James E Roddy	New Penn Mtr Exp Inc	Regular Pension	08/2022
Jose M Roman	United Parcel Service Inc	Early Retirement Pension	12/2022
George Sabbagh	Alliance Energy Corp D/B/A	Regular Pension	02/2023
Joseph C Saia Jr	Boston Show Services	Regular Pension	03/2022
Brian K Santos	ABC Supply Company Inc	Regular Pension	08/2022
Joseph R Santos	Purity Supreme Inc	Regular Pension	06/2022
Richard J Schievink	ABC Moving Services	Regular Pension	12/2022
Judith Sheehan	United Parcel Service Inc	Regular Pension	12/2022
Daniel F Sheehan	United Parcel Service Inc	Regular Pension	01/2023
Paul M Smith	United Parcel Service Inc	Early Retirement Pension	01/2023
Steven D Sprague	G A F Materials Corp	Regular Pension	11/2022
Steven J Stafford	Manfi Leasing Corp	Regular Pension	10/2022
Robin A Sweeney	Stop & Shop Supermarket Co	Early Retirement Pension	08/2022
Roger Taubee	United Parcel Service Inc	Early Retirement Pension	08/2022
Pedro A Tavares	Stop & Shop Supermarket Co	Early Retirement Pension	10/2022
Robin Taylor	Stop & Shop Supermarket Co	Regular Pension	07/2022
David A Thibodeau	Xpedx	Regular Pension	11/2022
Edward L Valentine	S Strock & Co Inc	Regular Pension	12/2022
Steven M Victoria	Manfi Leasing Corp	Early Retirement Pension	01/2023
Gerald W Watkins	United Parcel Service Inc	Early Retirement Pension	01/2023
Kenneth White	United Parcel Service Inc	Regular Pension	10/2022
Godfrey B Williams	Quirk Co, E S	Regular Pension	07/2022
Stephen J Wilson	Manfi Leasing Corp	Regular Pension	10/2022
William M Winn	DNC, Inc	Regular Pension	07/2022
Peter T Winston	Veritiv Operating Company	Regular Pension	09/2022
Kathleen M Wozniak	DHL Express (USA Inc)	Disability Pension	01/2022
Marie M Zagwyn	United Parcel Service Inc	Early Retirement Pension	01/2023
John Zamperini Jr	Central Artery Tunnel Project	Regular Pension	01/2023

Teamsters Help Magical Moon Foundation Spruce Up for Spring

Teamsters Local 25 and the Joint Council 10 New England Women's Committee has partnered with the Magical Moon Foundation for several years, and this spring we again helped them clean up the farm. Local 25 officers and agents and the Women's Committee spent a Saturday raking up leaves and sprucing up the farm. A few weeks later, the Futures committee spent the day mulching the gardens.

The organization is based in Marshfield, Mass., on a five-acre farm and helps children with cancer and other life-threatening diseases escape doctors, hospitals and appointments for a little while to enjoy the farm and Magical Moon's family events.



Clockwise from far left: Alice Riley-King with President Tom Mari
 VP Joan Corey (center) with Futures Committee members Tim Donahue, Steve Walsh, Carlos Cordova, Kyle Frederick and Rafael McKnight Gomes
 Trustee Greg Dodd and his son
 Futures' Andrew Higgs
 Field Rep. Brian Hatch with Margo Storsteen



WELCOME!

Sophary Senethavysouk Vice President of Lending

Sophary joined the NETFCU Team as the Vice President of Lending. She has over 15 years of lending experience and can help you with all your lending needs.

Sophary worked at a credit union right out of high school and found herself interested in finance and lending. Whether you are buying or refinancing, she is ready to give you the outstanding experience you deserve.

First Time Home Buyer Call Sophary
Refinance a Mortgage Call Sophary
Interested in Home Equity? Call Sophary
Need a New Car? Call Sophary

Sophary is excited to be part of the NETFCU Team and looks forward to helping all Teamster brothers and sisters with their lending needs.



548 Main Street
Charlestown, MA 02129
781-641-6700 Ext 24
sophary@netfcu.org



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the new app
on Google
Play**



**Download
the new app
from the
Apple store**



**Look for more exciting
changes to come at
New England Teamsters
Federal Credit Union!**

In Memoriam

Name

Robert Abbott
 Anthony S Aiello
 John Alenskis
 Joseph A Anastasio
 Roberta J Andrews
 Edward J Arone
 Ryan Arruda
 Pasquale Attenasio
 Thurman W Barbour
 Louis A Barretto
 Richard D Bencic
 George A Bombard, III
 Ralph H Borgesen
 John F Bowen
 Gerald Bradanese
 Thomas D Brady
 Alfred S Brigandi
 James Brooks
 Robert J Buckley
 Walter J Burum
 Debra Buscanera
 Paul E Camuso
 Massimo Carrierti
 Joseph A. Carroll, Jr.
 John M Carter
 Clair R Cashman
 Louis R Centrella
 Timothy Chase, Sr.
 Alan P Chenell
 Michael Connarton
 John L Connell
 Stephen E Connors
 Robert A Cook
 Leroy M Crenshaw
 Frank S DaSaro
 Gail M Davenport
 Mario C D'Eramo
 Donald D DesMarais
 Stephen DeSouza
 Frank J Donnelly
 Brian D Dorgan
 Jean C Dormevil
 Randall L Elliott
 James G Elwood
 John Fagone
 Thomas M Fish
 James Flanagan
 James P Flynn
 Charles E Foster
 John G Francis
 Samuel J Gaglio
 Leon J Gagnon
 Joseph T Giannantonio
 Ernest E Gilbert Jr.
 Robert B Giuffreda
 Ronnie Glejzer
 Albert T Godfrey
 Donald M Golden
 Peter A. Graziano
 Frederick W Harrington
 George H Hemeon
 Stephen T Holt
 Paul R Huber
 Brian W Hurrie
 Charlie W Jackson
 Bill Johnson
 Richard C Johnson
 William T Jones
 Russell H Kent
 Finbarr M Kiernan

Company

Formally Local 379
 Boston Fruit & Produce Auction Company
 Marr Rigging
 Coastal, Inc.
 Jordan Marsh Company
 UPS
 Stop & Shop
 Lily Transportation
 Atlas Paper
 M. Dematteo Construction Co.
 UPS
 Star Market
 Coan Transportation Inc.
 Lechmere, Inc.
 Bardon Trimount, Inc.
 White Fuel
 A&A Transportation
 Casella/Atlantic Waste
 Decatur Hopkins
 Normar's Transport, Inc.
 Alliance Express/Clerical
 Hall & Cole Produce Inc.
 City of Newton
 US Food Service
 YRC, Inc.
 Jordan Marsh Company
 YRC, Inc.
 Aggregate Industries
 Casey & Hayes, Inc.
 Massport Authority
 The Boston Globe
 Nonanthurm Lumber
 Purity Supreme
 Cutler Atlantic Refractories
 Roadway Express, Inc.
 Jordan Marsh
 New Penn
 Demer's Exhibit
 Veterans Transportation
 Purity Supreme
 Freeman Expositions, LLC.
 UPS
 DHL
 Westwood Cartage
 City of Medford
 Shawmut Crane
 Bird, Inc.
 Movie Division
 B. N. Corkum Trans Co., Inc.
 AirBorne Express
 W. H. Glancy
 Axton-Cross Company
 UPS
 Shaughnessy & Ahern
 Twin Trucking
 Adley Express Company, Inc.
 Movie Division
 Former Local 259
 Clean Environment Company
 BFI/Allied Waste
 Lechmere, Inc.
 NextShow
 Former Local 82
 Freeman Exposition
 UPS
 Formally Local 259
 Archon Company, Inc.
 Consolidated Freightways
 Browning Ferris
 Drake Motor Lines

Name

James E Kirby
 Anthony J Krupa
 David Lally
 Charles R Lamberson, Jr.
 Willis J Larracey Jr.
 Gillie J LeBlanc
 Denneth W Lee
 Leo D Lemire
 Normand J Lozier
 Raymond MacLean
 David S Macpherson
 Arthur G Mangini
 Robert J Manning
 Paul F McAlduff
 Timothy McCarthy
 John P McCarthy
 Hugh R McCool
 Thomas McDonough
 John McGonigle
 Harold McGrath
 Joseph McGrath
 Thomas J McGuiness
 William J McLughlin
 James McManus
 Thomas W Mehigan
 John B Melvin
 Henry J Miller
 Matthew S Nadeau
 Michael Nedza
 Robert J Nofle
 Gerald P O'Brien
 John J O'Keeffe Jr.
 Wilmot W Oliver
 Brian M O'Malley
 William Oriordan
 Albert T Orrall
 Jerry J Pereira
 Robert R Perry
 John C Pineau
 Phillip R Poole
 Edward J Proctor
 Gary Proffit
 Tuula T Rautiainen
 Ken Reine
 Donald T Renaud
 James S Reska
 Joseph P Ridge
 Eugene R Risso
 William A Roach
 Jose A Rosa
 Anthony J Rossetti
 Patricia A Ruebel
 Albert H Savage
 Anna R Schulze
 Robert J Scott
 Andrew Z Sibiga
 Frederick G Slade
 Linda S Smith
 Edward L. Smith
 James E Splaine
 George H Sullivan
 Vincent R Sullivan
 John T Sullivan
 Paul E Travis
 Paul F Urban Jr.
 Richard M Walker
 Tarick Williams
 William J Yeo
 John V York
 Jeffrey M Zelfond

Company

Shaughnessy & Ahern Co.
 The Boston Globe
 Xpedex
 Coan, Inc.
 Wilson Freight Company
 USF Red Star
 Roadway Express, Inc.
 Purity Supreme
 Star Market
 Trans
 McKesson Drug Company, Inc.
 UPS
 Former Local 82
 Mystic Island
 Tradeshow Division
 Purity Supreme
 Atlantic Plant
 W. L. Mead, Inc.
 New England Theatrical
 Manfi Leasing
 Walsh Movers
 Weymouth Art Leather Company
 Costa Fruit & Produce
 Arrow Paper
 Purity Supreme
 Stop & Shop
 Freeman Expositions, LLC.
 YRC
 Waltham DPW
 Preston Trucking Co., Inc.
 Brockway-Smith Company
 Brockway Smith
 GAF Materials Corp
 Independent Pipe
 Former Local 829
 Star Market
 Willwork
 Hemingway Transport, Inc.
 Arlington Coal & Lumber
 Formally 379
 Berman's Motor Express, Inc.
 Formally Local 379
 New England Teamsters Federal Credit Union
 Emery
 Purity Supreme
 Motor Freight Express, Inc.
 HM Gould Trans Co.
 UPS
 Stop and Shop
 UPS
 Brockway-Smith Company
 Heating Oil Partners
 G. H. Harnum, Inc
 TeamstersCare
 UPS
 Manfi Leasing
 The 357 Corp
 Allied Express Clerical
 Texaco Refining & Marketing, Inc.
 UPS
 Star Market
 Whale Oil Corp.
 Boston Sand & Gravel
 BFI/Allied Waste
 UPS
 Hop Energy, LLC
 St. Michael Cemetary
 Petroleum Heat & Power
 Heating Oil Partners
 National Express

Teamsters Local 25 Retiree Chapter



Joe Conti
President



Chuck Durfee
Secretary-Treasurer



Bill Grubbs
Vice President

Retiree News

Greetings from your Retirees Chapter!

Since our last Spokesman, more than 100 retirees have met for breakfast in January and April at our Local 25 Retiree Chapter meetings. Special guest speakers have included TeamstersCare executive director Maria Gnerre, and senior clinical case manager Mark Staniul.

Gnerre received a warm welcome from members and spoke about the importance of maintaining your health. She replaces Dr. Carol Blanchard, who retired in late 2022 after 38 years in the Union. Staniul spoke about mental health as we fully come out of the pandemic, and the need to check in on one another. This is especially important for those Teamsters who live alone and for all of us as we get older. A simple phone call to say hello could be the matter of life and death in some situations.

Thank you to all the Teamsters Local 25 officers and agents who regularly attend our meetings. Retirees like to speak with you and hear what is going on at their old stomping grounds.

At the April 13 meeting nominations were held for the Executive Board, and I am happy to announce that all current board members were nominated by acclamation. Thank you to Larry Libby from TeamstersCare who officiated the nomination process and then swore us in. We are honored to represent the retiree chapter for this three-year term through April 2025. Thank you for instilling your trust in us.



Above: Jaclyn Sullivan and Joe Conti sort toys

Right: Bob McAllister, Mike Flynn and Joe Conti deliver toys to Medford Family Network



WE WANT YOU

to join the Retiree Chapter

Yearly dues are \$20 and include three breakfast meetings per year (January, April and October). Members' grandchildren are eligible to apply for the Local 25 Retiree College Scholarship awarded annually in May. To learn more call 617-241-8825 ext. 1107

Many retirees attended the 14th annual Teamsters Local 25 Autism Gala. This event keeps getting better, and it was a special evening where Teamsters General President Sean M. O'Brien was honored, along with the Federation for Children with Special Needs.

We had 11 applications for the Teamsters Local 25 Retiree Chapter Scholarship. Congratulations to our winner, Benjamin Begin, grandson of retiree Ronald Begin, who worked at Consolidated Freightways. Benjamin graduated from Salem (NH) High School and will attend the University of Rhode Island this fall.

Thank you everyone for your support of the Teamsters Local 25 annual toy drive. We raised more than \$180,000 in toys and donations!

Wishing you and your family a healthy summer. We look forward to seeing you at our next breakfast meeting, on Thursday, October 12, at the Irish American in Malden. Please consider bringing a friend to the meeting to help grow our membership!





At the Local 25 Autism Gala, State Auditor Diana DiZoglio, Joe Conti and Dan Risteen



President Tom Mari with Billy Grubbs and his son Bill



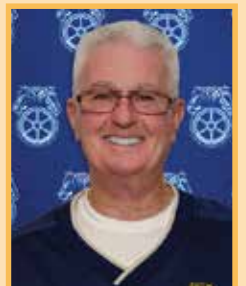
Blades the Bruin, Joe Conti, Eddie Sheehan, and Frank Daxberger at the Local 25 Autism Gala

**WELCOME
ABOARD TO OUR
NEW MEMBERS!**

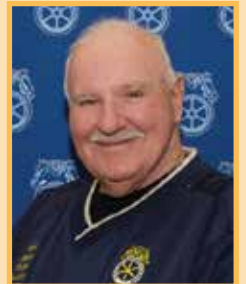
- Agostino Confalone**
- Charlotte Deveney**
- Domonic M. DiMare Jr.**
- Albert Dowrey**
- Kendall Edwards**
- Michael P. Flynn**
- Malcolm Gale**
- Robert Gregorio**
- Michael Gordon**
- Mark Heifetz**
- Charles Komejko**
- Rea Litchfield**
- Frank Mazzotta**
- Joseph Medeiros**
- John Morgan**
- David Nugent**
- John Palumbo**
- Heidi Papas**
- Leonard Rea**
- Richard Thambash**
- Barbara Zenga (Vraibel)**



Thomas Nasson
Recording-Secretary



Kevin Lally
Trustee



Herb Andrews
Trustee



**Thomas (TD)
Downing**
Trustee



**Teamsters
Local 25
Boston, MA**



**END
EXCESSIVE
OVERTIME**

**PEOPLE
PACKAGES**

**TIME TO
pay up**

**UNITED
STRONG
CONTINUED**

**TIME TO
pay up**

**TIME TO
pay up**

**TIME TO
pay up**

**TIME TO
pay up**