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The Spokesman

Winter 2007



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The Spokesman

WINTER 2007



Fighting *for the* **Future**

New Officers Tackle Challenges of 2007



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

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President/
Principal Officer

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

Philip H. Mallett
Recording Secretary
Jackie Addison
Trustee
Tim Madden
Trustee

John Jay Manley
Trustee
Robert Fabrizio
Business Agent
Tom Mari
Business Agent

George Slicis
Business Agent
Bob McAllister
Business Agent
Dave Pietroforte
Business Agent

Steven R. Sullivan
Director of Organizing
and Government
Affairs

Message from the President



*"In order to grow
Local 25 and the
Teamsters Union in
general, we must
organize, organize,
organize."*

—SEAN M. O'BRIEN
PRESIDENT/
PRINCIPAL OFFICER

Dear Brothers and Sisters:

Welcome to the latest edition of *The Spokesman*. The Winter 2007 edition marks a new look for Local 25's longtime publication. I hope you enjoy it.

We have changed the design of our old newsletter to that of a magazine to reflect the exciting changes occurring at Local 25. I am excited about the changes and I know you will be too.

As a fourth-generation Teamster and the youngest person ever elected President of Local 25, I vow to continue to bring a new energy and commitment to our great, 107-year-old local union. Myself and the entire leadership team of Local 25 vow to make our local a stronger force for justice and respect in the workplace. That means we will gain the respect of employers and management, and gain respect on the streets. When people in the Boston area hear "Teamsters Local 25," they will give us the full respect we deserve and the community will know that the Teamsters will not walk away from any fight on behalf of working families.

We face many challenges during my upcoming term. In 2007, for example, we will be fighting for a strong national contract at UPS. General President Jim Hoffa has appointed me to the National UPS Negotiating Committee. As your representative, I will fight to protect Local 25 members' interests, including health care and retirement security. The battle to renegotiate the National Master Freight Agreement and the national Carhaul contract is also looming.

In order to grow Local 25 and the Teamsters Union in general, we must organize, organize, organize. We will continue to build on our success with our recent organizing victories at FedEx, Praxair and other worksites. We will provide the necessary resources to grow Local 25 so that all our members will be in a stronger position at the bargaining table.

Of course we will also fight to provide the best representation to our members and we will continue to enforce the contracts we already have in place. While organizing is our number one priority, we must provide excellent service to our longtime members, and we will accomplish that.

I look forward to my first full year of service to you, and the years after that. While we face many challenges, I am confident that with your continued support we will continue to achieve great things together and make your futures—and the futures of your families—more secure.

Fraternally,

Sean M. O'Brien
President/Principal Officer

Business Agent

Dedicated to Our Local Union Members



Secretary-Treasurer
Mark Harrington

I am pleased to report that Local 25 and Allied Systems have reached a settlement on the mileage being paid out of the Brookfield, Massachusetts terminal. The case was scheduled to go before the National Grievance Panel.

However, prior to the hearing of the case, Allied agreed to a resolution. I want to thank Steward Jim Black for his help in compiling the necessary information to enable us to be successful.

President O'Brien has assigned me to the town of Hingham, Massachusetts Department of Public Works and the 911 dispatchers. I look forward to working with and representing those members. The town workers' contract will expire in 2007, so I'll be holding proposal meetings soon.

I have several grievances and arbitrations pending against Heating Oil Partners in the oil division.

I have upcoming negotiations with the TD Bank North Garden on behalf of the unloaders there.

At Petro Heat and Power, Joe Peluso has been elected shop steward to represent service technicians. He will represent 60 coworkers. I want to thank former stewards Doug Myers and Tommy Lynch for their service.

Local 25 recently negotiated and signed a contract with Sony Pictures for the new film "21." The state Legislature recently approved a tax-incentive plan that will help attract movies to the Bay State. This is the first major motion picture under the Sean O'Brien administration, and we look forward to more work for our Motion Picture Division members.

We recently held a contract-proposal meeting for our newly organized Praxair workers in Waltham, Massachusetts. Negotiations will be coming up soon. Our new members at Praxair are eager to get their first contract.

The new year is just the start of a challenging term for the O'Brien administration. Three national contracts will need to be negotiated: UPS, Freight and Carhaul, not to mention the related white paper agreements. The biggest challenge will be maintaining health and pension benefits for our members. The International Union staff is prepared, and the leadership of Local 25 is certainly ready. We will need our members' continued help and support. Together, we will keep your futures secure, and we will be ready to fight all the way.



*Vice-President and
Business Agent*
John Murphy

We completed negotiations at DHL/Global Forwarding, and workers ratified the contract by a 2-1 margin on November 10. Thanks to everyone for staying united. Local 25 represents about

30 workers at DHL/Global Forwarding.

I traveled to Louisville, Kentucky in early November to prepare proposals for UPS Cartage Services Inc. (CSI) negotiations. (See accompanying story in this edition of *The Spokesman*.) We are scheduled to exchange contract proposals with CSI in early January, and more negotiations are scheduled for February.

We are currently in negotiations with Cambridge Offset Printing, a Teamster-represented printing company that prints Local 25's fliers and newsletters. We are trying to get our members a wage increase and we want them to be covered by the New England Teamsters Pension Fund.

The Eastern Region Grievance panel, which is hearing the Article 32 DHL case involving 150-pound packages that have been diverted to Danza, has been deadlocked. The case is being sent to the National DHL MCLAC (Motor Carriers Labor Advisory Committee) grievance panel. I sit on that panel and I'm looking forward to resolving the issue for our members. Also, the Article 32 DHL case involving the @Home U.S. Postal shipments was not heard because the company refused to sign the submission forms. The International Union is now handling the case and the case will be heard soon by a special committee.

At Yellow Freight, a couple "changes of operations" proposed by the company will be heard in January. I serve as chairman of the Southern New England Negotiating Committee for the union's National Freight Division, so I'll be hearing the case. We are opposed to a premium service change of operations, but we don't have any objections to the service-enhancement change of operations.

Meanwhile, Yellow Freight's clerical change of operations was deadlocked at panel. The company wanted to remove work from several areas, including within Local 25's jurisdiction, but because the case deadlocked, the company's plan was put to a halt. That's good news for our Yellow clerical workers.

Finally, we're keeping our eyes on Wonderland Dog Track

Reports

in Revere, Massachusetts. We plan to set up a meeting with the owners to see if the track can reopen. Any plans to reopen depend on the legislature allowing slot machines at the track. The track needs slot revenues to make it economically feasible. Although the approval of slots remains a long shot in the legislature, if it did occur it could mean 2,000 Teamster jobs. We'll be watching this carefully.

I look forward to working with all my stewards and members in 2007.



Business Agent
Bob McAllister

I opened up contract negotiations with the American Red Cross Blood Services New England Division. This is going to be a tough contract as Local 25 already has the most lucrative contract in the country and the Red Cross is

looking for concessions. We have a strong, experienced committee that is determined to get the best agreement for our Red Cross members.

Stop & Shop has completed the final stage of the North Haven Distribution Center closing as the last of the Connecticut drivers finished working December 30. The Manfi/Stop & Shop Freetown drivers have taken over most of the work that came out of the North Haven warehouse, which resulted in the hiring of about 80 new full-time drivers during this past year. The new computerized dispatching system that the company put in recently is still causing some problems. We are working to resolve the many grievances that have been generated over seniority issues related to this system. We have also been addressing the smoking and non-smoking tractor issue, which falls under the Massachusetts workplace smoking laws. We need to protect the health of our members.

GAF Materials is back up and running as all members in the Roofing and Timbertex departments were brought back to work January 16. We are working to finalize the maintenance training program that will bring all of our maintenance mechanics up to the highest skill level as well as qualifying them for the top pay that goes along with it.

Last year was a busy one and I am looking forward to 2007 with great anticipation. Along with the Red Cross

contract that expires January 31, I will be in negotiations with Cummins Northeast, Laidlaw Transit, Mt. Ida College, the Town of Norwell School Custodians, Paul Revere Bus (Roxbury Division) and the Hertz Transporters.



Business Agent
George Slicis

Negotiations wrapped up at Delaney Linens in Watertown, Massachusetts, where members voted unanimously for a new contract.

I am preparing an arbitration case against Sears for a wrongful discharge. The case will be heard at the end of March. It involves a firing over performance standards, and I will rigorously defend the member's job.

I would like to thank Steward Robert Baughman of Lindenmeyer Monroe for help in getting some outstanding grievances settled. The grievances were related to supervisors doing bargaining-unit work. The paper company is based in North Reading, Massachusetts.

As you know, 2007 is going to be a very busy year at UPS. I represent 1,300 Local 25 UPS Teamsters who work in Watertown, Norwood, South Boston, Somerville and Logan Airport, all in Massachusetts. We've got national negotiations resuming this month, and that will keep President Sean O'Brien and myself busy. I want to thank all of the stewards who work at UPS who continue to police the contract and represent the members. During the past two years, UPS Teamsters at Local 25 have done a great job holding UPS accountable when it comes to enforcing the contract, whether the issue is subcontracting or supervisors doing Teamsters' work. We need to keep that going in 2007 and beyond. The contract is only as good as the level of enforcement.

Locally, I have some cases filed for the UPS panel and will be attending negotiations for the New England supplemental contract. The supplemental negotiations are ongoing, and I will keep you posted. On another front, I helped settle an arbitration case involving a back-pay grievance. The company owed the member for unpaid vacation time. I'm happy to report that we forced the company to pay the member 5.5 weeks of vacation time that was owed to him.

Business Agent Reports

In general, I have a few other discharge cases I'm working on, and I'm hoping to resolve those cases so our members keep their jobs.

Looking ahead in 2007, I have to help renegotiate the contract for the members at The Norwal Company.

Every day is an adventure and a learning experience, and I look forward to learning more in 2007. Thank you to all my stewards and members who are helping me learn the ropes. I look forward to a productive working relationship with you all in the new year.



Business Agent
Tom Mari

The negotiations with the city of Cambridge, Massachusetts have yielded a much-improved sick bank policy. For every one day our members donate, the city is donating two sick days. This will provide our members with more security when

they are out with a serious illness for an extended period.

I have good news to report about our negotiations for the Melrose, Massachusetts school professionals. We have reached a possible agreement after I took the group over in early December 2006. This group has been at the table for over a year and will be getting retro pay back to 2005. We will be asking the membership to ratify the agreement in the near future. In early December, we began negotiations for Tewksbury nurses.

I have ongoing negotiations with UMass Boston police and UMass Lowell police. The talks involve a long process, and we're fighting diligently to move the talks forward. Because the negotiations involve the Governor's Office, it may take some time while Governor Deval Patrick gets settled.

At DHL, once again we have numerous grievances filed at the Motor Carriers Labor Advisory Committee (MCLAC) level. One grievance involves a major case of illegal subcontracting involving work at Logan Airport in Boston. Another violation involves the subcontracting of DHL's Global Mail. The company claims the Global Mail is a separate company, but it isn't. In this case, 32 Local 25 members have been laid off but they all work every day. We're arguing that the company cannot use the layoff process to avoid start times and work schedules. Meanwhile, I have settled eight grievances for layoff and overtime violations in which the DHL members will receive close to \$2,000.

At Goodyear Tire, I have resolved a dues discrepancy which has been ongoing for many months. This will result in

members getting their health benefits sooner rather than later.

I have seven new assignments in Massachusetts: Winthrop clerical workers, Concord 911 dispatchers, Brookline 911 dispatchers, Somerville Housing Authority, North Reading Police, Boxford Police and Melrose School professionals. I look forward to working with all of you.

As the new year begins, I have numerous contracts to renegotiate. I look forward to getting the members what they deserve. I will be asking you for contract proposals in the coming weeks and months.

I also want to thank all my stewards for the great job they are doing. I look forward to working with my stewards and with all the members in 2007.

The Unionman

*Some members keep their union strong,
while others join and just belong.
Some dig right in, some serve with pride.
Some go along just for the ride.*

*Some volunteer to do their share.
While some lay back and just don't care.
On Sunday meetings, some always show up.
While there are those who never go.*

*Some do their best, some build and some make.
Some never give, but always take.*

*Some lag behind, some let things go.
Some never help their union grow.
Some drag, some pull, some don't, some do.*

Consider which one are you?

By Henry Hewson
New England Transportation Written in 1968



Business Agent
Robert Fabrizio

Negotiations with Joint Venture (The Ride) concluded in November. On November 27, workers ratified a four-year contract by a vote of 31-2. The workers, who provide rides for passengers with disabilities, achieved

many gains in the new contract. For example, workers will receive overtime pay when they work on holidays—before they received just regular pay. Also, workers will receive overtime if they work more than 40 hours per week or work

beyond their regular shift. Workers will also receive significant pay increases in all four years of the contract. Finally, workers received a signing bonus of \$1,500 on December 15, 2006 if they have worked for the company for more than a year, while other workers (except for new hires) received a \$1,000 bonus. Congratulations to all Joint Venture employees for remaining united and for taking part in the process.

Negotiations with Kuehne + Nagel in Franklin, Massachusetts, one of the world's leading logistics providers, are still ongoing.

I have several arbitration cases going forward. One involves an employee of Romanow Container, a cardboard box company, who was involved in a forklift accident. The company fired the worker but we're fighting to save his job.

As we begin the new year, we have many challenges ahead, including two contracts that need to be negotiated. One is at Southworth-Milton, Inc. in Franklin, Massachusetts. Local 25 represents the parts employees at the Caterpillar dealership. The current contract expires in June, 2007. Also on the horizon: the contract at Lindenmeyr Munroe, a paper company in Franklin, Massachusetts. The current contract expires June 30, 2007. Soon, I will be seeking contract proposals from workers at both locations, and I look forward to getting workers' input.

I would like to thank all my stewards at the Stop & Shop warehouse in Freetown, Massachusetts for all their hard work, help and leadership at their work site. The workers have taught me a lot, and I hope to use the knowledge to provide the excellent representation you deserve. I look forward to working with you in 2007 and beyond.

The Toys for Tots drive, which kicked off in early November, was a huge success once again. I and Business Agent Bob McAllister co-chaired this past season's drive. Once again, Local 25 members, retirees and your families came through to help the area's needy families. As of mid-December, we had collected close to \$18,000 in cash and double that in toy donations (see separate story and photo). Thank you to everyone who helped.



Business Agent
Dave Pietroforte

I am very excited to serve as Local 25's newest business agent. Since November 1, 2006, I have served as assistant to the business agents, and I was sworn in as a business agent in early January 2007.

After working as a truck driver

for 30 years at various Teamster-represented companies, most recently Yellow Transportation, I am honored to represent my fellow Teamsters.

I now represent workers at U.S. Foods, Costa Fruit, city of Everett, Chelsea 911 and Public Works, The Produce Center, RIS Paper, Atlas Paper, Arrow Paper, Lilly Express, M.S. Walker and Charles Gilman (liquor distributors), and many others.

I have met many stewards and continue to meet more stewards and members. I have held numerous meetings in an effort to hear members' concerns and to educate members about their contracts. Education is critical in our fight for justice in the workplace.

I have gotten off to a fast start when it comes to handling grievances. For example, I recently helped get a Chelsea 911 worker his job back. I was able to change his firing to a suspension, saving his job.

At Costa Fruit in Charlestown, I settled about eight grievances before they got to arbitration hearings. I won members back pay and benefits involving the error/mispick policy. In addition to winning the back pay and benefits, I was able to change the policy in the future to the benefit of the membership.

At U.S. Foods in Everett, I have handled numerous grievances. In one case, we won three days back pay and were able to get the member a clean file.

We have many challenges ahead in 2007. I'm working on contract negotiations for our new members at the Acton 911. This is their first contract. I'm also fighting to win improvements for workers at G.D. Matthews, which manufactures frozen pot pies. The workers there have had an open contract for two years, and we are fighting to win them gains.

I am also fighting to place our out-of-work members into union jobs. As of the end of 2006, I placed four members into new jobs. I will continue to make this a priority in 2007.

For years I have been an active, outspoken and proud member of Local 25. I have attended meetings and I was never afraid to speak out about issues that are important to me and to my brothers and sisters.

As business agent, I vow to continue to fight for justice and respect in the workplace. I will continue to visit my work sites and I look forward to meeting as many members as possible.

Together, there is nothing that we cannot achieve.

FedUp

Local 25 Wins Elections for FedEx Home Delivery Drivers at Two Locations in Wilmington

On October 20, 2006, 39 FedEx Home Delivery drivers voted at two different locations in Wilmington, Massachusetts. The ballots were impounded due to a FedEx appeal, and finally counted on November 17, 2006. The workers in the two locations voted overwhelmingly to join Teamsters Local 25 by a 24-8 vote.

“We are happy with the clear results of this very important and vital election with FedEx,” said Sean M. O’Brien, President of Teamsters Local 25. “The company waged a very nasty campaign against us. They held captive audience meetings and generated dozens of anti-union fliers to persuade the workers to vote against the union. These drivers were very resilient throughout the campaign. They will make great Teamsters. I look forward to future negotiations with the company.”

The two National Labor Relations Board (NLRB) elections in Wilmington will have a far-reaching impact on more than the drivers in Massachusetts. There are 14,000 FedEx ground drivers who work under the independent contractor “scheme.”

This election will have a ripple effect throughout the country.

“This vote sends one clear and simple message to FedEx—the free ride is over,” said Jim Hoffa, Teamsters General President. “These workers and this union will not stand idly by while FedEx rakes in profits and avoids its responsibilities to the workers and their communities by exploiting this phony independent contractor model.”

Drivers Speak Out

Cathy Curran, a driver for nearly six years, said she was fed up with work rules that changed constantly. The managers’ emotional abuse of workers made things much worse.

“The rules change for each person and they change every day,” Curran



Cathy Curran celebrates workers’ victory.



William Gardner (left) and Loay Eldagany (right), both of FedEx Home Delivery, are all smiles after the 24-8 victory.

said. "Everything is at the manager's discretion. Favoritism is a big problem."

Curran would like to get a contract that boosts pay and benefits and gives workers a strong grievance procedure.

"I've only had one day off since April of 2005," said Bill Gardner, a Home Delivery driver since that time. "If I want a week of vacation, I have to pay the company \$850 to take the week off, but I don't get paid anything."

Gardner said the independent contract status is bogus. "They totally control every aspect of the operation," he said. The company also arbitrarily changes routes, which hurts drivers, and workers cannot sell their trucks unless the company approves the sale.

"In the past, we couldn't fight them because we were alone,"

Gardner said. "Now we're one as Teamsters. We are strong."

Gardner echoed his coworkers by saying they want to negotiate better pay and benefits.

"Right now we only earn a fraction of what UPS drivers earn when you take into account their wages and their benefits," he said.

Gardner said the struggle to become Teamsters was tough. He credited O'Brien and Steve Sullivan, Local 25's Director of Organizing and Government Affairs, for helping to keep workers informed every step of the way.

Loay Eldagany, a native of Palestine, said he and his fellow Muslims at the FedEx center remained united in their

quest to gain a strong voice with the Teamsters. "I feel really proud to be a Teamster," he said. "I feel like I'm human. It doesn't matter what color you are, what religion, what nationality you are. We all have one voice as Teamsters."

A special thank you to Steve South from UPS Watertown and Jerry Wright from DHL South Boston for their hard work and dedication during the FedEx campaign.



Jerry Wright (left), steward from DHL in South Boston, and Steve South, from UPS Watertown, prepare mailings to the drivers at FedEx Home Delivery.

STOP&SHOP

Stewards Keep Me

Jim O'Driscoll
and Joe Cooney
are the glue
that keeps
the 1.5-million
square foot Stop & Shop
warehouse membership together in
Freetown, Massachusetts. Between
them, they are the go-to guys for
more than 250 Teamsters who work
the day shift in Freetown.



Left to Right: Stewards Jim O'Driscoll (produce)
and Joe Cooney (grocery)



Mark Sullivan, steward (front), and Chris Savage, driver (rear), deliver bikes to the U.S. Marine Headquarters in South Boston, Massachusetts. The drivers at Stop & Shop (Manfri-Leasing) in Freetown, Massachusetts raised \$4,700 and purchased 100 bikes for the 2006 Toys for Tots charity, which provides toys for needy children.

mbership

O'Driscoll started at Stop & Shop when it was located in Readville, Massachusetts in 1975. O'Driscoll became the steward in 2000, shortly after Teamsters Local 829 merged into Local 25. The Freetown warehouse is a \$180 million facility and 800 trucks arrive and depart daily.

"It is important that we keep an open line of communication in the warehouse."

—JOE COONEY • Grocery, Stop & Shop

"Technology has changed the grocery industry immensely," O'Driscoll said. "The company relies on computers for everything. Many times the company computer indicates that we are out of a certain item, and I have walked down the aisle and found that item. Computers don't run this warehouse, the members of Local 25 do."

Cooney came to Stop & Shop in Readville in 1988 as a selector in the Grocery Department. Joe is currently the steward in the Grocery Department for the day shift. He has seen many changes with the move from Readville to Freetown.

"Most of the changes are technological," Cooney said. "The company's initial plan was to eliminate many of the cranes that are used to select product. Much to their chagrin, we have added more of those premium jobs. One of the biggest changes has been the conversion from paper orders to using a headset to pick orders."

O'Driscoll and Cooney have built a good working relationship with each other.

"We run things by each other all the time," Cooney said. "It is important that we keep an open line of communication in the warehouse."

"We have bi-monthly steward meetings on or off site. At those meetings we create a list of issues that we need to address, and one by one we eliminate them from the list. It works well for us," O'Driscoll said.

Manley Sworn In As Teamsters Local 25 Trustee

John Jay Manley became a member of Teamsters Local 25 in January 1983. Manley is the assistant steward for the 274 drivers at the newly constructed Stop & Shop facility in Freetown, Massachusetts. The Freetown facility is a 24-hour, seven-day a week operation that serves all Stop & Shop stores in Eastern New England. The Freetown facility employs 1,000 Local 25 Teamsters covering both the warehouse and drivers.

"The drivers are a close knit bunch. We have an annual golf tournament, host our own retirement party every year and have a benevolent fund for various expenses. We spent \$4,700 to buy 100 bikes for the Teamsters Toys for Tots program," Manley said.

Manley was sworn in as Trustee of Local 25 in August of 2006. "It is exciting to be one of the seven elected officers in this wonderful union. I will do whatever it takes to leave this union better than I found," Manley said. "My guys at Manfi Leasing-Stop & Shop are a little spoiled. They have a business agent from their ranks in Bob McAllister, and now me as a Trustee."



Local 25 President Sean M. O'Brien shown here Swearing in Trustee John Jay Manley on August 15, 2006.

UPS Freight Talks Under Way



Workers in Billerica Watching Closely

The International Brotherhood of Teamsters kicked off contract talks in September 2006 with UPS Freight, laying the groundwork for a campaign to organize more than 15,000 workers at the former Overnite Transportation. The talks cover 125 drivers and dockworkers in Indianapolis who recently joined Teamsters Local 135 through a card-check and neutrality agreement.

"These opening talks have marked the first step in our campaign to provide the more than 15,000 workers at UPS Freight with a strong contract and strong voice that our UPS and freight members currently enjoy," said Jim Hoffa, Teamsters General President.

The initial talks focused on information requests between the Teamsters Union and UPS Freight. A proposal meeting took place this past fall. The union plans to negotiate a model contract for its Indianapolis members that will be used to organize the more than 300 other UPS Freight terminals nationwide more than 15,000 workers. UPS bought Overnite in 2005 and renamed it UPS Freight.

"We stand ready at Local 25 to do our part to organize our terminal in Billerica, Massachusetts. We have established a great relationship with the drivers. We are just waiting for the green light from the International," said Sean M. O'Brien, President of Teamsters Local 25.

"More than 200,000 Teamsters at UPS have a strong voice and UPS Freight workers deserve the same strength," said Ken Hall, Director of the Teamsters Parcel and Small Package Division. "We will make sure this contract provides UPS Freight workers with fair pay and benefits and provides decent working conditions."

"Our freight and UPS Teamsters have played a pivotal role in the UPS Freight organizing campaign by talking to UPS Freight workers about the benefits of being a Teamster," said Tyson Johnson, Director of the Teamsters Freight Division. "We look forward to our members' continued support."

Members to Receive Surveys Soon

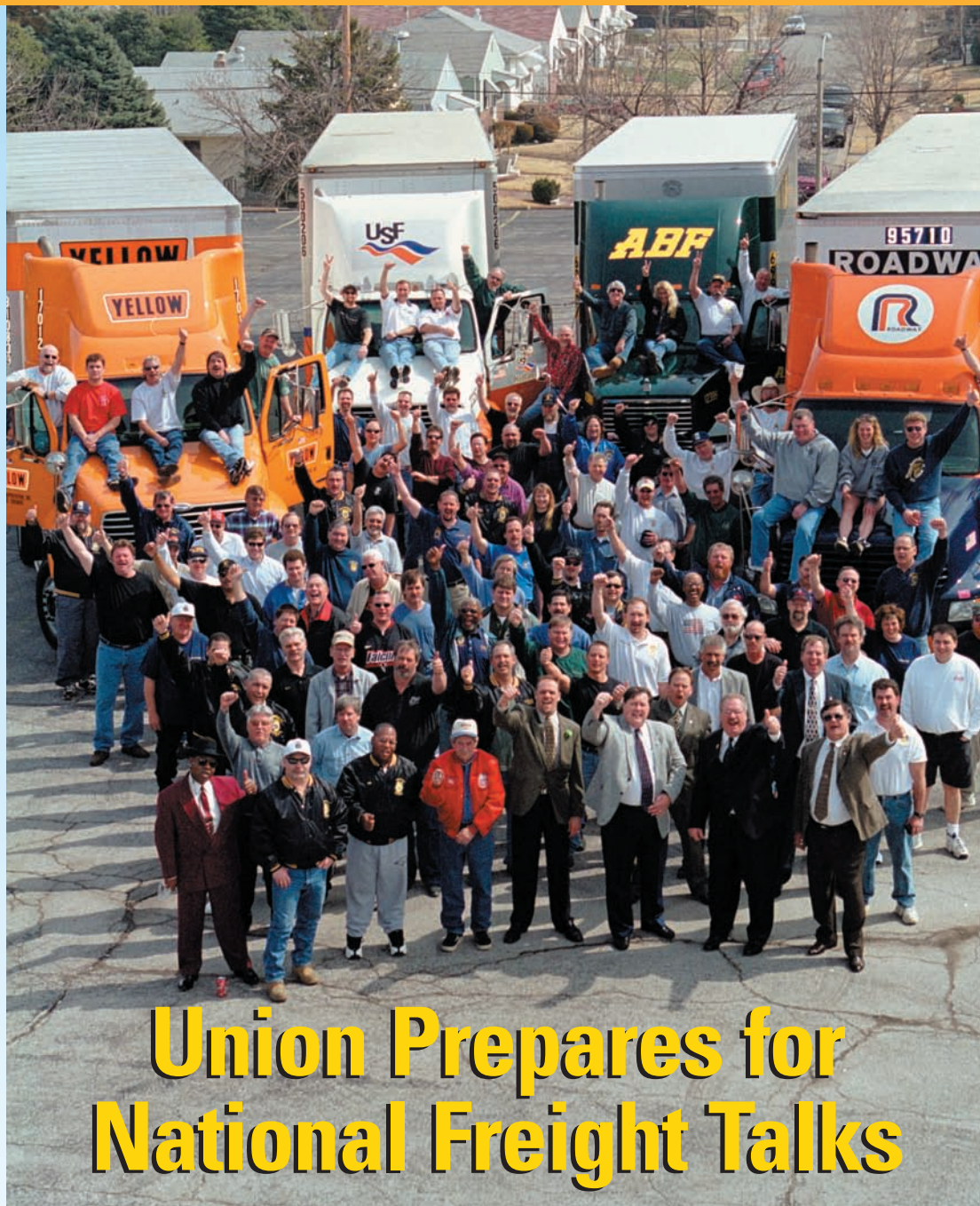
The Teamsters Union is gearing up for the National Master Freight Agreement (NMFA) contract talks, and members will be taking an active role soon.

The NMFA, which covers about 80,000 Teamsters, expires on March 31, 2008, just four months before the national UPS contract expires.

Early in 2007, the International Union will be sending out surveys to freight members to determine their top contract priorities. Soon after that, the union will be asking freight local unions, including Local 25, to request formal proposals from members.

"The input from our Local 25 freight members is critical," said Sean M. O'Brien, Local 25 President. "We need to hear their concerns and issues so that we can present those concerns to the National Negotiating Committee. I will be calling on our freight members to attend a proposal meeting soon. It is imperative that Local 25 members take part so that their voices are heard at the national level."

"The International Union is committed to protecting our members' health, welfare and pension benefits," said Jim Hoffa, Teamsters General President. "The union will be assembling a team of experts to analyze all the relevant data to make sure members' priorities are addressed. Every Teamster-represented freight carrier is having record profits under the current collective bargaining agreement. At the bargaining table, the union will make it clear to the companies that the Teamsters intend to negotiate our fair share. Teamsters are the ones creating that wealth, so they deserve to share the wealth."



Union Prepares for National Freight Talks

On a different note, Hoffa said he is hopeful that the new Democrat-led Congress will benefit Teamster freight members. The International Union's Government Affairs Department will continue to work with Congress on the cross-border issue. The union wants to make sure U.S. highways remain safe, and the union wants to protect members' jobs from encroachment from Mexican drivers. This is a safety issue and a jobs issue.

Officer Ed Irwin Leaves

Legacy of Service



Left to right: Sean M. O'Brien, President of Teamsters Local 25, honors Officer Ed Irwin, who is showered with retirement gifts, alongside Recording Secretary and Business Agent John Murphy. O'Brien and Murphy were attending Irwin's retirement party on October 13, 2006. Also attending was Irwin's 5-year-old granddaughter, Devon Hartigan.

UMass-Lowell Police Officer Ed Irwin retired at the end of 2006, leaving a legacy of service to his brothers and sisters at Teamsters Local 25.

Irwin, of Billerica, Massachusetts, has been a long-time Teamster. He served on the university's police force for the past 28 years, including the last eight years as steward.

But Irwin's service goes way beyond that of a hard-working steward.

"Ed Irwin is a model union member," said Sean M. O'Brien, President of Local 25. "He is always there when you need him at rallies, picket lines, charitable events and organizing campaigns. He will be sorely missed."

For example, Irwin recently attended meetings as part of Local 25's campaign to organize police officers at Boston College. Irwin was there, attending meetings where he spoke with fellow officers. The BC officers voted unanimously to form a union with the Teamsters.

"The Teamsters offer strength," Irwin said. "I'm so proud to be a Teamster."

Under the leadership of O'Brien, Local 25 is stronger than ever, Irwin said.

"Sean and all his officers are doers, not talkers," Irwin said. "They have a great team. All of the agents have worked the industries they represent. That's why they have so much heart for the people they represent."

"Sean has put together a great, winning team. It's only going to get better," Irwin said.

Irwin looks forward to relaxing and spending time with his family, which includes four children and four grandchildren. He may do a little traveling as well.

"I will remain connected to Local 25 because the Teamsters have been such an important part of my life. Without the union, my retirement wouldn't be as secure as it is."



Left to Right: Maureen Tringali & Annette DeBilio (counting votes). The clerical unit in the city of Everett recently ratified their contract, 19-5.

Welcome

Welcome the eight 911 workers in the town of Acton.
Welcome the five 911 workers in the town of Cohasset.

Sick Bank Earnings

At MassPort the Board of Directors decided to grandfather all sick bank earnings and going forward created an A & B sick bank. This policy change takes effect January 1, 2007. The change guarantees that those with significant hours already banked (sick bank A) up till December 31, 2006 will not lose them. As of January 1st and going forward, workers will only be able to bank 10 hours a month or 15 days a year. (sick bank B)



Local 25 President Sean M. O'Brien poses with the stewards of the city of Everett Clerical Unit. Left to Right: RoseMarie Bamford, Gerri Miranda, Sean O'Brien, Theresa Tholen and Chief Steward Maria Bussell.

The Board of Directors of the
New England Teamsters Federal Credit Union
is Proud to Announce a **New Free Checking Account!**
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- ❖ Free Payroll & Direct Deposit
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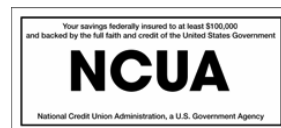
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Caucuses

TNBC Local 25

Mike Little

Yellow Freight
(978) 985-2489

Clarence Goodloe

Stop & Shop
(781) 254-3924

Teamsters National Black Caucus

What is the Teamsters National Black Caucus? The TNBC is an organization of black Teamster men and women, united by their special concerns for workers, yet working within the framework of the International Brotherhood of Teamsters Constitution. It is not a union.

Blacks and the Teamsters

Black workers represented by unions total almost three million in all union labor membership, equaling one-fourth of all blacks in the workforce. Nearly one third of the Teamster membership is black. Black workers join unions in proportionately higher numbers than all other segments of the general working population. One out of six black workers is a union member. For more information about joining the TNBC, please call either Mike Little or Clarence Goodloe



Local 25 members attend the 2005 Teamsters National Black Caucus held in Chicago, Illinois in August. Featured in the photo with IBT General Secretary-Treasurer C. Thomas Keegel is Chris Kirkland of UPS; Vaughn Brooks of UPS; Flo Bailey of Hertz; Renalda Chambers from the City of Cambridge; DeWayne Walker of UPS; Wayne Sally of DHL; Gene Martin of US Foodservice; Clarence Goodloe of Manfi Leasing; Mike Little of Yellow Freight; Walter McDuffy of UPS; Ernie Wilson of UPS; Stephanie Hobbs of Kuehne & Nagel, Inc; and David Odom of UPS.

Celebrate Black History Month 2007

February marks the beginning of Black History Month—an annual celebration that has existed since 1926.



Women's Caucus Created at Local 25

Teamsters Local 25 has created a Women's Caucus, which will be Co-Chaired by Local 25 Trustee Jacqueline Addison and UPS Watertown member Jan Guazzaloca. The Women's Caucus will attempt to address some of the issues that affect women in the workplace, such as sexual harassment, family

and medical leave, work/life balance, daycare, etc. The caucus plans to meet quarterly at the union hall. If you are a women and a member of Local 25 that is interested in joining the Local 25 Women's Caucus, please contact Jacqui Addison at (617) 851-9428 or Jan Guazzaloca at (978) 317-9137.

TeamstersCare

Providing comprehensive health care to Teamsters and their families.

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

Charles F. Arbing
Employer Co-Chairman

John Remillard
Employer Trustee

Thomas K. Wotring
Employer Trustee

Tips On Using Your Health Bonus Account (HBA): Filing for Reimbursement

Please take the time to review the rules and instructions related to your Health Bonus Account. Incomplete or inaccurate submissions may delay the processing of your claim.

"Services Rendered"

- 2006 HBA - Must occur between July 1, and December 31, 2006
- 2007 HBA - Must occur between January 1, and December 31, 2007

Health Bonus Account Claim Forms

- Are available on our web site, www.teamsterscare.com, at our satellite offices in Chelmsford and Stoughton, at the TeamstersCare Pharmacies, and by calling or visiting Member Services in Charlestown
- Must be completed, signed and dated by the member

- Please note: Claims and receipts for reimbursement for the 2006 HBA must be submitted to TeamstersCare Member Services no later than March 31, 2007

Receipts

- Keep the originals for your records – send us a copy
- Copy must have the provider name, patient name, amount paid, and date and description of service
- Cancelled checks do not qualify as a receipt

Prescription Reimbursements

- Submit a copy of the receipt attached to the pharmacy bag (or included in your package, if prescriptions were mailed to you)
- Copy of the receipt should include the patient's name, prescription number, name of the medication, co-pay amount, date of purchase and prescribing physician

For TeamstersCare Member Date 2007
Address Pharmacy Helpful Hints

R

At TeamstersCare, our pharmacists and pharmacy staff work hard to serve you, the membership. Because we offer walk-in service as well as mail order, we need your help to expedite your prescriptions. Please:

- ✓ **Call ahead for refills** – Let us know in advance that you need a refill
- ✓ **Pick-up or mail order?** – Tell us if you are picking up your prescription, or if you want us to mail it to you
- ✓ **Check the label** – If there are no more refills, please contact your doctor for a new prescription

✓ **Check the label** – "Rx exp" will tell you when the prescription expires. If expired, please contact your doctor for a new prescription

✓ **New prescription?** – If your Doctor calls or faxes in a new prescription, let us know if it is for mail order or pick-up

✓ **Picking up?** – Have your form of payment ready. Cash, check, or credit cards are accepted. Credit cards must be presented @ pick-up (Credit cards on file are for mail order only)

Thank you for helping us to better serve your prescription needs!

Dental Reimbursements

- Remember to include a copy of the Delta Dental Explanation of Benefits if you are filing for reimbursement for the patient portion of your dental bill
- Orthodontic services also require a copy of an itemized bill listing the monthly office fee with the date and amount charged

Reimbursement Checks

- Will be issued four times a year: January 31, May 31, July 31 and October 31

"Use It or Lose It"

- IRS regulations do not permit any carry over of unused funds in your Health Bonus Account into the next Plan Year

COMPLETE DETAILS AND NECESSARY FORMS FOR THE HEALTH BONUS ACCOUNT MAY BE FOUND ON OUR WEBSITE at www.teamsterscare.com, at our satellite offices in Chelmsford and Stoughton, at the Charlestown Pharmacy, or by contacting Member Services in Charlestown at 617-241-9220, ext. 2 (local); 1-800-225-6135, ext. 2 (toll free out of state), or 1-800-442-9939, ext. 2 (toll free in MA).

TeamstersCare Notes

Health Bonus Account – 2007

We are pleased to announce that the Board of Trustees has voted to continue funding the Health Bonus Account (HBA) for 2007. Eligible Active, NCH, and UPS part-time members have up to \$200 available for the calendar year January 1, 2007 through December 31, 2007 for eligible "out of pocket" health care expenses. (This is separate from the \$100 HBA already offered for health care expenses incurred for the coverage period July 1, 2006 through December 31, 2006.)

Continuing Eligibility for Dependents Turning Age 19 During 2006

Eligible unmarried dependents are covered under TeamstersCare until the end of the year they turn age 19. Coverage can be extended to age 25 if they are full-time students at a qualified educational institution.

In order to be covered for the spring 2007 semester, you must submit a spring semester "Full-time Student Status Form" no later than January 31, 2007.

To ensure uninterrupted health benefits for your child over age 19, you must provide proof two times per year that he/she is enrolled as a full-time student at a qualified educational institution.

Forms are available:

- On our web site at www.teamsterscare.com under "TeamstersCare Forms"
- At our TeamstersCare offices in Charlestown, Stoughton, and Chelmsford
- By calling or visiting TeamstersCare Member Services in Charlestown

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

27 Hunting St.
Malden, MA 02148
24-hour Toll Free
Tel: 800-851-8326
Local: 781-321-6526
Fax: 781-321-6501

TeamstersCare





A Message from **Steven R. Sullivan**

Director of Organizing
& Government Affairs

Organize the UNorganized!

There was a National Labor Relations Board (NLRB) election at the two FedEx Home Delivery locations, resulting in a 24-8 YES vote for Local 25. A special thank you to Steve South from UPS Watertown and Jerry Wright from DHL South Boston, for their hardwork and dedication during the Fedex campaign.



There was also an NLRB election for the drivers at Praxair in Waltham, Massachusetts on November 21, 2006. The 21 Praxair drivers deliver oxygen tanks to patients around greater Boston. These workers voted yes by an overwhelming margin of 6-1.



On December 19, 2006, the Organizing Department counted the ballots of the Town of Acton 911 worker election which yielded a 6-0 vote in favor of Local 25. There are eight full-time workers and three part-timers in the unit.

The Town of Cohasset decided to voluntarily recognize Local 25 as the bargaining agent for the five 911 communications specialists in the town. We look forward to negotiations with the Town of Cohasset.

We have come to a stipulation agreement for the department heads in the City of Woburn where 13 department heads and their assistants would be part of a Labor Relations Commission election totaling 23 new members. The election date has yet to be announced.

Special gratitude to the drivers and dockworkers at UPS Freight (formerly Overnite Transportation) for their patience during the International Brotherhood of Teamsters national negotiations in Indiana.



"We're tired of everyone taking from us and not giving at all ...We're tired of being invisible. We want to be visible and have our voices heard."

—RICK SIGMON

**Praxair Driver,
Waltham, Massachusetts**



PRAXAIR Workers ote OVERWHELMINGLY

Drivers Seek Fairness

Rick Sigmon, a driver at Praxair in Waltham, Massachusetts, said he and his coworkers were sick and tired of having their concerns ignored by management.

So Sigmon and his coworkers took action by forming a union with Local 25.

Sigmon and his 20 coworkers voted by an overwhelming majority, 18-3, to join the union. Steve Sullivan, Director of Organizing and Government Affairs at Local 25, said the workers were simply seeking fairness.

"There were a lot of issues here," Sullivan said. "Favoritism was rampant and these guys wanted to get rid of it. They need better pay and vacation time as well. These workers saw what Praxair people working under a Teamster contract are getting elsewhere and realized how much better things can be with the union."

The workers deliver oxygen tanks primarily to homes and nursing homes.

to Join Union

"We're tired of everyone taking from us and not giving at all," said Sigmon, who was recently elected steward by his coworkers. "We're tired of being invisible. We want to be visible and have our voices heard."

For example, workers did not get a pay raise in 2006. However, they were forced to pay an additional \$30 per week for health-insurance coverage.

"We banded together. We stood up together and said 'enough is enough,'" said Sigmon, who has worked at Praxair for about two years. "Now we have management's attention."

Sigmon said he looks forward to being an advocate for his coworkers as steward.

"I want everybody to have a fair shake and want to come to work," he said.

Local 25 recently filed a petition to represent the 17 technicians who work inside the Waltham center.



Blood Bank



Name	Company	Times/Gallons	Name	Company	Times/Gallons
Paul Amoroso	Retired	42 5.25	Kevin F. Lohan	Local 653	2 0.25
Fred Baker	Roadway	7 0.875	Ron Mahoney	Atlas / Glen-mor	55 6.875
Irving P. Balkman	Retired	154 19.25	Tom Mari	Local 25 /Business Agent	28 3.5
Anthony Barrone	General Public	47 5.875	Adrian Mayer	Bingham	4 0.5
Alice Bavaro	Retired	23 2.875	Bob McAllister	Local 25 /Business Agent	102 12.75
Jean Bentubo	Retired	1 0.125	Sheila McGonagle	City Of Boston	10 1.25
Edward Bettano	Costa	4 0.5	Jean McGonagle	Visiting Nurse Assoc./Bos	7 0.875
Warren Boisvert	Yellow Freight	19 2.375	Mike McGrath	US Food	31 3.875
Mary Beth Borre	General Public	9 1.125	Marcelino Miranda	UPS	4 0.5
Bob Burns	Retired	76 9.5	Ronnie Moran	Retired	111 13.875
Brian Buttrick	Allied	2 0.25	*Pat Morrissey	Shaughnessy & Ahern	2 0.25
Ernest Cannon	Mystic Island	6 0.75	Mike Morrissey	DHL	5 0.625
Jack Colbert	General Public	2 0.25	Adrian Moyer	General Public	4 0.5
Bill Condan	Roadway	1 0.125	John J. Murphy	Retired	158 19.75
Mike Curran	Allied	2 0.25	Kevin A. Nangle	NPME	29 3.625
John R. Cronk	N.E. Theatrical	31 3.875	Steve Nordahl	Coan Oil	15 1.875
John Curran	Yellow	27 3.375	Richard Oberton	Shaughnessy & Ahern	6 0.75
Joseph DeStasio	Retired	46 5.75	Patrick O'Brien	Roadway Express	5 0.625
Daniel Donohoe	Global	1 0.125	John O'Brien	UPS	4 0.5
Mike Downey	UPS	8 1	John O'Connor	Admiral Metals	10 1.25
Stephen S. Drago	US Food	31 3.875	Julia O'Donnell	General Public	1 0.125
Katherine Durfee	Retired	11 1.375	Louise O'Donnell	General Public	1 0.125
Chuck Durfee	Retired	125 15.625	Mary O'Leary	Chelsea Soilders Home	3 0.375
Mike Erelli	Yellow Freight	21 2.625	Michael Pagliaro	New Penn	72 9
Judy Evers	City Counselor/Sal Lamattina	22 2.75	Tom Pennell	Retired	43 5.375
Richard Foppino	Retired	33 4.125	Dave Pietroforte	Yellow Freight	27 3.375
Dick Frank	City Of Cambridge	33 4.125	Kevin Roche	General Public	1 0.125
David Gartland	Manfi Leasing	38 4.75	John Salter	Retired	62 7.75
Tom Grant	General Public	2 0.25	Philip Savoy Jr.	Coan Oil	29 3.625
Bobby Gregoire	DHL	29 3.625	John H. Shannon	Retired	1 0.125
Mark E. Hall	Heating Oil Partners	3 0.375	Paul Sharpe	Retired	77 9.625
John W. Hannon	Retired	51 6.375	Dan Splaine	Retired	116 14.5
Bob Harty	Retired	37 4.625	Bill Thibodeaux	Retired	50 6.25
Ed Hilton	City Of Cambridge	23 2.875	Annabelle Torino	Bruce H. Haverberg	10 1.25
Amber Hoeft	General Public	2 0.25	Robert Torino	Adams Chapman	2 0.25
Eugene F. Hurley	Yellow Freight	28 3.5	Jack Ward	Retired	106 13.25
John D. Jeffrey	Retired	98 12.25	Jason Wedlick	VE	2 0.25
Robert Johnson	Asahi America Inc.	6 0.75	Angela Withun	General Public	2 0.25
Ernie Johnson	Allied Systems	3 0.375	Greg Wood	Coan Oil	3 0.375
John Juskiewicz	UPS/ Chelmsford	12 1.5			
Daniel Kakleas	New Penn	35 4.375			
Michael Kimball	Leaseway Motorcar	13 1.625			
Paul Kirby	Admiral Metals	11 1.375			
Charles Knecht	Retired	48 6			
Kevin Lally	Retired	65 8.125			
David Langan	Retired	136 17			
Joseph Laplante	GD Mathews	2 0.25			
Patricia Lapointe	Teamsters Care	54 6.75			
Kevin Leary	Arrow Paper Corp	3 0.375			
Stephen Lema	Manfi Leasing	1 0.125			
Courtney Lemoine	Millennium Pharma	1 0.125			
Larry Libby	Teamsters Care	95 11.875			
Al Littlefield	Stop & Shop	3 0.375			
Rob Lockhart	General Public	1 0.125			

* Clock Winner



Calendar of Events

January 2007

January 15, 2007

Martin Luther King Jr.'s Birthday observed

January 21, 2007

General Membership Meeting 10 a.m.
Union Hall, 544 Main St., Charlestown, MA 02129

January 27, 2007

 **Blood Bank** 9 a.m. - 2 p.m.
Union Hall, 544 Main St., Charlestown, MA 02129

February 2007

February 14, 2007

James R. Hoffa Birthday

February 18, 2007

General Membership Meeting 10 a.m.
Union Hall 544 Main St. Charlestown, MA 02129

February 19, 2007

President's Day observed

February 21, 2007

Ash Wednesday

February 24, 2007

 **Blood Bank** 9 a.m. - 2 p.m.
Union Hall, 544 Main St., Charlestown, MA 02129

March 2007

March 8, 2007

International Women's Day


March 17, 2007

 **St. Patrick's Day**

March 18, 2007

General Membership Meeting 10 a.m.
Union Hall, 544 Main St., Charlestown, MA 02129

March 24, 2007

 **Blood Bank** 9 a.m. - 2 p.m.
Union Hall 544, Main St., Charlestown, MA 02129

April 2007

April 1, 2007

Palm Sunday

April 3, 2007

Passover begins

April 6, 2007

Good Friday

April 8, 2007

Easter Sunday

April 12, 2007

Retiree Chapter Breakfast 10 a.m.
Irish American Hall in Malden, MA. 02148

April 15, 2007

Holocaust Remembrance Day

April 15, 2007

General Membership Meeting 10 a.m.
Union Hall, 544 Main St., Charlestown, MA 02129

April 21, 2007

 **Blood Bank** 9 a.m. - 2 p.m.
Union Hall, 544 Main St., Charlestown, MA 02129

April 22, 2007

Earth Day

April 28, 2007

Workers Memorial Day

United *for a* Strong Contract

UPS Negotiations Resume In New Year

As we usher in the new year, UPS national contract negotiations resume. Meanwhile, Teamster leaders, including Local 25 President Sean M. O'Brien, continue to collect and scrutinize information in the fight to protect members' pensions and protect health care for workers and retirees.

"We will meet with representatives of the benefit funds so we can prepare proposals that address our members' goals," said Ken Hall, Director of the Teamsters Parcel and Small Package Division. "Our members need to know as soon as possible that they and their families will remain secure while working at UPS and after they retire."

The next round of negotiations was scheduled during the second week of January 2007.

"This information from the fund representatives is very important as we prepare to negotiate again," Hall said.

"We will continue to gather and analyze information, and we will negotiate until our members' concerns are fully addressed at the bargaining table."

O'Brien Reviews Data

O'Brien, who was appointed to serve on the union's National UPS Negotiating Committee, said he has been poring over the data in preparation for negotiations.

"The benefit-fund information is critical because it will help us negotiate a secure future for our members," O'Brien said. "The company keeps on saying that it doesn't have enough money, but UPS is more profitable than ever. I will make sure the company shares that wealth with Local 25 members and UPS Teamsters across the country."

The UPS contract covers more than 215,000 union members nationwide. It is the largest private-sector labor agreement in the United States.

"Our members have told us that protecting pensions and health care are their top priorities," said Jim Hoffa, Teamsters General President. "That's why we are collecting data from the benefit funds and analyzing that data. We will leave no stone unturned in our fight."

Hoffa serves as chairman of the union's UPS National Negotiating Committee, along with Hall. It is important for the union to protect members' pensions and health care now, they said.

Hoffa and Hall said they are confi-

dent the union will be able to negotiate a contract that protects its members while allowing UPS to grow. However, they made it clear that the union needs to guarantee that its members' pensions and health care are protected.

"Our members' interests are paramount—we will only accept an agreement that builds on our past achievements at the bargaining table," Hoffa said.

Non-Economic Proposals

In early October, the Teamsters National UPS Negotiating Committee exchanged non-economic contract proposals with company negotiators in Washington, D.C. during the second day of contract talks.

The non-economic issues address safety and health, working conditions, subcontracting, the company's use of technology and other areas. Both sides are reviewing each other's proposals and will discuss the issues during a future meeting.

However, before the non-economic issues are negotiated, the Teamsters Union wants to first negotiate pensions and health care.

"Pensions and health care are our most critical issues," Hall said. "We will protect our members' pensions and health care and then move on to these other important issues. The company needs to show us it is serious about protecting our members' futures. We will not accept any proposals that put our members' security at risk."



The Teamsters began contract negotiations at UPS Cartage Services, Inc. (CSI) in January 2007, and workers will benefit through the consolidation of contracts.

As part of an agreement reached with UPS in 2005, 19 separate agreements existing prior to UPS' 2004 acquisition of Menlo Worldwide Forwarding will be jointly negotiated as a supplement to the UPS National Master Agreement (NMA).

The 2005 agreement also contained a card-check neutrality agreement that provided workers at CSI's non-union sites a fair opportunity to become part of the Teamsters Union. To date, 18 local unions have organized 22 new sites and more than 240 new Teamster members. These locations will also enjoy the benefit of the increased bargaining strength secured by the creation of the Cartage Supplement.

In preparation for these negotiations, all local unions party to the supplemental agreement were asked to meet in Louisville, Kentucky in November to work out the details of consolidating 19 agreements into a single agreement.

The union has formed the UPS Cartage Negotiating Committee, comprised of representatives from all parts of the country. The committee will issue regular updates to the membership as these negotiations proceed.

Local 25 Business Agent John Murphy, a member of the Negotiating Committee, attended the meeting in Louisville.



CSI worker/steward Walter Griffin stands by his truck.

"We will create common ground and solidarity out of very diverse contract language," Murphy said.

International Union Representative Keith Biddle will be chairing the negotiations for the union.

"The starting point is the National Master Agreement, which contains equal or superior language on many subjects covered in the white papers," Biddle said. "In addition, the NMA contains the general wage increases

and pension and, health and welfare increases. We will also find the very best language from the various contracts on subjects commonly contained in the supplements, such as seniority, holidays, vacation and sick leave. Finally, the locals have the ability to negotiate over issues that are local in nature, or to protect conditions that may be superior to the final supplemental package."

Contract Talks Begin at UPS CSI

Stewards

Spotlight



Brian MacLeod
Steward, Shaughnessy & Ahearn Rigging

Brian arrived at Shaughnessy & Ahearn Rigging in South Boston in August 1993. He came to Shaughnessy after working for four years at Glancy Rigging in Avon, Massachusetts.

Brian was elected Steward in April 2003. He leads a crew of 20 Teamsters. He has earned his CDL A license and received his doubles and triples endorsements. He has also secured his OSHA 10-hour and 30-hour construction safety cards.

"I worked side by side with newly elected President Sean M. O'Brien for seven years. We were laid off together trying to hustle a day's work to support our families. I have a deep respect for him and I am excited to see him ascend to the principal officer's position in Local 25. He will be a great leader," MacLeod said.

On a daily basis Brian and his crew move various oversized items into hospitals, colleges and businesses, such as air conditioning units, boilers, transformers, turbines and large bank safes.

"One time we were hired to lower some 40-foot-high Florida mango trees into Genzyme in Cambridge. The trees were not supposed to be exposed to severe cold. One winter night somebody left a number of windows open and the trees died. We had to remove the old trees and replace them with new ones. It was quite a feat," MacLeod said.



Jerry Wright
Steward, DHL in South Boston

Jerry Wright started working at DHL in South Boston in April 1999 when it was called Airborne Express.

Jerry was elected steward in May 2006.

"I was told by my business agent that I should not run for steward and that if I won, I would never get anything done. I ran because there was no presence from the Local 25 leadership at our facility. Since Sean O'Brien took over

as President of our local union we started to get the respect we deserve," Wright said.

As steward, Wright advocates on behalf of 108 coworkers.

"When I took over as steward I had to address all sorts of seniority issues where members were being bypassed in the bidding process for various routes. Also, I found that supervisors were running amuck all over the facility touching our work," he said. "With the new administration, many of the disgruntled members started to attend the monthly general membership meetings again."

Jerry's two brothers, Robbie and Kevin, are also members of Local 25. They both work in the Motion Picture Division. Jerry lives in South Boston with his wife and son.



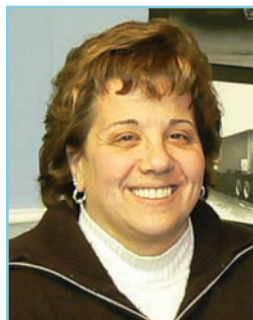
Joe Peluso
Steward, Atlas Glen-mor Oil

Joe Peluso is a 23-year Teamster and steward at Atlas Glen-mor Oil Company in Chelsea, Massachusetts. Peluso represents 60 service technicians and coordinates all training and

work schedules for all of the technicians. Joe holds Massachusetts licenses as an oil burner tech and air conditioning tech.

"I am excited about the new leadership at Local 25. We are finally getting respect again on the street," Peluso said. "There is a new energy level now, our local union is in good hands with President Sean M. O'Brien."

Peluso lives in Peabody, Massachusetts with his wife Laurie and three kids.



Maria Bussell
Steward, City of Everett, Massachusetts

Maria Bussell is the chief steward of the 35-member clerical unit in the City of Everett, Massachusetts.

She has been working for the city since 1996. In her position as department clerk to the fire chief, she coordinates all

payroll, all department purchases and deals with any personnel issues that arise. Maria also handles all hazardous materials (hazmat) reimbursement and Homeland Security reimbursement to the City of Everett firefighters.

"It has been a great experience for us since transitioning from an association to Teamsters Local 25 in 2003. We now have real bargaining power as Teamsters. Our unit has become more cohesive and stronger. With the Teamsters it seems that things are resolved quicker. I am excited about our future with Local 25," Bussell said.

Maria is a life-long resident of the city of Everett where she lives with her husband Steve. She has three kids, Michael, Steven, and Sarah, and is the legal guardian to her niece Nicole.



Ronald Stokes
*Steward, UPS in
South Boston*

In October 2001, Ron Stokes started working at the UPS facility in South Boston. Stokes became steward at the facility in December 2002. He was appointed by then Business

Agent Sean O'Brien. "Sean asked me to consider serving as steward and I agreed. I always told Sean that he should consider running for the top job in the local union and he did. What a great day to be a member of Teamsters Local 25. If there was an issue Sean was always there fast," Stokes said.

Ron serves 32 members at UPS South Boston as the local sort steward. "I believe the most important ingredients to a good steward is that they must be comfortable speaking up for other people. You must be clear, complete, concise and under control when you deal with these UPS managers. We don't always have to like the managers, but we have to respect them," Stokes said.

The 61-year-old Stokes is a very articulate man filled with wisdom. He is a true leader in the workplace. Stokes, an Atlanta native, joined the Air Force in 1964 and did a tour of duty in Vietnam from 1964 to 1965. After Vietnam he went to work for the post office in Atlanta and then was accepted at the New England Conservatory of Music in 1972. Stokes can play numerous

brass instruments including the trumpet, french horn, the flat horn and the tuba. Ron lives in Roxbury, Massachusetts.



Ken Ciccone
*Steward, UPS
Feeder-Driver in
Chelmsford, Massachusetts*

Ken Ciccone has been involved in the labor movement for most of his working life. Starting in 1986, Ken was elected steward at the Raytheon Company as a member of IBEW 1505. In April 1988 he shifted careers and became a package car driver at UPS in Chelmsford, Massachusetts. He was elected steward by his peers in July 1988, serving until 1990.

In 1992, Ciccone bid to become a feeder driver where he worked for two years before bidding back to be a package car driver in 1994. From 1997-2004 he served as package car steward overseeing 60 drivers. In 2004 he bid back to become a feeder driver. "Most of the issues I have faced as a steward deal with UPS management blatantly ignoring the contract where supervisors constantly choose less senior members to go out on the road," Ciccone said.

In July 2006, he was elected steward where he now oversees 107 members. The Chelmsford facility is a massive complex, which employs 1,300 Teamsters. On a daily basis over 450,000 packages are processed, from 560 truck loads. On December 22, 2006, 673,000 packages were processed for the Christmas rush.

"As a member of this union for almost 20 years, I am excited to work with Sean O'Brien as both my business agent and President of Local 25. He has a fire in his belly. He is always there for the members and he treats them like his extended family," Ciccone said.

Ken lives in Pepperell, Massachusetts with his wife and two sons, 14 and 12 years old.

November 2006

Name	Company	Effective Date	Type
Louis M. Amoroso	GAF Materials Corp.	9/1/06	Disability Pension
William E. Charron	Stop & Shop	10/1/06	Special Service Plan D
Richard Fowler	Purity Supreme and Stop & Shop	9/1/06	Special Service Plan D
Doris J. Hubbard	Jordan Marsh Company	11/2/06	Statutory Pension
Jozef Klimowicz	Stop & Shop	9/1/06	Statutory Pension
William C. Luosey	Romanow, Inc.	10/1/06	Statutory Pension
Richard F. Lynch	Marr Scaffolding	7/1/06	Regular Pension
John P. McLoughlin	Star Market	5/1/06	Early Retirement Pension
Kenneth M. Manfra	Burrells Express, Inc.	10/1/06	Statutory Pension
Michael A. Martino	Aggregate Industries	9/1/06	Regular Pension
Robert J. Regan	Baker Trans and Atlantic Plant Maintenance, Inc.	10/1/06	Statutory Pension
Jewel J. Silva	James Ferrera & Sons, Inc.	10/1/06	Regular Pension
Glenn A. Soye	Shaughnessy & Ahern	9/1/06	Disability Pension
James T. Talbot	Stop & Shop	8/1/06	Special Service Plan D
Edward W. Tasney III	Yale Trans and Branch Motor Express	8/1/06	Statutory Pension
John N. Tammaro	Lechmere, Inc.	9/1/06	Statutory Pension
Antonio Torres	Romanow, Inc.	9/1/06	Statutory Pension

December 2006

Name	Company	Effective Date	Type
Archie B. Allotey	Stop & Shop	11/1/06	Special Service Plan D
Ronald Ardagna	Petroleum Heat & Power	11/1/06	Special Service Plan D
Peter Colella	Costa Fruit & Produce	10/1/06	Early Retirement Pension
Paul A. Desmeule	Hutchinson Industries, Inc.	11/1/06	Statutory Pension
Edward J. Gunderman	Allied Systems	9/1/06	Early Retirement Pension
Edward P. Hogan	DHL Express (USA Inc.)	9/1/06	Disability Pension
James A. Lane	Allied Systems	7/1/06	Reciprocal (Partial Pension)
Phillip R. Leger	Purity Supreme, Inc.	10/1/06	Regular Pension
Edward J. Love	Heating Oil Partners, L.P.	11/1/06	Special Service Plan D
John F. Masterson	James Ferrera & Sons, Inc.	11/1/06	Statutory Pension
John T. Minahan	Stop & Shop	10/1/06	Special Service Plan D
Walter H. Paschal	Lechmere, Inc.	10/1/06	Early Retirement Pension
Manuel A. Priante	McKesson Drug Co. and Robbins	10/1/06	Statutory Pension
Robert T. Spaulding	Aggregate Industries	10/1/06	Early Retirement Pension
James T. Tucker	US Foodservice	9/1/06	Regular Pension
Lynne M. Wilson	United Parcel Service	10/1/06	Disability Pension
William J. Woodford	Stop & Shop	5/1/06	Statutory Pension



In Memoriam

Edward W. Ahearn	Manfi Leasing	Josephine Alexson	Morton Shoe
Eliot L. Brown	Dannon	Patricia Bronske	Jordan Marsh
Leo M. Burns	Bird	Robert A. Burns	Plymouth Rock
Alford Cecchini	Cotts Bottling	James Bush	UPS
Anthony G. Costa	Saint Johnsbury	Charles Corkum	BN Corkum
Daniel Cunningham	UPS	Gerald Coulsey	Global
Concetta Desimone	Federal Distillers Inc.	George Cox	Mills Transfer
Roberta Driscoll	Jordan Marsh	John Cunningham	ARA Vending
Thomas Gardner	Warehouse Transport	Charles Cutting	Mystic Island
Domenic Grasso	Halls Motor Transit	Albert Darragh	Bristol Services
James Hogan	A & P Tea Company	William Doherty	Star Market
William J. Kiley	RIS	John A. Falcione	Interstate Trans
Godfrey Larson Smith	The H.T. Express Co. Inc	Normand Jacques	Sealtest
Pasquale Lorizio	American Trans	Arthur Lopes	Stop & Shop
Charles Markunas	JT Morse Co.	Cyril Meade	FR McKenzie
Joseph O'Brien	Retail Stores - DEL. Inc	Michael O'Donnell	UPS
James O'Connor	Finast	John O'Malley Sr.	Jan Trans & Adley Express
Kevin Ryder	Leaseway Motor Transport Co.	Rocco V. Phillips	Bird & Son Roofing
Walter G. Sauer, Sr.	Carolina Freight Carriers Corp	Charles Regan	Costa Fruit & Produce
Gaetano Sclafani	Eastern Uniform	Louis Santomarcio	H M Gould
William P. Shaughnessy	Sunshine Laundry	Harold F. Sullivan	National Trans
John Soroka	Air Reduction	Richard Thibeault	Good Humor
Frank Talbot	Boston & Taunton Trans	Mario Tocco	Massport Authority
John Torra	PB Mutrie	Arthur Winter	Boston & Taunton
		Alfred Zaccaria	New Penn



Retiree

Chapter News

Teamsters Local 25 Retiree Chapter



Joe Conti
President



Chuck Durfee
Secretary-Treasurer



John "Johnny B"
Buonaugurio
Vice President

Retiree News

Scholarship Information

The 2006 Executive Board of Local 25 Retirees want to thank outgoing President Tom Hennigan for his guidance over the years. Importantly, Tom initiated the program of giving something back to the members who pay their dues. He also made it possible for the retiree's grandchildren to be eligible for an annual \$2,000 scholarship. We wish Tom well and hope to see him in the near future.

NOTICE: YOU MUST BE A MEMBER OF THE LOCAL 25 RETIREES CHAPTER AND YOUR 2007 DUES MUST BE PAID TO BE ELIGIBLE FOR THE RETIREE SCHOLARSHIP.

Alzheimer's Awareness

Treasurer Joe Conti introduced Debra-Katt Lloyd, Northeast regional coordinator of the Alzheimer's Association. Assisting Lloyd was Nancy

Nichols, the medical education project coordinator. Lloyd talked about some of the warning signs of Alzheimer's disease, such as: trouble performing familiar tasks, loss of initiative, problems making decisions, changes in judgment, misplacing things all the time, and mood, behavior and personality changes. You should worry about things that you used to be able to do well but now you're having trouble doing, but not to worry about things that you never could do well. She said it helps your brain to stay

mentally active, by socially interacting with other people, doing all sorts of puzzles and watching game shows. In other words, the more you use your brain, the longer it will take to develop memory symptoms.

She said it is not normal to get confused all the time. If you notice someone having these sorts of problems, you can help. There is plenty of assistance for people who have Alzheimer's or who

think that they may have the disease. There are clinics for assessments and tests. There are medications to help. Finally, diet and exercise is important to help prevent the disease. For more help, you can call the 24-hour help line at (800) 272-3900.

We had many comments from our members who attended the breakfast meeting and they found that the quality of the Alzheimer's information was excellent.

NOTE: Please come to the Retiree Chapter breakfast on Thursday, April 12, 2007, at the Irish American Hall in Malden, Massachusetts.

Welcome Aboard!

William Charron
Stop & Shop

Richard Howe
Mystic Island Trans

Michael Martino
Aggregate Industries

William McGuire
DHL

Robert Tellier
Manfi Leasing

Robert Waterman
Signal Delivery

Harry Young
Stop & Shop



“Sean has been very good to our Retiree Chapter. He is a fourth generation Teamster and knows the value of our commitment past and present to Local 25.”

– Joseph Conti, President, Teamsters Local 25 Retiree Chapter



Retirees award Teamsters Local 25 President Sean M. O'Brien as a lifetime member of the Retiree Chapter.



Bill Burpee
Recording-Secretary



Kevin Lally
Trustee



Ron Simpson
Trustee



Dan Splaine
Trustee