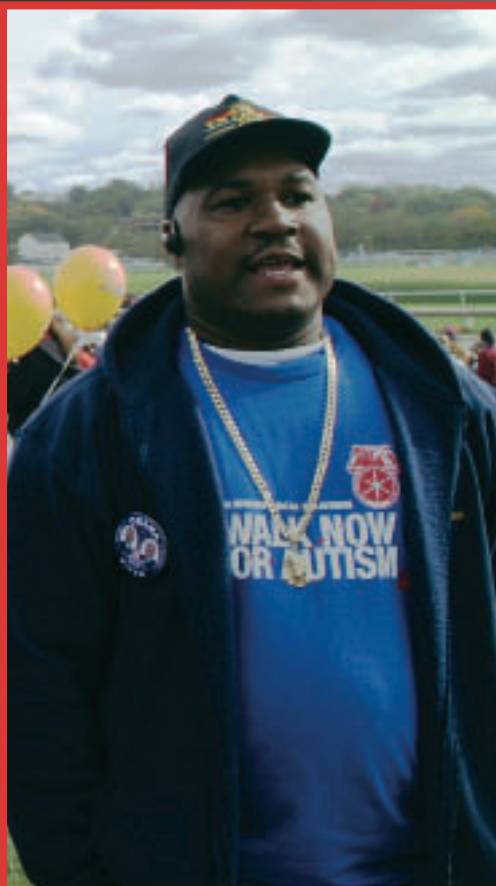


# The Spokesman

FALL 2008



**500** Local 25 Families Raise **\$25,000** to Fight Autism





## VISIT THE *Left Lane*

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

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

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

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

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## The Spokesman

Sean M. O'Brien, President/Principal Officer

**Mark A. Harrington**  
Secretary-Treasurer  
**John A. Murphy**  
Vice President/  
Business Agent

**Steven R. Sullivan**  
Recording Secretary  
Director of Organizing  
and Government Affairs  
**Jackie Addison**  
Trustee

**Tim Madden**  
Trustee  
**John Jay Manley**  
Trustee  
**Robert Fabrizio**  
Business Agent

**Tom Mari**  
Business Agent  
**George Slicis**  
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**Bob McAllister**  
Business Agent

**Dave Pietroforte**  
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**Gerry Godin**  
Business Representative

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# Message from the President



*“During this holiday season, I ask all our members and staff to reach out to our fellow brothers and sisters who are hurting and offer them our support.”*

—SEAN M. O'BRIEN  
PRESIDENT/  
PRINCIPAL OFFICER

## **Dear Brothers and Sisters:**

As we prepare to say goodbye to 2008 and enjoy the holidays, it is a bittersweet time for the Local 25 family.

The bad news is the toll this terrible economy is having on our Local 25 brothers and sisters and their families. We are facing the worst economic crisis since the Great Depression, and many of our members are suffering. At DHL, for example, more than 400 jobs will be cut after the company announced it will no longer be shipping domestic packages. We negotiated severance packages for the workers and our Rapid Response Team is helping them navigate all the paperwork to get assistance. At YRC Worldwide, Inc., our freight members at Yellow, Roadway and New Penn are being asked to cut their wages by 10 percent to help keep the company in business. Many of our other members face uncertainty with this brutal economy. We will continue to do everything possible to assist our members who are facing economic upheaval.

On a more positive note, I want to wish all our Local 25 members and their families a happy holiday season. During this holiday season, I ask all our members and staff to reach out to our fellow brothers and sisters who are hurting and offer them our support.

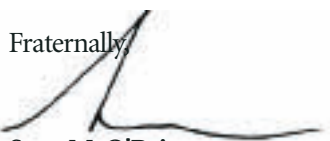
I have some other news I want to report. We recently held our first division meetings for the Construction and Solid Waste Divisions. When we merged with Local 379 about a year ago, we laid the groundwork for organizing in the solid waste industry and in the construction industry. The meetings are the continuation of our strategy to grow these industries and to protect the work we already have in these and other industries.

Speaking of growing our union, organizing continues to be our top priority. We have had several organizing victories in recent months. For example, workers at American Steel and Aluminum in Norwood recently voted 19-0 to join Local 25. (For a full report, see Organizing Director Steve Sullivan's update).

To help with organizing, keep an eye out for Local 25's new organizing video, which features many Local 25 members from various industries. I want to thank everyone who helped out with the video, and thank you for helping to grow Local 25. By growing our union, we all benefit.

To all our members who are wondering what the future holds, I pledge to you that we will do everything possible to help you during these tough times. I pray that the economy turns around soon so that our members who have lost jobs get back on their feet.

Peace and happiness to everyone in the Local 25 family, and Happy New Year!

Fraternally,  
  
**Sean M. O'Brien**  
President/Principal Officer

# Business Agent

*Dedicated to Our Local Union Members*



*Secretary-Treasurer*  
**Mark Harrington**

I have completed negotiations with the majority of my assignments. I am pleased with the assistance of my committees, as well as the faith of the membership in our ability to bring forth what is best for all involved and for the overwhelming

support for those agreements.

We completed agreements with Aggregate Industries in Saugus that resulted from a one-day strike. That strike resulted in not only Local 25 getting a strong contract, but it also enabled Local 42 in Lynn to settle its dispute with this company, which shows no respect for workers. In our contract with Aggregate, workers won significant wage increases, and the company agreed to pay full increases in health and welfare benefits as well as the 10 percent maintenance of benefits. I want to thank steward Jim Benedetto for his hard work, as well as all the Local 25 members at Aggregate for their support on the picket lines.

We also completed negotiations with the following home delivery oil companies: Coan Oil Servicemen and Drivers; Heating Oil partners clerical; Needham Oil Service and Drivers; and DJ Cutter service and drivers. All those contracts meet the standards achieved with the Petro Oil Agreement, which set the pattern for bargaining during this cycle. All these contracts achieved significant wage increases, new language on health and welfare benefits and 10 percent maintenance of pension, as well as other contractual improvements.

We also completed negotiations with bulk hauler Brewer, which services the Hess gas stations and other smaller stations. This contract increased workers' wages and also includes increases in health, welfare and pension benefits, and other contractual improvements.

We also completed negotiations with Northeast Petroleum. This contract improves wages and health, welfare and pension benefits greatly.

In all the negotiations, I want to thank my many stewards for their hard work.

I would also like to thank the many participants in our annual scholarship golf outing. Once again, it proved to be a tremendous success. We raised close to \$50,000 and had a great day. The weather proved to be outstanding. I would like to thank Co-chair/Vice President John Murphy and all Local

25 staff and agents who give tirelessly to this event.

Finally, I wish everyone a great holiday season.



*Vice-President and  
Business Agent*  
**John Murphy**

As 2008 comes to a close, I have been busy with the start of contract negotiations for three new assignments. They all involve first contracts. The first is American Steel and Aluminum in Norwood,

where Local 25 represents 19 workers. I recently met with the members to discuss contract proposals, and negotiations are continuing. The second is with Brand Scaffolding in Haverhill, involving seven members. The third is Horizon Air Freight in East Boston, where we represent about 50 workers. I had a meeting with Horizon workers recently, and these negotiations are especially challenging.

Negotiations continue at the Massachusetts Port Authority (Massport), where Local 25 represents about 400 service-maintenance workers. We hope to wrap up negotiations by the end of January, with a ratification vote sometime after that.

At YRC Worldwide, Inc., where we represent about 350 freight members at Yellow, Roadway and New Penn, we recently held a meeting at the Local Hall to discuss the proposed 10-percent wage cut. I also visited all the terminals to discuss the plan. Ballots will be counted on December 30. Our members are obviously concerned about the plan, and they are especially concerned that management does the right thing after the plan is implemented. No one likes to see their wages cut, but I think that overall the members understand the difficult economic conditions in the freight industry. As a result, I believe most members will support the plan.

Also in freight, the "change of operations" affecting our members will take effect in January. I will report more about that to the members once we have more specific information.

At DHL, more than 400 of our members are losing their jobs. We negotiated a severance package that will give members two weeks of pay for every year of service, up to a maximum of 11 weeks pay. Our Rapid Response Team, under the direction of Local 25 Director of Organizing and Government



# Reports

Affairs Steve Sullivan, is also helping the workers through the red tape as they access benefits, job retraining, etc. The team has done a good job for these workers during these difficult times. The team has also helped workers secure severance pay if they are currently receiving workers' compensation or unemployment benefits.

I know it's a tough time for our DHL, freight and other members, and we will continue to do everything we can to help our members who are in need. Happy holidays to all our members.



*Business Agent*  
**Bob McAllister**

Since my last report I finished the St. Michael Cemetery contract. The members unanimously ratified a five-year agreement that calls for wage increases of 12.5 percent over the life of the contract. We negotiated the 10 percent maintenance of

benefits for the pension and also got the company to agree to health and welfare increases of \$3.60 over five years that will transition the members into the top Teamster health plan. They are currently in the non-carhaul plan that was an old Local 841 plan. They will move into the top plan in the last year of the agreement. Thanks to steward Tom Turner, who does a great job for those members. So keep St. Michael Cemetery in mind when you are looking for that final resting place. You can be buried by a Teamster.

I also had the Hertz contracts overwhelmingly ratified for the mechanics, bus drivers and VSAs (vehicle service attendants) which we combined with the Counter Sales Representatives, clerks and Instant Return Representatives. It is a three-year deal that has significant wage increases as well as more than \$2 per hour increase into the health and welfare. Thanks to my stewards who remained united to get a very good contract during these difficult times in the car rental industry.

I am currently in negotiations with CertainTeed-Bird Roofing in Norwood. I also opened up national negotiations with Continental Airlines for the mechanics.

Meanwhile, Air Canada has presented an offer to extend the contract for three years—this in an effort to protect our work in the United States for another three years. The membership will vote by mail ballot whether to accept the compa-

ny's proposal. If it is not approved, we will go into full Section 6 negotiations in the spring.

We will also be preparing for negotiations with United Airlines in early 2009.

Thanks to all who have donated to the Toys for Tots campaign. You have made Christmas "merry" for hundreds of girls and boys. Merry Christmas and Happy New Year to all.



*Business Agent*  
**George Slicis**

Members who work at Angelica Textiles in Somerville recently ratified a new three-year agreement that contains many improvements. We negotiated wage increases in all three years of the contract, including as much as \$1.55 per hour the

first year for some employees whose wages needed catching up. We also negotiated a paid half-hour lunch for workers. We also took steps to keep health care affordable. For single employees, employee contributions were kept at zero. For those covered under the family plan, we negotiated a decrease in the employee contribution the first year and kept the 85/15 (employer pays 85 percent; employee 15 percent) during the second and third years. We also negotiated an increase in the employer contribution for the company's 401(k) plan in years two and three of the contract.

At the town of Sudbury, contract negotiations continue for the 911 dispatchers. This is a new group, so it's their first contract. We're getting closer and I hope to reach an agreement soon, with a ratification vote after that.

At Good Humor/Breyer's ice cream, we recently held a contract-proposal meeting. The contract expires in June 2009, but the company had agreed to begin talks soon with the goal of reaching an agreement by February 2009. I look forward to reaching an agreement that will give these workers long-term security for themselves and for their families.

At UPS, I recently won an arbitration case. We were able to get a seven-day suspension versus the employee being terminated. The arbitrator also ruled that the worker is entitled to three weeks of back pay. This was a good victory. I am staying busy representing our UPS members.

I join President Sean M. O'Brien and the other agents in hoping we get through these difficult economic times soon. I hope everyone has a happy holiday season.

# Business Agent Reports



*Business Agent*  
**Tom Mari**

DHL has announced it will be reducing its work force by 90 percent before January 31, 2009. The company will no longer be shipping domestic packages. This equates to more than 300 jobs within Local 25's jurisdiction. The company is

offering a severance package to any Local 25 member who chooses that option. During these trying times all officers and agents here at Local 25 are doing our best to place as many members in new jobs as we can which are far and few between do to this horrific economy.

I have finished up negotiations with Admiral Metals in Woburn where we have a new 5-year contract. We were able to secure the 10 percent maintenance of benefits for the pension and the maintenance of benefits for the health and welfare. The members will enjoy wage increases of \$3.40 over the life of the contract.

Negotiations with the city of Cambridge where local 25 represents more than 300 members is complete. This deal includes many increased benefits such as clerical stipends, 911 operator stipends, water treatment plant operator stipends, and wage increases averaging 60 cents per year. The members also will not be required to pay any increase in their share of the health benefits which is at 15 percent.

In October, The Boston Herald stopped printing their newspaper in-house, which meant here at Local 25 we lost five paper handler jobs. This change also affected other Teamster locals where there were upwards of 200 jobs lost. The locals got together as a coalition and bargained as one for a favorable severance package. The coalition of locals also forced the Herald to sign off that if the company ever resumes printing its paper, it will be done by Teamsters and agreed to continue the Teamsters Pension and Health and Welfare Funds.

At the University of Massachusetts, Boston, we have organized the sergeants on the police force, which consists of five new members who will be added to the patrolmen contract already in effect. Negotiations will also be starting this month with this group and the police members at UMass-Lowell.

To all members and their families, I would like to wish you a safe and happy holiday season.



*Business Agent*  
**Robert Fabrizio**

I am pleased to announce that on Saturday August 16, a ratification vote was held at our Union Hall for the drivers of Veterans Taxi (The Ride) in Waltham. The drivers overwhelmingly ratified a new five-year contract that will take effect on July

1, 2009. Their current contract doesn't expire until June 30, 2009. Veterans Taxi is one of four private vendors under Local 25's jurisdiction who contract with the M.B.T.A. All the five-year contracts expire on June 30, 2009. All of the vendors involved along with anyone else interested in obtaining the contract had to submit their bids to the M.B.T.A. no later than September of this past year in hopes of being awarded a new five-year contract to continue to provide The Ride service. Veterans Taxi reached out to us and asked for early negotiations so that they would be able secure an agreement with Teamsters Local 25 and incorporate it into their bid for the M.B.T.A. The new contract will run concurrent with the M.B.T.A. contract which includes wage increases the first year ranging from \$1.75 to \$2 per hour and 50 cents each following year. It also includes improvements in their healthcare and annual company contributions of \$100 into the Teamsters 401(k) plan for the members along with a 3 percent matching contribution.

As of this writing I am in negotiations with Peter Pan Bus lines in Chelsea. Local 25 represents all of the drivers, mechanics and washers. Their current contract expires at the end of this year. I will report on the outcome of these negotiations in the next issue.

On September 7, 2008, over 300 Local 25 members from the Stop & Shop Distribution Center in Freetown, Massachusetts attended two proposal meetings at the Local 25 hall. Each member was given a long-sleeve blue T-shirt with a slogan on the back that said "Teamsters Local 25 working in unity for a Strong Contract 2009" to wear proudly back in the workplace. Local 25 President Sean M. O'Brien told the members to wear the shirt at work and that the purpose of the shirts are to show solidarity during these important negotiations. "A sea of blue in the workplace should send that message," President O'Brien said. The Stop & Shop contract expires in April 2009. Local 25 has almost 1,000 members working in the Stop & Shop distribution warehouse in Freetown. These will be the most important contract negotiations in this upcoming New Year, make no mistake about it. Some of the issues on the table are wages, health, welfare and pension, and a two-tier wage system.

I hope everyone has a happy holiday season.



*Business Agent*  
**Dave Pietroforte**

We recently wrapped up contract negotiations for the city of Everett clerical workers and 911 dispatchers. With the completion of these two new three-year contracts, the entire group of Teamsters who work for the city government is

now under contract. Members won wage increases and retained their benefits. They also made gains in worker-protection language. About 75 Local 25 members are covered under the two contracts.

At Costa Fruit in Charlestown, workers overwhelmingly ratified a new five-year contract. The 90 represented workers won wage increases and they maintained their health, welfare and pension benefits.

At Paul Revere Bus Lines in Chelsea, the 120 Local 25 members voted to ratify a new five-year contract. Workers won a 17-percent wage increase over the life of the contract. They also won increased vacation time, and they maintained their other benefits.

I am busy with new contract negotiations. At the East Boston Neighborhood Health Center, we will be having a second contract meeting in mid-December. The contract for the 23 workers expired in October, and I am working closely with steward Rich Dolan on making sure we address the workers' top issues.

At Sears in Norwood, I will be getting in touch with the company to start negotiations soon for the 10 represented workers. I'll be doing the same at Atlas Paper in Winchester, where we hope to sit down with the company in January.

In arbitrations, we hope to have a hearing soon for a case that affects Local 25's 33 members at Gilman Brothers/Martignetti Liquors in Norwood. The case involves seniority issues after the company acquired another company.

At U.S. Foodservice, I recently successfully resolved three arbitration cases. I won the first case, which involved a four-day suspension. We won the member four days' back pay and benefits. The other two cases involved suspensions, and we settled those two cases and then had them withdrawn.

I have two new assignments. The first is representing workers at Xpedx in Wilmington, North America's largest distributor of printing papers and graphics supplies. The other is Stone Container in Mansfield, a large corrugated company that makes products nationwide.

I want to wish all Local 25 members and their families a happy holiday season, and I hope our economy rebounds soon to ease the burden on all our members.



*Business Representative*  
**Gerry Godin**

I recently wrapped up two contracts. At Northeast Electric/Sonepar in Canton, members ratified their second contract, a five-year pact. We won 70-cent wage increases in each of the five

years and a 10-percent increase for maintenance of the pension benefits. Workers also got a guaranteed eight hours per day, and other language improvements.

At Rohstein Sugar in Woburn, which sells baking supplies, our members got \$3.50 in wage increases over the life of the five-year contract. They also got increases in their health-care benefits equaling 35 cents per hour for each year. Workers also will receive extra money for working the overnight shift and more for meal money. There were also additional contract-language improvements.


We recently held our first meeting for Local 25's Construction Division. We represent about 200 workers in the construction industry, and our goals are to increase the Teamster presence at worksites in the Boston area. We also want to reclaim work that should be done by Teamsters.

We also held our first Rubbish meeting. Our focus is organizing the nonunion competition. I will be working with Steve Sullivan, Director of Organizing for Local 25, on making organizing in rubbish a top priority. This is work that cannot be exported. Teamsters need to be doing the rubbish hauling in the Boston area.

I will be carefully monitoring the proposed Allied Waste/Republic trash merger to make sure Local 25 members' interests are protected here in Eastern Massachusetts.

Have a happy holiday season.



A large, grey inflatable mouse mascot with large ears and a black nose is holding a yellow sign with the DHL logo. The mouse is positioned behind a white rectangular area that contains text and a red headline. The background is a dark, vertical-slatted fence.

On November 10, 2008 DHL Express informed the leadership of the International

Brotherhood of Teamsters of its intent to withdraw from the U.S. domestic market—an 80 percent cut in package volume. This decision will result in significant loss of good Teamster jobs for our membership at DHL Express.

“Our plan is to do everything possible to assist our members through this unfortunate situation,” said Sean M. O’Brien, President & Principal Officer of Teamsters Local 25. “We have reached out to the Governor’s Office for assistance with job retraining grants and job placement.”

Over the past five years DHL has struggled to penetrate the U.S. domestic ground market.

“Failed Management decisions and a lousy business plan contributed to over \$8 billion dollars in losses for the company since 2003,” said John A. Murphy, Chairman of the Eastern Region for DHL Express and Vice-President and Business Agent for Local 25.

“The leadership of Local 25 is very disappointed by DHL’s failure to avoid the missteps that caused the company to make this decision,” said Tom Mari, Local 25 Business Agent.

DHL claims it is still committed to its international



## ***Plans Withdrawal From U.S. Domestic Market***

product and this decision will not adversely impact the parts of the operation that service those services. Similarly, this decision does not affect its freight forwarding operation, Air Express International (AEI).

“Local 25 will remain cautious as this situation develops to ensure that our members affected by this cut will be treated with dignity and respect through this entire course of action,” O’Brien said.

Meanwhile, the Teamsters Union has finalized a severance agreement for DHL members.

“Our members have a choice to either accept the severance package or remain on permanent lay-off for the rest of the five-year contract,” O’Brien said.

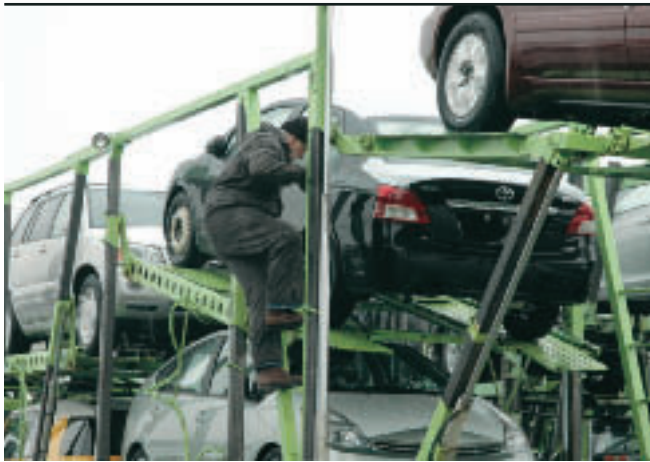
### **Highlights of the severance package:**

- 2 weeks pay for each year of service (maximum of 11 Weeks of pay; all weeks include health, welfare and pension payments);
- All earned vacation pay for 2009 (payable at end of severance), and
- The severance pay will be in the form of continuation pay (not a lump sum).



# Teamster Carhaulers Ratify Three-Year National Agreement

## *National Agreement Contract Secures Record Level of Benefit Contributions*



Facing the worst slump in the automotive industry in decades, Teamster carhaulers have ratified a new national agreement that secures a record level of employer contributions for health, welfare and pension benefits. The second time around the agreement was overwhelmingly ratified by a 75 to 25 percent margin.

"This agreement addressed our members' priority of maintaining top-notch Teamster health, welfare and pension benefits, with no additional costs to members," said Fred Zuckerman, Director of the Teamsters Carhaul Division. "The automobile and carhaul industries are facing devastating economic problems right now. The members have spoken and their vote on the contract shows that, with this contract, they are ready to weather the difficult economic times and conditions faced by the industry."

The National Master Automobile Transporters Agreement will run through May 31, 2011. About 8,100 union carhaulers are covered by the agreement. Three regional supplemental contracts were also ratified.

At Local 25, members voted 40-14 to ratify the national agreement and 34-8 to ratify the Eastern Supplement.

"The agreement does protect us from new wage cuts that were proposed by the employers, but unfortunately wages are frozen the first two years, with wage increases the third year, and a cost-of-living adjustment the third year,"

said Mark A. Harrington, Local 25 Secretary-Treasurer.

The agreement also secures off-rail traffic that Teamsters don't currently handle. This will provide additional work opportunities for Teamster carhaulers.

### **Major Features**

- Secures a record level of employer contributions for health, welfare and pension benefits, which are the best in the trucking industry. Plus, there are no additional costs to members. A secure future in troubled times was achieved.
- Protected against wage cuts that were proposed by the employers with freezes for the next two years but includes wage increases in the last year of the agreement. The wage increase is 40 cents per hour (includes drivers, yard, service and office), 1 cent per running mile, equivalent for other pay miles; 2 cents per loaded mile; 2 cents per frozen mile; 1.8 percent flat/zone/shuttle/incentive or other wage rates (includes tool allowance and all other mandatory items in the supplements including skid drops). There is also a COLA (cost of living adjustment) protection in the last year of agreement.
- Workers at Allied, where wages were lowered as part of a bankruptcy and subsequent sale, go to the full contract wage rate on June 1, 2010.
- Eliminated new-hire wage progression proposed in the first tentative agreement.
- Secures off-rail traffic that Teamsters don't currently handle. This will provide additional work opportunities for Teamster carhaulers.
- Allows employers to bid on new work and enhance existing opportunities through a new Article 22 that utilizes the running mile concept. Designed to reduce empty and unpaid miles out of the system and attract new business that will keep the trucks full and rolling. Guarantees that a driver will get at least the full rate for half of all miles driven during the trip.
- Allows employees to voluntarily transfer to other locations and maintain company seniority for fringe benefit purposes.

# Local 25 Charts Course for Solid Waste Industry

A meeting of the Teamsters Local 25 Solid Waste Division was held on Sunday December 7, 2008, to discuss the future of the solid waste industry, and more than 100 members attended.

"It is important that our members in the solid waste industry help us organize the unorganized," said Sean M. O'Brien, President of Teamsters Local 25. "We have started a campaign to approach the nonunion workers in the solid waste industry."

The International Brotherhood of Teamsters Solid Waste, Recycling and Related Industries Division currently represents more than 32,000 members across the country. Local 25 has over 300 members in the Solid Waste Division.

"The industry is ripe for organizing," said Gerry Godin, Director of the Solid Waste Division of Teamsters Local 25. "There will always be trash to pick up. These jobs are not going to Mexico, they are staying right here in our country."

Our Teamsters who perform this work are vital to public health and sanitation, and face serious hazards on the job every day. Teamsters Local 25 is committed to standing up for the rights of sanitation workers, and we will continue building a movement of workers and community allies so that we can bring justice and dignity to those who work to keep our cities and neighborhoods clean.

"The sanitation business is increasingly clustered in the hands of a few powerful corporations, and we will need to call on our membership to help us infiltrate the nonunion facilities. Many of these companies are making millions of dollars on the backs of their workers," O'Brien said.



## ***Solid Waste and Related Industries Division***

Collection and Processing of Municipal Solid Waste and Recycling

Construction Debris

Commercial and Hazardous Waste

Document Security and Shredding

Portable Sanitary Facilities

Other Related Industries





Bargaining Committee Members L to R: Tony DeChristopher, Silvio Melo; Robert McClafferty; Bill Colangelo; Jim O'Driscoll; Tom Alex; Sean O'Brien, President & Principal Officer; Robert Fabrizio, Business Agent; Al Littlefield, Gary Kenny, Chris Murphy, Jim York, Oliveira Evord. (missing from photo is Frank Doyle)

# STOP & SHOP

## Warehouse Workers Discuss Contract

On September 7, 2008, over 300 Local 25 members from the Stop & Shop Distribution Center in Freetown, Massachusetts attended a proposal meeting at the union hall at 544 Main Street in Charlestown. Each member was given a long sleeve T-shirt to wear proudly in the workplace.

"Each member received a T-shirt and were asked to wear it while working," said Sean M. O'Brien, President and Principal Officer of Local 25. "The purpose of the shirt is to show solidarity during these important negotiations. A sea of blue in the workplace should send that message."

The contract expires in February 2009. Local 25 has almost 1,000 members working in the warehouse in Freetown.

"It is about fairness and an increased voice in the workplace," said Jim O'Driscoll, steward in the Produce Division. "We need to stick together as a unit. If we do we will prevail."

The issues at the table were wages, health and welfare benefits, pension and a two-tier wage system.




# Calendar of Events

## December 2008

- Dec. 10** HUMAN RIGHTS DAY
- Dec. 21** Winter Solstice
- Dec. 22** Firts Day of Hanukkah
- Dec. 25** Christmas Day
- Dec. 26** Kwanzaa

## January 2009

- Jan. 1** New Year's Day  
Teamsters Local 25 Scholarship applications available
- Jan. 18** General Membership Meeting 10:00 A.M.  
Union Hall, 544 Main Street Charlestown, MA 02129
- Jan. 19** Martin Luther King, Jr. Day
- Jan. 20** Inauguration of the 44th President  
of the United States **BARACK OBAMA**
- Jan. 24**  Blood Bank 9:00 A.M. – 2:00 P.M.  
Union Hall, 544 Main Street Charlestown, MA 02129

## February 2009

- Feb. 2** Ground Hog Day
- Feb. 14** Valentine's Day  
James Riddle Hoffa's Birthday
- Feb. 15** General Membership Meeting 10:00 A.M.  
Union Hall, 544 Main Street Charlestown, MA 02129
- Feb. 16** President's Day
- Feb. 24** Mardi Gras
- Feb. 25** Ash Wednesday

**SAVE THIS DATE** Local 25 Autism Gala at the InterContinental Hotel in Boston March 28, 2009





# Freight Members Vote on Economic Relief Plan

## *Agreement Will Protect Freight Members' Jobs, Benefits*

**F**acing the worst economy since the 1930s, the Teamsters Union and the freight companies of YRC Worldwide Inc. (YRCW) have reached an agreement to provide the company with economic relief that will protect the jobs and retirement security of tens of thousands of Teamsters.

Members are voting on the plan now, and ballots will be counted on December 30.

“This agreement will help the company get through this deepening recession and protect the jobs and health, welfare and pension benefits of our freight Teamsters,” said Tyson



Johnson, Director of the Teamsters National Freight Division. “This is a very difficult time for our members, but this agreement will protect the livelihoods of our members and their families, which is our number one priority.”

The details of the agreement were discussed on Wednesday, December 3 with lead-

ers of local unions that represent members from the YRCW companies—Yellow Transportation, Roadway, USF Holland and New Penn.

The concessions call for a 10-percent wage cut, but leave the health, welfare and pension contributions at the previously negotiated levels. About 40,000 Teamster drivers, dockworkers, clerical employees and others are actively employed at the companies. Local 25 represents more than 350 affected members.

“The acceptance of this agreement is up to our membership,” said Sean M. O’Brien, President & Principal Officer of Local 25. “We have asked our members to vote their conscience on this one. It surely is a tough pill to swallow for our members and their families.”

*L to R: Bob Spaulding; Judy Spaulding; Larry Curran; Jim Donovan; Steve Sullivan, Local 25 Director of Organizing and Government Affairs; Janet Guazzaloca; Brendan Sullivan, Sean Sullivan, John Juskiewicz, Ryan Daly and Steve "Sal" Valenti.*



## Local 25 Members Pitch In to Help OBAMA & Other Pro-Worker Candidates

Local 25 members did their part this fall as the Teamsters Union unleashed its largest election mobilization in history, helping land Barack Obama in the White House and putting worker-friendly candidates in key offices at every level in the country.

Several Local 25 members, including Larry Curran, volunteered in the swing-state of New Hampshire.

"It felt good to volunteer to put a friend of working families in the White House," Curran said.

Also volunteering from Local 25 were Bob Spaulding; Judy Spaulding; Jim Donovan; Steve Sullivan, Local 25 Director of Organizing and Government Affairs; Janet Guazzaloca; Brendan Sullivan, Sean Sullivan, John Juskiewicz, Ryan Daly and Steve "Sal" Valenti.

General President Jim Hoffa hailed the efforts of members such as those from Local 25 who gave their time and energy.

"I want to thank Sean O'Brien for sending his members to New Hampshire to rally his membership for the Obama/Biden ticket," Hoffa said.

"Our 1.4 million members demanded change and we marshaled our forces in unprecedented numbers for this historic election," Hoffa said. "There is no doubt that we made the difference. I congratulate Senators Barack Obama and Joe Biden

on their well-deserved victory, and our Teamster members who worked tirelessly on their behalf."

More than 40,000 Teamsters volunteered for the union's massive member mobilization efforts. Hoffa and General Secretary-Treasurer Tom Keegel barnstormed key battleground states across the country on multiple trips, talking to Teamster members and motivating them to volunteer and go to the polls for Obama.

Additionally, the Teamsters' impressive get-out-the-vote push included:

- More than 2.6 million direct mail pieces
- More than 1.6 million phone calls
- More than 40,000 volunteers
- More than 1 million Teamster job site visits
- 54,687 Teamsters signed up for election text messaging
- 4.5 million doors knocked as part of Change to Win

Also, Teamsters conducted precinct walks, canvassed neighborhoods, drove voters to the polls and countless other activities. The union also incorporated new technology, like text messaging, predictive dialer phone banking, national and targeted-state interactive teleforums and microtargeting of swing voters.





*"Are you kidding me?" asked UPS Driver Robert Sarro, before he enters the Logan Airport terminal to deliver over 100 packages.*

## Scenes from Local 25



*Left to right: Patrick Morrissey and steward Brian MacLeod secure a wide load at Shaughnessy and Ahern Company in South Boston.*



*Dave Pierce, steward from Kraft Power, works on a generator in Woburn.*



*Over 100 members attended the first Construction Division meeting at the union hall in October.*



*Joint Venture "The Ride" Rally featuring Owner Richard Armour.*



*Left to right: Stop & Shop retirees with clocks: Ed Cody, Al Thibault, Chet Jepson, Bob McLaughlin, Doug Pariseau and Danny DiGiacomo.*



# Local 25 Golf Outing Raises \$45,000 for Scholarships



The 2008 Teamsters Local 25 Scholarship/Charity Golf Outing was held on Sunday, October 12, 2008, and participants raised more than \$45,000 to fund scholarships.

For the first time, the tournament took place at the Windham Country Club in Windham, New Hampshire. With the rain date being moved from September to October we still had a great turnout for a fun-filled day. The New England weather was a beautiful fall brisk day.

About 150 golfers raised more than \$45,000 through the generosity of our sponsors and raffle contributors. This year's golf tournament undoubtedly was the most successful charity fundraiser over the past 15 years. The money raised will help Local 25 award scholarships to our members' children for higher education.

We would like to thank all 100 sponsors and especially our Gold Sponsorships, which include, Consolidated Service Corporation; Feinberg, Campbell & Zack, PC; Intercontinental Real Estate Corporation; National Retail Systems, Inc./Mystic Island Transport; Regan Associates; Chartered; Teamsters Local Union 769; and the Stop & Shop Supermarket Company, LLC.

This was a great day to come together and have fun with our members, sponsors, officers and agents. Thank you to everyone involved for making the day a huge accomplishment!

Counter Clockwise: *Phil Mallett, Jim Jenkinson, Chris Powers, Frank Leonard; Business Agent Bob McAllister, Ken Twigg, Mark Sullivan, Frank Fitzgerald; Business Agent Tom Mari, Business Agent Bob Fabrizio, Paul Bellofatto, Dave Kenney; Brian MacLeod, Eileen MacLeod, Tom MacQuisten, Brenda Dionne; Vice-President John Murphy, Dan Donohoe, Secretary-Treasurer Mark Harrington, Dennis Murray, George Kelly.*



# 500 Local 25 Families Raise \$25,000 to Fight Autism



Clockwise: Monica Michalides; Rachel & Nicholas Falino; Kimberly, Baby Liliana, Rossella & Joe Foti; Business Agent Dave Pietroforte with his sister Lynda and her husband Dan Carroll; Rachel & Nicholas Falino; Clarence Goodloe & Walter McDuffy.



# TeamstersCare

Board of Trustees  
Teamsters Union 25  
Health Services &  
Insurance Plan

Sean M. O'Brien  
Union Co-Chairman

Mark A. Harrington  
Union Trustee

John A. Murphy  
Union Trustee

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Employer Co-Chairman

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Employer Trustee

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Employer Trustee

John D. O'Reilly  
Employer Trustee

## TeamstersCare Notes

### TeamstersCare "Carved Out" Benefits

Did you know that whether you choose TeamstersCare Network Blue New England or TeamstersCare Tufts EPO as your Medical Benefit Option, your TeamstersCare "Carved Out Benefits" remain the same? This means that Dental, Vision, Audiology/Hearing Care, Mental Health and Substance Abuse Services, and Pharmacy Benefits are all managed by TeamstersCare directly.

To access these services please call:

**Audiology/Hearing Care:**  
Charlestown, 617-241-9220

**Dental:**  
Charlestown, 617-241-9220;  
Chelmsford, 978-256-9728;  
Stoughton, 781-297-7360;  
Delta Dental, 800-872-0500

**Mental Health/Substance Abuse Services:**  
800-851-8326

**Pharmacy:**  
Charlestown, 617-241-9024, FAX 617-241-5025;  
Stoughton, 781-297-9764, FAX 781-297-9370;

**Vision Services through Davis Vision:**  
800-283-9374

For detailed information, visit our website at [www.teamsterscare.com](http://www.teamsterscare.com), consult your TeamstersCare Summary Plan Description (Answerbook), or contact Charlestown Member Services at 617-241-9220, ext 2.

### Check us out on the Web...

TeamstersCare is working hard to make our website a valuable resource for accessing your benefit information 24 hours a day/seven days a week. Visit us @ [www.teamsterscare.com](http://www.teamsterscare.com).

If you are an Active or NCH Member with access to a computer, we have added an exciting new feature! On our website, you will be able to check your work history and eligibility for the current period. We know this information will be particularly helpful to our part-time and seasonal employees who may need to track their hours more closely.

In November, TeamstersCare mailed all Active and NCH Members a letter with a username and password. These are needed to log in and access eligibility information. If you misplaced or forgot your username, please call Charlestown Member Services for a reminder. We hope you find this new feature useful.

## TeamstersCare Pharmacies' Lipitor Pill-Splitting Program





# Help Us Reduce Emergency Room Use



Statistics show that TeamstersCare members use the Emergency Room (ER) for non-emergency illnesses 24 percent more often than other similar groups – *the average cost of this type of visit to the Emergency Room is \$976*. If you use the ER for non-emergency conditions such as bronchitis, a sore throat, a bladder infection, a skin rash, ear infections or minor back pain, both you and TeamstersCare will pay substantially more than if you see your Primary Care Physician (PCP).

Your PCP is the first person you should contact for non-emergency medical care.

You'll receive services, including lab work, for a small co-pay paid by you and the reasonable balance paid by TeamstersCare.

*In addition to your PCP, you now have another choice as well—both the TeamstersCare Network Blue New England Option and the TeamstersCare Tufts EPO provide coverage at limited service clinics, such as CVS's Minute Clinics and Walgreen's Take Care Clinics for an office co-pay paid by you and the remaining balance paid by TeamstersCare.*

For the Active and NCH TeamstersCare Programs, *the ER co-pay will increase to \$75 effective January 1, 2009*. We want to encourage members to use the ER only when necessary. Remember, this co-pay is waived if the patient is admitted to the hospital for treatment. And as always, in a "true emergency" go to your nearest hospital or call 911.

*By working together to reduce unnecessary costs, we can continue to provide cost-effective health benefits for Teamsters families for a long time to come.*

**Did you know?** Since 2004, the TeamstersCare Pharmacies have had a voluntary program aimed at reducing the cost of Lipitor, a widely used and expensive cholesterol lowering medication. The aim of the program is *to reduce the cost of Lipitor for you and for TeamstersCare*.

**Here's the story ...** The price for different strengths of Lipitor, from the lowest to the highest, is very similar. So, if the pharmacy dispenses *twice* your Lipitor daily dosage, and you split the tablets in half, then you need only *half* as many Lipitor pills to get the same dosage.

**You will save...** by paying a reduced copay of only \$5, rather than the usual \$15, when you participate in the program. TeamstersCare will save up to \$500 per patient per year, by dispensing half as many Lipitor pills. We will even provide a "pill splitter" for you and, with your permission, we will contact your doctor to make the process as easy as possible.

**Interested in participating?** Lipitor Pill-Splitting forms are available: at your TeamstersCare Pharmacies in Charlestown and Stoughton; on our website @ [www.teamsterscare.com](http://www.teamsterscare.com) (click on TeamstersCare Forms), or by calling Charlestown Member Services.

*We thank you for helping us manage the cost of prescription drugs.*

## TeamstersCare Directory [www.teamsterscare.com](http://www.teamsterscare.com)

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

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

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

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

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

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



## *A Message from Steven R. Sullivan*

Director of Organizing & Government Affairs

Since my last report, I am happy to inform you that we have had four organizing victories at Local 25.

1. The drivers at Horizon Air Services in East Boston voted 30-15 to join Local 25 on August 7, 2008.
2. The drivers at Brand Scaffolding in Haverhill voted 4-1 to join Local 25 on August 20, 2008.
3. The yardmen at Quality Terminal Services in Allston voted 2-0 to join our local union on September 10, 2008.
4. The drivers and warehousemen at American Steel and Aluminum in Norwood voted 19-0 on October 31, 2008 to join our local union.

In these unprecedented economic times of worker concessions and layoffs, more and more workers will be taken advantage of in their workplaces. Owners and managers will feel that they are truly on top and will be constantly reminding workers that "they are lucky they have a job" or to "be careful, there are many workers who would love your job." My advice is for workers to take note of this behavior. Shame on the companies and organizations that launch these scare tactics.

I look forward to realizing the true change that will

commence in our country when President-elect Barack Obama becomes the 44th President of the United States. He will be able to appoint a new National Labor Relations Board. He will be appointing a new Secretary of Labor, and he has promised to work with organized labor to pass the Employee Free Choice Act. It shows all the signs to be a new day for workers in our country.

This sudden change will not happen overnight, so we must be patient and we will prevail.

As we enter 2009, President O'Brien has made a commitment to try to organize the unorganized in the Solid Waste Division. We will be engaging our members that are in the Solid Waste Division in this organizing process. We hope to be able to report on some favorable results in the near future.

A special thanks to President O'Brien for his continued confidence in me as his Organizing Director.

Also a heartfelt thank you to my staff, Pat Palmisano and Jimmy Donovan for their endless days and nights working to grow this superb local union. Congratulations and good luck to Organizer Steve South, who has been promoted to Assistant Business Agent, primarily focusing his efforts on the UPS part-timers in Chelmsford. Steve did a tremendous job as an organizer during his almost two years in the Organizing Department.



LtoR (first row): Peter Ciollo, Wayne Everson, Mark Killion, John Mitchell, Scott Rahall, Abram Lefebure, Abram Lefebure Jr., LtoR (back row): Mark Killion, David Munchbach, Roland Gordon, Jay Clark, Peter Berg, John Richards



# New England Teamsters *Federal Credit Union*

## The Board of Directors

John A. Murphy  
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Sean O'Brien  
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## We are here to Help!

We are doing very well in these tough times.

We have your deposits insured to \$600k.

We have plenty of money to lend.

We do not sell our Mortgages.

We take care of our "TEAMSTERS".

## Supervisory Committee

George Slicis  
*Chairman*

Steve South

Richard Laughton

Robert E. Bayusik

Joseph J. Bairos

The Board of Directors and Staff of the Credit Union are **PROUD** of the many achievements in 2008 and looking forward to continuing to improve to tend to your financial needs in 2009.



## *Have a Safe and Happy Holiday and a Prosperous New Year!*

In the last year we have refinanced many member's auto loans and mortgages to save them thousands in high rate interest charges. We have added Courtesy Pay to help members cover mistakes on their checking account. We have lowered the interest rate on 80% of our members Visa credit card lines. We consistently offer our members higher rates on our deposit accounts and lower rates on our loans than our competition. New Loan Program established this month for Local 25's Driver Training Program.

Please call a Member Service Representative for more information,  
at 1 (800) 343-7126 or visit us at [www.netfcu.org](http://www.netfcu.org).





Name	Company	Times	Gallons	Name	Company	Times	Gallons
Jeffrey Altbush	General Public	2	0.25	Greg Gigg	Roadway	32	4
Rick Anderson	Manfi Leasing / Stop & Shop	26	3.25	Helen Giglio	City of Everett	8	1
Margaret Aranyosi	General Public	1	0.125	Edward Giglio	General Public	8	1
William Asaro Jr.	Catalano Bros. Inc.	5	0.625	Sara Giustini	N.E. Theatrical	1	0.125
Fred Baker	Roadway	10	1.25	Janet Guazzaloca	UPS - Waltham	14	1.75
Fred Baker, Jr.	General Public	1	0.125	Will Hamilton	General Public	1	0.125
Jeffrey Bamford	NE Theatrical	7	0.875	John W. Hannon	Retired	62	7.75
Soumendra Banerjee	General Public	1	0.125	Bob Harty	Retired	44	5.5
Tony Barrone	RIS Paper Co.	56	7	Doug Henry	Manfi Leasing / Stop & Shop	55	6.875
Alice Bavaro	Retired	28	3.5	Kathy Hickey	UPS	8	1
Pauline Boland	DHL Express	5	0.625	Jason Hill	Quest	1	0.125
Katherine Bourque	General Public	1	0.125	Ed Hilton	City of Cambridge	4	0.5
Robert Burns	Retired	85	10.625	Amber Hoeft	General Public	5	0.625
Anthony Caggiano	DHL	11	1.375	Eugene Hurley	Yellow	35	4.375
William Campbell	Waldo Brothers	3	0.375	Joseph Imparato	General Public	1	0.125
Fran Carrier	Local 25	2	0.25	Ken James	General Public	1	0.125
William Chambers	Retired	1	0.125	William Jankowski	DHL	1	0.125
Janice Chen	General Public	1	0.125	Charles Johnson	Retired	29	3.625
Katie Christianson	Doc	1	0.125	Ernie Johnson	Allied Systems	12	1.5
Joe Cochran	New Penn	41	5.125	Thomas Jurgen	Signature	1	0.125
Michael Coletti	General Public	1	0.125	Dan Kakleas	New Penn	43	5.375
John Crosby	Us Foodservice	5	0.625	Scott Kane	General Public	1	0.125
John Curran	Yellow	35	4.375	William T. Kelley	United Liquor	28	3.5
Jim "Moose" Curry	Aggregate	3	0.375	Greg Kerwood	UPS - Somerville	12	1.5
Eric Dauler	General Public	3	0.375	James F. Kessler	Stop & Shop	5	0.625
Fred Dean	Retired	13	1.625	Michael Kimball	Leaseway Motorcar	23	2.875
Dan Dellucci	RIS Paper Co.	11	1.375	Paul Kirby	Admiral Metals	21	2.625
Joe Destasio	Retired	53	6.625	Charles Knecht	Retired	59	7.375
Daniel Donohoe	Global	8	1	Bill Kuttner	General Public	9	1.125
Mike Downey	General Public	17	2.125	Eleanor Laffey	UPS - Somerville	5	0.625
Stephen S. Drago	Us Foodservice	42	5.25	Kevin Lally	Retired	75	9.375
Walter M. Duda	Aggregate - Waltham	1	0.125	Dave Langan	Retired	146	18.25
Katerine Durfee	Retired	15	1.875	Joseph Laplante	GD Mathews	11	1.375
Jeremy Eckenroth	General Public	1	0.125	Patti Lapointe	Teamsterscare	63	7.875
Mike Erelli	Yellow	31	3.875	Shana Leberman	General Public	1	0.125
Kristen Falleo	General Public	1	0.125	Cornelius Lee	General Public	2	0.25
Kenny Farneck, Jr.	LU 399	1	0.125	Jamie Litchfield	General Public	1	0.125
Mary Felix	General Public	1	0.125	Al Littlefield	Stop & Shop	12	1.5
Bob Ferrara	N.E. Theatrical	41	5.125	Jim MacInnis	XPEDX	18	2.25
William Fitzpatrick	Atlas - Glenmore	1	0.125	Brian MacLeod	Shaughnessy & Ahern	8	1
Richard Foppino	Retired	41	5.125	Marilyn Macleod	Teamsterscare	2	0.25
Doug Francey	APM	31	3.875	Ron Mahoney	Retired	64	8
Dick Frank	Cambridge DPW	39	4.875	Edward Martin	Alliance Express	5	0.625
Elizabeth Fula	Fedex	7	0.875	Bob McAllister	Local 25 Business Agent	113	14.125



Name	Company	Times/Gallons		Name	Company	Times/Gallons	
Charles McAskill	Atlas - Glen Mor	46	5.75	Patrick "Buddy" Scarry	General Public	13	1.625
Maureen McDonald	DHL	2	0.25	Joseph Sciuto	Retired	51	6.375
Tom McGrath	N.E. Theatrical	2	0.25	Paul Sharpe	Retired	88	11
Michael McGrath	Us Foodservice	42	5.25	James Sheehan	Schuster	55	6.875
Paul McGrath	Local 82	10	1.25	Adrian Shulman	Bingham	1	0.125
Janet McLaughlin	Local 25	1	0.125	Julia Skinner	Red Cross	1	0.125
Richard McMurtry	UPS - Norwood	20	2.5	Devon Smith	Union Hall	1	0.125
Marcelino Miranda	UPS	10	1.25	Drew Smith	General Public	3	0.375
Robert Monteforte	UPS - Somerville	9	1.125	Dan Splaine	Retired	127	15.875
Mike Morad	Retired	32	4	John Sullivan	Retired	1	0.125
Paul Moran	Union Hall	3	0.375	Tom Sullivan	Global / Chelsea	46	5.75
Ronnie Moran	Retired	121	15.125	Fred Sutera	Union Hall	53	6.625
Don Morris	DHL	4	0.5	Bill Thibodeaux	Retired	55	6.875
Mike Morrissey	DHL	14	1.75	Annabelle Torino	General Public	18	2.25
Thomas Moskaluk	ARL Coal & Lumber	5	0.625	Robert Torino	General Public	17	2.125
John J Murphy	Retired	167	20.875	James M. Torrey	UPS - Chelmsford	17	2.125
Thomas Murray	City of Everett	5	0.625	Steve Urquhart	Retired	5	0.625
Kevin Nangle	New Penn	35	4.375	Richard J. Vanerico	Retired	1	0.125
Tommy Nasson	Global	98	12.25	Charlie Vaughn	Retired	37	4.625
Roger Newcomb Jr.	DHL	8	1	Jack Ward	Retired	112	14
Bill Newhall	UPS - Somerville	1	0.125	Kristen Ward-Humber	General Public	8	1
Steve Nordahl	Aggregate	19	2.375	Paul Wedge	Union Hall	3	0.375
John O'Brien	DHL	2	0.25	Hannah Wells	General Public	1	0.125
Patrick O'Brien	UPS	9	1.125	Linda A. Whalen	General Public	1	0.125
Stephen O'Neil	General Public	1	0.125	Angela Withum	General Public	6	0.75
Don O'Neil	Sears - Norwood	26	3.25	Greg Wood	Coan Oil	10	1.25
Michael Pagliaro	New Penn	82	10.25	Michael Zona	Red Cross	1	0.125
Peter Pappas	General Public	1	0.125				
Bob Parou	Aggregate	1	0.125				
Tom Pennell	Retired	54	6.75				
Armand Pepin	Manfi Leasing / Stop & Shop	7	0.875				
Greg Perkins	General Public	1	0.125				
Edmund E. Petit, Jr.	Union Hall	21	2.625				
Ed Porter	Manfi Leasing / Stop & Shop	3	0.375				
Scott Portrait	UPS - Somerville	2	0.25				
Keith Pontanova	UPS - Somerville	2	0.25				
Kevin Power	Brewer	88	11				
James A. Quinn	General Public	6	0.75				
Ed Reale	Retired	14	1.75				
Kevin Roche	Retired	1	0.125				
Nicole Salvati	AJ Silk	8	1				
Karen Salvato	Credit Union	26	3.25				
Alex Samaras	General Public	2	0.25				
Philip Savoy, Jr.	Coan Oil	37	4.625				





Left to right: Driver Steve DeAngelis, Driver Ray Berry, Steward Joe Foti and Steward George Bassett.

11/25/2008

## *UPS Members Help Coworker in His Battle*

Local 25 UPS Driver Raymond Berry of the Marlboro Center in Chelmsford was diagnosed in early 2008 with Hodgkin's Lymphoma, and his fellow brothers and sisters are coming together to help him out.

Berry has since undergone radiation and chemotherapy to combat the disease. Brother Berry has been in constant contact with the center team and has allowed management to give periodic updates to his coworkers of his condition. His UPS Teamsters Local 25 brothers and sisters collected \$1,600 for Ray and his family to help get through the 2008 holiday season.

On November 25, 2008 a breakfast was held in Chelmsford which Ray attended. Ray had no idea that this breakfast was intended for him. Many drivers from the Lowell and Marlboro centers attended the breakfast and got to catch up with Ray. After it quieted down, Marlboro driver Steven DeAngelis, who spearheaded the entire campaign, presented Ray with the holiday gift from his brothers and sisters of Local 25 and management from the UPS Chelmsford facility.

A special thanks to the Chelmsford Drivers for their incredible effort to pull this together.

Also a thank you goes out to Massachusetts Division Manager Allen Holmes and Don Carlberg, Marlboro business manager from the Chelmsford UPS facility.

If you want to help, please call Local 25 at 617-241-8825.



# Local 25 Members Keep Logan Airport Safe, Secure for Travelers



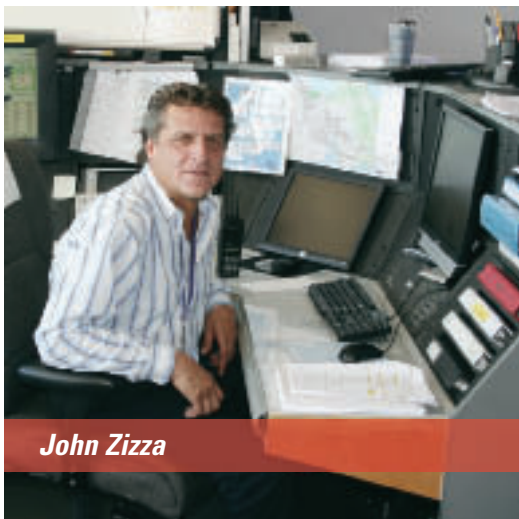
**Tammy Carter**

Teamsters at Massport's Communication Center work 24 hours a day, seven days a week to make sure the traveling public is protected while visiting the footprint of Logan Airport in Boston.

Local 25 members are charged with securing more than 900 airport doors, parking facilities, and terminals. They are also responsible for making the initial contact with all aircraft entering Logan Airport.

"The job can be very stressful," Teamster Michael Mastromarino said. "Since the tragedy of 9-11, we have been given an increased workload and are always continuing to find ways to protect the customers of our air, land and seaport in Boston."

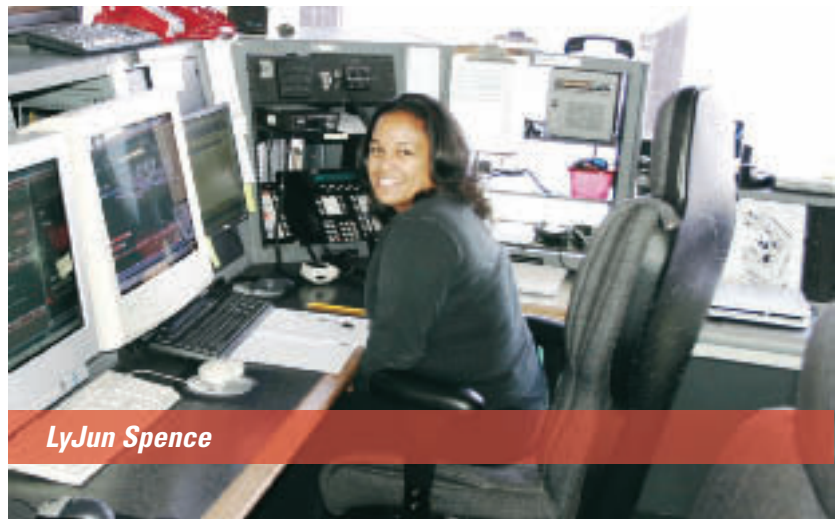
Teamsters Local 25 has 18 members in the Communication Center.



**John Zizza**



**Michael Mastromarino**



**LyJun Spence**

# Stewards

## Spotlight



### **John "Juice" Juskiewicz** *Steward, UPS*

John "Juice" Juskiewicz has been a member of Teamsters Local 25 since July of 1992. He worked part-time at UPS from 1992-1998 while in college and in 1998 he became full-time.

As steward, Juskiewicz has the demanding job of representing almost 600 members: 500 part-timers and 100 full-timers.

"The hardest part of my job as steward is telling the members that they're wrong and their grievance is not justified," Juskiewicz said. "My role is to stop frivolous grievances and push the true contract violations to the fullest extent of my power."

The best part of his job as steward, he said, "is being right when I win my dispute with Big Brown." He added, "When I can help a member with a problem or paycheck discrepancy it makes my job as steward worthwhile."

"There have been very positive and significant changes in the Chelmsford facility since Sean O'Brien took over as President of Teamsters Local 25. It is actually a good place to work again," Juskiewicz said.



### **Helen Giglio** *Steward, City of Everett*

Helen Giglio works in the Tax Collector's Office for the City of Everett, Massachusetts. Giglio is part of the team that collects taxes and all monies owed to the city, including excise tax and property taxes.

Giglio has been a Teamster member since 2005 when she and her 47 fellow clerical workers in Everett merged their association in to Teamsters Local 25.

"I feel being a Teamster gives me a better sense of security," Giglio said. "Before we merged our association, we were only 47 people against the city. Now we are 11,000 members negotiating with the city."

Giglio often feels the pressure of being a steward.

"Members often think just because you are in the union, the union can fix everything, but we all know that is not true. We must abide by the contract," she said.

"The best part my job is being able to help someone who is nervous about questioning a management decision," Giglio said. "I help our members feel empowered."

Giglio enjoys being a member of Teamsters Local 25.

"The biggest difference I see being in a big local union versus a small association is the community involvement of Teamsters Local 25," Giglio said. "President Sean O'Brien has instilled a sense of community in our membership. There are many different civic opportunities that are supported by Teamsters Local 25, such as the Walk for Autism, volunteering at Rosie's Place, blood drives and engaging in political campaigns. It is fun to be part of something bigger than you."

Giglio is a second generation Teamster. Her father worked for Atlas Oil in Needham.

Giglio was born in Everett and now lives in Malden. She is an avid cook and loves to travel.



### **Tim Godfrey** *Steward, Stop & Shop*

After attending the Teamsters Local 25 Driving School in late 1998, Tim Godfrey found his dream job in early 1999. He started work as a diesel mechanic at Stop & Shop.

Today Tim is the steward for 25 of his fellow mechanics at the new Stop & Shop facility in Freetown, Massachusetts. The mechanics at Stop & Shop are charged with the monumental task of repairing 260 tractors, and 1,000 trailers, including 300 refrigerator trailers.

"We repair both the engines and refrigerator units in the Stop & Shop fleet," Godfrey said. "We are all either Class 1 or Class 2 certified diesel mechanics. We have all been to manufacturers training at Cumming Diesel, Thermo King and Carrier Corporation. We train hard and work hard to keep those trucks moving."

Godfrey has the abysmal job of challenging the company when management tries to outsource repairs, implement a new work schedule or choose workers out of seniority for overtime.

"I am happy we have Teamsters Local 25 behind us," Godfrey said. "Without a union, the company would do whatever they want to us. Local 25 prevents that."

The mechanics ratified their new five-year contract in April of 2008. The new contract includes a

50-cent-per-hour each year in wages, full pension and health & welfare contributions and an increased tool allowance to \$450 per year.

"It was a great deal for us," Godfrey said. "I look forward to representing my brothers as we move forward in this new contract."

Godfrey lives in Plainville, Massachusetts with Susan, his wife of 14 years.





## **Mike McKinnon** *Steward, Northeast Electric*

Mike McKinnon became a member of Teamsters Local 25 in 2005 after a bruising organizing drive at Northeast/Eagle Electric in Canton. In the end, 30 truck drivers became members of Local 25.

"The company pulled out all the stops to prevent us from becoming Teamsters," McKinnon said. "They hired a very high-priced law firm and we still won convincingly."

Mike pilots the other 29 drivers through the execution of the contract, and the day-to-day grind of the business, which is delivering electrical supplies to the construction industry.

McKinnon is an 11-year employee who dates back to the company's roots when it was Branch Electric.

"I have seen a lot of changes in this company. We have been bought and sold three times. I am glad we have the union on our side now," McKinnon said.

The Local 25 members at Northeast/Eagle Electric have withstood the test of time. In May of 2005 the company locked out the drivers in an effort to halt the National Labor Relations Board election of the warehousemen.

"We were locked out of the workplace for 31 days, but we prevailed with a great contract and real sense of respect for Teamsters Local 25," McKinnon said. "The warehouse workers were bought off with \$2 per hour raises, but now they wish they stuck with the organizing drive."

McKinnon is a musician and plays bass guitar with two bands, "Touch of Gray" and the "Five Gs."



## **Jerry Triano** *Steward, Waste Management*

Jerry Triano is the steward at Waste Management in Somerville. He serves as the lightning rod for 41 Local 25 Teamsters. A member since 2000, Triano says he is always dealing with Waste Management's constant churning and

change of mission.

"This company is always redesigning itself," Triano said. "They always seem to unveil these crazy ideas through branding and rebranding the company mission."

Waste Management is known for its M2Z safety system (Mission to Zero). M2Z in essence means, zero accidents, zero injuries.

"The M2Z system is quite controversial with our members. It is almost impossible to realize the company goal of zero accidents, zero injuries. We don't believe that is always a fair system," Triano said.

The Waste Management, Somerville members are responsible for trash pickup in the Dorchester neighborhood of Boston.

Triano is very happy with the one-year-old merger of Teamsters Local 379 into Local 25.

"It has resulted in a new-found respect for our guys at Waste Management since we merged into Teamsters Local 25. Our Business Representative, Gerry Godin, and Local 25 President Sean O'Brien have really made a positive difference in our workplace," Triano said.



## **Walter McDuffy** *Steward, UPS*

Walter McDuffy has enjoyed the five years he has been a steward at UPS in South Boston, and he is always working to get his coworkers involved with Local 25.

"The best part of being steward is representing my coworkers to the best of my ability using the knowledge I have about the contract," said McDuffy, who has been a package-car driver at UPS for about 15 years.

McDuffy said he is constantly trying to inspire his coworkers to attend Local 25 meetings and to understand what being a Teamster is all about.

"I am always encouraging my coworkers to come to the monthly Local 25 meetings, to meet people down at the hall and to get to know their contracts," McDuffy said. "Sometimes it's like pulling teeth to get them involved, because they are busy, but they realize it's important to learn as much as possible. By getting more educated, they get empowered and that leads to fairer treatment in the workplace."

If coworkers don't attend the Local 25 meetings, McDuffy said he tries to recap the major issues and then reminds them to attend the next meeting. "I want my coworkers to see the great job President Sean O'Brien and the other staff members are doing," he said.

A couple of the big issues at the South Boston center are management favoring some workers over others, and managers questioning the need for employees to work overtime.

McDuffy delivers packages in the Dorchester neighborhoods of Ashmont and Codman Square.

He lives in Brockton with his wife and two daughters.



## September

## October

## November

Name	Company	Effective Date	Type
Christopher M Arciero	Stop & Shop Supermarket Co.	07/08	Disability Pension
Edward R Barkhouse	A J Elliott Motor Trans Inc.	07/08	Statutory Pension
Albert J Cater, Jr.	Heating Oil Partners, L.P.	10/07	Statutory Pension
Lewis W Clark, Jr.	Star Market Co. Inc.	09/08	Early Retirement Pension
Michael J Corricelli	Brockway-Smith Co	08/08	Statutory Pension
John A Cramer	Brigham's Inc.	07/08	Early Retirement Pension
Marcia E Dauphinais	McLean Trucking Co.	07/08	Statutory Pension
Louis A Farinato	Lechmere Inc.	09/08	Statutory Pension
Henry F Festa	American Freight System Inc.	08/08	Statutory Pension
Matthew N Giarratani	Arrow Farms Inc.	09/08	Statutory Pension
Paul F Gioiosa	U S Foodservice Inc.	09/08	Early Retirement Pension
Ernest M Harris	Minuteman Leasing Co Inc.	08/08	Early Retirement Pension
James R Kenn	Polito, F J	09/08	Statutory Pension
Mark W Kimble	Teamsters Local 25 H & W	09/08	Statutory Pension
Michael J Lepore	UPS Cartage Services, Inc.	09/08	Statutory Pension
Martin D Lynch	Special Move Shows	08/08	Early Retirement Pension
James M Mahoney	Capitol Waste Services	09/08	Early Retirement Pension
Lawrence W Phillips	Stop & Shop Supermarket Co.	08/08	Statutory Pension
Steven J Scarpa	DHL Express (USA Inc.)	08/08	Disability Pension
Richard P Stokes	DHL Express (USA Inc)	09/08	Year Special Service Plan C
Diane M Sullivan	N E Teamsters Credit Union	09/08	Statutory Pension
Nicholas T Tammaro	Lily Truck Leasing Corp	09/08	Early Retirement Pension
Edward W Thistle	S W Thistle Co Inc.	07/08	Statutory Pension
Carl F Trevisone	Purity Supreme Inc.	08/08	Regular Pension
Michael J Whitehouse	James J Gallery Inc.	09/08	Statutory Pension
Frances Carrier	Teamsters Local 25	08/08	Regular Pension
James E Adams	Kuehne & Nagel Inc.	08/2008	Regular Pension
Boyd M Bowers	McLean Trucking Co.	09/2008	Statutory Pension
Robert Collins	Laidlaw Waste Systems Inc.	08/2008	Statutory Pension
Michael J Coyle	Local 380 Merger	08/2008	Statutory Pension
Albert Gonsalves Sr.	Xpedx	10/200/	Statutory Pension
Robert W Lee	United Parcel Serv Inc.	10/2008	Statutory Pension
Michael A McDonald Sr	DHL Express (USA Inc.)	10/2008	Special Service Plan D
John J Mulvey	BFI/Allied Waste Ind Inc.	10/2008	Year Special Service Plan C
Douglas K Pariseau	Manfi Leasing Corp.	10/200/8	Special Service Plan D
Frank A Purpura	Glancy & Sons Inc. W.H.	10/2008	Statutory Pension
Roger Schweda	Brewer Petroleum Service	06/2008	Reciprocal (Partial Pension)
John P Slekis	Stop & Shop Supermarket	08/200/8	Statutory Pension
Oliver E Demello	P. Gioioso & Son Inc.	09/2008	Statutory Pension
Louis A Durazzano	United Parcel Serv Inc.	10/2008	Statutory Pension
Dana D Elswick	Aggregate Industries	11/2008	Disability Pension
Vincent Frelove	Banfield & Assoc Inc.	11/2008	Early Statutory
Frank A Fuccillo	DHL Express (USA Inc.)	11/2008	Regular Pension
Albert F Gaetani	Atlantic Roofing & Skylight	09/2008	Partial Pension
Manuel Gomes	Bird Inc//Northeast Roofing	09/2008	Statutory Pension
Edward J Greatorex	BFI/Allied Waste Ind Inc.	10/2008	Early Retirement Pension
William G Hannafin	New Penn Motor Exp. Inc.	11/2008	Early Retirement Pension
David J Landolfi	Yellow Freight System Inc.	08/2008	Early Retirement Pension
Ronald P Mahoney	Petroleum Heat & Power Co.	11/2008	Early Retirement Pension
William M Manley	DHL Express (USA Inc.)	10/2008	Early Retirement Pension
James F McKenna	Thypin Steel Co of NE Inc.	11/2008	Statutory Pension
William E McLaughlin	Aggregate Industries	10/2008	Special Service Plan D
Raul A Medeiros	Browning- Ferris Ind. Inc.	11/2008	Statutory Pension
Francisco Ruiz	Jet-A-Way	09/2008	Regular Pension
Don F Sciarappa	DHL Express (USA Inc.)	11/2008	Year Special Service Plan C



# *In* Memoriam

## Name

## Company

Lawrence L. Ackley	First National
Richard Ameral	UPS
Thomas F. Bailey	Meadow Trans
Jose Balbuena	UPS/NNE
Andrew F. Banyacski	Preston
James J. Bates	Local 379 Owner operator
Karen Bell	UPS
John F. Borrello	Mystic Motors
George H. Bright	St. Johnsbury
Warren J. Brown	Manfi Leasing
Warren P. Brunt	Atlas Oil
James Cashman	Star Market
Henry L. Ceurvels	Warehouse Trans.
William Chase	Consolidated Freight
James V. Chiano	Eastern Overall Service
John J. Coggins	Retail Stores
William J. Delany	Finast
Herman L. Dern	Wilson Freight & Smith Transfer
Jose N. Dias	GAF
Joseph J. Domenici	Martignetti Concrete
John R. Durham	Stop & Shop
Alice M. Esposito	Stop & Shop

## Name

## Company

Richard J. Fisher	Ryerson & Son
Nellie V. Furtado	Carters Ink
Thomas J. Gallagher	White Fuel
William Gass	UPS
Warren F. Haley	Corkum Trans
Anthony R. Homen	Star Market
Paul L. Keating, Jr.	HOP
William P. Kiniry	Americold Corp.
Gerald W. Manning	Hemingway
Rocco Morello	BFI Revere
Vincent J. Murphy	Beacon Fast Freight
Vernon B. Musgrave	Coan
Joseph W. Paul	Petroleum Heat & Power
Kenneth Paulson	Laidlaw Waste
Roland A. Pelletier, Sr.	Maxwhale Oil
Ralph Penney	A.A. Martin Trans Co.
Stanley Perrigo	Finast
James J. Pezzone	Decauster Hopkins
William J. Rimsa	Star Market
William H. Roberts	Stop & Shop
Margaret R. Rogers	1st National Freight
Guido Sala	Consolidated Freight
John J. Sarro	357 Corp.
Joseph J. Scherer	Bulk Transport
Barrett M. Schwartz	Emery
Robert F. Stockel	Alliance Energy
William J. Sullivan	Shawmut Trans
Michael A. Sweeney	Aggregate Industries
Mabel Tognacci	Sealtest Foods
Frederick R. West	Airco



# Retiree

## Chapter News

### Teamsters Local 25 Retiree Chapter



Joe Conti  
President



Chuck Durfee  
Secretary-Treasurer



John "Johnny B"  
Buonaugurio  
Vice President

## Retiree News

### The Next Breakfast Meeting: 1-8-09

There was a great turnout of 210 people attending the October 9 breakfast meeting. President Conti opened the meeting with the Pledge of Allegiance, and then thanked everyone for coming. Recording



President Sean O'Brien and Carl "Hands" Paultet,  
acting Director of International Retiree Affairs.

Secretary Bill Burpee gave his report and read the names of 36 members who passed away since our April 9 breakfast meeting. Treasurer Chuck Durfee was unable to attend the meeting so V.P. John Buonaugurio read the Treasurer's report. A motion to accept the report was made by Frank Cawthron and seconded by Kenny Halloran after which it was unanimously accepted. Joe read the amendment changes to our Retiree Charter to bring the Charter up to date. This being the third reading, the vote will be to accept the amendments. Billy Grubbs made a motion to accept the amendments and Charlie Haskins seconded the motion and the motion was accepted and passed unanimously by the members.

President Joe Conti introduced Local 25 President Sean O'Brien. Sean spoke about how much he enjoyed attending our breakfast meetings because it gave him a chance to see the retirees. Sean praised the retirees and said that everything that the Teamsters have today is because of the sacrifices made by the retirees. He talked about the November election and said how important it is to vote the democratic ticket not only for the Teamsters union but for all unions. Joe introduced acting director of Retirees Affairs Carl (Hands) Paul-

let. Carl brought greetings from Jim Hoffa and Tom Keegel. He visited every table and passed out Retiree pins. We were sorry to hear that Director Ed Scribner was ill and we wish him well.

Nomination applications will be available at the January 8, 2009 and April 9, 2009 breakfast meeting for the election of officers for a three (3) year term. The election will take place on October 8, 2009. The term of office will run from January 1, 2009 through December 31, 2011.

Joe spoke about the 25th Anniversary of our Retiree Chapters that will be celebrated with a Dinner and Dance on Saturday June 20, 2009 at The Irish American Club, 177 West St., in Malden. Tickets are \$35 per person. Tickets will not be sold at the door of The Irish American Club. Tickets can be purchased starting January 8, 2009 at our breakfast meeting and by mail. Make checks payable to: "Teamsters Local 25 Retiree Chapter" and mail to: Retired Teamsters Local 25, 544 Main Street, Charlestown, MA 02129. Phone: 617 241-8824 - Ext. 267 and ask for Joe Conti for more information.

The Teamsters clock was won by Tony Bruno. The \$25 door prize winners were: Joe Ferretti, Bill Calhoun, Bob Constantin, and Al Marques. The 50/50 drawing was won by Joe Logrippo.

Thanks to Café Sorelli Inc. for an excellent breakfast and a special thanks to our members who serve the food: Frank Pagliaro, Dick Allen, Billy Ronchetti, Jimmy Ronchetti, Tony Bruno, Gabe Mari, Dave Dolaher, Jack Ward, Paul Sharpe, and Paul McNelley. Thanks to Joe Evans and Billy Grubbs for handling the 50/50 tickets.

### Scholarship notice:

Teamsters Local 25 Retiree Chapter will award a 2009 Scholarship to a child or grandchild of a member belonging to the Local 25 Retiree Chapter. The Scholarship Award is in the amount of \$2,000 and is non-renewable. The student must be graduating in May or June of 2009. Retiree must be a member in good standing of Local 25 Retiree Chapter and the members annual 2009 dues must be paid before completion and submission of the scholarship application. The deadline for returning the completed application is Friday, March 13, 2009. For applications call: 617 241- 8825 ext. 267.





## Welcome Aboard!

**Mike Bronkhurit**

*Xpedx*

**Fran Carrier**

*Local 25*

**Shirley Collier**

*Consolidated*

**Wesley Deming**

*Allied Waste*

**William Devine Jr.**

*Spector Motor*

**Viesturs Giagals**

*UPS*

**Ralph Gillis**

*Aggregate*

**Albert Gonsalves Sr.**

*Xpedx*

**Susan Langlois**

*TeamstersCare*

**John Lofgren**

*US Foods*

**Joanne Long**

*DHL*

**Ronald Mahoney**

*Petro (Oil Div);*

**Michael Mc Donald**

*DHL*

**Albert Marquis**

*Freeman Decorating*

**Robert McLaughlin**

*Manfi Leasing*

**Randall Nickerson**

*Sanborn*

**Souren Perperian**

*Roadway*

**Philippe Robbins**

*UPS*

**William Rockwell Jr.**

*Yellow*

**John Romasco**

*Preston Trucking*

**Timothy Taddia**

*Roadway*

**Doris Vecchea**

*DHL*

**Peter Winquist**

*Manfi Leasing*



**Bill Burpee**  
Recording-Secretary



**Kevin Lally**  
Trustee



**Herb Andrews**  
Trustee



**Dan Splaine**  
Trustee

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

**All Teamsters and friends are welcome.**

**Date:** Wednesday May 27, 2009

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

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

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

**To sign up:** Complete and return the form below.

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

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

Name: \_\_\_\_\_

Address: \_\_\_\_\_ City: \_\_\_\_\_

State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone: \_\_\_\_\_ Number of People Attending: \_\_\_\_\_

# Visit the **NEW** **Teamster.org** and related sites at:

- [Fedmxm.com](http://Fedmxm.com)
- [www.DriveUpStandards.com](http://www.DriveUpStandards.com)
- [ASAforTeamsters.com](http://ASAforTeamsters.com)
- [FedExWatch.com](http://FedExWatch.com)
- [HorizonAlaskaTeamsters.com](http://HorizonAlaskaTeamsters.com)



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Stay Connected.***

Register with the site as a **TEAMSTER MEMBER** to access these and other members-only features.

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