



The Spokesman

WINTER 2020




Teamsters Local 25 gives back big this holiday season






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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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Statement of Ownership, Management & Circulation

Date of Filing:
9/14/20

Title of Publication:
The Spokesman

Frequency of Issue:
Quarterly

Location of Office:
544 Main Street
Boston, MA 02129

Total: 16,000

Editor & Managing Editor:
Sean M. O'Brien

Ownership:
Local 25 Teamsters Union
544 Main Street
Boston, MA 02129

Total # Copies: 16,000

**Paid and/or requested
Circulation:** None

Total Distribution:
14,923

Copies not Distributed:
1,077 (office use...etc)



“Brothers and sisters, solidarity is the key to making real progress.”

**—SEAN M. O'BRIEN
PRESIDENT/
PRINCIPAL OFFICER**

Dear Brothers and Sisters:

As 2020 ends and we reflect on a year that was like no other, it is easy to think about what we missed. Our children missed out on important milestones like graduations, proms, sports, and other activities. There were no family vacations to put in the memory book. Many of us lost family members and friends to the Coronavirus. Businesses large and small were affected. Human connections were lost as everything went virtual.

But 2020 was also when people showed their true character, their resiliency, and their strength. Teamsters Local 25 members continue to be on the front line as we navigate through this ever-changing pandemic. Teamster Local 25 members put their own safety and the safety of their families on the line every day providing essential goods and services to the communities we service and live in. Our stewards are the unsung heroes. They continue to police and enforce our members' rights day in and day out. You are currently, and always will be, truly essential every day and we are thankful for your service.

This issue highlights so much of what is good about our members. The Teamsters Local 25 Holiday Toy Drive hit a stride early on and the momentum continues. We helped make sure deserving veterans had a Thanksgiving dinner. Our Futures Committee volunteered at a food pantry. The Women's Committee donated more than 300 backpacks filled with school supplies to Boston students.

This year we have focused on training our members and those in the community. Truck drivers proved to the world this year that they are essential workers. A CDL license offers immense opportunities with good wages and benefits. We have been working with two urban programs to help train men and women in Boston to hopefully attain their CDL license certification. Within Teamsters Local 25, we have offered training to our members in the Trade Show and Moving Divisions.

As a nation we enter the new year divided and unsure of how we will heal. These are trying times and our strength as a nation, as humans and as Teamsters will be tested these next several months.

As you sit down for the holidays with your family this year, it will look different. I want to express my gratitude to all members. You are the strength of this membership. You are the essential piece of this union. You are the reason we will succeed. I am grateful to every one of you.

Happy Holidays and Happy New Year!

Fraternally,

A handwritten signature in black ink, appearing to read 'Sean M. O'Brien', written over a white background.

Sean M. O'Brien
President/Principal Officer

Officers' Reports



Secretary-Treasurer
Thomas G. Mari

Since our last Spokesman report, the pandemic continues to affect many industries we represent. Industries like UPS can't seem to hire fast enough, and then our members in trade shows, conventions and theaters have had no work at all. At the local, we recognize these

issues, and continue to work to help get members back to work, keeping safety in mind.

Many of our members in the Trade Show Division have taken advantage of this down time to complete their CDL license through the Local 25 Driving School program. There is always a need for CDL drivers, and this gives members a greater earning potential now and in the future. If you are looking for work, visit our website: www.teamsters-local25.com and click on the JOBS link.

At UPS, Teamsters Local 25 members are nothing short of heroes, keeping the U.S. supply chain running during this pandemic. Our sisters and brothers have not wavered for one moment during these trying times, and they answer the call every shift of every day. UPS owes our members big time for their continued efforts during this pandemic. As we say every year, just because its peak season doesn't mean the contract stops. When you see a violation, file a grievance.

In the Oil Division, business has not slowed down either. Service technicians and delivery drivers continue to work long hours, often putting themselves at risk to make sure people have service. Our members at the terminals have kept the barges and ships flowing through the Chelsea River so the supply chain continues.

As your Secretary-Treasurer, I would like to report that under the leadership of President O'Brien, we are making sure your union is in the best possible financial position going forward. We make all decisions with members best interests first!!!!

In closing, I want to thank every member of the greatest local union in the free world. Your support is outstanding, and I am forever grateful. Best wishes to you and your family for a healthy and safe holiday season and New Year.

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



Vice President/Business Agent
Steven J. South

Since my last report, we have settled the contract for the 80 members that work for the City of Waltham DPW. The new agreement includes wage increases, new stipends, upgraded positions, and many other improvements. The agree-

ment was ratified on November 6 by a margin of 35-9.

We continue negotiations with the City of Medford for the newly organized Inspectors, DPW Supervisors and the Recreation Department. We have also begun negotiations with the City of Everett DPW, Clerical Unit, and 911 Dispatchers.

In November, at the NEAPGC, we arbitrated a case for a terminated member at UPS Chelmsford, and were successful in getting her back to work. We also have upcoming arbitrations with the City of Medford, City of Everett, and the City of Waltham.

Governor Baker has recently changed the curfew to 9:30pm for liquor sales in the state. This is affecting our companies during the busiest time of the year. Our members in the Liquor Division are doing a great job during the ever-changing landscape with the pandemic. MS Walker added five members to the seniority list due to its contractual obligation on November 1.

At UPS Chelmsford, we settled all open supervisors working grievances for June through mid-October for 10,000 hours at triple time. Thank you to our stewards and members who continue to write grievances and witness statements every day, and hold this company accountable. We will also be arbitrating the Social Media Policy case that was deadlocked at the NEAPGC.

I wish you and your families a Merry Christmas and Happy New Year!



Business Agent
John A. Murphy

In the Freight Division, the National Freight Committee recently approved the four Eastern Region YRCW Change of Operations, and the changes will go into effect on or about December 12. As of this writing, New Penn Express

in Billerica is still looking to hire 11 road drivers. Please contact me if you are interested.

At DHL Express, the forced Sunday work arbitration decision was not good; the arbitrator upheld the company's positions. As a result, the company discharged 33 members.

After some meetings with the company, we were able to put back to work eight members who held CDL licenses; all of whom were out of hours and could not report under the DOT regulations.

We are now working on the 25 members who are still discharged. We helped facilitate the process of unemployment filings, as well as helping them with other employment within the Local. All members have been put on withdrawal, and their insurance is paid through January 31, 2021.

I continue to meet with the company to get our members back to work. We still believe that some members were out of hours under DOT, and some may not have been properly disciplined through the grievance procedure. Unfortunately, I do not believe that all members will be returned to work. We are all grown men and women, and the only thing in life we have control over is our choice and consequences that come with them. I can assure you: I, and this union, will do everything we can to fight for re-employment for these members.

At Massport, the layoffs we have talked about for months are coming this January, and around 100 to 150 of our members could be laid off. The departments most affected will be parking, GTU and PSR. Layoffs will be by department, with Massport wide seniority for bumping rights. Chief Steward Spike O'Brien and I have had negotiations on recall rights as well as license qualifications on return, rebadging, return to work drug testing and progression rates, as well as accumulated sick leave. On a positive note, we will pick-up snow removal work this winter as Transportation will be responsible for snow removal and cleaning at many Logan locations. Although temporary, it will keep members working.

As always, please consider doing all your banking at your New England Teamsters Federal Credit Union. Teamsters working for Teamsters. Happy Holidays everyone!



Business Agent
Robert J. Aiguier, Jr.

I hope this report finds everybody doing well, and your families happy and healthy.

Thank you to all the Local 25 workers who have been servicing their communities in a safe and productive way during this

pandemic. You are second to none. I am truly honored and proud to serve the best and most professional Teamsters membership in the country. You prove how essential you are each and every day.

Negotiations at the Encore Casino continue to be on hold. Encore was recently forced to close the hotel and cut back on casino operating hours. We expect things to get worse over there before they get better.

After a four-hour strike we were able to secure a new five-year deal at Boston Sand and Gravel. The senior drivers and mechanics received wage increases of \$2.95 over the life of the contract, and the junior drivers received \$6.80. We maintained pension accruals, passed health and welfare increases on to the company, and created new language that requires the company to pay 400 hours for health and welfare as long as you work one day in a quarter. That way the members at the bottom of the list can keep their family healthcare. The company also entered the Local 25 Training Fund.

We wrapped up negotiations with two different parking companies, LAZ and ProPark. These were both five-year deals with matching economics. All employees will receive three percent per year. We increased the pension contribution and accrual rate, maintained the cost of company health, and both companies are now in pre-paid legal and the training fund. We will increase the minimum starting rate to \$16.75; this doubles the starting rate since we first organized in parking. Most importantly, we created a new "essential employee" article that will require that the company negotiate wage increases for any employees deemed essential in the event of any future work stoppages by federal, state, city, or town governments.

We wrapped up negotiations at J.C. Cannistraro, and that CBA was ratified unanimously. I'd like to thank my steward Paul Cassali for his help at the table. The members received a three-year deal where we added a third week of vacation, health and welfare continues to be 100% company paid, maintained current pension accruals, added safety language, the company entered the training fund, we were able to get in our essential employees article, and we picked up two new warehouse positions. The warehouse will get \$1.50 wage increase this year, and 75 cents year two and year three. The drivers will get 70 cents this year, then \$1.10 year two and year three.

Both Cox Engineering and Charles Blouin were also ratified unanimously. Both are five-year deals with 100% company paid health and welfare, pension maintained, both entered the Local 25 Training Fund, both got the essential employee article, and wage increases will be between 75 cents to \$1.10.

We have upcoming negotiations with SP+, Emerald Green Building Services, UG2, and Interra Innovations.

When parking in and around Boston, try to remember our Brothers and Sisters in the parking industry. Let them know you're a member of Local 25 and remember to tip your Valets! Current Local 25 parking companies are VPNE

Parking Solutions, ProPark, SPplus Parking, and LAZ Parking. A map of Teamster parking facilities can be found on our website.

As always, thank you to my stewards for your hard work and dedication representing the members in the workplace every day! Stay safe.



Business Agent **Jason A. Lopes**

I hope everyone and their families had a healthy and safe summer and fall as we continue to deal with the pandemic. Teamsters Local 25 members have been on the front-lines since day one, providing essential products and services across

all industries. I couldn't be more proud to represent such a hardworking and dedicated group of members, who sacrifice and risk their own health and safety to serve the public. I commend you and thank you for your efforts.

On the negotiating front, as of this writing, we have held eight sessions with the City of Cambridge, and have made substantial progress in several key areas. The goal is to have an agreement before the end of the year for our members to vote on. At UMass Boston and UMass Lowell, we have held preliminary negotiations for both police departments. The challenge continues to be the pandemic and how the state is financing the departments on 1/12th budgets. Any and all increases will be retroactive, so our members will suffer no loss in this area.

We currently have seven cases filed for arbitration. Four of these cases will be heard at the next SNEJAC panel this January; two cases are with Manfi Leasing, and two others with Costa Fruit. We have AAA arbitrations filed with UMass Boston for an unjust suspension, and two filed against the American Red Cross. We must remain vigilant as employers continue to try to take liberties during the pandemic; rest assured that they will be held accountable by Local 25.

In Freetown, our members at Stop & Shop Warehouse and Manfi Leasing continue to weather the storm as we enter the holiday season. Volume and sales have not slowed down since March, and there is no end in sight. There are currently 60 full time warehouse positions open, providing both Teamsters health & welfare (fully company paid) and pension. We are also seeking spare drivers (especially on the weekends) at Manfi Leasing. Manfi is a great opportunity to get benefits and hours if you are in a division that has suffered the impact of the pandemic as spares receive benefit contributions.

In the Movie Division, thankfully we have begun to ramp things up. We currently have six productions up and running,

and the members have done a tremendous job of following the COVID safety protocols put in place by the studios. We anticipate a very busy new year, so make sure you have updated resumes and license information on file at the union hall.

Americold Logistics has sold their South Boston facility, and our six members have received a severance package that includes years of service, all accrued 2021 vacation, and personal and sick time. We will be working with the members to place them in open warehouse positions as well as upgrading their skill set with trainings through the driving school. This is one example of why being a Local 25 Teamster pays off. An employer makes a greedy decision to profit from real estate, affecting our members' lives, but we have the tools and resources in place to help these members not only land safely, but improve their current situation.

At QCD in Canton, the company has implemented Telematics Systems, more specifically cameras in the cab of the trucks. We have negotiated strong language here to protect our drivers from frivolous oversight and management harassment with regards to any potential use of the video against our members. I'd like to thank my stewards for their help here as we deal with the transition from DPI to QCD.

Local 25 Blood Drives have been postponed until 2021 to assure the safety and health of all involved. Please continue to support the Red Cross by calling and making an appointment to donate blood at one of their many fixed donor sites throughout the state.

This holiday season, please remember to thank an essential worker. Whether they are cleaning snow, stocking shelves, delivering goods, protecting our streets or our most precious resource, our children on college campuses, these men and women are working hard to give all of us some semblance of normalcy as we navigate through the second wave of this unprecedented pandemic. In closing, I'd like wish everyone a happy and safe holiday season and a happy new year with your families.

RAFT TURNS 48

November 11 was the 48th anniversary of the Teamsters Local 25 RAFT Program. The program was established in 1972 by Teamsters for Teamsters and stands for the Referral and Follow-up Team (RAFT) Program.

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



Business Agent
Joan C. Corey

Since my last report, much has transpired, however my message remains the same. Stand up, speak up and recognize our Teamster Heroes. Our members are heroes, and they are the force on the front lines providing services to every corner of society. Teamster Heroes – please know we are forever grateful for the examples you have set, and for everything you do. Together you provide the strength, power, and integrity necessary for transformation of the labor movement.

The Town of Saugus Public Safety Dispatchers ratified a four-year agreement with substantial wage increases each year, career service step annual increases, and the creation of three lead positions. Many thanks to steward Kenny for her continuous leadership and all the members for their commitment to support and push for a strong contract.

I would like to welcome our newest members to the Local 25 family. They are an impressive group of 23 men and women operators, laboratory, treatment and maintenance workers at the Greater Lawrence Sanitary District. They unanimously ratified their first Teamster three-year contract that includes two years of retroactive wages, all improvements, and no concessions. Thank you to everyone for sticking together, and supporting your negotiating committee of Wayne Mailhot and Chris Joaquin.

Negotiations continue for our brothers and sisters at East Boston Neighborhood Health Center, City of Cambridge, Concord Highway and Grounds, Next Step Healthcare Nursing Facility and Town of Winthrop Clerical Unit.

Our Women’s Committee meetings are currently being conducted remotely. Please contact me if you would like to participate, and we will send you an invite to an upcoming Zoom meeting.

During this holiday season, may you and yours be safe and healthy. Remember those in need, support those that may be suffering, and may you be blessed with gratitude, which is the quality of being thankful, and readiness to show appreciation for and to return kindness.

Together as we move forward into New Year 2021, we must keep focused on the core principles of success, personal empowerment, and transformation. We must all be prepared for the hard work and challenges ahead. We need to trust our instincts, and make life at work and home better for all.



Business Agent
Andrew P. Walsh

Brothers and Sisters, I hope you and your families are well. The changes to our workplaces during the Covid-19 pandemic have been challenging for all of us, but Local 25 members have stepped up and never stopped delivering our goods and services to the community, and I want to thank all of you for your efforts.

In arbitration news, I am happy to report we were successful in returning a terminated member at Angelica Textiles to work with approximately 32 weeks back pay. We were able to settle a case at Republic Services, and our member was made whole.

Since my last report we have ratified several contracts. At Republic Services, this included the company transitioning into the new pension fund and paying their unfunded liability in a lump sum, wage increases and 100% free healthcare for our members. This was a difficult negotiation, and I would like to thank the committee for their hard work. We were also successful at Waste Support, with TeamstersCare inclusion, wage increases, and the company transitioned into the new pension fund. Angelica Drivers, Dockworkers and Mechanics recently ratified contracts that include freezing health care costs, wage increases, and language changes.

In 2021, we will start negotiations with Airgas Hingham. This was a tough fight the last time, and we have been preparing for the last three years. To keep our members safe, we will be holding our proposal meeting virtually. Other contracts up in 2021 include ABC Supply and the Town of Hingham DPW. Boston Carting has purchased Russel Disposal of Somerville. The transition went well, and we have 24 new members. Boston Carting also operates as Jet-A-Way and Sunrise Scavenger. Our members in the solid waste division have performed their jobs throughout this pandemic with increased volume in residential pick up. This pandemic has hit this industry hard, and I want to thank all of our members who keep our communities clean.

Another division hit hard this year are the airlines. United Airlines has offered early retirement which 12 of our members have exercised that option. Even with that reduction in workforce, the company made additional cuts to the workforce, furloughing thousands of members across the system. This company has tried to use this pandemic as an excuse to violate the contract. We have multiple grievances filed, and one case is scheduled for System Board of Review.

As 2020 comes to a close, I am humbled to have the opportunity to represent such incredible members. Times got tough, and you stood up and made Local 25 proud. Have a great holiday season and THANK YOU.

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Field Representative **Michael C. Halley**

Since my last report, we have successfully ratified several contracts.

At Hertz, we ratified a two-year agreement maintaining Teamster pension, TeamstersCare, and wage increases both years. Hertz is one of many industries hit hard by

COVID-19 and was forced to lay off 90% of its workforce. We are confident that we will bounce back and get many of our hardworking members back to work soon. This was a very tough negotiation given the circumstances. Thanks to the committee made up of Ed Neri Stephanie Dimauro, Juan Bonilla and Dennis Lemard.

We then had negotiations for both National Express and Veterans Transportation to negotiate new agreements for The Ride. Veterans Transportation chose to take on Local 25 instead of negotiating a fair deal. After our dedicated members worked all through this pandemic, the company unbelievably sought to cut their health benefits. The courageous group of over 300 men and women responded with a unanimous strike vote and we took our fight to the street, shutting Veterans Transportation down for eight straight days at three locations.

With the tenacity and leadership of President Sean O'Brien, eventually Veterans Transportation came to their senses, agreeing to a five-year contract with no changes to Teamsters health and pension, and a 10% wage increase for the first year of the contract. I applaud each and every one of our members at Veterans Transportation who had the courage to stand up to a millionaire bully intent on cutting health care to his workers and their families. Your strength and determination was undying. A huge thanks to our stewards Terry Toon, Ray Dembrowski, Cheryl Russo and Jose Lopez, who stood strong as leaders during the battle. Also thank you to our Local 25 leadership team. Agents and officers were visible every hour of every day during this strike.

After the Veterans Transportation strike, next in line was National Express, another Ride vendor. Our 300 drivers and fuelers here made it absolutely clear to the company that they were ready to take their fight to the streets too if needed. Thanks to stewards Ricardo Acevedo and John Peckham, we were able to secure the same wage rates we achieved through the Veterans Transportation Strike with no changes to health care or pension in a five-year agreement.

We successfully ratified a one-year agreement with wage increases for our men and women serving on the Boxford Police Department. Thank you to committee members, Officers Kurtis Anderson and LouAnn Bonny. Congratulations to Officer Bonny who retired after over 30 years of service to the Town Of Boxford.

At North Reading DPW, we also secured a one-year

agreement with wage increases and improved overtime language for our hardworking essential members there. Thanks to Matt Prince and Brian Auld for their dedication and commitment in serving on the committee. We also ratified a three-year agreement for members at the Patriot Ledger; thanks to Steward Paul Digiorgio for your help.

We recently held two arbitrations via video conferencing. One was against Atlas Paper for a seniority violation in job bidding, while the other was against National Express for the unjust termination of Woodley Preval.

The Teamsters Local 25 Toy Drive continues to be successful this year due to the generosity of our members. With so many Teamsters out of work due to the pandemic, many of our brothers and sisters need help this Christmas. Thank You to everyone who has supported the drive this year.

I wish you all a safe and happy holiday season!



Field Representative **Joseph F. Foti**

At Bradford Airport Logistics, at this time we have agreed to all non-economic language for this newly organized group, including hours of work guarantee, grievance and arbitration language, seniority, and job schedules. This group


services Logan Airport, and has been hit hard by Covid-19, with most of the workers laid off. These hardworking new members deserve a good first contract, and have been very supportive and patient throughout these negotiations.


In the Moving and Storage Division, proposal meetings were held in October with all seven groups, and we have begun requesting dates with all the employers to begin negotiations. All seven companies' contracts expire at the end of March. I want to thank all our stewards for the outstanding work they do all year enforcing our contracts, and for representing our members on the front line every day. Our members have the best wage and benefits package in this industry, and we will work hard to get the best contracts for our members.

More than 40 members participated in our Disconnect/

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

Reconnect Training class at the Local 25 training facility in Tewksbury on November 1. This class provided newer training on wire management, sit/stand desks, and double monitor desk set-ups. We will continue to try and enhance these classes with input received by our members and the employers going forward.

It continues to be a very challenging year for UPS members, with the increased volume from more people shopping online due to Covid-19. As a result, we have seen more permanent new jobs in all classifications. In Chelmsford Feeders we have added 11 new tractor trailer jobs with many Local 25 members that were laid off in other industries benefiting from these new positions. In February we have scheduled arbitration for the Feeder group for supervisors performing bargaining unit work at UPS customer locations. We were successful in settling all outstanding subcontracting grievances in the department this year as well. Our stewards deserve all the credit for their hard work enforcing our contract. Excessive overtime grievances were at an all-time high this year for package car drivers. To date we settled and paid over 1,500 grievances in Norwood, Chelmsford, and Watertown. The increased volume also led to the permanent opening of the UPS Wilmington Village facility. This building added over 100 new members to Local 25.

As always, I am grateful to President O'Brien for the opportunity to serve this local and our members; the stewards who work tirelessly enforcing our contracts; the entire staff, agents, and officers who will drop everything to help each other; and of course our members. You are the backbone of this local. You are working class heroes providing vital services throughout this pandemic and beyond. I hope everyone enjoys a safe, happy, and healthy holiday season with friends and family.



Organizer **Chris Smolinsky**

On September 28 we filed an election for 86 workers in the social support division of Work Community Independence. WCI is a group of homes in the Waltham area who assist people with varying levels of needs, ranging from deaf

individuals to behavioral issues and old age assistance. The company claimed they share a community of interest with two other divisions and an additional 140 workers. This issue was litigated for four days at the NLRB and our post hearing briefs were due November 6. We have not received a decision and direction of election from the Regional Director at the NLRB. Seeing as the Labor Board has become anti-worker and pro-business under the current administration, we are not expecting a favorable decision, and we've begun organiz-

ing the additional 140 workers. We will keep you posted as this develops.

Under President O'Brien's direction and leadership, the Organizing Department is collaborating with the Futures Committee to reach out to Amazon workers all over New England to educate them on their rights as workers, and the power they hold if they take collective action to better their wages, benefits and working conditions. We have begun leafletting multiple locations and collecting contact information to begin the process of identifying leaders, educating the workforce, and then mobilizing them to move towards unionization with the goal of ratifying a contract. We understand this will be a long process, and Amazon will fight us tooth and nail, but we must take this challenge head on! Big thanks to Greg Dodd, Gerald Leary, Ed Welch, Stephanie Welsh, Sean O'Connor, Jay Douglas and Rob Manchester for their efforts in assisting with the organizing of Amazon.

When I sat down to write this report, I started to write a checklist for the new administration and how they could really help the labor movement and workers in general. And as I was reflecting on past administrations, it occurred to me, that regardless of political designation or who has been in office, our struggles as unions and workers have largely remained the same for decades. The cycle is always the same: Democrats appoint pro-worker appointees to the Labor Board who make changes to streamline the organizing process for workers, while the Republicans appoint pro-business appointees who strip those rights away and make things harder for workers and unions.

We need some radical changes, and that must start with us - THE PEOPLE. There is no doubt we are fractured politically as a nation, but we have a common bond that goes much deeper than our political designation - WE ARE TEAMSTERS! Every one of us has a vested interest in the well-being of our union. So, let us take off the political patch and replace it with Thunder and Lightning - the patch that binds us together. The symbol that was forged through the blood sweat and tears of our forefathers. Let's pick up the torch, stand united and march together toward change. Change that generations to come will enjoy.

The time is now to lift one another up rather than tear each other down. Depression and economic strain is at an all-time high for families during this pandemic. So, instead of taking 20 minutes to write a Facebook post about "Sleepy Joe" or the "Orange Guy," take that 20 minutes to reach out to our fellow brothers and sisters who might be struggling. Ask yourself: What can I do today to offer someone struggling a glimmer of hope? Small gestures of kindness go a long way toward mending wounds, rebuilding relationships, and helping one another through tough times. So, when we are in our workplaces or on social media, let's wear the patch of the Teamsters and spread the message of hope. Be safe and have a great holiday season!

I close my report with a quote from the late great Martin Luther King, Jr. . . . **"We must learn to live together as brothers, or perish together as fools."**

Teamsters Local 25 Trains Members and Community

Local 25 Driving School offers classes in the classroom and in the field with a goal to equip workers with the tools they need to succeed



Training is an integral part of any job and Teamsters Local 25 is committed to training our members and others to make sure that workers are fully trained, safe and competitive in their field. Teamsters Local 25 has been conducting training workshops for our members and those in the community throughout the year practicing all social distancing guidelines.

In 2021, we will be adapting training to meet CDC and state guidelines. We will roll out online training for members, including COVID-19 awareness and prevention.

Moving and Storage Members Attend Training

On November 1, more than 50 Teamsters Local 25 members in the Moving and Storage Division participated in a one-day program to learn about computer wire management and equipment disconnect and reconnect.

“This job is about so much more than loading boxes in and out of a truck. Each job is a Tetris-like puzzle to put together and then break down again, especially with all of the technology involved,” said Field Representative Joe Foti, who represents members in this division. “As we look to secure more work in this next contract, it was important for members to show their commitment to the job. I look forward to hopefully hosting more training in the future as we evolve with the changing times.”



Moving and Storage members participate in a disconnect/reconnect program.



Greg Dodd speaks with participants at the Hoisting 1x training class.

Trade Show Members Participate in Hoisting 1c Class

Trade Show members have been out of work since March when the Convention Center and Boston theaters went dark due to Covid-19. Early on members erected Boston Hope, the field hospital that helped alleviate some of the strain on area hospital beds but that has been the only work.

On December 1, Trade Show members participated in a Hoisting 1C CEU/exam prep class at the driving school. Futures member Greg Dodd helped teach the class by demonstrating a proper forklift pre-trip.



Greg Dodd demonstrating how to use a forklift at the Hoisting 1c training class.

The BASE: Empowers Urban Young Athletes to Reach their Full Potential

It's not every day that the Teamsters Local 25 tractor trailer rolls into a Boston neighborhood but on September 24 it did just that. Students at The BASE were able to check out the truck and learn about the many opportunities that exist as CDL Drivers or other Teamster occupations. Local 25 has partnered with the Roxbury program to hopefully train some future Teamsters.

"The partnership between Teamsters Local 25 and The BASE is a great thing for our young folks, especially those who aren't ready for college," said Robert Lewis, founder. "If they're working and they're doing the right thing, then generations of other young folks will look at that example."

Since the initial meeting, four BASE alumni have taken the first step towards getting their commercial drivers licenses. In October, Local 25 hosted a career introduction and permit-prep session. We are excited for the ongoing partnership and all of the opportunities this will create for inner city talent!



Above, The BASE CEO Robert Lewis, Jr. at the wheel with Tom Morrissey.



Left, Tom Morrissey and Jimmy Donovan (both far right) with The BASE students and staff.



Right, Jimmy Donovan speaks to participants.



Tom Morrissey (sitting) with Teamsters Local 25 intern Corey DiLoreto and steward Ed Welch, Jr., who is currently enrolled in the CDL Driver Program.



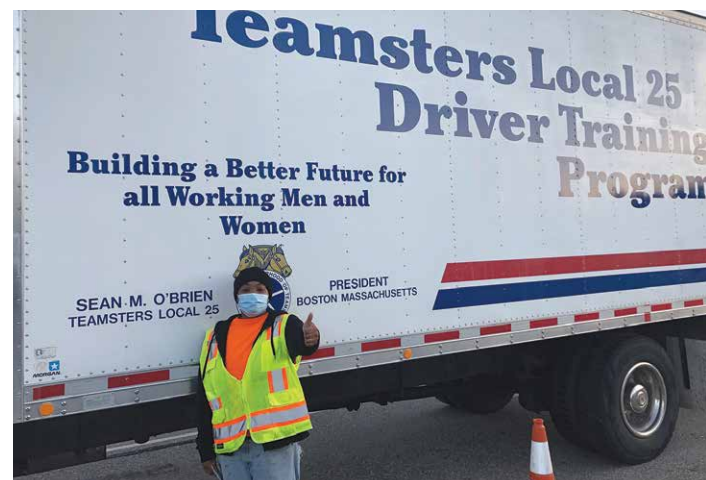
City Academy graduates Eddy Medina and Manny Morales.

City Academy: Job Training for Boston Residents

This fall, Teamsters Local 25 once again partnered with Boston's City Academy to offer CDL training to Boston residents. City Academy is part of the Boston Mayor's Office of Workforce Development and includes the Local 25 Training Center, Massport and Suffolk Construction.

"We saw the success of this program last year when 26 people graduated with CDL and hoisting certification or completed EMT training," said President Sean M. O'Brien. "There is a critical need for commercial drivers and this is a way for Teamsters Local 25 to give back to the community while helping to connect deserving men and women with the training and resources needed to access these opportunities."

12 men and women graduated the program this fall and we are hopeful they will transition to careers as CDL drivers in Teamsters Local 25 companies.



It's a thumbs up for our program by recent City Academy graduate Moneisha Williams.

Teamsters Local 25 Turns Parking Lot into Meeting Hall During Pandemic



The membership adhered to social distancing guidelines at each meeting.



Teamsters Horsemen Doug Francey (back) tells President O'Brien that the Horsemen raised \$500 for Magical Moon Foundation through a fundraiser they held.



Congressman Joe Kennedy, III talks with members before the June 28 meeting.

When the pandemic hit, we were forced to cancel our March General Membership meeting three days before its scheduled date. While in-person meetings were not possible during April and May, we immediately moved to a virtual format. Officers and agents presented their reports via videos shared on our facebook page. It was critically important to maintain uninterrupted communications during those months as we know all of you and your families have been impacted by this pandemic and resulting economic uncertainty.

“Many of our members are essential workers and were working long hours sometimes in unsafe conditions. Other industries faced potential layoffs. Our members in trade shows went from staging intricate productions to building a field hospital. There was a lot of uncertainty and confusion in the world and understandably, members were worried,” said President Sean M. O’Brien.

“At Teamsters Local 25 we are very transparent. We have a fiduciary responsibility to our 12,000+ members to always be upfront and open. Business didn’t slow down and we needed to be communicating with our members. So, when we were able to safely hold in-person meetings we went to work to make that happen. And the response was incredible,” O’Brien said.


Since June we have held regular membership meetings in the parking lot. Several hundred members have attended with all social distancing guidelines in place. We’ve been able to hold several other division and company meetings in the parking lot, too.

The way we do business continues to be different for the safety of our members and staff. While no one knows what this winter and spring will bring with the pandemic, Teamsters Local 25 will always work to make sure members have the information they need, with your safety our utmost concern.

The best way to stay informed is by signing up for text alerts and following us on social media. Visit our website to sign up for text alerts:
www.teamsterslocal25.com

 Teamsters Boston

 @teamsters25

 @teamsters25



Brendan Sullivan and daughter attend the November 15 meeting.



Clyde Mahoney with his dog and Erin Hogan and her daughter.



President Sean O'Brien addresses the membership.



That's commitment! Members and retirees prove that nothing will stop them from attending a meeting.



John Michalides and daughter at the June 28 meeting.



Members attend the October 18 meeting.



Members John Medina, and Niraj and Ramesh Gauchan.



Secretary-Treasurer Tom Mari marvels at the large turnout in June.



The Futures Committee continues to meet prior to the General Membership meetings.



Vice President/Business Agent Steve South gives his report to members.



Tony Caggiano and President Sean O'Brien.



Members Ricardo Acevedo, Terry Toon and Cheryl Russo.

We hope that everyone and their families are continuing to stay safe through these trying times. We would like to thank the Teamsters Local 25 officers, agents, and staff for their hard work throughout this pandemic.

Since our last report we have continued to stay busy and active in all different avenues of the Local. In July, a majority of Local 25 Futures' members were sworn in as Delegates to the Greater Boston Labor Council. We look forward to working more with the GBLC and embrace this amazing new platform for our younger members. The GBLC's first delegate meeting of 2020 included 40 delegates from 10 different unions.

In August, the New England Teamsters Joint Council 10 Organizing department hosted a training for volunteer organizers, and many of our members attended. The focus of the program was organizing tactics, labor law, and process.

Tradeshows have been one of the industries hardest hit these past several months. The Convention Center, and all Boston theaters have been closed since mid-March with no opening in sight. On October 2, the Futures and Tradeshow members joined Congressman Stephen Lynch, I.A.T.S.E. Local 11 stagehands and others in the entertainment industry to bring attention to how COVID-19 has impacted live events.

Our members spent countless hours this year working to help elect pro-labor candidates. We set the example through early voting at Fenway park, phone banking, and texting members about candidates that have our backs. We helped register people to vote, participated in GOTV activities and ultimately helped deliver victories to many Local 25 endorsed candidates.

As you read this issue, multiple Amazon deliveries are probably being made in your neighborhood. The Amazon workers deserve better and last month we took a monumental step towards the fight for better working conditions for the employees at Amazon. This is a chance for us to put our organizing skills to the test and help others. We are planning on visiting more locations as we continue this fight for better conditions at Amazon.



From left: Jerry (Doobie) Leary, Greg Dodd, Ed and Stephanie Welch, get ready to speak with workers at the Amazon Everett warehouse.



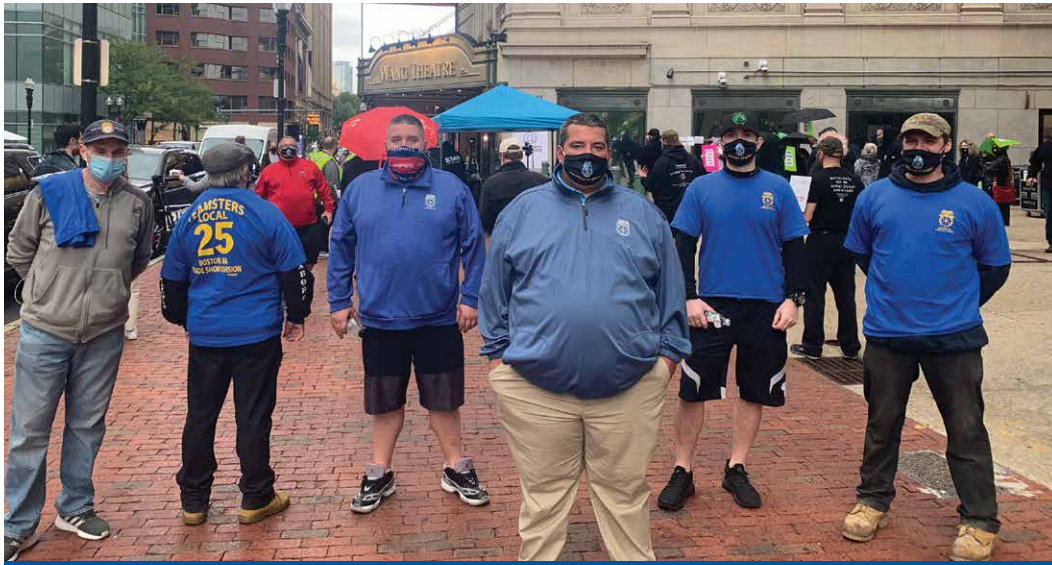
From left: Rob Manchester, Lauren and Congressman Joe Kennedy, Jimmy Donovan, Greg Dodd, Corey DiLoreto, Steve Izzo, John Juskiewicz, Kevin Barry, and Ross McDonagh, at the DropKick Murphys Kennedy Rally.

The holidays are a challenging time for so many. On November 18 Futures Committee members spent the morning at Saint Monica's Food Pantry in South Boston, helping them prep for Thanksgiving. The food pantry has been there for about 40 years and we look forward to working with them again.

In closing, we thank Teamsters Local 25 President Sean O'Brien for his continued leadership and setting the example for future generations to come. As we move forward through this pandemic, we look to further carry on the core values of what it really means to be a Teamster to our younger members.



Teamsters Futures walked to the Boch Center Wang Theater as part of the Trade Shows and Stagehands Rally.



From left: Dave Greene, Bob and Mike Ivy, Jerry (Doobie) Leary, Sean O'Connor and Charles Plant, Jr. bring attention to the impact COVID-19 has had on the entertainment industry. Sadly, Trade Shows member Dave Greene passed away on November 22.



Brain Sanchez carries potatoes into Saint Monica's Food Pantry.



From left: Greg Dodd, Kyle Fredrick, Mike Martin, Paul Weiskel, and Jerry (Doobie) Leary.



Jay Douglass and Rob Manchester at the JC10 Organizing Class.



JC10 Organizer Nico Cantina talks during the JC10 Organizing class.



Greg Dodd speaks with an Amazon worker.



Jerry (Doobie) Leary early votes at Fenway Park.

Join us!
 If you are under the age of 40 and would like to get more involved with Local 25, please contact us at: t125futures@gmail.com
 Visit our Facebook page: **Teamsters Boston Futures**





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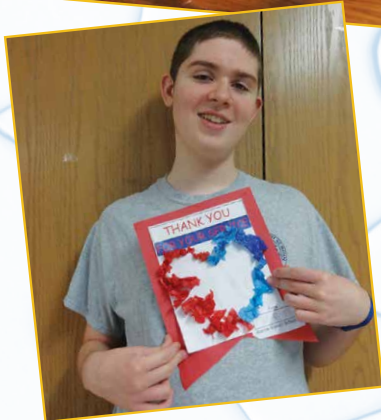
Contact NETFCU
781-641-6700
800-343-7126

AUTISM CORNER



Higashi Students Help with Military Cards

Students at the Higashi School in Randolph helped again this year to bring smiles to the faces of U.S. service members and veterans as part of the Teamsters Local 25 Women's Committee holiday mission. Thank you to the students in Ms. Kolwaite's art class for participating!



Gala for Autism RESCHEDULED TO 2022

The Teamsters Local 25 Autism Gala, originally scheduled for March 21, 2020, has been rescheduled to 2022 due to the COVID-19 pandemic. The safety and well-being of our guests that attend the Autism Gala are our utmost priority. We are hopeful that in 2022 it will be safe for us to resume this event which is supported by so many.

Stay tuned for more details that will be announced on our autism website at www.teamsterslocal25autism.com
For questions, please contact Trish DiSilva at tdsilva@teamsterslocal25.com or 617-242-6124.

Masks for Autism

Show your support of the Teamsters Local 25 Autism Fund by purchasing a custom mask. Proceeds will benefit our autism charities.

\$12

Visit www.teamsterslocal25.com to learn more



Birthday Parade Drive-By

Adam always enjoys seeing the Teamsters Local 25 truck at the Autism Speaks Boston Walk so when we heard about his birthday parade we wanted to participate! The truck was part of a drive-by celebration in Quincy. So many people young and old missed out on major milestones this year, that we were happy to help out in any way that we could.





STAND STRONG *Unite for Healthy Living*

During these difficult times, TeamstersCare BCBS is here to help.

The COVID-19 pandemic has brought about many challenges and taken a significant toll on the lives and well-being of our members. Please read below to see what BCBS of MA is doing to help.

ahealthyme™ Program

Good health is important at all times, but especially during a pandemic. **ahealthyme** is a wellness program designed by TeamstersCare and BCBS to help members enjoy a happier, healthier life. Log on to www.ahealthyme.com to access workshops designed to help you quit smoking, manage stress, prevent disease, become more physically active, improve sleep quality, lose weight, eat healthier, save money and more.

The annual wellness program kicks off **January 1, 2021 and runs through September 30, 2021**. Your participation allows you to earn up to 200 points toward gift cards if you are a TeamstersCare Health & Welfare Fund member, retiree or spouse and actively enrolled in the TeamstersCare BCBSMA medical plan. Dependent children are not eligible.

For more information about **ahealthyme**, go to our website, www.teamsterscare.com or contact TeamstersCare Member Services at 617-241-9220 ext 2.

COVID-19 Diagnostic Testing

BCBS is covering the full cost of diagnostic tests for COVID-19 for all covered members who meet CDC guidelines for testing. The test must be ordered by a healthcare provider. If you think you should be tested, consult your doctor to determine if testing is appropriate and in accordance with the guidelines.

Some examples of when testing is covered include, but are not limited to:

- When a person has symptoms consistent with COVID-19, such as fever, cough, shortness of breath, chills, muscle pain, sore throat, loss of sense of smell and gastrointestinal distress
- If a person has had direct exposure to another individual with a confirmed case of COVID-19
- People who have been identified by contact tracing as being at risk of exposure

Your health plan covers **medically necessary** services to diagnose or treat illness. BCBS does not cover tests related to an employer or school requirement, travel, including travel restrictions imposed by the state, or simply because someone wants to be tested.

Well Connection

BCBS members have convenient access to telehealth care by using Well Connection. Doctors can provide care via your tablet, laptop, or smartphone. To sign in, download the **Well Connection App** or visit www.wellconnection.com. For the duration of the Massachusetts health emergency, BCBS has waived your cost share for all medically necessary medical and mental health covered services, via phone or video (telehealth) with in-network providers.

- **Confidential care, remotely** – you can talk to a licensed doctor or provider from the comfort and safety of home, limiting the potential exposure to, and spread of, the virus.
- **Therapy that comes to you** – talk to a licensed therapist on your terms. It's convenient and completely confidential.

Extended Deadlines to File Fitness and Weight Loss Reimbursement Claims

You may already know that your coverage with TeamstersCare BCBS includes a \$150 Fitness Reimbursement and a \$150 Weight Loss Reimbursement each year when you participate in a qualified program. Submit claims via the My Blue app, at www.bluecrossma.com/myblue, or by downloading the claim form available at www.teamsterscare.com/forms. Normally you must file these claims by March 31 of the following year, but submission deadlines have been extended to 60 days following the end of the national emergency related to the COVID-19 pandemic.

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www.wellconnection.com



The TeamstersCare Hearing Center

The TeamstersCare Hearing Center located at 16 Sever Street in Charlestown, MA offers a full range of Audiology (hearing care) services for eligible members and dependents. Trish Kosiorek, M.S., the original Audiology Director, retired in April 2020. We thank Trish for providing outstanding hearing care for 34 years. Our new Audiology Director, Kristen Sullivan, Au.D., has 22 years of experience and is excited to be working at TeamstersCare. Kristen has worked in a variety of health settings and is a graduate of Northeastern University. She received her Doctorate in Audiology from AT Still University.

Adults with hearing loss may report feelings of isolation as a result of avoiding certain situations that they might find difficult. Hearing loss is also associated with health issues such as stress, high blood pressure and cognitive decline. Hereditary factors, exposure to loud noise and age may also contribute.

We recommend that individuals age 55 or older have a baseline hearing evaluation whether a loss is suspected or not. You should have a hearing evaluation if you answer “yes” to two or more of these questions.

1. Do you have difficulty hearing people over the phone?
2. Do you have trouble following a conversation with 2 or more people?
3. Do family members complain that you turn up the TV too loud?
4. Do you have to strain to understand conversation?
5. Do you have trouble hearing when there is background noise?
6. Do you frequently ask people to repeat themselves?
7. Does it seem that many people mumble or don't speak clearly?
8. Do you misunderstand what people are saying and respond inappropriately?
9. Do you have trouble hearing the speech of women and children?
10. Do others get annoyed because you constantly misunderstand what they say?



Kristen Sullivan, Au.D.
Audiology Director

TeamstersCare Directory

Charlestown Offices

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

EAP Office

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



We're currently facing new challenges with the COVID-19 pandemic. While wearing a face mask keeps us and others safe, it presents difficulty with communication. The face mask prevents lip reading and reduces the sound level of speech.

Call the TeamstersCare appointment desk at **617-242-9220, ext 1** to make an appointment for a hearing exam or if you have any questions about the hearing benefit.



Women's Committee

TEAMSTERS LOCAL 25 WOMEN'S COMMITTEE DONATES 300 BACKPACKS

For the second year, backpacks aid students at the William E. Russell School



The pandemic didn't slow down donations for the Women's Committee Backpack Mission. In fact, donations skyrocketed, and we were able to donate 300 backpacks, up from a donation of 75 backpacks last year.

The project is part of the New England Joint Council 10 Women's Committee give back mission. New England Teamsters Sisters collected more than 700 backpacks that were distributed to schools throughout New England.

"This year has been so difficult for so many, but especially children," said Local 25 Committee Chair and Business Agent Joan Corey. "Many have not been in school full-time since March and are missing educational milestones, socialization and overall learning. Even though school looks different this year

the goal was the same: give these students the tools to succeed."

No donation bins were allowed in the union hall or TeamstersCare this year because of COVID-19. So, the women's committee created an online registry to help with donations. More than 590 items were purchased online!

Teamsters Local 25 has partnered with the Russell School for the past few years. The Autism Fund gave the school a grant for classroom space and equipment designated specifically for programming for students with autism and learning disabilities.

Sharon Sodergren, a staff assistant at the Russell, said the donations would help ease the transition to remote and hybrid learning for students, particularly through the headphones included in the backpacks.





“It’s a bit overlooked, but headphones are badly needed for those of our students who may be learning from home and are in a situation where there are siblings or multiple kids learning virtually in the same room as them, so that they can hear and communicate effectively in an online format,” Sodergren said. “We’re so grateful for this partnership with Local 25 that started with BPS but has grown beyond that in so many ways.”

Holiday Message for Soldiers

Hoping to brighten the day of a U.S. service member unable to be with family this holiday season, Teamsters Local 25 worked with local schools to compile cards and letters for our military. The cards were delivered to military members and veterans throughout December.



Pensioners



Name	Company	Type	Effective Date
Michael A. Addesa	DHL Express (USA, Inc.)	Statutory Pension	04/2020
Gualter M. Aguiar	New Penn MTR EXP Inc.	Regular Pension	06/2020
Michael J. Ahl	BFI/Allied Waster Ind Inc.	Statutory Pension	08/2020
Ronald R. Aho	Jordan Marsh Co.	Statutory Pension	04/2020
James R. Anderson	United Parcel Service	Disability Pension	08/2020
Larry A. Bakken	United Parcel Service Inc.	Early Retirement Pension	05/2020
Carol S. Barry	United Parcel Service Inc.	Statutory Pension	04/2020
Thomas R. Belliveau	United Parcel Service Inc.	Statutory Pension	05/2020
Steven S. Berry	Manfi Leasing Corp.	Early Retirement Pension	06/2020
Charles A. Berry, Jr.	Community Suffolk Inc.	Statutory Pension	04/2020
Richard N. Berube	Rykoff-Sexton New England	Statutory Pension	06/2020
Michael . Bozzella	DHL Express (USA Inc)	Disability Pension	04/2020
James T. Braid	Costa Fruit & Produce Co.	Regular Pension	03/2020
Michael J. Bruynell	Eagle Graphics Inc.	Statutory Pension	03/2020
Mariann P. Burchman	DHL Express (USA Inc.)	Statutory Pension	08/2020
Francis R. Campilio	Stop & Shop Supermarket Co.	Early Retirement Pension	06/2020
Anthony . Casucci	DHL Express (USA Inc.)	Disability Pension	11/2019
John S. Celata	Manfi Leasing Corp	Statutory Pension	08/2020
Gary E. Clark	O.B. Hill Trucking & Rigging	Regular Pension	03/2020
Darren M. Coad	M. S. Walker Inc.	Regular Pension	04/2020
Francis P. Connell	The 357 Corp.	Statutory Pension	05/2020
Brian E. Connolly	Certainfeed, LLC	Regular Pension	08/2020
John F. Cooney	Stop & Shop Supermarket Co.	Regular Pension	02/2020
David B. Correia	Stop & Shop Supermarket Co.	Early Retirement Pension	04/2020
William J. Cosgrove	Freeman Exposition LLC.	Regular Pension	05/2020
John L. Credit	Domtar	Regular Pension	04/2020
James L. Curry	Aggregate Industries	Regular Pension	07/2020
Linda J. DeMarco	Jordan Marsh Co.	Statutory Pension	05/2020
Francis J. DeVincent, Jr.	Star Market	Statutory Pension	06/2020
David F. Dombrowski	Purity Supreme Inc.	Statutory Pension	04/2020
Stephen S. Drago	Manfi Leasing Corp	Regular Pension	06/2020
William G. Duffy	United Parcel Serv Inc.	Statutory Pension	06/2020
William E. Durfee, Jr.	Freeman Exposition LLC	Statutory Pension	02/2020
Douglas J. Dwelly, Jr.	Hudson-RPM Distributors LLC	Early Retirement Pension	05/2020
Jeffrey S. Farrow	United Parcel Service Inc.	Statutory Pension	08/2020
Wayne D. Firth	New Penn MTR Exp Inc.	Statutory Pension	07/2020
Richard E. Fitzpatrick, Jr.	Boston Sand & Gravel Co.	Regular Pension	07/2020
Douglas . Freeman	Georgia Pacific Corp.	Statutory Pension	07/2020
Anthony R. Frost	BFI/Allied Waste Industries Inc.	Statutory Pension	05/2020
John E. Gagnon, Jr.	Purity Supreme, Inc.	Statutory Pension	05/2020
Anthony . Gales	United Parcel Serv Inc.	Early Retirement Pension	07/2020
Lawrence P. Gilbert	Veterans Transportation, LLC.	Statutory Pension	07/2020
Kathleen M. Grogan	Teamsters Local 25 H & W	Regular Pension	03/2020
Michael D. Guerrero	Petroleum Heat & Power Co Inc.	Regular Pension	07/2020

Name	Company	Type	Effective Date
Jose F. Guevara	United Parcel Service Inc.	Statutory Pension	05/2020
John J. Guilmette	Allied Plywood Corp Subs Of	Statutory Pension	09/2020
Warde M. Hadar	Jordan Marsh Co.	Statutory Pension	06/2020
George J. Hoey	Unite Parcel Service Inc.	Thirty Year Full Service	04/2020
Mark S. Hoffman	United Parcel Serv	Early Retirement Pension	05/2020
John W. Howlett	E. A. Spry & Co., Inc.	Early Retirement Pension	08/2020
Edward F. Jones	Needham Oil & Air, LLC.	Regular Pension	04/2020
Max . Joseph	Veterans Transportation, LLC	Statutory Pension	01/2020
Joann . Kascavitch	United Parcel Service, Inc.	Statutory Pension	09/2020
Patricia M. Kosiorek	Teamsters Local 25 H&W	Regular Pension	05/2020
Martin R. Lang	Standard Uniform Rental Serv	Statutory Pension	12/2019
Eileen M. Larosee	Pennsylvania Truck Lines, Inc.	Statutory Pension	03/2016
Stephan . Lech	Purity Supreme Inc.	Statutory Pension	06/2020
Richard D. Leonard	United Parcel Service Inc.	Statutory Pension	03/2020
George A. Leonhard	United Parcel Service, Inc.	Statutory Pension	06/2020
Darren F. Leveille	Star Market Companies Inc.	Statutory Pension	04/2020
Mark D. Lindskog	DHL Express (USA Inc.)	Regular Pension	08/2020
Ernest F. Lord	Mystic Island Transport Inc.	Statutory Pension	03/2020
Eugene J. Macomber	Sonepar Inc. D/B/A Northeast Electric	Statutory Pension	08/2020
Paul J. Maher	United Parcel Service Inc.	Early Retirement Pension	04/2020
Ronald D. Mahoney	New Penn MTR EXP Inc.	Regular Pension	06/2020
Karen M. Malone DiSanto	United Parcel Service, Inc.	Statutory Pension	03/2020
Joseph D. Maloney	New England Motion Picture/TV	Statutory Pension	04/2020
Robert A. Martel	Americold Corp	Statutory Pension	04/2020
Maureen . Martell	Teamsters Local 25 H&W	Early Retirement Pension	06/2020
Steve G. Masson	Penn Culvert Co.	Statutory Pension	01/2020
Kevin M. Masterson	LindenMeyer Munroe DV	Early Retirement Pension	03/2020
Steve P. Matthews	Beacon Sales Company	Regular Pension	05/2020
Mark S. Maxwell	Boston Sand & Gravel Co.	Statutory Pension	02/2020
Robert P. Mazzone	Purity Supreme, Inc.	Statutory Pension	05/2020
Paul F. McDonald	Wang Theatre Inc.	Early Retirement Pension	05/2020
Norman A. McGraw	Boston Sand & Gravel Co	Statutory Pension	07/2020
Brian J. McIntyre	United parcel Service, Inc.	Early Retirement Pension	08/2020
William A. McMaster	United Parcel Service, Inc.	Disability Pension	01/2020
David N. Milan	DHL Express (USA Inc.)	Statutory Pension	06/2020
Walter D. Mooney	National Express Corp.	Regular Pension	04/2020
John J. Moran, Sr.	United Parcel Service Inc.	Statutory Pension	08/2020
Timothy J. Motylewski	APA Transport Corp	Statutory Pension	08/2020
D Wilfredo M. Murcia	United Parcel Service, Inc.	Statutory Pension	06/2020
Kevin D. Murphy	S. Strock & Co. Inc.	Early Retirement Pension	06/2020
Stephen F. Murray	New Penn MTR Exp Inc.	Statutory Pension	06/2020
Philip W. Neal	United Parcel Service, Inc.	Early Retirement Pension	05/2020
Antonio . Negron	New Penn Mtr Exp Inc.	Early Retirement Pension	06/2020
David F. Noonan	Freeman Exposition LLC.	Regular Pension	05/2020

Pensioners (cont.)



Name	Company	Type	Effective Date
Thomas E. Noyes	United Parcel Service Inc.	Thirty Year Full Service	07/2020
Thomas H. O'Connor	United Parcel Service Inc.	Disability Pension	06/2020
Kathleen . O'Hara-Kelly	Teamsters Local 379	Statutory Pension	04/2020
Michael A. Palermo	Purity Supreme Inc.	Statutory Pension	08/2020
David J. Paquette	IMFS Inc. DBA interstate System	Statutory Pension	03/2020
Larry F. Parsons	United Parcel Service Inc.	Early Retirement Pension	05/2020
Timothy S. Peak	Independent Pipe & Supply Corp	Statutory Pension	06/2020
Richard J. Penney, Jr.	GAF Materials Corp.	Regular Pension	08/2020
Hector . Perez	National Express Corp.	Statutory pension	06/2020
Harold K. Perkins	BI/Allied Waste Ind. Inc.	Statutory Pension	08/2020
John . Pisapia	DHL Express (USA Inc.)	Statutory Pension	07/2020
Kenneth O. Pitman	United Parcel Service Inc.	Statutory Pension	08/2020
Ronld J. Popp	UPS Benefits Dept.	Early Retirement Pension	07/2020
Laurence B. Pratt, Jr.	United Parcel Service, Inc.	Early Retirement Pension	03/2020
William J. Proia	United Parcel Service Inc.	Statutory Pension	08/2020
Daniel J. Riordan	Leaseways Deliveries Inc.	Statutory Pension	02/2020
Thomas G. Rivard	United parcel Service Inc.	Statutory Pension	06/2020
Maximino . Rivera	Community Suffolk Inc.	Regular Pension	06/2020
Robert H. Robinson	Salah & Pecci Truck Leasing	Statutory Pension	06/2020
Kenneth J. Rodgers	Purity Supreme, Inc.	Statutory Pension	04/2019
Daniel J. Rose	Stop & Shop Supermarket, Inc.	Thirty Year Full Service	02/2020
Frank M. Ruggiero	Purity Supreme, Inc.	Statutory Pension	06/2020
Michael F. Scammon	Arrow Paper Corp	Disability Pension	07/2020
Patrick W. Smith	United Parcel Service Inc.	Statutory Pension	08/2020
Thomas C. Smith	United Parcel Service, Inc.	Statutory Pension	04/2020
Eric A. Soderberg	APA Transport Corp	Statutory Pension	04/2020
Michael A. Sogard	James Ferrera & Sons, Inc.	Statutory Pension	02/2020
Jana . Sokol	Teamsters Local 25 H&W	Statutory Pension	07/2020
Joseph A. Spinello	New England motion Picture/TV	Regular Pension	06/2020
Nancy P. Strock	United Parcel Service Inc.	Early Retirement Pension	06/2020
Mark S. Swartz	DHL Express (USA Inc.)	Statutory Pension	04/2020
Robert F. Terrio	Brockway-Smith Co.	Statutory Pension	06/2020
Montgomery J. Tewksbury	Corporate Communications	Statutory Pension	08/2020
Daniel E. Thomas	Stop & Shop Supermarket Co.	Statutory Pension	08/2020
Wesley F. Thomas	United Parcel Service Inc.	Statutory Pension	07/2020
Catherine . Tsarouhas	Teamsters Local 25 H&W	Statutory Pension	08/2020
Peter N. Tsickritzis	Webster Personnel Forwarding	Statutory Pension	02/2020
Tina M. Valades-Tullberg	Teamsters Local 25 H&W	Regular Pension	07/2020
Oscar . Vasquez-Sanches	Carpenter & Patterson Inc.	Statutory Pension	03/2020
John J. Vereker	United Parcel Service Inc.	Regular Pension	07/2020
William T. Whittemore	United Parcel Service, Inc.	Statutory Pension	04/2020
Stephen B. Wright	Petroleum Heat & Power Co Inc.	Regular Pension	07/2020
David J. Wynn	Stop & Shop Supermarket Co.	Early Retirement Pension	04/2020

In Memoriam

Name

Richard E. August
 Michael Balzotti
 John F. Baronas
 John Birch
 Donald R. Biron
 Charles B. Bosworth III
 Rene R. Bouchard
 Richard Bowen
 Michael Bronkhorst
 Pauletta A. Brown
 Robert J. Brugman
 Thomas F. Burlamachi
 John F. Burr
 John Cascarano
 Robert W. Casey
 James P. Cassidy, Sr.
 Norman J. Chamberlain
 Thomas S. Connerney
 George J. Correia
 Wayne Cram
 Douglas P. Crooker
 Karen M. Dearborn
 Nadeem J. Deeb
 Pasquale S. Devasto
 James A. DiNuccio
 Dennis D. Dipietro
 John H. Donahue
 David M. Duggan
 Wilbur J. Ellis
 Curly Lyman O. Ericksmoen
 Bernie Evans
 Paul A. Falco
 Edward F. Finn, Jr.
 Albert Flashman
 Ralph H. Frye, Jr.
 Thomas J. Galvin
 John P. Goggin
 Norman J. Gulmette
 Thomas F. Hanrahan
 Robert M. Harvey
 James E. Havlin
 Manuel W. Heckley
 Gregory Holloway
 Robert A. Jasniewski
 Andrew H. Johnston
 Robert F. Jordan, Jr.

Company

Star Market
 City of Everett
 UPS
 Warehouse Trans.
 Clicquot Club
 Boston Sand & Gravel
 YRC
 AirCo.
 Xpedx
 DHL
 The Hertz Corporation
 Hemingway Trans.
 Pennsylvania Truck Lines
 Boston Herald
 Armada Waste
 City of Cambridge
 Costa Fruit
 Capitol Waste
 Arrow Paper
 Airco
 UPS
 UPS
 Continental Bakery
 Industrial Personnel Corp.
 Yellow Freight
 City of Cambridge
 Hemingway Trans.
 N.E. Theatrical
 NE Theatrical
 Atlas Paper
 City of Everett
 ABF Freight
 Texaco Refining & Marketing
 Everett Industries
 Ryder
 GAF Materials
 Bird, Inc.
 Manfi Leasing
 Star Market
 PennTex Oil Co.
 Eagle Graphics
 P.A. Milan Inc.
 UPS
 Global GP, LLC
 Fulton & Sons
 Brinks

Name

Joseph C. Kane
 Paul F. Kane
 Maurice Lang
 Michael J. Lawrence
 Robert E. Leikauskas
 Jack Locicero
 John Long
 Walther Lucas
 Paul A. Lynch
 Thomas E. Machnik
 Richard A. Macklin
 Hugh F. McDonald
 Hugh E. McGonagle
 Joseph L. McPhee
 James F. McPherson
 Suzanne M. McRae
 Richard D. Menoche
 Henry Mika
 Mauro S. Molinari
 Sean P. Nagle
 William P. Nee
 Anthony Olivieri
 William X. O'Meara
 Nicholas J. Payne
 Paul R. Perry
 Edward J. Petroski
 Ray Pike, Jr.
 Wilfrd Pineau
 Robert J. Plumer, Sr.
 Robert E. Prout
 Brian P. Rabbitt
 Herschel L. Reed
 Dana H. Ritchie
 Ernest L. Robicheau
 James R. Rogers
 Ann L. Russell
 Arthur N. Russo
 Paul A. Sadowski
 Robert Santosusso
 Howard C. Scott
 Richard F. Simpson
 Frederick M. Smith
 Stephen C. Spillane
 Edward P. Sullivan
 Kenneth C. Sullivan
 Thomas F. Sullivan
 Quinlan J. Sullivan, Jr.
 Robert J. Victoria
 Salvatore Viola
 Reginald L. Welds
 Allen R. Wells
 Catherine Wessell
 Robert M. Wheeler
 Keith D. Wilson
 Robert D. Wittig

Company

Global Petro
 Stop & Shop
 Browning Ferris
 M.S. Walker
 UPS
 UPS
 City of Cambridge
 Devaney Fuel
 Coastal Oil
 Stop & Shop
 UPS
 Lowell Bros.
 Friend Lumber
 Manfi Leasing
 Riverside Trans.
 YRC
 Crown Services
 Signature Flight
 Burgmeyer Bros.
 DHL
 BFI/Allied Waste
 Terminal Personnel
 S.S. Pierce
 Industrial Personnel Corp.
 DiSilva Trans.
 Perkins Trucking Co.
 Decatur Hopkins
 Charles Lee Disposal
 The 357 Corp.
 APA Transport
 City of Medford - DPW
 Waste Management
 St. Johnsbury Trucking
 Cambridge Street Metal Co.
 The Boston Globe
 N.E. Teamsters Federal Credit Union
 Axton Cross Co.
 Alliance/HOP Energy
 Consolidated Freight
 Carolina Freight
 UPS
 Trans-Lease Group
 N.E. Theatrical
 Gilman & Sons
 Coastal Oil
 U.S. Foodservice
 Movie Division
 The 357 Corp.
 McLeans Trucking
 New Penn
 Veritiv
 Veterans Transportation
 UPS
 UPS
 Coan Inc.



Retiree News

Greetings from your Retirees Chapter!

Hello out there to all Teamsters Local 25 Retiree Chapter members! On behalf of President Joe Conti and our Executive Board, we hope that you and your family are in good health.

It has been a challenging several months for all of us. So much of what the Retiree Chapter is all about is meeting with each other. We have missed our Chapter breakfast meetings. We have missed seeing retirees stop by the Day Room; it has been closed since March due to the pandemic. Some retirees attended the Local 25 General Membership Meetings this fall and we enjoyed seeing you there. These meetings were held outside in the Local 25 parking lot so that social distancing guidelines could be maintained.

Your Retiree Chapter continues to operate the best we can. We have paid our dues for 2021 at the Irish American Club and hope that we will be able to hold our chapter breakfast meetings there soon. The chapter made our yearly donations of \$300 each to the Teamsters Local 25 Toy Drive and the Autism Fund.

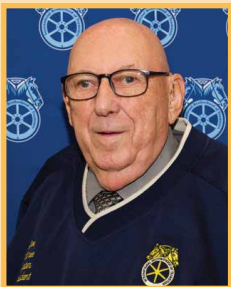
In September we helped the Local 25 Women's Committee deliver more than 300 backpacks to the William E. Russell School in Dorchester. The backpacks were stuffed with school supplies. For many of the students at this elementary school, these were the only school supplies they had for a school year that will take place mostly remote.

Throughout the summer and fall retirees helped get out the vote for Teamsters Local 25 endorsed candidates. It's important to support those who support us.

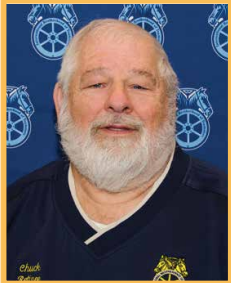
As this issue of the Spokesman goes to print, we are busy collecting holiday toys for local families. Thank you to the many retirees that have supported the drive this year.

Do you have a grandchild heading to college next year? Don't forget that one of the advantages of being a member is that your grandchildren are eligible to receive the Retiree Chapter

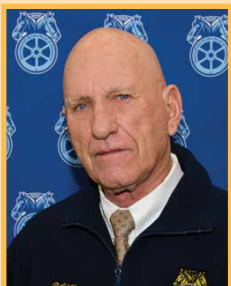
Teamsters
Local 25
Retiree Chapter



Joe Conti
President



Chuck Durfee
Secretary-Treasurer



Bill Grubbs
Vice President



WE WANT YOU

to join the Retiree Chapter

Yearly dues are \$20 and include three breakfast meetings per year (January, April and October). Members' grandchildren are eligible to apply for the Local 25 Retiree College Scholarship awarded annually in May.

To learn more call 617-241-8825 ext. 1107

Scholarship. Applications will be available starting on January 10, 2021. Please call President Conti at 617-241- 8825 ext. 1107 for one.

As of this date, we do not have any breakfast meetings scheduled due to the Coronavirus. We will inform you by orange postcard of our next breakfast meeting.

In closing, we wish you a safe and healthy holiday season. 2020 was a difficult year for so many of us and we hope that 2021 will be better.

HAVE A SAFE AND HEALTHY WINTER!



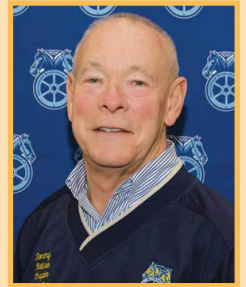
Billy Grubbs, Kevin Kelleher and Joe Conti help unload 300 backpacks that were donated to the William E. Russell School.



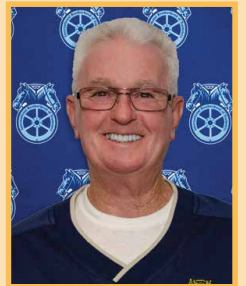
Rick Anderson at the AFL-CIO Labor Day Family Event.

**WELCOME ABOARD TO
OUR NEW MEMBERS!**

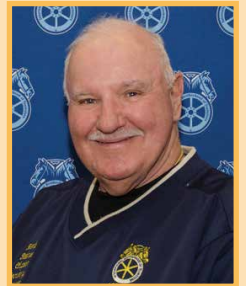
- John S. Celata**
- Frank Connell**
- Paul D. Hogan**
- Judith A. Kelly**
- Ralph Luciano**
- Michael J. Sheehan**
- Edward J. Shifflett**
- Tina M. Valades**



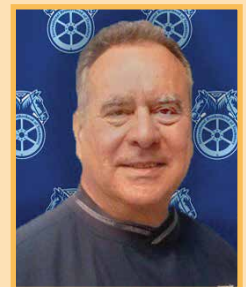
Thomas Nasson
Recording-Secretary



Kevin Lally
Trustee



Herb Andrews
Trustee



**Thomas (TD)
Downing**
Trustee



Joe Evans (sitting) and members wish Joe Conti a Happy Birthday during the June 28 Local 25 membership meeting.



Joe Conti, Bob McAllister and Billy Grubbs load up carriages of toys for the Holiday Toy Drive.



THANK YOU MEMBERS

Teamsters Local 25 members stepped up this holiday season to make sure no one was forgotten. From Thanksgiving dinner for veterans to a very successful toy drive, our members made sure the holidays were special for those that needed it most.

On behalf of President Sean O'Brien, our officers, agents and staff, we wish our members a safe and healthy holiday and New Year.

