



# The Spokesman

WINTER 2024



## *Joseph P. Conti Blood Bank*


**Teamsters Local 25 names the blood bank  
in honor of Co-Chairman Conti and  
his legacy of helping others**






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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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*“As your president,  
I'm excited to  
continue working  
collaboratively to  
drive our Union  
forward into a  
promising future.”*

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

**Dear Brothers and Sisters:**

Happy New Year Brothers and Sisters!

As we step into a new year, let's take a moment to honor the memory of three remarkable Teamsters we recently lost - former Local 25 Field Representative T. Edward Sheehan, Retiree Chapter President Joseph Conti and Trustee Kevin Lally. Their dedication to the union over five decades truly embodied the spirit of being a Teamster. They each left an indelible mark on our union, enhancing its strength and character.

T. Edward Sheehan, with a commendable 53 years as a Teamster, spent most of his 30-year career at APA Trucking in Canton. His tenure as an Officer was marked by dedicated service and unwavering commitment.

Joseph Conti, a familiar face at strikes, rallies, and events, always stood ready to support Local 25, regardless of the conditions. His remarkable contributions, especially as co-chair of our toy drive and member of the Blood Bank Committee, during his 24-year tenure in the retiree chapter, 17 of those as president, were invaluable.

Kevin Lally, a U.S. Navy veteran and Shaughnessy & Ahern rigger for 30 years, also left a lasting legacy. His service on the retiree chapter board, involvement in our toy drive, and significant contributions to the Blood Bank Committee, including donating 10 gallons of blood, speak volumes of his character.

Our Local 25 Toy Drive this holiday season was phenomenally successful, breaking records with \$194,000 in donations. Since its inception in 2006, we've raised around two million dollars. The Futures Committee also shone brightly, volunteering at Saint Monica's Food Pantry on Thanksgiving and Christmas Eve, preparing and delivering 1,400 meals.

Entering 2024, we welcome 400 new members across nine bargaining units, spanning diverse fields from legal assistants to MedFlight Emergency Medical Technicians. This diversity is a testament to our union's strength.

In 2023, rank-and-file workers were in the spotlight nationwide, and 2024 will see us build on this momentum. The groundbreaking UPS contract is already influencing strong negotiations in other unions, bringing significant benefits to workers. Let's leverage our learnings from last year to expand our membership and secure robust contracts across sectors.

As your president, I'm excited to continue working collaboratively to drive our Union forward into a promising future.

Fraternally,

A handwritten signature in black ink, appearing to read 'TGM', written in a cursive style.

**Thomas G. Mari**  
President/Principal Officer

# Officers' Reports



## *Secretary-Treasurer* **Steven J. South**

In September we ratified the first Teamster Contract for the City of Malden DPW Supervisors. This contract finally rewards these Supervisors for their hard work and dedication to the City. The new contract includes the following: longevity bonus, clothing allowance,

Teamsters Dental/Vision, Group Legal, Training Fund, Water license stipends, better vacation accrual, another holiday, more personal days, strong wage increases, market rate adjustment raises, CDL bonus, maximum sick day accrual doubled, sick buy back, Retroactive pay, and more. The Contract was ratified unanimously!

In January, we will ratify the City of Malden DPW contract, which was also a first Teamsters contract for the group. This contract included many, many new improvements, strong wage increases, as well as a wage study that will be conducted by an outside company.

Both Malden groups are ecstatic to be members of Teamsters Local 25 now and we are happy to have them. I am working with Field Representative Brian Hatch on all Malden negotiations.

We have combined 4 other newly organized groups into one bargaining unit (Malden Municipal Unit) and we are currently in negotiations. We look forward to finishing a strong contract for these members as well. The employees in the City of Malden now have a strong collective voice and will be treated with dignity and respect. Gone are the days of the employees being left behind.

Field Representative Nancy Campbell and I continue to negotiate with the City of Watertown for 2 bargaining units. I will provide a further update when available but can guarantee that these groups will get what they deserve and nothing less!

In the Liquor Division, our members are providing exquisite service to restaurants, bars, liquor stores and grocery stores across the state of Massachusetts! No one does it better than Teamsters in every industry, including the Liquor industry.

At MS Walker, we won an arbitration in January regarding the Company refusing to pay a member his contractual signing bonus. We also presented a case regarding layoffs and our contractual 40 hour guarantee and are waiting on the decision. We have also filed several other cases to AAA arbitration that will be heard in the coming months. If

anyone from MS Walker management is reading this, my message to you and your team is "Bring it on!"

At Martignetti, we had our proposal meeting and took a unanimous strike authorization vote in November. Its time for this Company to pay up to our members that make them hundreds of millions of dollars per year. Our members are ready for battle and are geared up to strike if necessary! This contract expires on April 30 at midnight, and May 1 will begin the strike if we don't reach agreement. Coincidentally, May 1 is known as International Workers Day in countries around the world, which celebrates the struggles and achievements of workers and their Unions. If anyone from Martignetti management is reading this, my message to you and your team is "Bring it on!"

At UPS, We have negotiated the strongest contract in our history and the Company is already violating the contract daily. We are fortunate to have stewards and members who are vigilantly enforcing the contract every day, working with the Business Agents. We have filed over 1,300 cases to the NEAPGC (New England UPS Panel) for numerous violations, however, most of the cases are for supervisors working. We are also holding the Company accountable at OSHA and the Attorney General's office. As UPS management with longevity retire, we are left with out-of-town managers and new managers with zero to little experience or institutional knowledge. We will continue to enlighten these people as to how things work in Local 25.

I wish you all the best in 2024. Wherever Teamsters fight, I will be with you!



## *Vice President/Business Agent* **Joan C. Corey**

We commit to serving the interests of the membership by maintaining a Union that is strong, democratic and free of corruption. We take on the challenges ahead, in honor of those that have fought before us, and for the betterment of

future generations.

Since my last report, negotiations continue for our members at WCI: Work Community Independence. Our members care for people with a range of developmental and intellectual disabilities. They provide specialized medical services and treatment, medication management, and varying levels of personal care.

City of Cambridge negotiations are ongoing, and I would like to send a special sign of appreciation and respect to all our sisters and brothers in Cambridge.

City of Boston we have started contract negotiations for the property management stationary engineers and maintenance mechanics. Saugus Public Safety Dispatchers negotiations are ongoing.

Brookline Public Safety Dispatchers have recently ratified an agreement which is now subject to town meeting approval. All wages and economic increases will be retroactive. Thank you to the negotiating team and patience from all members.

Cambridge Health Alliance Everett Hospital Respiratory Therapists are standing united. The last and final offer from CHA was unanimously voted down by the members. We are currently preparing for Mediation with DLR which is scheduled for late January 2024.

Melrose Schools Administrators started negotiations early this cycle and we recently had our first session with the school committee and district. Thank you to all our members who have been actively involved as we navigate together through some unexpected issues and transitions within the district.

Town of Sudbury Public Safety Dispatchers are in the process of finalizing an agreement with the town to succeed their current CBA on all matters resulting from the town's planned transition of the police and fire public safety dispatch center to a state regional dispatch center. Our priority has been to negotiate solid incentives for our committed, experienced dispatchers to remain during the transitional period to ensure a safe transition over the next year or so. The patience and cooperation of our Teamster brothers and sister has been outstanding.

National contract negotiations and federal mediation continue for our brothers and sisters at Gate Gourmet, ACTS Aviation Security and Air Canada.

Upcoming proposal meetings and preparations for negotiations in 2024 with the City of Woburn Department Heads and Professional Staff, Town of Concord Highway and Grounds Members, Town of Concord E911 Public Safety Dispatchers, Tewksbury School Nurses, Tewksbury School Administrators, Acton Public Safety Dispatchers, Carpenter and Paterson Inc. Drivers and Warehouseman, and Somerville Housing Authority.

Serving the members of Local Union 25 and serving on the IBT General Executive Board is a continuous privilege which provides opportunities to mentor, engage, and improve working conditions for people across the nation. Our members are the heart and backbone of the Union. I am forever grateful, and I look forward to Teamsters accomplishing great things in 2024.



*Business Agent*  
**Jason A. Lopes**

I hope everyone and their families enjoyed their holidays and that your 2024 is off to a great start. We are looking to follow up an extremely successful 2023 with an even better 2024. As always, thank you for

your tremendous support of the Teamster Toy Drive, you helped to ensure that no child was forgotten at Christmas time. Don't ever forget that Union THUG stands for Those Helpful Union Guys (and Gals)!

As of this writing, we are still in negotiations with the City of Cambridge for a successor agreement. Our hardworking members keep the city running and they deserve to have the best municipal contract in the state, and we won't stop fighting until we get it.

We ratified a new four-year agreement at QCD Boston for our drivers, helpers and warehousemen who service Starbucks locations throughout all New England. We ratified new one-year agreements for the UMass Lowell Police & Dispatchers and the UMass Boston Police Lieutenants. These agreements brought wage increases of 8% in the one-year deal, the best wage increases these groups have ever received. I also had the pleasure of assisting Field Rep. Milton DePina in the negotiating of new agreements for UG2, Emerald Green and American Cleaning, and Field Rep. Nancy Campbell on a new contract for our members at Encore Casino. This year, we will be entering into negotiations for the Cambridge Public Works Supervisors, Cambridge E911 Supervisors, both UMass groups, the Motion Picture and Television division and the American Red Cross local and national contracts.

In Freetown, at Stop & Shop and Manfi Leasing, we had a slower than usual holiday season. The drop in volume at the company has brought about a decrease in extra work for drivers. This bid is the first bid in the last few years where we did not add any drivers. The overtime in the warehouse has remained steady but we are still in need of 30-40 more selectors. If you know anyone interested in warehouse work that provides Teamsters health & welfare and pension have them reach out to me.

The "golden time" grievance at Manfi Leasing was heard at the October Eastern Region Freight Panel in Myrtle Beach. We received a favorable ruling as drivers will now receive "golden time" for all hours worked (2.5x their hourly wage rate) in excess of eight hours on their extra day and on holidays. 2024 is going to be an important year in Freetown as we launch a yearlong contract campaign to unify the workforce prior to entering negotiations with the company in 2025.

Although it seems like I've been mentioning this forever, we continue to be understaffed at many locations. In addition to the job opportunities at Stop & Shop Warehouse, we also have openings at Costa Fruit & Produce (warehouse, Class A, B or D drivers and night warehousemen), the City of Cambridge DPW (laborers) and E911 (dispatchers), QCD Boston (warehouse) 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, 2023 was an extreme struggle as we stood by and supported our brothers and sisters in the WGA and SAG-AFTRA during their lengthy strikes. We would like to give special thanks to the IBT for establishing a fund to help our members during these trying times. Hopefully as we flip the calendar to 2024, productions will make their way back to MA and everyone can get to doing what they love. We will be having our own contract battle in 2024. We hope it won't come to a strike to get what we deserve, but we know we will have all of the craft unions standing behind us in solidarity, as we did with them.

An update on things nationally in my position as the IBT Healthcare Director (working in the Public Services Division). We have won 36 organizing elections since October of 2022, adding over 600 new members to the Teamster family. We will begin negotiations for a new National Teamster contract at Red Cross in March, and I would like to thank General President O'Brien for trusting me with the task of being the lead negotiator. We have assembled a tremendous team and look forward to bringing an amazing contract to our essential workers at ARC.

We have also recently had successful organizing drives at Quest Diagnostics, and as of the writing of this article we are in the process of organizing thousands of nurses throughout the state of Michigan. Healthcare workers suffered greatly throughout the pandemic and are now realizing the value of Teamster representation.

In closing, I'd like to thank all our shop stewards for their hard work; you are the frontline watchdogs holding the employers accountable. I'd like to congratulate all our new retirees and thank them for their many years of hard work and support for this great union. Please be sure to stop by and see us at the monthly blood bank and donate a pint of blood, you could save a life. I hope to see everyone at the Autism Gala on April 27 at the BCEC, every year the event gets bigger and better, and this year will be no different. Lastly, I would like to thank the membership and President Mari for allowing me the honor of representing the greatest local union in the labor movement, Teamsters Local 25.



## *Business Agent* **Andrew P. Walsh**

Sisters and Brothers, I hope you and your families had a happy holiday season. In the industries I am assigned to, 2023 was a busy year, we successfully negotiated 14 Collective Bargaining Agreements.

In our Solid Waste Division, we are continuing to see our members doing a great job keeping our communities clean. The City of Boston municipal solid waste contract is upcoming which we will work hard to keep the City of Boston being serviced by a Local 25 company. Under the direction of President Mari, we have been working with the mayor's office to voice our members concerns. With regular meetings and phone calls between Local 25 and the mayor's office we have communicated our issues in order to secure more work for our solid waste industry members.

We worked with the Attorney General's office regarding the temporary worker agencies in Boston. In early November the AG's office informed Local 25 the agency in question was fined over \$1 Million dollars. This was a great victory for working men and women, but our work is not done yet. We must commit to keep working to protect our members.

At Republic Services with the addition of JRM in late 2022 this bargaining unit is approximately 500 members representing three transfer stations, three hauling units, three maintenance facilities and a welding and fabrication facility. The amalgamation of the units has presented some issues that our stewards are working diligently to remedy. It seems we have grievance meetings every week at one location or another. I want to thank all the Republic members for always representing Local 25 professionally.

Our members at Capitol Waste have authorized Local 25 to enter early negotiations. These negotiations are to secure the new prevailing wages for the industry, so the municipalities have the ability to bid on these contracts. These negotiations

## **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.**

began with two unproductive meetings with more sessions being scheduled.

The members at Boston Carting have authorized the early negotiations as well. This company has grown since first entering this market and plans on competing for the Boston municipal waste contract.

We were successful in negotiating a first contract for our new members at Stericycle/Shred-it. Field Representative Milton DePina and I had eight months of negotiating sessions to secure the first-time agreement. I am happy to say that it was ratified unanimously. Having the opportunity to work with Field Rep. DePina and the committee was a great experience.

In the Redi Mix Division our members have done a great job supplying contractors with concrete and changing the Boston skyline.

At Aggregate Industries we were successful in a new CBA earlier in the year and the company has hired approximately eight new drivers since the ratification of the agreement.

We had an arbitration scheduled for early December for our terminated Aggregate member Peter Martin and before beginning the hearing the company and the union began negotiating a settlement agreement and after six hours both sides agreed to a settlement.

At Boston Sand and Gravel, we were successful in turning away a non-union concrete supplier in Cambridge and this resulted in Boston Sand being awarded the contract for over 250,000 yards of concrete. Our members began delivering to the site in the early fall.

This was a very busy year for Local 25, I personally want to thank all the members, committee members, stewards who work so hard and represent our union in the workplace every day. I would like to thank President Mari, our leadership team, and the office staff for all your support. I am honored to have served this local union for many years and look forward to 2024.



*Business Agent*  
**Joseph F. Foti**

In the Moving and Storage Division, we prevailed in two discharge arbitrations against American Moving & Installation. Both members were returned to work with six months of back pay and benefit contributions. We also settled two other

language cases favorably.

At DHL Express, we have put on cases at the Area Panels for contract violations involving Article 32 vacation language. They have deadlocked and are now moving to Eastern Region panels. We have also had two discharges in recent months. I would like to congratulate Rick Marquis

who was elected shop steward for South Boston in October and thank former steward Mark Siciliano for all his hard work for our members. In December Teamsters Local 100 DHL-CVG workers in Cincinnati/Northern Kentucky International Airport went on strike and extended picket lines across the country, including the South Boston location. For five days, our members stood united with Local 100 and refused to cross the picket line. Local 100 reached a tentative agreement with DHL-CVG on day five of the picket line here. Thank you to our members for their solidarity during this critical time in the Express Division.

In the Freight Division, T-Force freight members overwhelmingly ratified a new five-year agreement at the end of the summer with significant wage increases and better language in most articles that move this group closer to resembling a master freight agreement. Steward Joe Shaw informed us that he was retiring by the end of January. Local 25 is grateful to him for his service to the members of T-Force Freight and Local 25 and wish him well in retirement. Congratulations to Marc Comtois on his appointment to replace Brother Shaw.

Since the shutdown of Yellow Freight and subsequent bankruptcy filing, Local 25, at the direction of President Mari, has been working tirelessly to find work opportunity for all members seeking new employment opportunity, securing unemployment compensation benefits, and pursuing all owed wage entitlements due to our members. All members that have reached out to us seeking work have been placed in other industries. If anyone is still seeking work contact us immediately. We will never turn our backs on members that have been the backbone of the Teamsters for over a century.

Thanks to the bold and aggressive strategy of the General President and President Mari in New England, members at UPS overwhelmingly ratified a new five-year agreement that saw over 60 changes in the language of the National Master Agreement including the elimination of the 22.4 classification, historic wage increases, no forced six-punch for package drivers, air conditioning, improved Article 37 protections, increased pay penalty for supervisors working, and more.

In New England negotiations led by President Mari, we secured the most significant changes to our discharge language in the 30 years that I have been a member. UPS always abused the discharge language and would cause members financial hardship. The new language forces UPS to keep members on pay status throughout the grievance procedure for non-cardinal infractions. As agents, we have seen the immediate impact of this new language in our local level hearings, and at our grievance panels. Thank you, President Mari, for also securing overtime pay after five hours when part-time members take extensions during peak season and

a seventh week of vacation after 35 years of service. These changes, and more will have a positive impact on the lives of our members covered under the New England Supplement going forward.

I would like to congratulate new stewards Bob Surran, Isaiah Coleman, Jason Juliano, Renee Tsoukalas, Christine Paone, Joel Rodrigues Jr., and Mike Braga. I look forward to working with you all in the upcoming year. Congratulations also to Chelmsford Feeder Steward Tim Hallaran on his retirement after 37 years of service.

I look forward to seeing everyone at the Autism Gala on April 27. Each year I think we can't surpass the previous year, but this event continues to grow because of the generosity of our members. As always, thank you to all the stewards that work hard every day to enforce our contracts and help our members.



*Business Agent*  
**Michael C. Halley**

Since my last report we have successfully negotiated and ratified several contracts.

At Kraft Power in Woburn, with the help of Shop Steward David Pierce and Chris Markiewicz, we secured a new five-year agreement maintaining TeamsterCare, along with increases to Teamster pension and wage increases of \$7.00 per hour over the life of the agreement. The deal also includes increases to on-call pay, shoe and tool allowances and bereavement benefits.

For Town of Boxford Police Officers and Sergeants, we successfully negotiated and ratified a new three-year agreement with 3% increases, with increases to detail pay and comp time. Special thanks to Shop Steward Kurtis Anderson and Dave Parker for helping to get that agreement there.

For our Paul Revere Drivers working at the MBTA service in Winthrop, we negotiated a new five-year agreement that will have operators reaching \$30 per hour by the end of the contract's end. We were able to eliminate the tiered pay structure and progression for new hires as well as increase their Teamster pension contributions by 25%. We also added an extra week of vacation and a floating holiday, and a \$1,000 bonus for drivers with over 10 years of service.

For our drivers working at the Patriot Ledger, we secured a two-year agreement with wage increases, added holiday and improvements to vacation. Special thanks to Steward Jim Ryan for his help.

I had the honor to negotiate a first-time agreement for a newly organized group of School Bus and Van Drivers and Mechanics at Tewksbury Transit alongside Field Rep. Nancy

Campbell. School Bus Driver wages will be increased by 30% over the life of the agreement, Van Drivers 43%, Charter Drivers over 60% and Mechanics wages will increase by 25%. All members at Tewksbury Transit will receive contributions to the Teamsters pension as well as longevity and safety bonuses, various stipends, and bidding rights. Special thanks to Angela Deluca and Jill Keegan for their tireless efforts in negotiating this new agreement.

I have the honor to work on negotiating two other first-time agreements: Block by Block with Field Rep. Nancy Campbell and the New England Aquarium with Field Rep. Michael O'Brien. I am also working towards agreements for The Boston Globe and Hudson RPM. We begin this month negotiations for Penske Logistics and Mystic Island.

I would like to welcome another new group that recently fought and voted to join Teamsters Local 25: Somerville Housing Authority's Maintenance Mechanics and Tradesmen. I look forward to representing this hard-working group alongside stewards John Dellano and Chris Watson.

As I have previously reported we filed for arbitration against Paul Revere and Transdev and I am happy to report that we had success in both cases. Transdev was forced to pay over \$10,000 in overtime discrepancies to our members working in dispatch and Paul Revere agreed to the Union's demands regarding bidding.

We had our most successful Teamsters Toy Drive to date. I am always overwhelmed by the generosity of this great Local's membership every year during the holidays. Thank you to Teamsters Local 25 Toy Drive Co-Chair, the late great Joe Conti, and retirees Billy Grubbs, Mike Flynn and Bob McAllister.

In closing I would like to thank all my hardworking stewards and members and wish everyone a Happy New Year.



*Business Agent*  
**Peter (Pedro) Antonio Alvarado**

Sisters and brothers, 2023 was an extremely busy year at Local 25. At UPS, led by General President O'Brien, we were successful in negotiating the greatest contract in the history of UPS. The New

England supplemental negotiations, led by President Mari, saw us secure the strongest supplement in the country. We continue to give this company an ass whipping at the NEAPGC. At the UPS South Boston building members continue to hold the company accountable every day. We have one deadlocked case waiting to be heard at AAA arbitration regarding the company changing pay codes from 05/06.



At the UPS Somerville building, we settled all outstanding supervisor working grievances at the NEAPGC in November. We have four deadlocked cases awaiting to be heard at AAA arbitration. The 05/06 case, the eight-hour guarantee case, FMLA/ 1 52ND vacation pay calculation case and the steward access case. We feel strongly about these cases that we will get a favorable outcome.

At the UPS Watertown building our stewards continue to work extremely hard to ensure our members' rights are not being violated. At the UPS Saugus location, we have a case for our steward going to the national panel in May, regarding a violation of article 37. We will win this case. We lost Brother Andres Gomez, who passed away late in November, and we ask all members to keep his family in your thoughts and prayers.

At UPS Logan we continue to hold the company accountable day in and day out. In the UPS ENE Feeder Division, we have one deadlocked panel case scheduled to be heard early in 2024 at AAA arbitration.

At St. Elizabeths we have a termination arbitration scheduled for February, and we feel confident we will get our member back with full back pay and benefits.

At Hertz we were able to negotiate a strong settlement over production standards. Our members will be well taken care of with this issue. No other Hertz location in the country secured these improvements.

At Century Linen, we were able to secure contracts for our driver/dock workers and mechanics. These members received over 18% in wages over four years, double their pension contributions, entry into the Teamsters Local 25 401k plan, more paid time off, 50% increase in mechanics stipends and we were able to get these members out of a scab medical plan of the company and into Allegiant Care, a plan run by Teamsters. These gains were historic.

I want to thank all my stewards for their tremendous work and dedication in fighting for the greatest Teamsters in the country. I hope all members and their families had a happy and healthy holiday season and wish everyone a Happy New Year. Our team is ready to dominate in 2024. We are either one or none, let's stick together. LFG.



### *Field Representative* **Brian J. Hatch**

Since my last report, we have ratified two contracts in the Oil Division. At HOP Energy our clerical/dispatchers ratified a five-year agreement. I would like to point out, all but one member has over 20 years' service. This agreement will significantly change their quality of life presently and more importantly when they retire. By standing in solidarity and utilizing our leverage as the strongest Teamster's Local in the country, we were able to:

- Increase wages by \$10 over the five years; the starting rate is now \$29.10
- New vacation language, a new member gets one week after 1,000 hours, not on the one-year anniversary. Removed the blackout period, new language enables two members to take vacation per week year-round
- Members can now break up a weeks' vacation after accruing four weeks
- Bereavement language increase from four- to five-days
- New bi-lingual stipend of \$2 per hour
- Doubled the shift differential to \$1.50 per hour
- Additional 15-minute coffee break after nine hours of work
- New work from home language, upon mutual agreement
- Removed marijuana from the drug testing policy
- Part-time workers will now get 12 sick days
- Removed dress code policy from the contract

The most significant gains were secured in their retirement package. \$3 per hour increase in year one, \$3 dollars again in year two towards their pension. This will put them at the top accrual rate. When they retire, they will now receive \$700 per month for 18 months towards the cost of their retiree medical. This is a \$12,600 dollar savings per member.

At Brewer Petroleum, we ratified a five-year agreement on the final day of negotiations. Drivers and mechanics will now receive a total of \$10.50 over the life of the agreement, starting with \$5 dollars in year one. We compressed the years to get vacation weeks; after one-year members now get two weeks' vacation versus one week. Members now get three weeks' vacation at five years versus seven years. At 10 years, they will get four weeks versus 15 years. The majority of our drivers have under 10 years of service.

Overtime calculation now includes sick days, removed some restrictive language, added driver protection language. The bereavement language expanded to cover more loved ones. Members now receive a boot allowance of \$200, added DOT medical card and exam time to be paid for by company

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Send your contact information to

**info@teamsterslocal25.com**

and you'll receive important information from Local 25

and maintained Teamsters health and welfare and top pension accrual.

At Petro Oil, our steward has returned to work after being unjustly terminated in October of 2022. The arbitrator ruled for all back pay and wages.

This year we have contracts expiring with Global and Sunoco Logistics. We look forward to getting the strongest contracts possible for our members.

In the Public Sector Division, we had an important arbitration win in Everett regarding seniority when awarding jobs. The city believed they could skip over a member with more than 20 years of seniority for a member with eight months seniority in the clerical division. The Arbitrator ruled in our favor, and moving forward Everett will be respecting our members seniority.

In the Trade Show Division, Freeman Expo unjustly terminated our steward after returning to work from a previous termination. As always, the division stepped up in full support. The stewards and members went into a full attack on this company, and our steward was back to work within two weeks. We have numerous arbitration cases filed with Freeman, Nth Degree, and JCal. We are protecting and reestablishing our defined work.

In closing, I would like to thank the membership for your continued support.



*Field Representative*  
**Nancy L. Campbell**

Brothers and sisters, it was a very busy year. Since my last report I have negotiated and ratified nine contracts.

In June I was assigned to take over seven City of Medford contract negotiations with Field Rep. Brian

Hatch. Since that time, we have ratified four departments: Medford DPW, Medford Clerical, Medford School Administrators and Medford School Security and Monitors. We are working hard to get the rest of our Medford brothers and sisters the contracts they deserve.

Negotiations were down to the wire with Encore Boston Harbor. Narrowly avoiding a strike, after an 11-hour negotiation session we were able to get an amazing contract for our members. The average wage increases for our members on day one was \$6.35 per hour, contribution into the Teamsters pension, great severance language and additional \$1,500 - \$3,000 per year of service when laid off, improved harassment, bereavement, and pregnancy language and much more. We went into negotiations committed to our Local 25 Encore brothers and sisters determined to take over all grievance

hearings and arbitrations that were once handled by our partners at Unite Here Local 26. We have since arbitrated three separate termination cases and have been successful in getting all three members back to work with full backpay and benefits. Encore Teamsters will finally get Teamsters representation moving forward.

I have negotiated and ratified four brand-new Local 25 groups since my last report: City of Everett Parking Control Officers, City of Everett School Nurses, EMT workers at Boston MedFlight, and assisted Business Agent Mike Halley with Tewksbury Transit. Some of the highlights for our new members include: The City of Everett School Nurses received an immediate wage increase of 9%, additional stipends including extra pay for bachelor's and master's degrees. The City of Everett Parking Control Officers received an immediate wage increase of \$2.24 to \$3.82, additional stipends and holidays. Both Everett groups now have higher longevity payments, sick leave incentives and after revamping both groups' wage scales they will receive an additional 6% wage increase each year for the life of their contracts.

We pushed Boston MedFlight to their limit, almost forcing them to negotiate from the street. In the end, we were able to get these hardworking critical care EMT's a 24.5% increase over three years, 11.5% increases for everyone on day one of the contract. They now have weekend and overnight differentials and stipends for special certifications. More importantly these new members are now protected under their Teamster contract.

I am determined to keep working hard to get great contracts for the rest of you I am currently in negotiations with the City of Medford School Custodians, Medford Parking Department, Medford Inspectors/Superintendents/Recreation Department, City of Watertown DPW, City of Watertown Municipal Group, Town of Hingham DPW Supervisors, and Block by Block with BA Halley. I will begin negotiations soon with the City of Newton DPW, City of Chelsea 911 Supervisors, and the Town of Norwell School Custodians.



*Field Representative*  
**Milton DePina**

Brothers and sisters, since my last report in the Building Services Division we unanimously ratified four-year agreements for American Cleaning, Emerald Green, and UG2. The new contracts include improved language on job classifications, unpaid leave of absence, seniority, and vacations.

We also secured daily overtime pay at American Cleaning and UG2. We've improved the vacation schedule and added language allowing members to be paid for or carry over

unused vacation days.

We've achieved a significant increase in bereavement pay. Now, it's up to five paid days with additional family members included. Also, members can take up to five extra unpaid days when traveling more than 150 miles to attend funeral services. We increased personal/sick days from eight to nine days and increased the uniform laundry stipend to \$10 per week. Pension contributions increased to 20% and more than 17% on wage increases and double the longevity bonus. I want to thank Business Agent Jason Lopes, who assisted me in these negotiations.

After nearly eight months of intense negotiations for the newly organized group Shred-It, Business Agent Andy Walsh and I ratified their first contract unanimously. This agreement includes strong seniority and safety language, a \$250 shoe allowance, weekly pay versus bi-weekly, reimbursements on renewal of Class B licenses and DOT medical cards, an increase from eight to 11 holidays, vacation pay at 1/52 rate, wage increases up to 17%, with two months of retroactive payments, and a \$2000 ratification bonus. We also secured an eight-hour workday guarantee and froze the health insurance costs for the entire contract — a cost saving of 18% for our members.

I have been assigned to Century Linen and Hertz alongside Business Agent Peter Alvarado. At Century Linen, we overwhelmingly ratified two four-year agreements. The new contracts include wage increases of 14.66% for Mechanics, with wage increases up to \$3 per hour at ratification, and 17.40% for Drivers and Dock Workers, with wage increases up to \$1.40 per hour at ratification. We increased boiler license and wastewater bonuses by 50%. We added the 401K Teamster plan, transitioned to Teamster health and welfare through Allegiant Care, and doubled pension contributions. We also added one floating holiday for the Drivers, Domestic Partner to Death in the Family article, and increased the boot allowance by \$50 for both agreements.

I am now representing the newly organized group of paralegals and legal assistants at Lichten & Liss-Riordan. We have met with the negotiations committee and negotiations will follow this year.

At Northeast Electrical, we had a grievance for all Class A Drivers not receiving Class A rates. Before this contract, all drivers received the same pay rate, regardless of their work classifications. Once we ratified the new contract, all Class A Drivers were bumped up to Class A pay, irrespective of their work. Recently, the company hired several Class A drivers; however, given that they were not performing Class A work, they were receiving Class B pay. Our position was that the contract says, "For all CDL Class "A" Drivers: The new minimum rate shall be \$28 per hour." We met with the company in September, and I am happy to report that we won that grievance and that our Class A drivers received a \$3 per hour wage increase. Special thanks to steward Robert Knight, who worked diligently on this grievance.

In the Parking Division, SP Plus is being acquired by Metropolis. The deal is expected to close in 2024. We currently represent 186 members at SP Plus, and they are our second-biggest parking company, covering Boston, Cambridge, Somerville, and Everett. Over the last few months, we have monitored the company's operation and will continue to analyze this transaction in the upcoming months. So far, it has been business as usual. The company has continued to hire steadily. In addition, effective January 1, we added a new location in Cambridge to our current CBA, bringing 15 new members to Teamsters Local 25.

In closing, I want to thank steward Mike Jewell from Romanow Container, who retired July 28 after 36 years of service, the last 20 spent as steward. Congratulations, brother Mike! Enjoy your retirement.

I could not end my report without thanking my stewards for their hard work and tireless efforts. LET'S KEEP ON THE FIGHT IN 2024!




*Field Representative*  
**Michael O'Brien**

Brothers and sisters, I hope everyone had a great holiday. Once again, it's a privilege to serve you as Field Representative.

Since my last report I have ratified contracts for members at Boston Tow and East Boston

Neighborhood Health Center.

At Boston Tow we negotiated the best contract ever for this group. Members received wage increases of \$2.75 for year one, 3% for year two and 3.5% for the final year. They received health and welfare language that guarantees them 40 hours a week and will allow them to maintain their coverage throughout the year. These members work staggered hours, so this was important language to have. They received more



**Reminder:**  
**Blood Bank**

**February 24 • March 23 • April 27 • May 25**  
8:30am – 1:30pm in the Day Room

vacation time; more daily meal money and the company is matching 401k contributions to 5%. I would like to thank Business Agent Andy Walsh and steward Brian Mayall for their help.

The East Boston Neighborhood Health Center contract was overwhelmingly ratified. These members received a 5% raise. We do a wage opener every year. The members also received a 40-hour work week. In the past they only worked 36.25 hours a week. That was a big issue for them. They also received a \$1,500 appreciation bonus, and if they stay accident free for a continuous three months, they will receive a \$100 bonus. They also have a four-hour guarantee on overtime. I would like to thank steward Arthur Glufing for his help.

I am currently in negotiations with Bradford Logistics. These members deliver to every newsstand, restaurant, and store throughout all the Logan Airport terminals. They work hard and deserve better wages and working conditions.

I am also in negotiations with Air Canada, Gate Gourmet, United Airlines and ACTS SECURITY. These are all national contracts. I will get a great deal. The members are all frustrated with these companies.

At Massport, the contract expires in June. These members work hard and worked throughout covid; they deserve the best contract ever. Members want better wages and working conditions. They deserve it; they are frontline employees.

I am proud to report that the Signature Flight employee who was unjustly terminated was brought back and given full back pay. This member stood strong and prevailed. There was also an Air Canada member unjustly terminated; that member was put back to work. Welcome back!

I have arbitrations scheduled shortly for a Massport seniority issue, and an Air Canada worker who was unjustly terminated.

In closing, I would like to thank all my chief stewards and stewards for all their help. Teamsters Local 25 has the best members in the world. Thank you again. Keep Fighting The Fight!



## Director of Organizing Chris Smolinsky

In the past year, under the leadership of President Mari, our local has organized more than 400 new members and nine new bargaining units. The most recent victories were at the Boston Aquarium and a group of paralegals and legal assistants at

Lichten & Liss-Riordan, PC. They join new member groups Everett School Nurses, Everett Parking, Shred-It Sharon, Block by Block, STA Tewksbury, Boston MedFlight, and Somerville Housing Authority.

We go into 2024 ready to drive up our membership and stick to the core values of the Teamsters union. We continue to lead the way in showing the rest of the country what a successful organizing model looks like.

Forming a union can be a scary process for workers, facing aggressive union busting and often law breaking by hostile companies. Ultimately, when workers come together, they have the power to take control and fight back. In organizing our job is to show people that their strength is in their own solidarity. When workers realize this there is no limit to what they are capable of. We get to witness firsthand the massive changes that take place when unorganized groups join Local 25.

Our business agents have been successful in getting lifechanging contracts for every group we have organized. These contracts change the lives of these workers, their families, and the workers that come after them. We are proud and committed to continuing to build onto the legacy of this great local and look forward to continuing to fight to improve standards for workers in greater Boston.

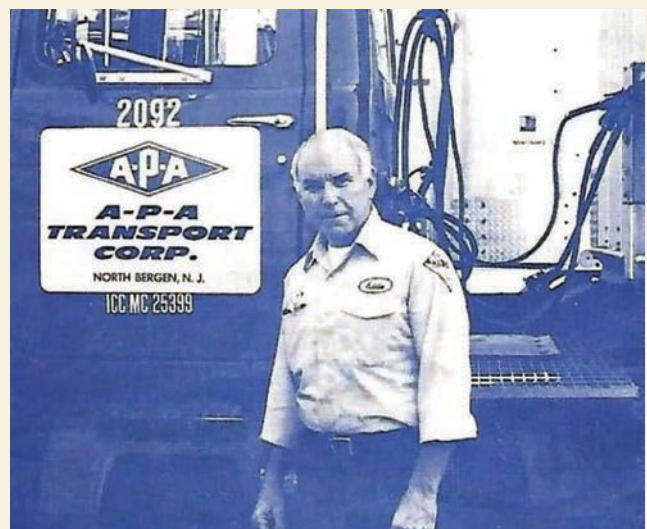
## IN MEMORIAM

### *T. Edward Sheehan*

On January 9, Brother T. Edward (Eddie) Sheehan passed away, just shy of his 97th birthday.

Brother Sheehan became a member of Teamsters Local 25 in 1946 and worked as a driver for APA Trucking, where he was also a steward. In 1980, he was elected to the Teamsters Local 25 Executive Board, serving as Trustee and then Field Representative from 1992 until he retired in 1997.

A U.S. Navy Veteran, Brother Sheehan had 12 children and was affectionately known in his beloved neighborhood of West Roxbury as the “Boss of Ivory Street.”



# Teamsters Step Up to Brighten the Holidays for Local Families

*Annual toy drive tops \$170,000*



**T**hank you to all of the Teamsters Local 25 brothers and sisters and supporters who helped make last month's toy drive one of the best yet. We were able to distribute hundreds of toys and gift cards to local organizations and families.

Special thanks to Toy Drive Co-chairs Mike Halley and Joe Conti, and to the many volunteers including retirees Billy Grubbs, Bob McAllister, and Mike Flynn.



*Above: John Maskell organizes toys for the Drive*

*Below: Thanks to all of our city of Medford Teamsters who helped deliver a van full of toys to the Medford Family Network*



*Top: BA Mike Halley, VP Joan Corey, Billy Grubbs*

*Middle: The late, great Joe Conti collecting toys at Target*

*Above: Secretary-Treasurer Steve South carries toys*



# Teamsters Walk for Autism

## Autism Speaks' Annual Boston Walk Takes Place on Boston Common

Teamsters Local 25 families descended on Boston Common on October 16 for the annual Autism Speaks Greater Boston Walk. Our families again helped kick off the walk with a silent countdown on stage. This event was the very first event the Teamsters Local 25 Autism Fund participated in and we are proud to carry on the tradition every year since 2008!



Joe Conti, Leslie Russell, Karyn McNelley, Kelly Glynn, Alina McAteer, Marco Antidorm



Local 25 walkers are ready to go!



The Comeford family ready to walk



Clarence Goodloe and family



Chris, Jack and Pamela Enokian and Kyle Richard



Braintree Challenger League volunteers and Joe O'Connor

# 1,000 Teamsters from Across North America Attend Unity Conference in Boston

## Three-day conference includes workshops, rallies and highlights our rich labor history

**B**oston was bursting with Teamster pride the weekend of October 6 when 1,000 Teamsters and families converged in the Seaport district for the 2023 Unity Conference.

"Boston really is a union town; there is solidarity here like no other," President Tom Mari said in his opening remarks, "We are united with labor unions across the state, and more importantly we are united within our own

ranks. I truly believe staying united is the key to our success at the bargaining table, on the picket line and on the shop floor. It's how we win contracts and organize the unorganized."

Unity and the power of the Teamsters was echoed throughout the general sessions that included national and state leaders with ties to Massachusetts, including U.S. Congressman Stephen F. Lynch, Governor Maura Healey, Boston Mayor Michelle Wu and former U.S. Secretary of Labor and National Hockey League Players' Association President Marty Walsh. "Big business said I would be bad as Labor Secretary because I'm a union guy," said Walsh. "My response was, I wear my union background as a badge of honor. Damn right, I'm a union guy."

*Top right: President Tom Mari addresses the Unity Conference*

*Left: Business Agent Mike Halley, IBT President Sean O'Brien, President Tom Mari*

*Bottom: Teamsters Local 25 was well represented at the conference*



Throughout the weekend participants chose from more than 30 workshops that ranged from labor history to new treasurer training, to mental health and the power of organizing. Local 25 Business Agent Jason Lopes, who also serves as the IBT Health Care Director and Public Services Division Representative, led a workshop on the Teamsters American Red Cross National Agreement.

On Saturday morning, Teamsters Local 25 bus drivers from Tewksbury Transit helped transport three full buses of Teamsters from Boston to Norwood to support Local 396 Amazon delivery drivers, as they extended their unfair labor practice strike picket line to the Norwood Amazon facility. The Teamsters Local 396 drivers are on strike to demand the e-commerce giant stop its unfair labor practices, recognize the Teamsters as the workers' collective bargaining representative, and bargain with the union to address low pay and dangerous working conditions.



**T**eamsters Local 25 Futures members continue to lead the way among younger workers. We are fortunate to have leaders like President Mari and the entire executive board that believe in the mission of the Futures and are always there to support us.

When Teamsters Western Region Vice President Rick Hicks was interested in organizing a futures committee for locals within Joint Council 28, he called Local 25. President Tom Mari, Vice President Joan Corey, Trustee Greg Dodd and Steve Walsh, attended Joint Council 28's annual conference in Seattle, WA. Dodd and Walsh spoke about the committee, what they do and how best to engage younger members. Members had

great questions and we look forward to seeing younger members in the western region start their own futures committee.

On October 1, Teamster pride dominated Route 93 North when 65 Teamsters rode from the Union Hall to the Driving School. The first annual "Ride for a Better Tomorrow," was spearheaded by the Futures Committee and all proceeds will help support our community and charity projects. This wasn't just a bike run. Once at the school, everyone enjoyed a BBQ and other activities for the children. Thank you to the Teamsters Horsemen who participated, many from across New England.

This fall was full of events. We were excited to host our annual Labor Day BBQ again this year. Our members attended the opening of an art exhibit at the State House that featured UPS workers amongst quotes by Dr. Martin Luther King, Jr. You can see the exhibit in our Union Hall now. We also walked with advocates and families in the Autism Speaks Boston Walk. And on Halloween weekend we participated in the annual Woburn Lions Club Halloween Parade. Special thanks to President Tom Mari who drove the Teamster truck!

Supporting pro-worker candidates is part of our mission. Futures hit the ground running in the summer and didn't stop till election day. We knocked on doors, called voters and held standouts.

This past holiday season we continued our tradition of giving back. The Futures Committee helped prepare and deliver more than 1,400 meals on Thanksgiving and Christmas through the Saint Monica Food Pantry. We also helped with the Local 25 annual Toy Drive.

It has been an exciting year for our committee. We look forward to connecting with even more members in 2024!



*President Tom Mari addresses riders at the hall before they depart for the driving school*



*Future Teamster!*



*Great work by our Futures for the bike event*





IBT Western Region VP Rick Hicks, Steve Walsh, President Tom Mari, and Trustee Greg Dodd



VP Joan Corey and Trustee John Juskiewicz with Futures Committee members at their annual Labor Day BBQ



BA Andy Walsh, President Tom Mari, Rafael McKnight Gomes, Jake Smith, and Gerald Doobie Leary



Chris Dauver and family



Rob Manchester and his son Will



Futures helped prepare and deliver Thanksgiving meals in South Boston

**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](mailto:tl25futures@gmail.com)

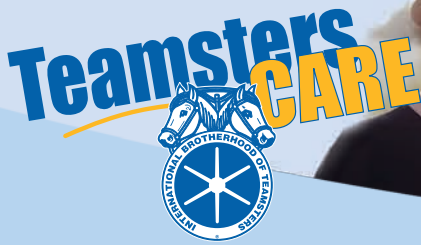
Visit us on Facebook and Instagram:

 **Teamsters Boston Futures**

 **@bostonfutures25**



**LOCAL 25 FUTURES**



Your goal, our mission, healthy living

# Change for the better in 2024...

## Here's how TeamstersCare Employee Assistance Program (EAP) can help

A New Year can lead to a New You! Change can often be challenging and difficult to maintain. Whether you're looking for a fresh start or help with setbacks, thinking of making a major modification or a minor adjustment, TeamstersCare EAP can help. We offer assistance with referral to both acute and ambulatory behavioral healthcare programs. Let us work with you to move forward in the sea of change while keeping your long-term goals in mind.

**Board of Trustees**  
Teamsters Union 25  
Health Services &  
Insurance Plan

**Thomas G. Mari**  
Union Co-Chairman

**Steven J. South**  
Union Trustee

**Jason A. Lopes**  
Union Trustee

**Andrew P. Walsh**  
Union Trustee

**Michael Shaughnessy**  
Employer Co-Chairman

**Matthew Loughlin**  
Employer Trustee

**Jason Paradis**  
Employer Trustee

**John W. White**  
Employer Trustee

### SMOKING CESSATION PROGRAM



TeamstersCare EAP staff offers free counseling sessions and assistance to those who wish to address nicotine use. In addition, Active and Retiree members, along with their dependents, who are eligible for prescription drug benefits with TeamstersCare can get smoking cessation prescriptions filled at one of the TeamstersCare pharmacies or through Express Scripts mail order. Interested members should discuss medication choices with their medical provider and the prescription must be filled at a TeamstersCare pharmacy or through Express Scripts mail order (Chantix® and Zyban® are not covered at a retail pharmacy). You may also receive reimbursement for your copays. Additionally, nicotine patches are covered at TeamstersCare pharmacies, Express Scripts mail order and retail pharmacies with a prescription. Please visit [www.teamsterscare.com](http://www.teamsterscare.com) or call 1 (800) 851-TEAM for more information.

### GRIEF SUPPORT GROUP



TeamstersCare EAP is always looking for the best way to serve the needs of all Teamster members. Everyone grieves differently according to the unique circumstances of our relationships with loved ones, and it can often be difficult and awkward when we try to talk to friends, co-workers or even family members about how we are feeling. Trying a grief support group can be rewarding and transformative, as groups help us find assistance from others experiencing similar situations. TeamstersCare EAP offers groups for Teamster members and their families that meet in-person on certain Saturdays at the Schrafft's City Center location in Charlestown. For more information, contact Leslie Russell at 1 (800) 241-9220 ext. 102 or [leslie\\_russell@teamsterscare.com](mailto:leslie_russell@teamsterscare.com).

### SUBSTANCE USE DISORDER SUPPORT GROUPS



TeamstersCare recognizes that in today's complex world, the meaning of "health" goes well beyond issues covered by traditional medicine. One particular concern, substance use disorder, affects our entire community, threatening the well-being of Teamster members and their families. TeamstersCare EAP is proud to offer two options that serve and support our members and families who are dealing with substance use disorder, **R.A.F.T** and **S.O.S.**





[www.teamsterscare.com](http://www.teamsterscare.com)

## TeamstersCare Directory

**R.A.F.T.** was established in November 1972 when a small group of recovering alcoholics, all members of Teamsters Local 25, founded the **Referral and Follow-up Team (R.A.F.T.) Program**. Acting anonymously and under their own direction, **R.A.F.T.** volunteers focus on helping fellow members help themselves in the struggle against substance use disorder. More than 50 years later, the Program continues stronger than ever with the mission of providing immediate support of fellow Teamsters as part of a transition to the broader-based assistance of Alcoholics and/or Narcotics Anonymous. **R.A.F.T.** meets at 7:00 p.m. every Wednesday in the Day Room at the Local 25 Union Hall, 544 Main Street in Charlestown, and at 9:00 a.m. every Saturday at the TeamstersCare Stoughton Facility at 1214 Park Street (there are no Stoughton meetings in July and August).

**S.O.S. (Sisters of Sobriety)** is a women's recovery group for and by union affiliated women. This group is open to individuals over 18 who identify as female or non-binary and are seeking help with recovery or coping with someone else's dependence issues, be it substance, behavior or food. With a philosophy of multiple pathways to recovery combined with an understanding of the labor industry, women can bring to light the challenges of balancing both. The **S.O.S.** group meets weekly via Zoom on Wednesday evenings from 7:30-8:30pm. For more information, contact Leslie Russell at 1 (800) 241-9220 ext. 102 or [leslie\\_russell@teamsterscare.com](mailto:leslie_russell@teamsterscare.com).

If you think you have a problem with any kind of substance, come to a meeting and talk with other Teamsters. There's a good chance you'll find help for yourself. There's an equal chance you can help somebody else.

### 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

## IMPORTANT REMINDER: NASCO MOVEIT PRIVACY INCIDENT

NASCO, a third-party provider of benefits administration services to health plans including BCBS of MA, used a third-party software application, MOVEit Transfer by Progress Software ("MOVEit"), to exchange files. In 2023, NASCO experienced a data security incident in which a threat actor acquired data from NASCO's MOVEit server. When NASCO learned of this incident it promptly took steps to secure its systems, notified law enforcement authorities and launched an investigation that found that some of the acquired files contained the personal information of thousands of certain health plan members, including TeamstersCare members and retirees with medical coverage through BCBS of MA. NASCO has provided notification to impacted individuals by mail and is offering 24 months of complimentary enrollment in identity monitoring services. TeamstersCare encourages anyone who received a notification to sign up for these free services. If you have questions about the incident or how to enroll in identity monitoring services, please call 1-855-873-7643.

## Update to your medical coverage with BCBS...

Great news! As of January 1, 2024, the \$5 copay for preventive services has been eliminated. New ID cards reflecting the change were sent out to Active and Retired TeamstersCare members with BCBS medical coverage. Please replace your old ID card with the new one.



# More than 200 Teamsters Participate in Stewards Seminar

*Half-day conference features presentations, mock-trial and networking*



*President Tom Mari opens up the half-day event*



*More than 200 stewards participated in the program*

**O**n October 21, more than 200 Teamsters Local 25 stewards converged at the Union Hall for the annual Stewards Seminar. While attendees heard from many speakers it was important for them to interact with each other.

"Stewards are the unsung heroes of our union," said Teamsters Local 25 President Tom Mari. "I'm thrilled that so many joined us today. Whether you have served for ten years or this is your first year, staying informed is crucial to doing your job as a steward and your participation today sends a strong message about your commitment. Thank you!"

Presentations included the IBT Training Program, the Teamsters Joint Council 10 New England Organizing Department, TeamstersCare and the EAP Program, the Futures Committee, the Teamsters Prepaid Legal Program and Workmen's Compensation. Attendees also watched a mock grievance hearing from Secretary-Treasurer Steven South, Business Agents Andrew Walsh & Jason Lopes, and Field Rep. Brian Hatch.

Stewards play a vital role in the union. They are often the first union representative a new worker meets, they work closely with the business agent or field representative, they enforce the contract and keep workers apprised of important issues and causes in the Teamsters.

Whether you are a veteran steward or this is your first year in the role, this event offers a chance to learn more about Teamster benefits and what the Union does for members that you can bring back to your worksite. It is also an opportunity for members to interact with others they may not normally have met. Thank you stewards for all you do for our Union!



*Brian Perry, Jamie Perry, Ed Welch, Ron Wronski, and Brian Rousseau*



*Lesleyann Pizzano and Paula Riley*



*Secretary-Treasurer Stever South and BA Jason Lopes participate in a mock grievance hearing*



*Members learned about Teamster benefits and had the chance to speak with their peers*



*BA Andrew Walsh and Field Rep. Brian Hatch presented the other side of the mock grievance hearing*

# DRIVING FOR THE GREEN

*Teamsters Local 25 holds annual scholarship golf tournament*



*LEFT COLUMN, top, 1 to r: Owen Halley and Tom Kelly*

*Photo 2, 1 to r: Paul Mullin, Jay Mackey, Mark O'Meara, Chris O'Meara, and BA Mike Halley*

*Photo 3, 1 to r: Peter Carr, Bob Cook, Al Littlefield, and Kenny Murray*

*Photo 4, 1 to r: Mike McGregor, Chad McMahon, Paul Foulson, and Brian Cellucci*

*RIGHT COLUMN, top, 1 to r: Dylan Cole, Brady Sullivan, BA Mike Halley, and BA Jason Lopes*

*Photo 2, 1 to r: Matthew, Steven and Secretary-Treas. Steve South, Ed and Kevin Regan*

*Bottom, 1 to r: Peter Walrond, Paul Reed, Antonio Santana, Brian Cloherty, and BA Peter Alvarado*



**O**n Saturday, September 9, the annual Teamsters Local 25 Scholarship Golf Tournament was held at Windham Country Club in Windham, New Hampshire. More than 120 golfers hit the links to help raise funds for the Teamsters Local 25 Memorial Scholarship Program. The tournament is the primary fundraiser for our scholarship program that annually recognizes 30 students with \$60,000 in scholarships. All recipients are children or grandchildren of members.

Congratulations to our top three teams!

**First Place:** Jimbo Murphy, Robert Collier, John Houlihan and Chris Roach.

**Second Place:** Paul Mullin, Jay Mackey, Mark O'Meara and Chris O'Meara

**Third Place:** Owen Halley, Tom Kelly and Chris Watson, Jr.

Thank you to all of the players and sponsors! Special thanks to the Committee, led by Business Agents and Co-chairs Mike Halley and Jason Lopes, and Gina Buckley, Shauna Cotter and Jen Todd.



*LEFT COLUMN, top, 1 to r: Shauna Cotter, BA Mike Halley, BA Jason Lopes, Jen Todd, and Gina Buckley*

*Photo 2, 1 to r: Jack Maier, Mike Ebert, Bob McIsaac, and Keith Cass*

*Photo 3, 1 to r: Christopher Enokian, Dan Carmody, Scott Richard, and Charlie Lyons*

*Photo 4, 1 to r: Matt Kaiser, Paul Mullin, Chris Watson, Bill Haley*

*LEFT COLUMN, bottom, 1 to r: Paul Mullin, Jay Mackey, Mark and Chris O'Meara*

*RIGHT COLUMN, top, 1 to r: Brian Sullivan, Chris Nee, BA Andy Walsh, BA Joe Foti*

*ABOVE, 1 to r: Paul Mathi and John Damiano with their foursome*



*LEFT COLUMN, top, l to r: Josh Marot, Dave McDonald, Steve Maccarone, and Mark Simpson*

*Photo 2, l to r: Harold Lang, Jason Cabral, Brendan and Paul Sweeney*

*Photo 3, l to r: Chris Hafner, Al Dowrey, Paul Fahey, and Roger Pare*

*Photo 4, l to r: Doug Hart, Ray Robichaud, Paul Fedele, and Mike Walsh*

*Bottom, l to r: Maurice Richard, Steven Valente, Trustee John Juskiewicz, and Walter Bacigalupo*

*RIGHT COLUMN, top, l to r: Wes Allen, Derek Glenn, Trevor June, and Dan Crowley*

*Photo 2, l to r: Jamie Perry, Tom Hayes, Ed Welch, and Brian Altimas*

*Photo 3, l to r: Bobby Piotti, Maury Bauer, Gary Olsen, Bob Baughman*

*PAGE 23, top, l to r: Darren Donegan, Scott Kelley, Victor Brown, and Paul Pereira*

*Photo 2, l to r: TRichard Gambale, Nick Barrasso, Mark Murphy, and Jim Brennan*

*Photo 3, l to r: Rob Dyoutas, Mike Cimmino, Andre Galdo and Jason Catizone*

*Photo 4, l to r: Joe Spinale, Walter Buckley, Artie Camuso, and Donnie Titterton*

*Photo 5, l to r: Tom Cole, Brian Donovan, Field Rep. Brian Hatch, and Derek O'Brien*

*Bottom, l to r: John Houlihan, Jimbo Murphy, Chris Roach, and Robert Collier*



## THANK YOU TO OUR SPONSORS

### GOLD

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Feinberg, Dumont & Brennan  
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Keches Law Group, P.C.  
Massport  
Regan Associates, Chartered  
Teamsters Local 25 Group Legal Plan  
TeamstersCare  
Teamsters Local Union No. 174  
Teamsters Local Union No. 399  
Teamsters Local Union No. 633  
Teamsters Local Union No. 639  
Teamsters Local Union No. 671  
Teamsters Local Union No. 1150  
Ullico

### SILVER

Capitol Waste  
Cummins Sales and Service  
Manfi Leasing  
Meketa Leasing Corp  
Paul Revere Transportation, LLC  
Teamsters Joint Council 10 New England  
Teamsters Local Union No. 42  
Teamsters Local Union No. 79  
Teamsters Local Union No. 170  
Teamsters Local Union No. 202  
Teamsters Local Union No. 407  
Teamsters Local Union No. 727  
Willwork Event Services Boston



# Pensioners



Name	Company	Type	Effective Date
Abdul A Abdulrahman	United Parcel Service Inc	Regular Pension	04/2023
Aaron J Agrella	Gilman & Sons Inc C	Regular Pension	05/2023
Vache O Albachian	United Parcel Service Inc	Regular Pension	04/2023
Americo Almeida	Manfi Leasing Corp	Early Retirement Pension	05/2023
Lincoln R Ambris	United Parcel Service Inc	Regular Pension	02/2023
Jon Anthony	Eckel Industries Inc	Regular Pension	09/2023
Thomas H Arensberg	Aggregate Industries	Regular Pension	02/2023
Peter M Arsenault	Spry & Co Inc, E A	Regular Pension	08/2023
William A Ascolillo	Signature Flight Support	Regular Pension	03/2023
Denise M Avallon	New England Motion Picture/TV	Regular Pension	05/2023
Francis R Aylward	DHL Express (USA Inc)	Regular Pension	04/2023
Jeffrey A Bamford	New England Motion Picture/TV	Disability Pension	05/2023
Jeffrey M Bell	Northeastern Petroleum	Disability Pension	10/2023
Salvatore V Bellofatto	DHL Express (USA Inc)	Regular Pension	04/2023
Jean Nicolas Bertrand	Veterans Transportation LLC	Regular Pension	01/2023
David W Betro	United Parcel Service Inc	Regular Pension	09/2023
Takako K Blair	S.P. Plus Corp	Regular Pension	01/2023
Carol A Blanchard	Teamsters Local 25 H&W	Regular Pension	08/2023
Joseph R Bloom	United Parcel Service Inc	Early Retirement Pension	02/2023
Robert A Bradley	New England Motion Picture/TV	Regular Pension	08/2023
Colleen M Brady	Teamsters Local 25	Regular Pension	06/2023
Simon P Brasil	Ferrera & Sons Inc James	Partial Pension	04/2023
Gerard P Brennan	New Penn Mtr Exp Inc	Regular Pension	08/2023
Stephen J Buckley	Global Experience Specialists	Early Retirement Pension	04/2023
Rudolf A Buczynski	United Parcel Service Inc	Early Retirement Pension	06/2023
Ronald J Byrnes	Stop & Shop Supermarket Co	Early Retirement Pension	06/2023
Kevin J Cabana	United Parcel Service Inc	Early Retirement Pension	05/2023
Michael R Cabral	United Parcel Service Inc	Regular Pension	10/2023
Juan A Cabrera	Romanow Inc	Regular Pension	06/2023
Robert J Callahan	New Penn Mtr Exp Inc	Early Retirement Pension	06/2023
David J Camara	Gioioso & Sons Inc P	Early Retirement Pension	03/2023
John T Cannon	Globe Newspaper Co/NY Times	Regular Pension	06/2023
Joseph J Capozzo	Purity Supreme Inc	Regular Pension	03/2023
Robert E Carew Jr	The 357 Corp	Regular Pension	04/2023
Christopher M Carten	Globe Newspaper Co/NY Times	Regular Pension	02/2023
Sanh T Chau	National Express Corp	Regular Pension	07/2023
Joseph Cheever	Costa Fruit & Produce Co	Early Retirement Pension	07/2023
Michael D Chisholm	Walker Inc M.S.	Early Retirement Pension	01/2023
Mark S Christopher	YRC, Inc	Regular Pension	08/2023
David R Churchey	Certainfeed LLC	Regular Pension	04/2023
Scott A Clark	Republic Services Inc	Thirty Year Full Service	06/2023
Normand F Clark	YRC, Inc	Regular Pension	10/2023
Vance A Coldwell	YRC, Inc	Disability Pension	02/2023
Joseph C Connor	UPS Benefits Dept	Regular Pension	05/2023
Lawrence A Constantine	Climo & Son G A	Regular Pension	04/2023
Joseph R Cooney	Stop & Shop Supermarket Co	Regular Pension	08/2023
Albert Cooper	United Parcel Service Inc	Regular Pension	10/2023
James K Cooper	William Walsh Inc	Disability Pension	07/2023
Patrick J Corbett	Manfi Leasing Corp	Disability Pension	02/2023
Joao Costa	Stop & Shop Supermarket Co	Regular Pension	02/2023
Richard J Craig	United Parcel Service Inc	Disability Pension	02/2023
Kevin M Cronin	United Parcel Service Inc	Disability Pension	07/2022
Michael J Cross	Stop & Shop Supermarket Co	Early Retirement Pension	06/2023
Richard J Cuddy	Stop & Shop Supermarket Co	Early Retirement Pension	07/2023
Walter X Cullen	United Parcel Service Inc	Disability Pension	04/2023
Lawrence A Curran	Romanow Inc	Regular Pension	04/2023
Robert E Curtin Jr	Star Market Companies Inc	Regular Pension	06/2023
Michael C Cyr	Stop & Shop Supermarket Co	Regular Pension	05/2023
John M Dacey	Glancy & Sons Inc W H	Regular Pension	08/2023
Laurence E Daly	United Parcel Service Inc	Regular Pension	04/2023
Doris J Dawson	United Parcel Service Inc	Regular Pension	08/2023
Antonio M Defaria	Ferrera & Sons Inc James	Regular Pension	03/2023
Robert P Delaney	Stop & Shop Supermarket Co	Regular Pension	03/2023

Name	Company	Type	Effective Date
George M Derderian	Atlantic Plant Maintenance Inc	Regular Pension	08/2023
Debora D DiGiuseppe	United Parcel Service Inc	Regular Pension	07/2023
Craig A Dillingham	New England Motion Picture/TV	Disability Pension	09/2023
Dennis F Donahue	Costa Fruit & Produce Co	Regular Pension	08/2023
Barbara L Doud	United Parcel Service Inc	Regular Pension	08/2023
James P Doyle	Costa Fruit & Produce Co	Early Retirement Pension	07/2023
Naomi Driscoll	DHL Express (USA Inc)	Regular Pension	07/2023
Thomas E Dyer	Teamsters Local 25	Early Retirement Pension	05/2023
James M Dyke	Hill Trucking & Rigging OB	Regular Pension	04/2023
Steven H Egan	Weymouth Art Leather	Regular Pension	04/2023
Robert L Ellis	Bay State Produce Co	Regular Pension	07/2023
Richard F Enos	Purity Supreme Inc	Regular Pension	08/2023
Michael P Enwright	United Parcel Service Inc	Partial Pension	03/2023
Paul A Erickson	Dandy Summer & School Service	Regular Pension	09/2023
Charles Ericson	Lindenmeyr Munroe DV	Regular Pension	05/2023
Leon B Esilva	Veterans Transportation LLC	Regular Pension	03/2023
Robert J Farquharson	Teamsters Local 25	Regular Pension	06/2023
Joaquim A Fernandes	Stop & Shop Supermarket Co	Regular Pension	04/2023
Vincent J Fiamma	DHL Express (USA Inc)	Regular Pension	04/2023
Deborah M Fichtner	Teamsters Local 25 H&W	Regular Pension	08/2023
Charles A Finnemore	UPS Benefits Dept	Regular Pension	04/2023
David M Foley	Admial Metals Servicenter Co	Regular Pension	07/2023
Darrell G Ford	BFI/Allied Waste Ind Inc	Regular Pension	05/2023
Raymond E Ford	BFI/Allied Waste Ind Inc	Disability Pension	08/2023
Arsenio Francisco	Romanow Inc	Regular Pension	04/2023
William B Franks	New Penn Mtr Exp Inc	Early Retirement Pension	10/2023
Malcolm D Gale	New England Motion Picture/TV	Regular Pension	03/2023
Kevin P Garron	Lily Transport Lines Inc	Regular Pension	10/2023
Steven P Giglio	DHL Express (USA Inc)	Regular Pension	05/2023
Anthony J Giglio	Spry & Co Inc, E A	Regular Pension	03/2023
Steven Gilligan	Nation Express Corp	Regular Pension	07/2023
Geoffrey Gorham	New England Motion Picture/TV	Regular Pension	02/2023
Michael G Goyette	Petroleum Heat & Power Co Inc	Regular Pension	08/2023
James T Grady	Crown Linen Service Systems	Regular Pension	09/2032
Richard G Grant	Nelson Precast Inc	Regular Pension	06/2023
John Greene	BFI/Allied Waste Ind Inc	Regular Pension	05/2023
Alice R Hanley	Teamsters Local 25 H&W	Early Retirement Pension	03/2023
Kenneth Hardnett	National Express Corp	Regular Pension	07/2023
Robert E Harrington	United Parcel Service Inc	Early Retirement Pension	05/2023
Patrick J Hogan	Globe Newspaper Co/NY Times	Regular Pension	06/2023
Ronald Houle	Stop & Shop Supermarket Co	Early Retirement Pension	03/2023
William Hoye Jr	Lindenmeyr Munroe DV	Regular Pension	06/2023
Armand Iebba	Teamsters Local 25 H&W	Regular Pension	07/2023
Alfred R Indeglia Jr	YRC, Inc	Regular Pension	06/2023
Gary J Ingalls	United Parcel Service Inc	Early Retirement Pension	08/2023
Galen H Isaacs	Petroleum Heat & Power Co Inc	Regular Pension	06/2023
David C Jenkins	Freeman Exposition LLC	Regular Pension	06/2023
Gregory J Jerow	Costa Fruit & Produce Co	Regular Pension	05/2023
Michael Jewell	Romanow Inc	Regular Pension	09/2023
Alfred D Jewett Jr	United Parcel Service Inc	Regular Pension	05/2023
Clifford A Johnson	A-P-A Transport Corp	Regular Pension	04/2023
George R Jones	BFI/ Allied Waste Ind Inc	Regular Pension	04/2023
Jean Joseph	Propark America	Regular Pension	01/2023
Mark Kearley	Manfi Leasing Corp	Regular Pension	04/2023
Thomas M Kelley	Boston Sand & Gravel Co	Regular Pension	09/2023
Patrick J Kilduff Jr	YRC, Inc	Regular Pension	10/2023
William P Koot	Americold Corp	Regular Pension	04/2023
Peter Kurczy	United Parcel Service Inc	Regular Pension	08/2023
Linda M Lalli	YRC, Inc	Regular Pension	04/2023
Joanne M Lang	United Parcel Service Inc	Regular Pension	09/2023
Serafim M Leal	United Parcel Service Inc	Regular Pension	07/2023
Ray Leary	Veterans Transportation LLC	Regular Pension	07/2023
Donald A Lebeau	US Foodservice Inc	Regular Pension	04/2023

# Pensioners (cont.)



Name	Company	Type	Effective Date
Ronald G Leblanc	Thypin Steel Co Of NE Inc	Regular Pension	06/2023
Robert L Leclaire	Certainteed LLC	Regular Pension	03/2023
Donna L Leclerc	United Parcel Service Inc	Regular Pension	03/2023
Zichi Lee	United Parcel Service Inc	Regular Pension	02/2023
Edward Lefebvre	Hudson-RPM Distributors LLC	Regular Pension	01/2023
James P Leone	Armada Waste MA II LLC	Early Retirement Pension	07/2023
William R Leslie	United Parcel Service Inc	Disability Pension	05/2023
Joseph Libitz	Star Market Companies Inc	Regular Pension	09/2023
James G Licari	DNC, Inc	Regular Pension	07/2023
Keith Littlefield	Bartolini Bros Const Co Inc	Regular Pension	04/2023
Anthony J Lomuscio	Capitol Waste Services	Regular Pension	05/2023
Timothy M Longchamp	New Penn Mtr Exp Inc	Early Retirement Pension	07/2023
Michael A Lonigro	United Parcel Service Inc	Regular Pension	09/2023
John M Lynch	DHL Express (USA Inc)	Disability Pension	02/2023
David K MacDougall	United Parcel Service Inc	Regular Pension	05/2023
Kevin V Mack	BFI/Allied Waste Ind Inc	Regular Pension	09/2023
John N Maclean	Globe Newspaper Co/NY Times	Regular Pension	06/2023
Brian P Macleod	Shaughnessy & Ahern Co	Early Retirement Pension	07/2023
William Manning	Cashman/KPA	Regular Pension	08/2023
Patrick M Mansfield	William Walsh Inc	Regular Pension	06/2023
Alfonso Martinez	United Parcel Service Inc	Regular Pension	05/2023
Mark M Martinos	BFI/Allied Waste Ind Inc	Disability Pension	05/2023
Joseph F Mccarthy	BFI/Allied Waste Ind Inc	Regular Pension	05/2023
Francis P Mccarthy	Waltham Lumber	Early Retirement Pension	05/2023
John McCurdy	Star Market Companies Inc	Regular Pension	03/2023
William F Mcgee	Stop & Shop Supermarket Co	Thirty Year Full Service	06/2023
Deborah A McGrail	DHL Express (USA Inc)	Regular Pension	09/2023
Stephen J Mchugh	DHL Express (USA Inc)	Regular Pension	04/2023
William G Mckee	BFI/Allied Waste Ind Inc	Early Retirement Pension	06/2023
Stephen J Mclellan	Independent Pipe & Supply Corp	Regular Pension	03/2023
Kevin M McMahan	New Penn Mtr Exp Inc	Regular Pension	04/2023
Timothy M Mcmanus	DHL Express (USA Inc)	Disability Pension	03/2023
Kevin F Mcniff	Freeman Exposition LLC	Disability Pension	02/2023
Robert E Messia Jr	Petroleum Heat & Power Co Inc	Regular Pension	
Leslaw Miciak	Hop Energy, LLC	Regular Pension	05/2023
Alfred L Milano Jr	Laidlaw Waste Systems Inc	Regular Pension	07/2023
Kenneth M Miller	Stop & Shop Supermarket Co	Early Retirement Pension	02/2023
Thomas J Monahan	Admial Metals Servicenter Co	Disability Pension	05/2023
John D Monahan	Costa Fruit & Produce Co	Regular Pension	09/2022
Stephen Monahan	Mystic Island Transport Inc	Regular Pension	04/2023
Michael R Moore	DHL Express (USA Inc)	Regular Pension	10/2023
Sam Moore	National Express Corp	Regular Pension	07/2023
Miguel A Morais	Ferrera & Sons Inc James	Regular Pension	05/2023
Terrence M Moran	United Parcel Service Inc	Early Retirement Pension	05/2023
Casimiro Moreno	National Express Corp	Regular Pension	07/2023
Robert P Morganti	Costa Fruit & Produce Co	Early Retirement Pension	09/2023
Brian Munley	United Parcel Service Inc	Early Retirement Pension	07/2023
William D Murphy	Gilman & Sons Inc C	Early Retirement Pension	02/2023
Kenneth P Murphy	United Parcel Service Inc	Regular Pension	03/2023
Richard A Neil	National Express Corp	Regular Pension	02/2023
Mark C Nemeskal	Globe Newspaper Co/NY Times	Regular Pension	03/2023
Edward Neri	Hertz Corporation	Regular Pension	05/2023
Jose A Nieves	United Parcel Service Inc	Disability Pension	05/2023
Mark H Nobrega	Stop & Shop Supermarket Co	Regular Pension	02/2023
John M Nye	United Parcel Service Inc	Disability Pension	04/2023
John M O'Connor III	Admial Metals Servicenter Co	Regular Pension	08/2022
Michael J O'Sullivan	United Parcel Service Inc	Regular Pension	03/2023
Barry E Oakley	Globe Newspaper Co/ NY Times	Regular Pension	01/2023
Scott D Ogden	New England Motion Picture/TV	Regular Pension	04/2023
Edward M Orcutt Jr	Lowell Bros & Bailey Co	Regular Pension	04/2023
John H Orłowski	The 357 Corp	Regular Pension	08/2023
Michael A Pagliaro	New Penn Mtr Exp Inc	Regular Pension	04/2023
John I Peckham	National Express Corp	Regular Pension	10/2023

Name	Company	Type	Effective Date
Joseph P Peluso	Petroleum Heat & Power Co Inc	Disability Pension	05/2023
James R Pepin	O'Connor & Co Inc Thomas	Regular Pension	02/2023
Colman Perkins	Stop & Shop Supermarket Co	Thirty Year Full Service	05/2023
Susan M Pimentel	Teamsters Local 25 H & W	Regular Pension	06/2023
Clyde J Pina	Gioioso & Sons Inc P	Regular Pension	02/2023
Robert R Piotti	UPS Benefits Dept	Early Retirement Pension	05/2023
Alison J Porter	United Parcel Service Inc	Regular Pension	04/2023
Marc A Provenzano	New England Motion Picture/TV	Regular Pension	04/2023
Gail F Purcell	United Parcel Service Inc	Early Retirement Pension	11/2022
Lawrence Quattrucci Jr	Manfi Leasing Corp	Regular Pension	07/2023
Peter A Quinn	Coan Inc	Early Retirement Pension	02/2023
Ernesto A Rebello	Stop & Shop Supermarket Co	Regular Pension	07/2023
Lee Reid	BFI/Allied Waste Ind Inc	Disability Pension	06/2023
Robert Reynolds	Lily Truck Leasing Corp	Regular Pension	12/2022
Margarida D Ricciarelli	United Parcel Service Inc	Regular Pension	06/2023
Craig L Richer	Renaissance Management Inc	Regular Pension	08/2023
Richard E Riendeau	Purity Supreme Inc	Regular Pension	08/2023
Rosalie A Riggio	United Parcel Service Inc	Regular Pension	07/2023
Randall M Riley	Manfi Leasing Corp	Disability Pension	03/2023
Vladimir Robenek	Petroleum Heat & Power Co Inc	Regular Pension	07/2023
Phyllis A Rodrigue	United Parcel Service Inc	Regular Pension	09/2023
William A Roy	Community Suffolk Inc	Regular Pension	06/2023
John A Rufo	Global Experience Specalists	Regular Pension	07/2023
William A Russell	YRC, Inc	Regular Pension	08/2023
Diane H Russo	Teamsters Local 25 H&W	Early Retirement Pension	08/2023
Michelle Ryan	United Parcel Service Inc	Regular Pension	06/2023
Dimitrios G Santorineos	Romanow Inc	Regular Pension	03/2023
Manuel J Santos	Spry & Co Inc, E A	Regular Pension	08/2023
Michael W Shea	United Parcel Service Inc	Thirty Year Full Service	08/2023
Paul P Sheehan	Star Market Companies Inc	Regular Pension	08/2023
Yolanda Shelton	National Express Corp	Regular Pension	07/2023
Amilcar A Silva	Ferrera & Sons Inc James	Regular Pension	03/2023
Michael Silva	Manfi Leasing Corp	Regular Pension	03/2023
Rodney T Simoes	Freeman Exposition LLC	Disability Pension	03/2023
Norbert H Simoes	United Parcel Service Inc	Regular Pension	07/2023
Michael F Sprague Sr	Freeman Exposition LLC	Early Retirement Pension	08/2023
Patrick M Stanton	Admial Metals Servicenter Co	Regular Pension	03/2023
Wayne D Stevens	Consolidated Frtwys Corp/Del	Regular Pension	01/2023
Michael A Stone	United Parcel Service Inc	Disability Pension	02/2023
David L Sturgeon	United Parcel Service Inc	Regular Pension	06/2023
Diane M Sullivan	DHL Express (USA Inc)	Regular Pension	05/2023
Brian C Tavenner	New Penn Mtr Exp Inc	Regular Pension	03/2023
Philip W Tibets	DHL Express (USA Inc)	Regular Pension	05/2032
James L Trefry	United Parcel Service Inc	Regular Pension	08/2023
Jeff J Turner	United Parcel Service Inc	Regular Pension	08/2023
Jose A Umanzor	Century Linen	Regular Pension	04/2023
Carlos F Vargas	Lechmere Inc	Regular Pension	06/2023
Arthur F Verrochi Jr	Star Market Companies Inc	Regular Pension	10/2023
Stephen C Wainwright	Global Companies LLC	Regular Pension	10/2023
Maureen E Wallace	United Parcel Service Inc	Early Retirement Pension	10/2023
Gordon W Wassman Jr	United Parcel Service Inc	Regular Pension	06/2023
Eugene F Wear	BFI/ Allied Waste Ind Inc	Regular Pension	05/2023
Kenneth M Welch	Purity Supreme Inc	Regular Pension	03/2023
Lawrence White	Admial Metals Servicenter Co	Regular Pension	06/2023
Stephen F White	Star Market Companies Inc	Regular Pension	08/2023
Richard A Wilbur	Manfi Leasing Corp	Regular Pension	07/2023
Scott J Wilkes	United Parcel Service Inc	Regular Pension	03/2023
Lewdorsey Williams	United Parcel Service Inc	Regular Pension	10/2023
Mark D Wilsie	BFI Allied Waste Ind Inc	Thirty Year Full Service	05/2023
David E Wilson	DHL Express (USA Inc)	Regular Pension	04/2023
James E Wilson	DHL Express (USA Inc)	Regular Pension	06/2023
Christopher P Young	Freeman Exposition LLC	Disability Pension	05/2023
Steven C Yuen	United Parcel Service Inc	Regular Pension	02/2023



NEW ENGLAND  
**TEAMSTERS**  
FEDERAL CREDIT UNION

IN MEMORIAM  
**JOSEPH P. CONTI**



We honor the memory of Teamsters Local 25 Retiree Chapter President Joseph Conti, who served as a member of the New England Teamsters Federal Credit Union Supervisory Committee for many years. Joe was a tireless volunteer, serving with passion and integrity. Brother Conti's legacy will live on in the lives that he touched.

Gone, but never forgotten.

# Teamsters Local 25 Featured in State House Exhibit “The Arc of the Moral Universe”

## *Partnership between State Senator Paul Feeney, UMASS Boston Professor and Artist Zach Horn and Union*

**T**eamsters Local 25 was proud to have our members highlighted amongst quotes by Dr. Martin Luther King, Jr. as part of a Labor Day exhibit that graced the halls of the Massachusetts State House this fall. Some of the pieces were then displayed in our Union Hall.

Artist Zach Horn was inspired by Dr. King’s words, and two events last year: The Embrace, Boston’s new monument to Dr. King and Coretta Scott King on the Boston Common; and the hard-won contract by the International Brotherhood of Teamsters for UPS workers across the country.

“When I started planning this exhibition, the fate of the UPS contract was uncertain. Combining images of UPS workers with the words of Martin Luther King, Jr. seemed to join their humanity with his righteousness. Dr. King is the closest we have to a civic saint; his words, next to our friends and neighbors, gives moral weight to their cause. And, his exhortations, echoing from the past, show us how far we have to go to make work fair. As Dr. King said, ‘The arc of the moral universe is long, but it bends towards justice,’ said Zach Horn.

“The UPS contract wasn’t just about Teamsters; it was about all working people. It was about every worker standing up to corporate America and saying we deserve more. The exhibit was a reminder of the UPS campaign and how workers united to win an unprecedented contract that will be a model moving forward for other unions,” said Teamsters Local 25 President Thomas G. Mari.

“I was thrilled to support and uplift Zach’s work at this exhibition. I believe Zach’s work aptly meets the moment in our country while appropriately recalling its past, and the work and legacy of Dr. King,” said State Senator Paul Feeney, the exhibit’s sponsor.



*Top: Artist Zach Horn installing the exhibit*

*Above: President Tom Mari, Zach Horn and his three sons, BA Andy Walsh*

*Left: Horn inked both the portraits and lettering by hand in India Ink*



# Joseph P. Conti Blood Bank

Name	Company	Times	Gallons
Angela Bird	General Public	1	0.125
Jacqueline Carli	General Public	5	0.625
Jim Chaput	New Penn	17	2.125
Stephen Drago	Retired	114	14.25
Christopher Enokian	DiSilva Trans.	2	0.25
Doug Francey	Atlantic Plant Maintenance	48	6
Gerry Francisco	General Public	1	0.125
Jill Francisco	General Public	1	0.125
Tim Hallaran	UPS Chelmsford	1	0.125
Brian Hatch	Local 25	8	1
Joan Kelleher	General Public	13	1.625
Anna Kern	Armstrong Ambulance	1	0.125
Michael Kimball	Movie Division	44	5.5
Sara Lane	General Public	1	0.125
Jackie Lucas	General Public	1	0.125
Tom Mari	Union Hall	41	5.125
Jennifer O'Brien	General Public	8	1
Peter Pappas	Retired	20	2.5
Joe Peluso	Retired	54	6.75
Richard Raymond	Retired	7	0.875
Carol Rees	General Public	20	2.5
John Rufo	Retired	1	0.125
Alexandre Scheffer	Movie Division	2	0.25
Kayla Stephens	General Public	1	0.125
Abbey Watson	General Public	1	0.125

**BOSTON STRONG**

**Give Blood**  
8:30am - 1:30pm  
in the Day Room

**February 24 • March 23**  
**April 27 • May 25**

# In Memoriam

Name	Company
Catherine M. Alibrandi	Jordan Marsh
Arthur S. Andrade, Jr.	Petroleum Heat and Power
Roberta J. Andrews	Jordan Marsh
William R. Appleton	Angelica Textiles
Christopher M. Arciero	Stop & Shop
Leon G. Auger	Former Local 829
Francis L. Avery	Petroleum Heat & Power
Daniel Babineau	Star Market
Carroll W. Barker	B.N. Corkum
Patrick J. Barkhouse	Burrells Express Inc.
Brandon Barrett	Independent Pipe
William J. Barry	APA Transport
Roger P. Belanger	Star Ent.
Richard Berube	Rykoff-Sexton
Robert F. Black	USF Red Star
Irving A. Blass	Former Local 379
John A. Bolduc	Tose-Fowler, Inc.
John Bolduc, Sr.	Tose-Fowler, Inc.
Guy J. Bonasoro	Local 379
Robert M. Boucher	Good Humor
David E. Butler	MRP, Inc.
Arthur K. Campbell	U.S. Foodservice
Raymond A. Carasetti	Good Humor
Jose Casiano	Stop & Shop
Patrick J. Clish	Stop & Shop
Joseph E. Cogan	Elliot Bros.
Joseph E. Cogan	A.J. Elliot Motor Trans.
Charles F. Collins	Giroux Bros.
John J. Collins	Minuteman Leasing Co.
Ralph Conners	New Penn
Francis M. Connolly	UPS
Joseph H. Connors, Jr.	Buckley & Scott
Joseph Correia	Waste Management
Robert A. Couras	U.S. Foodservice
George W. Crocker	Patent Construction
Derek J. Curiale	Veritiv Operating Co.
Michael G. Curley	Bradco Supply Corp.
Katherine N. Davidson	DHL
Robert F. Delsolia	Pilot Freight
Anthony J. Desimone	DHL
Robert J. DiCarlo	DaSilva Trans.
Jeanne Marie DiMuzio	Trade Shows
William L. Dodd	Former President and BA of Local 82
Kenneth L. Downing	Preston Trucking
Robert K. Doyle	HOP Energy
Chester P. Durning III	UPS
John F. Dustin	Rykoff-Sexton
Alan F. Enos	Weymouth Artificial Leather Co.
Stephen A. Evans	ABC Supply
Walter F. Fallon	Spector Freight
Frank J. Finocchio	Warehouse 128 Corp.
Michael J. Flaherty	Walsh Movers
Donald E. Foley	Roadway Express
Leonard Foote	Lechmere
John T. Furey	DiSilva Trans.
Charles E. Gibson	Red Star
Leo J. Girouard	UPS
Irwin Golden	Boston Herald
Paul I. Goodhue	Stop & Shop
Ralph H. Goscinak	Former Local 259
Patrick J. Gower	UPS
William F. Grammer, Jr.	Tforce Freight
Robert B. Haley	Global Co's, LLC
Earl W. Hamilton, Jr.	Stop & Shop



**Name**

Joan E. Handrahan  
 Robert W. Harrington  
 Charles V. Haskins  
 James G. Hennebury  
 Thomas P. Heraty  
 James M. Hingston  
 William Howard  
 Charemon Hughes  
 David B. Hunt  
 Thomas E. Hurton  
 William A. Ives  
 Michael J. Ivy  
 Thomas Jarvis  
 David C. Jenkins  
 Carl J. Johnson  
 Frank D. Johnson  
 Kenneth S. Kaplan  
 Richard P. Kennedy  
 Ronald E. Kilgallon  
 Mark W. Kimble  
 Henry B. Knight  
 Charles R. Lamberson, Sr.  
 James J. Larkin  
 Joseph Laurina  
 Kurt E. Lauritzen  
 Kurt E. Lauritzen  
 George A. Lavertue IV  
 Carol W. Lawton  
 Alan O. Leao  
 Francis H. Lebeau  
 Agnes A. Lehane  
 David I. Levenson  
 Richard J. Leydon  
 James G. Licari  
 James L. Linhares  
 Gregory B. Little  
 Allan N. Locke  
 James MacCormack  
 Arthur H. MacKinnon, Jr.  
 George McDermott, Jr.  
 James L. McGlinchey  
 John M. McGrath  
 James M. McHallam  
 Barbara A. Meleedy  
 Victor E. Merullo  
 Richard P. Millane  
 James H. Miranda  
 Michael W. Mitza  
 Joseph T. Monahan  
 Peter A. Montalto, Jr.  
 Sharon L. Morgan  
 James L. Murphy  
 David Neuner  
 George S. Niak, Jr.  
 Berton S. Nicoll  
 Edward J. Novi  
 Joseph J. O'Connell  
 Pasquale P. Pagliuca  
 James E. Parrington  
 John H. Parsons  
 William J. Paylor  
 Arthur B. Pelton, Sr.  
 Robert A. Pendergast  
 Robert J. Perrault, Jr.

**Company**

Jordan Marsh  
 Beacon Sales  
 New England Theatrical  
 Monarch Food Service  
 Atlas Glen Mor  
 Trade Shows  
 National Express  
 City of Everett E911  
 Emery Worldwide  
 ABF Freight  
 UPS  
 Trade Shows  
 Former Local 379  
 Freeman Exposition  
 Stop & Shop  
 Everett Industries, Inc.  
 The Boston Globe  
 Deacon Beverage  
 Xpedx  
 TeamstersCare  
 UPS  
 COAN Oil  
 Decatur & Hopkins  
 Republic Services  
 USF Red Star  
 USF Red Star  
 Lily Transportation  
 BFI/Allied Waste  
 YRC  
 Monarch Foodservice  
 Teamsterscare Local 25  
 Former Local 259  
 Atlas  
 UPS  
 Freeman Exposition  
 UPS  
 Coan Oil  
 City of Newton DPW  
 Decatur Hopkins  
 UPS  
 UPS  
 UPS  
 Penn Culvert Co.  
 Roadway  
 Cox Engineering  
 Casey & Hayes  
 Star Market  
 Ryerson  
 UPS  
 Charles Gilman & Sons  
 UPS  
 Massport  
 UPS  
 Leaseway Deliveries  
 F.S. Willey Co.  
 Brink's Inc.  
 Manfi Leasing  
 Armour Chamberlain  
 UPS  
 Mass Dispatch  
 Local 259  
 John Cerasuolo  
 H.M. Gould Trans.  
 The Boston Globe

**Name**

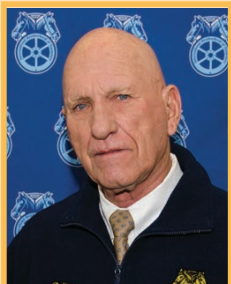
Francis J. Perrin  
 Howard J. Pierson  
 Clyde J. Pina  
 Robert F. Quartarone  
 Paul M. Quimby, Jr.  
 Frank K. Rackauskas  
 Richard H. Ratcliffe  
 William C. Regan  
 Gene E. Reitchel  
 Francesco Renda  
 Jorge Rivera  
 Walter Robinson  
 Walter E. Robinson  
 Robert R. Robinson, Jr.  
 David D. Romanski  
 Jose Rosa  
 Thomas Sands  
 Enrique Santiago  
 Rosario C. Santoro  
 Russell F. Saunders  
 Russell F. Saunders  
 Edward J. Secher  
 James A. Shaw  
 Michael A. Sheehan  
 Donald A. Spear  
 Daniel E. Sprague  
 Daniel Starsja  
 George W. Stewart  
 Alan M. Tarara  
 Gary W. Tasillo  
 Alex J. Tetanski  
 Christopher I. Wall  
 James P. Welby  
 Paul D. White  
 Edward F. Wigandt  
 Robert H. Williams  
 Ronald H. Wing  
 John F. Wirtz  
 Frederick J. Witts  
 Stanley Wojtkonski  
 William F. Wolongevicz  
 Francis J. Woodford  
 Edward J. Zenga

**Company**

Airco Industrial Gases  
 UPS  
 P. Gioioso & Sons  
 UPS  
 Manfi Leasing  
 Marr Scaffolding  
 Lily Transport  
 Atlantic Fuels  
 E.A. Spry Movers  
 Arthur Silk  
 VPNE  
 UPS  
 UPS  
 DHL  
 United Airlines  
 UPS  
 Trade Shows  
 Former Local 379  
 Perkins Trucking  
 New Penn  
 New Penn  
 Crown Services  
 New Penn  
 Leaseway Deliveries  
 Aramark  
 Airborne Express  
 QCD  
 Bird Inc.  
 Petroleum Heat & Power  
 Aggregate Industries  
 Consolidated Freight  
 Local 259  
 W.H. Glancy  
 Former Local 379  
 Hartman Trans.  
 Brinks  
 Bardon Trimount, Inc.  
 YRC  
 Airco Industrial Gases  
 Local 379  
 The Boston Globe  
 Brewer Petroleum  
 Federal Distillers, Inc.



## Teamsters Local 25 Retiree Chapter



**Bill Grubbs**  
President



**Chuck Durfee**  
Secretary-Treasurer



**Thomas Nasson**  
Vice President

## Retiree News

### Greetings from your Retirees Chapter!

**W**e begin this message by remembering two of our Executive Board members who passed away recently.

Trustee Kevin Lally passed away on December 11, followed by President Joe Conti on December 27.

Brother Lally was a proud Teamster, having worked as a rigger at Shaughnessy & Ahern. He spent his retirement helping people. He was a longtime member of our executive board and member of the Blood Bank Committee. He always had a smile and was a friend to all.

Brother Conti was a 57-year Teamster, a truck driver for WTC Air Freight, Gilman Liquors, Sheraton Fitzgerald, and Coastal Oil. In 1999 he was elected to the retiree executive board, serving as president since 2006. He served on the Blood Bank, Autism Gala committee and was a proud RAFT member. He co-chaired the Local 25 annual Toy Drive and loved to pick up and deliver toys during the holidays. It didn't matter the weather or the time of day; if Local 25 had an event, he was there.

Both men will be truly missed. Billy Grubbs and Tom Nasson have assumed the roles of President and Vice President, respectively. Brenda MacQueston was appointed Recording Secretary and Neil Linehan was appointed Trustee.

On October 12 we held our fall breakfast meeting. Retirees were able to get their flu shots from TeamstersCare and heard from Teamsters Local 25 President Tom Mari.

President Mari spoke about how the Union



*Teamsters Local 25 membership thanks Billy Grubbs for his service*

— IN MEMORIAM —



**Kevin Lally**



**Joe Conti**

has been organizing new members and working hard to get our members contracts that include fair wages and strong benefits. He talked about the unity within our Union and attributed much of it to the groundwork laid by Local 25 retirees.

Teamsters Local 25 officers and agents regularly attend our meetings. This is important for our members, so that you are informed and aware of what is going on within the union. Remember, once a Teamster, always a Teamster!

Thank you to our servers at the October Chapter breakfast meeting: Gerry Bolton, Greg Gigg, Helio Leal, Larry Libby, Don Nilsson, Mike Pagliaro, Peppy Perperian, John Pisani and Tom Schipillit.

On October 15, Teamsters participated in the Autism Speaks Boston Walk. This is a great event for families to attend and support autism.

For most of November and December, the Day Room was our base of operations for the Teamsters Local 25 Annual Holiday Toy Drive.

Each year the need grows larger and the toys more expensive. Thank you to all the retirees who donated to this cause. Special thanks to Billy Grubbs, Michael Flynn, Kevin Kelleher, Bob McAllister and John Morgan, who helped pick up and deliver toys!

The Teamsters Local 25 Retiree Chapter Scholarship is only open to grandchildren of retiree members. Students must be graduating high school this year. You can find more details at [www.teamsterslocal25.com](http://www.teamsterslocal25.com).

On behalf of our Executive Board, we wish you and your family a healthy 2024.



Joe "Okie" O'Connor, Joe Conti and Billy Grubbs at the Autism Walk on Boston Common



Michael Flynn loads up two carts of toys for the Annual Holiday Toy Drive



Thank you some of our breakfast servers



Brother Paul Amoroso was recognized at the October meeting for consistently donating blood for the past 30 years

## WELCOME ABOARD TO OUR NEW MEMBERS!

**Michael Armano**  
**Robert Bradley**  
**Christopher M. Carten**  
**Joseph Cheever**  
**Joseph Chuck Connor**  
**Thomas E. Dyer**  
**Dan Elly**  
**Charles A. Finnemore**  
**William Hoyer, Jr.**  
**Galen H. Isaacs**  
**Clifford A. Johnson**  
**Donald A. Lebeau**  
**Zichi Lee**  
**Fran Mccarthy**  
**Thomas J. Monahan**  
**Jose A. Nieves**  
**Michael J. O'Sullivan**  
**Joseph P. Peluso**  
**Michael Pagliaro**  
**Michael Silva**  
**Rodney T. Simoes**  
**David L. Sturgeon**  
**Jimmy Trefry**  
**Gordon Wassman, Jr.**  
**Mark D. Wilsie**



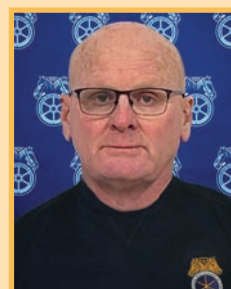
**Brenda MacQuestion**  
Recording-Secretary



**Herb Andrews**  
Trustee



**Thomas (TD)  
Downing**  
Trustee



**Neil Linehan**  
Trustee



Save the Date!

TEAMSTERS LOCAL 25 FIFTEENTH ANNUAL

**GALA**

**FOR AUTISM**

**Saturday, April 27, 2024**

Boston Convention & Exhibition Center  
415 Summer Street, Boston, MA

[teamsterslocal25autism.com](http://teamsterslocal25autism.com)