

The Spokesman

FALL/WINTER 2021



A Teamsters vice president who urged a more assertive stand toward employers like the United Parcel Service — as well as an aggressive drive to organize workers at Amazon — Mr. O'Brien has declared victory in his bid to lead the nearly 1.4 million-member union. (NY Times)

O'Brien represents a younger breed of labor leaders determined to stake out a more confrontational position with employers. (Bloomberg)

Boston's Sean O'Brien is new Teamsters national boss (Boston Herald)



UNITED THEY STAND

Teamsters gather in Charlestown to express elation for national victory of Local 25's O'Brien

Teamsters Union Elects Hoffa Critic Sean O'Brien as New Leader
The election comes at a time when public support for unions is at its highest in decades (Wall Street Journal)

Sean O'Brien Elected Teamsters General President

Will lead membership of 1.4-million workers
and their families



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VISIT THE *Left Lane*

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

The store features a select number of different items offered on a seasonal basis: shirts, hats, jackets and sweat-shirts. There are specialty items available throughout the year.

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

The store accepts cash, credit card or debit card. For more information call
(617) 241-8825

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The Spokesman

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*"As I prepare
for this next
chapter, know
that Local 25
will always
be home."*

—SEAN M. O'BRIEN
PRESIDENT/
PRINCIPAL OFFICER

Dear Brothers and Sisters:

History was made this past November and I have my Teamsters Local 25 Brothers and Sisters to thank. You have always stood by me, from a young rigger on the job to President of this great local and now as Teamsters General President-elect. As I prepare for this next chapter, know that Local 25 will always be home. Whether on strike in the west, negotiating a contract in the south, or meeting with political leaders in D.C., I'll be drawing on firsthand experience from Teamsters Local 25. Thank you for believing in me.

I'm honored to have been voted in by the rank-and-file membership to lead the International Brotherhood of Teamsters. We have big plans that start with instilling hope and faith back into this organization. We will find ways for members to get involved again. Together we will take back this union and make it bigger, faster, and stronger.

We are going to be tested hard. Corporate America is scared, as they should be. Rank-and-file members will have a seat at the table. When we strike, you will not need to wait eight days to get paid. We've set our sights on organizing Amazon, but also the gig economy and others. But first, let's get DHL and UPS workers what they deserve.

Young workers are the future of this union and the Teamsters Local 25 Futures Committee is leading the way. Their model has already been replicated in local unions across the country and that will continue. These young workers understand that it's not just about what you do on the job, but what you do off the job as well.

We must educate. The new generation of Teamsters don't understand why we have free healthcare, and why we have a pension fund that will let you retire and still maintain a comfortable lifestyle not dependent on the highs and lows of Wall Street. They do not understand the struggles and fights and sacrifices our retirees have made that benefit all of us.

In closing, I want to thank my family, including my two boys. My proudest title will always be Dad and I am glad that I have been able to share this journey with you. Thank you to the officers and agents, staff and stewards of Teamsters Local 25 who always give 110%. To the entire membership, I am deeply humbled by your support.

Wishing you a safe and healthy holiday with family.

Fraternally,

A handwritten signature in black ink, appearing to read 'Sean M. O'Brien', written over a light blue grid 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. The issues now focus on more companies unilaterally changing working conditions, by putting vaccine requirements in place without coming to

the bargaining table over such changes. Teamsters Local 25 is pro-vaccination, but we also believe our members have rights, and when their rights are being violated, we will fight back for this membership. We have ULP charges against Massachusetts Port Authority, Massachusetts Convention Center Authority, United Parcel Service, and many other companies for failure to bargain over these changes.

Trade Show Division has started to come back, and we are hoping that 2022 will be a big year for work. The Trade Show agreement expires on March 31, 2022, and we expect the employers to be looking for concessions. Well, the concession stand is closed, and we expect to achieve a great contract with all positives for our members in this industry.

At UPS, Peter Alvarado has been handling the day to day since coming on in April. Pete has done a tremendous job, and is working tirelessly for our UPS members in Somerville, South Boston and East New England feeders.

In the Oil Division, we had our Annual Oil Meeting on Halloween this year. We had a tremendous turn out. The meeting was focused on contract negotiations, which Taylor Oil and Brewer are up first in 2022. All other oil contracts expire in 2023, but as discussed, now is the time to start preparation for these agreements.

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.



Vice President/Business Agent
Steven J. South

We have completed a strong first contract for the newly organized City of Medford Inspectors, DPW Superintendents, and Recreation Department after over a year of negotiations. The new contract provides Teamsters Dental Vision,

Group Legal Services, yearly wage increases, and payment of overtime for the first time. The contract was ratified unanimously (12-0) on June 15. We have also completed new four year agreements with the City of Everett Clerical (ratified 28-1), DPW (ratified 48-0), and E911 (ratified 11-0). All three contracts include Teamsters Dental Vision, Group Legal benefits, an additional Holiday (Juneteenth), as well as 3% yearly wage increases.

In Newton, we also completed a new four-year agreement for the DPW workers. The new agreement includes 3% yearly wage increases, stronger overtime language, yearly increases in snow bonus pay, Juneteenth as a new holiday, as well as other major improvements. The Contract was ratified 81-1.

We are currently in contract negotiations with Hingham DPW and North Reading DPW. We have also had proposal meetings with the following groups, and will soon begin negotiations: City of Waltham DPW, Town of Watertown DPW, City of Medford School Custodians, and City of Medford School Security Guards, Monitors, and Tech Specialist. We also have contracts expiring next year with Medford DPW and City of Chelsea 911 Supervisors.

On the Organizing front, we were certified as the exclusive bargaining agent for the Town of Stow DPW on August 31. We have had a proposal meeting with the eight employees there, and have requested negotiation dates from the Town. We have also filed a petition with the Massachusetts Department of Labor Relations to represent the 25 Directors, Administrators and Assistant Principals that work for the City of Medford Schools. We look forward to negotiating strong contracts for both groups.

We have filed many unfair labor practice charges against the City of Medford for a variety of offenses over the last few months, and look forward to exposing the City's Administration for their bad behavior. We also put on an arbitration for a terminated City of Waltham DPW employee, and we are waiting on the arbitrator's decision.

At MS Walker, we added five new drivers to the seniority list on November 1, pursuant to the language negotiated into our latest CBA.

At UPS, we put on a case at the NEAPGC panels in October regarding paid time off hourly rates for employees

receiving Market Rate Adjustments. The case was deadlocked, and has been filed to the National Panel.

Lastly, I wish you and your families a Merry Christmas, Happy Holidays, and a Prosperous New Year!



Business Agent
John A. Murphy

I have wrapped up negotiations with the New Penn Mechanics contract, and am just waiting for the company to sign, and then we will hand out to the members.

In the Freight Division, New Penn Express and YRCW are still looking for CDL A drivers if interested. The 15 Change of Operations have been heard for YRCW, and all have passed with no opposition and are in effect. These are all in the Central and Western parts of the country.

The CDC will likely publish and require all companies employing more than 100 people to make sure their employees are either vaccinated, or if not, to undergo regular Covid testing (at least every seven days) and wear a mask at work 100% of the time. Employers will be required to provide up to four hours of paid time to get vaccinated, and reasonable time and paid sick leave to recover from any side effects. Employees who decided not to vaccinate will have to pay on their own to test weekly.

At YRCW we just signed off on a Voluntary Transfer Agreement. All full-time employees who are active may request a transfer to an open position posted at another Company location. The Company shall have the right to approve or deny requests. Please contact me for a copy of the Memorandum of Agreement.

UPS Freight is now T-Force with the current contract in place, all language, and wages as well as Health/Welfare and Pension to continue. New tractors and trailers have been ordered and are in place. The IBT has prepared to move them into the Freight Division, and the announcement will soon be out.

UPS Cartage is looking for two Class A drivers with Haz-Mat endorsements. The starting pay is \$28 with Teamsters Health & Welfare as well as Pension. Our members are Boston Tow on the tugs are working, but it has been slow. Hopefully with the Winter coming, more fuel ships and the dredging of the harbor, bigger containers ship will now be coming in.

And as always please consider doing all your banking at your New England Teamsters Federal Credit Union, Teamsters working for Teamsters.



Business Agent
Robert J. Aiguier, Jr.

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

I'd like to start my report by congratulating President O'Brien on his landslide victory in becoming the next General President of the greatest Union in the country! As the members of Local 25 already know, there is no better person for the job. 1.4 million members across the country are about to learn the same. Hard work pays off, congrats my friend.

WCI negotiations are ongoing and should be wrapping up soon. This is a newly organized group that will cover 251 Sisters and Brothers who work as residential, individual, in-home and employment/day supports to people with a wide range of intellectual disabilities, including physical, sensory, autism & acquired brain injury. I'd like to thank Chris Smolinsky, Joan Corey, and Nico Catano for all their help throughout the process.

The fight is constant at Encore Boston Harbor. We currently have unfair labor charges filed against the company, and Local 25 members working in valet have charges filed against Unite Here Local 26. We'll keep you posted on the outcome.

We recently wrapped up negotiations with building services companies Emerald Green, UG2, and American Cleaning. It's a 2 year deal that includes \$.75 yearly increases and maintains pension, dental, and vision contributions. Thank you to Steward Zoila Perez for her help at the table.

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 the Local 25 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 safe Summer and Fall, as we get ready to prepare for the Winter season here in New England. Teamsters Local 25 members have been on the front lines since

day one of the pandemic, providing essential products and services — rest assured that Local 25 will continue to be out there with you, side by side, protecting your rights amidst the mask and vaccine mandates.

On the negotiating front, we successfully negotiated a new three-year agreement with the City of Cambridge. The contract provided substantial economic gains, and secured essential personnel pay for our members who provided services throughout the pandemic. At UMass Lowell, a new three-year agreement was unanimously ratified by our Patrolmen, Sergeants, Lieutenants and Dispatchers. This agreement restructured the pay scales, to increase the hiring wages, and increase the wages at Step 7 for our senior members. As of this writing, negotiations are ongoing with the City of Cambridge Public Works Supervisors, City of Cambridge E911 Supervisors, UMass Boston Police Lieutenants, Certainteed and American Red Cross (local & national). I hope to be able to report on favorable outcomes for all of these negotiations in future reports; a national strike vote at the American Red Cross will be taking place in late November, as we approach the extension deadline of December 3.

We currently have four cases filed for arbitration. One case is with UMass Boston for an unjust suspension, two are with the American Red Cross over the elimination of sick time banks in violation of the MA State paid sick time law. Lastly, we have a case with S&S Warehouse over a wrongful suspension.

We continue to see the toll of the pandemic hit our Warehouse Division with a labor shortage, increased overtime and demand on our Brothers and Sisters. Stop & Shop Warehouse and Fleet Maintenance as well as Manfi Leasing, QCD and Costa Fruit continue to see excessive overtime and being forced in on their days off. In spite of these increased demands and time away from their families, our members have done a tremendous job of answering the bell, providing essential services.

In the Movie Division, it is gearing up to be a busy Winter and Spring season. We currently have six productions up and running, with a few more scheduled for a start up after the 1st of the year. We had a tremendous victory earlier this year with the State Legislature removing the sunset date from the MA Film Tax incentive, helping to preserve excellent middle class Teamster jobs for years to come. We hope that this will encourage studios to build an infrastructure here in Massachusetts and grow the industry.

Our monthly blood drives at the Union Hall have been postponed until 2022 to assure the safety and health of our members, donors and Volunteer Retirees. 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.

I would like to thank the essential workers of Local 25, whether they are cleaning streets and parks (City of Cambridge),

delivering goods (Costa Fruit, Stop & Shop, Manfi Leasing, QCD), protecting our streets (UMass Lowell PD, UMass Boston Lieutenants) or providing life-saving medical services (American Red Cross, Cambridge E911). In closing, I'd like to wish everyone a happy and safe Holiday Season with your families, and I hope to see everyone at the Autism Gala in January.



Business Agent
Joan C. Corey

I wish all my Brothers and Sisters and your families much peace during this Holiday season. Let us enjoy our 2021 accomplishments and victories. Together we will move forward with great energy and be prepared to conquer our

goals, while contributing to a bright and promising 2022.

Since my last report, contracts have been ratified by our members at:

Melrose Schools: Directors, Assistant Principals and Special Education Administrators negotiated a three-year agreement, including a new five-step wage schedule. Members will receive annual increases and movement within the steps, resulting in substantial growth during the term of contract. Increases in the number of days when Administrators can work from home when students are not in session, reduced the cap on the number of professional development days, Bereavement Leave improvements, and more. Thank you to the dedicated negotiation committee Stephen, Cari, Jenn, Laurie, and Timothy.

Covestro: Our Production Operators and Maintenance Mechanics ratified a five-year agreement with annual wage increases of 3% each year, lead premium pay increases rolled into base wages, weekend day rate and night differentials, \$1000 ratification bonus, holiday pay improvements, amnesty granted for all disciplines, increases to company

RAFT TIPS

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

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

retirement contributions, increases to group legal contributions and 100% employer paid Teamsters Health & Welfare. Thank you to the negotiation team Tim, Marc, Jeff, Bill, Bob, and Nelson.

Town of Winthrop: Clerical Unit ratified a three-year agreement with lump sum retroactive payments, added a new top step to the wage schedule, acquired sick leave buyback improvements by reducing eligibility requirements, increased the number of buyback days and the daily buyback rate by \$50. Thank you to the entire group in Winthrop for their patience during this process.

City of Cambridge: Members from numerous departments ratified a three-year agreement with many improvements. Our members worked alongside Business Agent Lopes and myself via hours of virtual negotiation sessions. I am very appreciative to all the Stewards and members for their steadfast determination which allowed us to achieve a strong contract.

COVID Vaccine Verification or Required Testing Agreements have been reached with City of Boston and City of Chelsea, which provide reasonable options for all members, good protections and incentives for our members, sunset clause, and no waivers.

Negotiations continue with the City of Woburn, Town of Concord, Town of Acton, Town of Sudbury, Town of Brookline, WCI, Next Step Healthcare. Upcoming negotiations with Tewksbury School Administrators, Tewksbury School Nurses, and the City of Boston.

In closing, may we all remain grateful to be United Teamsters and first class essential Local 25 heroes. We are on a mission to rebuild our union and the nation. Together we must seize the opportunities before us. Together we must engage when challenges and obstacles arise. May we all be blessed with good health and humbleness as we travel along this historic journey.



Business Agent
Andrew P. Walsh

Brothers and Sisters, I hope you and your families are well. I am humbled at the efforts made throughout this past year by our members continuing to deliver goods and services to the community throughout this lingering pandemic.

In our Solid Waste Division, the increased household trash volume has not subsided. Our members continue picking up approximately 20-30% more than pre-pandemic levels, with being short staffed. All of our Contractors are hiring. I want to thank the members for doing such a great job in these times.

The Solid Waste industry here in Massachusetts has seen

some significant growth, with large “roll ups” of smaller companies by WIN Innovations of Portsmouth N.H. They have purchased 10 companies from NY to Maine, and they are currently working on more acquisitions in our jurisdiction. The Organizing Dept. and I are working to engage the employees, and educate these employees of the benefits of working union, with the intent of beginning an organizing drive.

Another company that Waste Connections has purchased: E.L. Harvey Waste of Westborough, for \$350 million dollars. This is Waste Connections first time operating in this market; we have contacted the head of the IBT Solid Waste Division, Chuck Stiles, as Waste Connections has multiple union shops across the country. We will be working on a plan to engage these employees, and begin an organizing drive strategy. I believe the best organizers in the solid waste industry are our members. Please, when you are out working, and come across the non-union company drivers at the dumps or getting a coffee, engage them and let them know the benefits of working union. If you have contacts at these companies, please let us know, and we will contact them. We all know that we live better when we work union.

In the Airline Division, the United Airlines roll out of the vaccine mandate has been tied up in the courts, and as I write this report, a Judge ruled against the members on a procedural issue, and the Division is discussing the next move in fighting the mandate, and the consequences on applying for a reasonable accommodation. We will be meeting in Houston in the beginning of December to discuss every option in dealing with this company.

In our Laundry Division, I attended the Bakery and Laundry Virtual Conference, and as reported at the conference, Angelica has begun selling off its plants in the West. Angelica's Somerville plant, which Local 25 just ratified a new three-year CBA last November, as well as the Worcester plant represented by local 170, Angelica notified us they are selling these plants to NY based FDR Services. Local 25 and Local 170 have met with FDR in person and virtually. We are working together to protect our members at both plants. I will report back on the progress of the sale.

In the Building Materials Division and Construction Division, the companies we represent have continued to be busy. These industries are still seeing high demand for goods and services, with no stop in sight. At P.Gioioso, who regularly has a Winter lay-off, the company has stated they need everyone to stay on because of all the work they have.

Waldo Bros., a building materials supplier with over 150 years in business, has notified Local 25 they are going out of business. We have four members employed by Waldo Bros., and we are working on a severance package for the members, with up to a \$12,000 pay out and a two-month healthcare coverage.

2022 will be a busy year here locally — negotiations begin with Cummins, Republic Services Dispatch Unit, Crown Linen,

Beacon Sales, P. Gioioso/Gioioso Bros., Admiral Metals, Ryerson Steel, Milton Cat, Aramark Uniform, Boston Pipe, Independent Pipe, NE Electric, and United Airlines. I look forward to working with the committees in these negotiations.

In closing, I want to thank the membership for electing me as Business Agent for another term. It is an honor and privilege to represent the greatest Teamster members, and the greatest Teamsters Local in America.



Field Representative **Michael C. Halley**

Since my last report, we have successfully ratified several new agreements for our members. At the Boston Globe, with the help of Steward's Bill Haley and Jason Johnson, we secured a three-year deal that includes wage increases,

maintaining union healthcare and protective manning language. At Rohtstein Corp., with the help of Steward Chris McNulty, we had a unanimous ratification of a six-year agreement maintaining TeamsterCare, wage increases, and improvements to travel allowance and other reimbursements. At Mystic Island Transport, with help from Steward Sal Frisella, we saw another unanimous ratification from our members there for a three-year agreement with wage increases, maintaining TeamsterCare and Teamster Pension.

At Transdev, our group of men and women performing essential work for Boston Public Schools, members unanimously agreed to a one-year agreement, with a wage increase and significant lump sum bonus. Special thanks to the hardworking contract committee at Transdev including Ed Clarke, Aretha Bowens, Jennifer Tyler and Patrick Garcia. We are still in negotiations with Transdev in order to secure a long-term deal for that group. With the help of President Sean O'Brien, we were able to secure a labor agreement for work at the Boston Opera House, to grow work opportunities for members in the Local 25 Theatre Industry.

I am currently negotiating agreements for Norwell School Custodians, Site Supervisors at National Express, Signature Flight, and will be beginning negotiations for Peter Pan, Hudson News and Cambridge Offset.

In Arbitrations, we were successful in settling a number of cases securing back pay settlements for Mark Maeinza and Jody Pokornicki from National Express, and returning Chris Fiers to work at Penske Logistics along with back pay. We have filed labor charges after the Town of Boxford attempted to install GPS systems in the vehicles used by the Boxford Police Department, after we failed to come to an agreement to that proposal at the table. The Town will need to bargain over that change.

We have kicked off our Annual Local 25 Christmas Toy Drive. I take great pride in taking part in such a worthy cause, and also witnessing the charity and generosity of our membership as they continue to go above and beyond to help families in need every Holiday Season.



Field Representative **Joseph F. Foti**

Since our last report, we have received the signed contracts for the Moving & Storage Companies. I will be visiting all the buildings to drop copies off to all the members and stewards. Work remains steady throughout the industry around the city, as we

continue to catch up on pre-Covid work opportunities.

In October, a bill was introduced at the Massachusetts State House to include pension or retirement plan contributions to "Prevailing Wage" for our members representing in Moving & Storage, as well as Trash and School Bus Transportation. We reached out to all our represented companies to write to the Joint Committee on Labor and Workforce Development to provide testimony. Currently, our strong contracts put Local 25 companies at a disadvantage during the procurement process, as competitors can bid on a Municipal or State contract without having to compensate employees for retirement. Thanks to President O'Brien and Political Coordinator Jim Donovan for their efforts to level the playing field against non-union competitors in these important industries.

At DHL, the case for the 25 discharged members continues. After a Company requested postponement this past summer that we objected to, but was granted by the Arbitrator, the Company then claimed an issue on the timeliness of the grievances filed for the discharges. These delays are clearly intended to hurt our members. We anticipate a decision before the end of the year on the timeliness issue by the arbitrator.

We have also been busy at the grievance panels this past summer. It is clear by the number of grievances filed and the positions taken by the Company, that they do not respect our members, our contract, or our Local. The current contract expires at the end of March 2022. Our members expect and deserve the best agreement. We have also been forced to file multiple unfair labor practice charges against DHL for failing to provide union representation to members and forcibly removing the agent from the South Boston facility on two occasions. We appreciate the solidarity and support of the membership and will not be intimidated by DHL.

At UPS, we continue to see payroll and vacation pay issues this year. We would remind all members and stewards to file timely grievances on all pay discrepancies. At President O'Brien's direction, we have closely monitored the increases in

full-time package car jobs added this past year in all buildings, to make sure the company increases higher paying Monday - Friday jobs. Due to our enforcement of the Article 22.4 language, we have successfully converted over 70 lower paying Tuesday - Saturday jobs to higher paying Monday - Friday jobs in September and October. In feeders we successfully settled two rounds of subcontracting grievances for our members this year, and added two additional sleeper team classification mileage jobs. We have also docketed two cases to the National Panels for next year.

As always, thank you to the stewards and our members who enforce our contracts every day, and for your generosity throughout the year for members in need, the Local 25 Autism Fund, and the Local 25 Toy Drive. Please make sure to take time with family and friends during this Holiday Season. I wish you all a safe and happy Holiday Season.



Field Representative **Peter Alvarado**

Reflecting on this year, I am extremely proud of the efforts put forth by this great membership. Overcoming a pandemic, Teamsters Local 25 members showed resiliency and proved once again that we are all essential. I want to thank President

O'Brien for the opportunity to serve as a field representative in the greatest and most powerful Teamsters local in the country. I am honored and excited to be part of such a great team, and look forward to the challenges ahead. This is truly an historic time in our local, and the entire IBT.

In the East New England feeder group, I have been working with my stewards to ensure that the company is training our members who want to be qualified into the group, and maintaining a 10 percent bench. I have been working with our part-time members that want to become temporary cover drivers as well. We are also gearing up for peak season; and will be ready to fight the company on subcontracting.

UPS South Boston and Somerville: we were able to get the company to put many casual employees into new full-time positions. With the help of my Stewards on all three shifts, we have been vigorously enforcing the contract, and holding the company accountable daily. The company continues to pay out our grievances at a high rate. We have put the company on notice that peak season does not change in our contract, and I will be working with our members on the utilization of helpers concerning Covid and other issues. I have two cases filed to the panel regarding Article 17 Penalty Pay. I want to thank my Stewards for their tireless efforts.

Hertz Rental Car: we were able to reach an agreement with the company on recalling our members that were laid

off due to Covid. These members would be able to return with no loss in seniority. This was a small victory. I have many outstanding grievances on the companies use of subcontractors in all classifications. We have charges filed with the NLRB, and have arbitrations scheduled. This contract is up next year, and I look forward to negotiating a strong agreement for these members.

At East Boston Neighborhood Health Center, we have negotiations on-going for wage increases for our transportation members. We were successful in negotiating a Covid vaccine mandate that protected our members rights.

In closing, I want to wish all members and their families a Happy and healthy Holiday Season and a Happy New Year.



Organizer **Chris Smolinsky**

The Organizing Department set out in 2021 with a couple of goals to achieve: organize a new industry for Local 25 to continue to diversify, and to drive up our market share in our current industries. And as the year winds down, I'm happy to

report that we have achieved both of those goals.

We started out the first few months of the year by organizing WCI - Work, Community, Independence, a non-profit organization that takes care of adults with varying levels of disabilities ranging from traumatic brain injuries to hearing impaired. We were successful in organizing this company wall-to-wall, which consisted of 251 new workers.

Then we rolled right into a bus campaign to drive up our school bus density within the Local, which we were successful in winning a 42-person group at Eastern Bus.

Lastly, we continue to capture more and more public sector groups. We organized 10 DPW workers at the Town of Stow, and 14 new Department Heads in the City of Malden. Our year-end total for organizing new member is 317 new members.

The Organizing Department would like to thank everyone from President O'Brien, and the Agents, Officers and Staff for their assistance and guidance with all of these organizing campaigns. It takes the whole team.

Congratulations to General President-Elect O'Brien and At-Large Vice President-Elect Corey in your hard-fought blowout victory! I think I can speak for the majority when I say, we are all excited for what the future holds for the Teamsters Union!!

The Organizing Department wishes you all Happy Holidays, Merry Christmas and a Happy New Year!



AUTISM CORNER



Truck Day at Higashi School

On July 29, Teamsters Local 25 President Sean O'Brien drove the big rig to the Boston Higashi School for our annual Truck Day. The students enjoyed climbing into the front seat and exploring inside. We've been bringing the truck to the school for the last five years and it is always a memorable day for everyone!



Building a Better Future for
all Working Men and
Women

SEAN M. O'BRIEN
TEAMSTERS LOCAL 25



PRESIDENT
BOSTON, MASSACHUSETTS



Teamsters Local 25 Walks for Autism

It was great to be back in person for the Autism Speaks Walk on October 17. Thank you to all of the members and their families for joining the Local 25 Walk Team. This walk was the first autism charity our Autism Fund participated in back in 2007 and we continue to be a leader nationally in raising essential funds for this cause.



The Teamsters Local 25 Walk Team help kick-off the walk



Erika Gudjonsdottir with family and friends after the walk



Carmine Oliva and family



Bill Radochia and family



Noel and Natasha DeFreitas



Maureen Clark and Bill Malone



Carol and Joe Cheever spent their 34th wedding anniversary at the walk



Brenda and Richard McMurtry



John and Faith Michalidis with Boston 25 News anchor Heather Hegedus

Teamsters Local 25 Doing Good in the Community



MEMBER CREDITS CDL TRAINING AS FIRST STEP IN U.S. CITIZENSHIP

Gamael Memeus came to the United States 10 years ago. A native of Haiti, he is fluent in English, French and Creole. He was part of the organizing drive for Bradford Logistics' workers to become Teamsters in 2019. Last year he was hired as a part-time organizer for Teamsters Joint Council 10 and on July 6 he became a U.S. citizen.

"I came here legally on a Green Card but always knew I wanted to become an American citizen," said Gamael. "Early in 2020, I participated in the Local 25 hosted ESOL for CDL Program. The 12-week program trains you for a CDL career and covers other Teamsters' occupations. Shortly after I started the program, I started the process to become a U.S. citizen." While the pandemic halted the ESOL in-person program, he continued online and then passed the test!



SUPPLIES FOR NEW ORLEANS

When Hurricane Ida hit in early September, it left one million people across the state of Louisiana without power — and many in need of food, water and shelter. New England Teamsters jumped into action and three truckloads of supplies were donated in just a few weeks. Teamsters Local 25 teamed up with Stop & Shop to donate a truckload of water. We then partnered with the Mass. Military Support Foundation to deliver a full truck of essential supplies.



PARADES AND MORE PARADES

Everyone loves a parade, and we are so happy to be back participating in these joyous community events! This summer and fall Teamster trucks rolled down the streets of Braintree, Roslindale, Wellesley and Woburn. Trustee John Joseph Juskiewicz walked with Congresswoman Lori Trahan in the Chelmsford Independence Day parade.



COREY RECOGNIZED AS IRISH LABOR LEADER

On November 5, Local 25 Business Agent and Teamsters International Vice President At-Large-elect Joan Corey was honored at the 11th Annual Irish Echo Labor Awards in New York. Corey was recognized nationally as one of 11 Irish American Labor Leaders.

O'Brien Elected International Brotherhood of Teamsters General President in Landslide Victory

O'Brien-Zuckerman Teamsters United team will be sworn into five-year term this March

On May 29, 2018, Teamsters Local 25 President Sean M. O'Brien announced his candidacy for Teamsters General President right here in Charlestown at our Union Hall. What began as a grassroots effort to return the union to the membership ended in a victory for the history books on November 18, 2021.

"Our election happened for one reason only: the members," O'Brien said. "Thousands of rank-and-file members campaigned relentlessly to achieve change in our union. They engaged co-workers, worked to get pledge cards signed and did whatever they could to take back their union. You are the reason Fred and I decided to run, and you are the reason we achieved victory."

"Leading the pack throughout this process, always, were my Brothers and Sisters from Teamsters Local 25 and all of New England," O'Brien continued. "Your Teamster pride was felt in every part of the country and every step along the campaign trail. It kept me going, and I am eternally grateful for all of you. We have big plans for the future, but I'll never forget where I came from."

General President-elect O'Brien, General Secretary-Treasurer-elect Fred Zuckerman from Teamsters Local 89 in Kentucky, and their leadership team will officially take office in March 2022.

The 2022-2027 General Executive Board includes International Vice President At-Large-elect Joan Corey. She was the first woman elected Business Agent for Local 25 and the first woman from the local to be elected to the IBT. Corey successfully organized her city of Woburn co-workers into Teamsters Local 25 in 2009. In 2012 she was appointed a Teamsters Local 25 Trustee and in 2014 Business Agent. Corey also chairs the Teamsters Local 25 Women's Committee and is clerk of the Local 25 Autism Fund.

O'Brien and the OZ slate was nominated in June at the Teamsters Convention. While the program was held virtually due to the pandemic, O'Brien worked tirelessly



during these past three years traveling across the country to meet members and earn their vote. It was not unusual for him to board a red-eye flight and greet members on the picket line or in the parking lot before their shift began, and still make it back to Local 25 for union business.

"We here at Teamsters Local 25 have seen firsthand the relentless energy and commitment President O'Brien puts into this union every day. No one fights harder for the members; he simply won't be outworked," Teamsters Local 25 Secretary Treasurer Tom Mari said. "Teamsters everywhere should know that the future of the Teamsters are in good hands."

In 2006, O'Brien became the youngest president of Local 25. He was re-elected president five times, and during those 15 years, membership has increased by 30%. His father, grandfather and great-grandfather were all truck drivers and members of Local 25, and he often talks about growing up in a union household and the role it played in his family.

"Employers and politicians are on notice: the Teamsters Union is back," O'Brien said. "We are a new, bigger, faster and stronger Teamsters. Fighting for workers is a full contact sport. Put on your helmet and buckle your chinstraps because the fight begins today."



Teamsters General President-elect Sean O'Brien and Secretary-Treasurer-elect Fred Zuckerman



President O'Brien with some of the new general executive board



Teamsters Joint Council 10 New England delegates



Futures' Bernardo Vicente and Greg Dodd



It's a Win for Teamsters Endorsed Candidates and Causes

Boots on the ground to get out the vote and protect our members' jobs and interests

It was a busy election season as Teamsters Local 25 helped elect and re-elect 28 of the 32 candidates that we endorsed. Members and retirees worked throughout the summer and fall participating in rallies, door knocking, making phone calls, and holding signs. All that hard work paid off with the election of candidates who will champion issues of importance to our members and their families.

"We make all our political decisions based on one thing and one thing only — what is best for our members," President Sean M. O'Brien said. "Whether it's supporting the right candidate for Mayor of Boston, going all out to protect the film tax credit or battling Amazon expansion, we will never stop fighting for our members."

Teamsters Local 25 was one of the first labor unions to endorse Michelle Wu's history making campaign for Mayor. She became the first woman and person of color elected Mayor of Boston.

"Teamsters Local 25 is a leader in protecting working families in Boston, and I am so grateful for their partnership and efforts throughout the campaign and beyond," Wu said. "I look forward to continuing to partner with Local 25 to build a better Boston for everyone."

We were proud to support three Local 25 brothers: Boston City Councilor at Large Michael Flaherty, Franklin Town Council Member Robert Dellorco and Peabody City Councilor at Large Jon Turco. All won re-election.

"We represent several hundred municipal workers, so who we elect at the local level is very important," said Teamsters Local 25 Political Director James Donovan, Jr. "These are the men and women who vote on our member's contracts and their decisions on a local level make a difference in the overall quality of life for our members and their family."

Local 25 was also victorious in Everett and Somerville, where many Teamsters work or live. Everett Mayor Carlo DeMaria Jr. won re-election and Katjana Ballantyne won an open seat for Mayor of Somerville.

An endorsement from nearly a decade ago continues to pay off for our members. In 2012, Teamsters Local 25 endorsed Elizabeth Warren for U.S. Senate and she has been a stronger supporter of Local 25 ever since. In October, Warren and Boston City Councilor-elect Ruthzee Louijeune met with WCI workers who are fighting for fair wages, decent

benefits, and a dignified retirement. These frontline essential workers voted to become members of Teamsters Local 25 earlier this year and are negotiating their first contract.

Perhaps our biggest victory was on Beacon Hill. Teamsters Local 25 spent years lobbying to make the Massachusetts Film Tax Incentive Program permanent. Our members careers and the industry itself were on the line as a looming sunset clause would have eliminated the tax credit program. Local 25 rallied on the steps of the State House in June to save the film industry and on July 9 Governor Charlie Baker did just that. The Massachusetts film tax incentive is now permanent and that means job security for our Members and more Teamster jobs for many others. Since the tax credit program was created in 2006, it's estimated more than 270 productions have filmed here, spending more than \$2.8 billion in the cities and towns where filming takes place.



President O'Brien gets out the vote for Michelle Wu



Futures' Paul Weiskel and Greg Dodd with Mayor Wu and Harry Grill



“Whether it’s supporting the right candidate for Mayor of Boston, going all out to protect the film tax credit or battling Amazon expansion, we will never stop fighting for our members.”

— President Sean M. O'Brien

Top left: Teamsters at the State House for #SaveMAFilmJobs rally

Top right: South Boston UPS member Jose Fernandez

Below: Everett Mayor Carlo DeMaria Pre-Election Rally



Secretary-Treasurer Tom Mari speaks at Wu event



U.S. Senator Elizabeth Warren (top center) and Boston City Councilor-elect Ruthzee Louijeune met with WCI Teamsters fighting to secure their first contract

Board of Trustees
Teamsters Union 25
Health Services &
Insurance Plan

Sean M. O'Brien
Union Co-Chairman

Thomas G. Mari
Union Trustee

Steven J. South
Union Trustee

John A. Murphy
Union Trustee

Michael Shaughnessy
Employer Co-Chairman

Michael A. Rico
Employer Trustee

Jason Paradis
Employer Trustee

John W. White
Employer Trustee

Top-notch care and big savings...

TeamstersCare members and their families can receive expert, personalized care by fellow Teamsters by utilizing the services available through our In-House Clinical Offices. The following article highlights another way that you can tackle many of your family's health care needs at a fraction of the cost you would spend elsewhere.

Employee Assistance Program (EAP): The interdisciplinary team at TeamstersCare EAP is committed to providing eligible members and their families with an integrated care experience to address a variety of behavioral health and substance use needs. It's a confidential service, provided at no cost to you, available by phone or in person. Take advantage of the TeamstersCare clinical in-house services offered to you at the hands of our own dedicated healthcare professionals. We hope to see you soon!

TeamstersCare EMPLOYEE ASSISTANCE PROGRAM (EAP)

529 Main Street, Suite 209, Charlestown MA 02129

Call 1(800) 851-8326 for immediate services and referrals

| Service | TeamstersCare EAP Cost | Outside Provider – Your Average Cost |
|--|------------------------|--------------------------------------|
| Initial Evaluation | No charge | \$15 |
| Individual or Group Meetings | No charge | \$15 per session |
| Short-term counseling (up to 3 sessions) | No Charge | \$45 (3 sessions) |

Meet the Team

Pictured L-R in photo: Mark Staniul, L.M.H.C., LAP-C, EAP Director and Case Manager; Tom Vitiello, LADC, LAP-C, CARC, Certified Recovery Coach; Leslie Russell, L.I.C.S.W., LADC 1, LAP-C, MAPGS, EAP Program Development Manager and Recovery Coach Supervisor; Larry Libby, LADC 1, LAP-C, SAP, CEAP, MAPGS, EAP Case Manager.

Choosing the Best Path to Care and the Right Mental Health Clinician

These days there are many ways to access care and to ensure that the therapist you choose is right for you. The pandemic has prompted many therapists and mental health providers to offer telehealth. This has resulted in access to many more licensed providers, including those who aren't within your local area. You save time by not commuting to an appointment and you can choose from a wider range of clinicians.



The pandemic has caused many people to become overwhelmed with grief, anxiety and depression. This sudden increase in demand for care has made accessing timely appointments a challenge for those in urgent need. Nonetheless, it's important to find a clinician you trust and feel comfortable with when speaking openly about your concerns.

Choose the Right Clinician by deciding the criteria that's most important to you. For example, type of credentials; type of training or areas of expertise; length of time in practice; male or female; geographic location.

Choose How You Want to Access Care by determining your level of comfort with available options as well as your time schedule. For example, when deciding between in person or telehealth: do you require early mornings or late evenings? Is it important to you to be in the same room as your clinician? How long are you able to wait for an appointment?

Types of Behavioral Health Clinicians

Psychiatrists (MD) are medical doctors trained in the specialty of psychiatry. They must have a license to practice in their state, they provide psychiatric evaluations, and can prescribe psychotropic medications.

Psychologists (EdD, PhD, PsyD) have a doctoral degree in one of the following fields: educational, research, child, clinical or counseling psychology. They must have a license to practice in their state and they provide a variety of services, including assessments such as psychometric testing and psychotherapeutic interventions.

Master's Level Clinicians (LMHC, LICSW, LMFT) have a master's degree in one of the following fields: mental health, family, social work, nursing, or professional counseling. They must have a license to practice in their state and can provide assessments and a variety of interventions.

Nurse Practitioners (NP, RNCS) have a master's degree in an advanced nursing education program approved by their state licensing board. Their services can range from counseling and psychotherapeutic interventions, such as assessment and counseling, to prescribing psychotropic medications.

The Choice is Yours. As TeamstersCare members and dependents with BCBS medical coverage, you can access services online at <https://www.bluecrossma.org>, download the BCBS My Blue App to your device, or in-person with a BCBS network therapist/provider. **TeamstersCare EAP is here to help you with referral assistance. You can reach us at 1-800-851-8326.**

New Blue Cross Blue Shield (BCBS) I.D. Cards – TeamstersCare members with BCBS coverage will receive new I.D. cards in late 2021 or early 2022. Please note that your medical benefits are not changing, and your I.D. number will remain the same.



IMPORTANT NOTE:

The Charlestown Teamsters Union 25 Health Services & Insurance Plan (TeamstersCare) office has moved! Our new address is:

**Teamsters Union 25 HS&IP
Schrafft's City Center
529 Main Street, Suite 209
Charlestown MA 02129**

Please note that the new location is where you should go when visiting Charlestown Dental, Administration, Audiology, EAP and Member Services.

Please update your records with our new address. Our phone/fax numbers, email addresses and website remain the same.

Our new location offers us the opportunity to better serve our valued members in a brand-new, state of the art facility. Please contact us at (617) 241-9220 if you have questions or would like to schedule an appointment.

TeamstersCare Directory

Charlestown Offices

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

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

Local Tel: 617-241-9220
Within MA: 800-442-9939
Out of State: 800-225-6135
Fax: 617-241-8168

Charlestown Pharmacy

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

Stoughton Pharmacy

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

Stoughton Dental Office

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

Chelmsford Dental Office

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

EAP Office

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





Teamsters Local 25 Training Program Leads the Way in Educating Future CDL Drivers and Warehouse Workers



Tom Morrissey at City Academy



Tom Connolly and Taylor Fry from Quincy WIB, with Teresa Hayes (center)



Students participate in the program



Seth McCullough and Fred Pajak from Costa Fruit with Ken Messina of the State Rapid Response Team

Training Program



Programs address labor shortage and connect people with training and good Union jobs

Teamsters Local 25 is working to address the historic labor shortage by reaching out to underserved communities to provide access to training and career opportunities. This fall Local 25 hosted an open house at the driving school where workforce development organizations and other community partners could see first-hand the training and meet Local 25 employers, with a goal of connecting more people with workplace training and good Teamsters jobs.

"Our Training Program is a particular source of pride for our union because it's such a valuable resource for our members," said Teamsters Local 25 President Sean M. O'Brien. "We are always eager to bring Local 25's presence and perspective to the Commonwealth's workforce development system and make our training accessible for more people, including those who may be down on their luck and in need of an opportunity to get their life back on track. Local 25 appreciates the opportunity to showcase our training center and work collaboratively to bolster our workforce at this critical time."

Organizations and agencies attending the Teamsters Local 25 Training Center Fall Open House included the Massachusetts Executive Office of Labor and Workforce Development, Massachusetts AFL-CIO, Mass Hire Merrimack Valley Workforce Board in Lawrence, Mass Hire South Shore Career Center in Quincy, Middlesex County Sheriff's Office Reentry Program, Stop & Shop, U.S. Department of Labor Veterans Employment and Training Service (VETS), Bay State

Community Services, Costa Fruit, Massachusetts Department of Workforce Development Rapid Response Team, and Government Relations Group.

Warehouse Training included Hoisting Exam Prep, Hands-on Forklift Operation and Safety Training and OSHA 10 Certification. Visitors also heard directly from students about their experiences in the program and how earning a CDL will help them achieve their career goals.

The Teamsters Local 25 Training Program has helped 54 CDL students graduate the program this year and more than 300 licenses since opening in 2016. To learn more visit our website or contact the school at 978-851-4782.



Students at the Teamsters Local 25 Driving School

Thank you to President O'Brien and all the officers, agents and staff for their hard work every day. You are a true inspiration to us all.

Since our last report we've had a chance to continue our events that were unfortunately cut short last year due to the pandemic.

In May we had a Zoom meeting with members from Local 344 in Wisconsin. They were inspired by the work Local 25 has done and want to start their own Futures Committee. We were happy to give some advice on what has worked for us and what has not.

In June we joined the fight against Right to Work in New Hampshire. It was voted down once again after 41 times of being brought to the floor. We were proud to stand in solidarity with many other locals to send a strong message to legislators that Right to Work is wrong. The future depends on leaders who are educated on these issues.

In July and August, while our monthly meetings were suspended for the summer, we continued to have our Futures meetings at the union hall to help keep our new younger members engaged.

On Labor Day we hosted our annual Futures Family Day Cookout at the Teamsters Local 25 Driving School. Members brought their families and enjoyed cheeseburgers on the grill, as well as games, and a bounce house. President O'Brien stopped by and tossed around the football with us. Secretary-Treasurer Tom Mari and other agents attended too. It was a great showing and great time with members and their families.

On September 18, we were finally able to move forward with our Futures Committee Conference and New Member Orientation. Young members from Connecticut Local's 1150, 443, 671, and Rhode Island Local 251's Next Generation Committee participated in the day-long program. Presentations included Becoming a Steward, Addiction and Recovery, and Millennials in the Workplace. We look forward to our next Conference and New Member Orientation in 2022.



Meeting with Teamsters Local 344 young workers via Zoom



Joe Navarro



Paul Weiskel, Greg Dodd, and Rob Manchester at the Harvard Graduate Students Union rally

In October, we campaigned for Local 25 endorsed candidate Michelle Wu. Futures Committee members held signs, knocked on doors and handed out palm cards. We are proud of the work we did to help Michelle Wu win the election, and know that as Mayor of Boston she will always have our back on many issues moving into the future.

On October 27, we walked the line in support of Harvard Graduate Students Union members who are striking over compensation and benefits, third-party arbitration for claims of identity-based discrimination and sexual harassment. We will always continue to have their backs.

Members were invited to take their families on the Teamsters flatbed for the annual Lions Club Halloween Parade in Woburn. It was a perfect fall day! The children dressed in costumes and waved from the truck while Futures members handed out candy to the crowds on the sidelines. It was a great way to celebrate the holiday!

On Thanksgiving morning, we spent the morning at St. Monica's Church and Food Pantry in South Boston. Along with Mayor Michelle Wu, local leaders and other volunteers, Futures' packed meals and then delivered them in the Local 25 van.

We have had many locals from across the country reach out to us wanting to start their own Futures Committee. We are excited to build on the Local 25 model and help our peers.

Look for details soon on our winter bowling outing as well as other events. Happy Holidays to all! Stay safe, and stay Teamster strong!



Business Agent Joan Corey with families getting ready for the parade



Top left: Steve Walsh and Kyle Fredericks with a Lions clown

Above: John Macleod with Syman and Charlotte

Left: Gina, McKenna and Ed Buckley



Futures sworn in at orientation



Above: The cookout was a great day!

Left: Britani Languasco, Steve Walsh, Greg Dodd, Jake Smith, Brian Sanchez and his son Nathan



Jake Smith, Steve Walsh, Greg Dodd, and Rob Manchester helping at St. Monica's on Thanksgiving

Join us!

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

Visit us on Facebook and Instagram:



Teamsters Boston Futures



@bostonfutures25



Women's Committee News

200 BACKPACKS DONATED

Since 2019, the Teamsters Local 25 Women's Committee has donated nearly 600 backpacks filled with school supplies to the William E. Russell Elementary School in Dorchester. This year the Women's Committee donated 200 backpacks to the school and some of our neighbors in Charlestown. The backpacks were filled with the traditional supplies as well as toothbrushes, hand sanitizer and water bottles.



25 WOMEN ATTEND TEAMSTERS WOMEN'S CONFERENCE

Teamsters Local 25 was well represented at the Teamsters Women's Conference this year in Las Vegas. Local 25 sisters joined more than 1,000 Sisters – and a few Brothers – for three days of workshops and inspirational speakers.



| Name | Company | Type | Effective Date |
|-----------------------|--------------------------------|--------------------------|----------------|
| Danie R Allen | Catalano Bros Inc | Statutory Pension | 06/2021 |
| Joao C Almeida | Stop & Shop Supermarket Co | Early Retirement Pension | 09/2021 |
| Stephen A Alves | Stop & Shop Supermarket Co | Disability Pension | 05/2021 |
| Felix A Anchante | United Parcel Service Inc | Statutory Pension | 07/2021 |
| Walter M Antoine | Shaughnessy & Ahern Co | Regular Pension | 03/2021 |
| Frank J Antonelli | UPS Benefits Department | Disability Pension | 03/2021 |
| John J Arsenault | United Parcel Service Inc | Thirty Year Full Service | 05/2021 |
| Russell J Auger | St Johnsbury Trucking Co Inc | Statutory Pension | 06/2021 |
| Robert J Bailey | Independent Pipe & supply Corp | Statutory Pension | 09/2021 |
| Jeffrey A Bannister | Purity Supreme Inc | Statutory Pension | 09/2020 |
| Mark J Bates | Boston Sand & Gravel Co | Regular Pension | 09/2021 |
| Joseph G Berube | Stop & Shop Supermarket Co | Statutory Pension | 04/2021 |
| Nancy M Blackham | Freeman Exposition LLC | Regular Pension | 02/2021 |
| David J Bolduc | United Parcel Service Inc | Statutory Pension | 07/2021 |
| Michael R Boutchia | Stop & Shop Supermarket Co | Thirty Year Full Service | 05/2021 |
| Dennis J Bradley Jr | Kraft/ SS Pierce Div Kraft Inc | Statutory Pension | 08/2021 |
| Benjamin B Brandao | Henry F Owens Inc | Statutory Pension | 04/2021 |
| David M Brule | United Parcel Service Inc | Statutory Pension | 05/2021 |
| Douglas B Burke | United Parcel Service Inc | Regular Pension | 01/2021 |
| William T Burns | Purity Supreme Inc | Statutory Pension | 03/2021 |
| Robert J Burns | National Express Corp | Statutory Pension | 06/2021 |
| Joseph M Buttner | United Parcel Service Inc | Early Retirement Pension | 08/2021 |
| Joaquim Cabral | Stop & Shop Supermarket Co | Early Retirement Pension | 02/2021 |
| Raymond J Canuel | Stop & Shop Supermarket Co | Regular Pension | 04/2021 |
| Ralph F Caracciolo | Boston Sand & Gravel Co | Statutory Pension | 10/2021 |
| Hugh M Carney II | Globe newspaper Co/NY Times | Regular Pension | 08/2021 |
| Paul T Carr | BFI/Allied Waste Ind Inc | Disability Pension | 09/2021 |
| Ariel Castillo | Certaineed LLC | Statutory Pension | 06/2021 |
| Jorge L Chacon | United Parcel Service Inc | Statutory Pension | 08/2020 |
| Richard J Charbonnier | Globe Newspaper Co/NY Times | Statutory Pension | 04/2021 |
| Gary D Cimorelli | Stop & Shop Supermarket Co | Statutory Pension | 12/2020 |
| Cheryl A Clark | United Parcel Service Inc | Statutory Pension | 07/2021 |
| Edward J Clark | United Parcel Service Inc | Statutory Pension | 08/2021 |
| George E Coelho | Ferrera & Sons Inc James | Statutory Pension | 01/2021 |
| John J Courchesne | Waltham Lumber | Disability Pension | 06/2021 |
| Brian K Courtney | United Parcel Service Inc | Early Retirement Pension | 10/2021 |
| Joseph P Croak | United Parcel Service Inc | Statutory Pension | 04/2021 |
| Kenneth J Da Silva | Manfi Leasing Corp | Regular Pension | 06/2021 |
| Wayne A Danielczyk | Stop & Shop Supermarket Co | Early Retirement Pension | 05/2021 |
| Michael P Dargin | DHL Express (USA Inc) | Statutory Pension | 05/2021 |
| Daniel Debarros | Stop & Shop Supermarket Co | Early Retirement Pension | 08/2021 |
| Diane M Dechellis | National Express Corp | Statutory Pension | 06/2021 |
| Stephen Deschene | Boston Show Services | Statutory Pension | 09/2021 |
| Joseph Dinicola | DHL Express (USA Inc) | Statutory Pension | 07/2021 |
| Edward J Diramio | United Parcel Service Inc | Early Retirement Pension | 08/2021 |
| Louis A Distasi | United Parcel Service Inc | Statutory Pension | 05/2021 |
| Thomas J Dooley | Purity Supreme Inc | Statutory Pension | 12/2020 |
| John L Doucette | United Parcel Service Inc | Disability Pension | 04/2021 |
| Albert E Dowrey III | United Parcel Service Inc | Disability Pension | 06/2021 |
| Louis F Drouin III | Stop & Shop Supermarket Co | Thirty Year Full Service | 05/2021 |
| Jean J Dufour | Purity Supreme Inc | Statutory Pension | 10/2020 |
| Robert A Durant | Certaineed LLC | Statutory Pension | 07/2021 |
| William G Eaton | Stop & Shop Supermarket Co | Early Retirement Pension | 06/2021 |
| Robert L Farmer | Manfi Leasing Corp | Regular Pension | 08/2021 |
| Albert J Feroletto | United Parcel Service Inc | Early Retirement Pension | 07/2021 |
| Daniels E Fils | United Parcel Service Inc | Regular Pension | 07/2021 |
| Steve G Fitzpatrick | Pastene Companies Ltd | Statutory Pension | 09/2021 |
| Glen J Fitzpatrick | United Parcel Service Inc | Statutory Pension | 08/2021 |
| Marco A Flores | United Parcel Service Inc | Disability Pension | 03/2021 |
| Robert M Flower | YRC Inc | Early Retirement Pension | 04/2021 |
| Jose N Freitas | Ferrera & Sons Inc James | Statutory Pension | 01/2021 |
| David F Fuller | DHL Express (USA Inc) | Regular Pension | 07/2021 |
| Stephen L Gardella | BFI/Allied Waste Ind Inc | Statutory Pension | 06/2021 |
| Russell C Garrison | Purity Supreme Inc | Statutory Pension | 02/2021 |
| Phyllis C Geany | Teamsters Local 25 H & W | Statutory Pension | 03/2021 |
| Reid P Giasson | Nexxtshow Exposition Services | Regular Pension | 07/2021 |
| John J Gillis Jr | Stop & Shop Supermarket Co | Disability Pension | 09/2021 |
| Mark Gilroy | Boston Sand & Gravel Co | Early Retirement Pension | 07/2021 |
| Claudio E Gomes | G A F Materials Corp | Statutory Pension | 01/2021 |

| Name | Company | Type | Effective Date |
|-----------------------|--------------------------------|--------------------------|----------------|
| William D Goodell | Stop & Shop Supermarket Co | Regular Pension | 08/2021 |
| John P Goodrich | US Foodservice Inc | Regular Pension | 06/2021 |
| David J Goodstein | U S Foodservice Inc | Regular Pension | 03/2021 |
| Theresa M Goodwin | Teamsters Local 25 H&W | Statutory Pension | 03/2021 |
| Robert J Gouveia | Purity Supreme Inc | Statutory Pension | 04/2021 |
| David W Gregoire | Certainfeed LLC | Statutory Pension | 01/2021 |
| Antonio M Grullon | Hertz Corporation | Statutory Pension | 03/2021 |
| Paul L Guinard Jr | Brockway-Smith Co | Statutory Pension | 07/2021 |
| Robert K Harris | Stop & Shop Supermarket Co | Early Retirement Pension | 05/2021 |
| Thomas P Healy | Stop & Shop Supermarket Co | Early Retirement Pension | 07/2021 |
| James E Heger | BFI/ Allied Waste Ind Inc | Regular Pension | 07/2021 |
| David Heng | 91 Halo Opco LP D/B/A Angelica | Statutory Pension | 04/2021 |
| David B Hinds | Certainfeed LLC | Regular Pension | 07/2021 |
| Sally R Hockenbury | United Parcel Service Inc | Statutory Pension | 08/2021 |
| Noel K Hourihan | United Parcel Service Inc | Disability Pension | 08/2021 |
| Michael J Hurley | United Parcel Service Inc | Regular Pension | 08/2021 |
| Marshall Janes | Aggregate Industries | Regular Pension | 08/2021 |
| Thomas S Johnson | A-P-A Transport Corp | Statutory Pension | 08/2021 |
| John J Johnson | Stop & Shop Supermarket Co | Statutory Pension | 09/2021 |
| James Katides | National Express Corp | Statutory Pension | 10/2020 |
| Wayne D King | DHL Express (USA INC) | Statutory Pension | 08/2021 |
| Michael J Kirby | Aggregate Industries | Early Retirement Pension | 06/2021 |
| Robert F Krim Jr | National Express Corp | Regular Pension | 06/2021 |
| Rory A Labate | Boston Show Services | Statutory Pension | 06/2021 |
| Richard F Lauziere | Browning-Ferris Ind Inc | Statutory Pension | 07/2021 |
| David A Lavallee | Aramark Uniform & Career App | Early Retirement Pension | 08/2021 |
| Chris C Lavelli | Eastern Refractories Co Inc | Statutory Pension | 05/2021 |
| Thomas J Lavin | United Parcel Service Inc | Statutory Pension | 09/2021 |
| Frederick Leccese | Jeffries Disposal Corp | Statutory Pension | 12/2020 |
| George T Letorney | United Parcel Service Inc | Early Retirement Pension | 05/2021 |
| Fidel Lima | United Parcel Service Inc | Statutory Pension | 08/2021 |
| Cornelius A Linehan | Global Companies LLC | Early Retirement Pension | 07/2021 |
| Kenneth A Littlefield | Stop & Shop Supermarket Co | Early Retirement Pension | 06/2021 |
| Edward Lucas | Lechmere Inc | Statutory Pension | 06/2021 |
| Ronald Luongo | United Parcel Service Inc | Regular Pension | 07/2021 |
| Richard F Lyons | Hop Energy LLC | Disability Pension | 04/2021 |
| Gordon L Macfarlane | DHL Express (USA Inc) | Statutory Pension | 02/2021 |
| Harold Maclaughlin | YRC, Inc | Statutory Pension | 01/2021 |
| Brenda J MacQuestion | Teamsters Local 25 | Early Retirement Pension | 06/2021 |
| Timothy P Madden | United Parcel Service Inc | Thirty Year Full Service | 05/2021 |
| Edward B Maguire | BFI/ Allied Waste Ind Inc | Regular Pension | 04/2021 |
| Thomas J Mahoney | Marr Equipment Corp | Early Retirement Pension | 07/2021 |
| Paul P Maille | United Parcel Service Inc | Statutory Pension | 12/2020 |
| John F Malinn | Star Market Companies Inc | Statutory Pension | 05/2021 |
| Joseph H Marks Jr | DHL Express (USA INC) | Regular Pension | 08/2021 |
| James M Marsh | Mystic Island Transport Inc | Statutory Pension | 04/2021 |
| David A Marshall | Waker Inc M.S. | Statutory Pension | 07/2021 |
| John H Maskell | Global Companies LLC | Disability Pension | 10/2021 |
| Michael E Matarazzo | United Parcel Service Inc | Disability Pension | 03/2021 |
| Jerry L Mccullah | Star Market Companies Inc | Statutory Pension | 09/2021 |
| Donna M McDonough | DHL Express (USA Inc) | Statutory Pension | 03/2021 |
| James P Mcgrath | Americold Logistics LLC | Early Retirement Pension | 02/2021 |
| Edward M Mciver | Willwork Boston Inc | Regular Pension | 08/2021 |
| Joseph M Mclaughlin | Leaseways Deliveries Inc | Statutory Pension | 09/2021 |
| Edward J Medico Jr | Central Artery Tunnel Project | Statutory Pension | 03/2021 |
| John Meek | United Parcel Service Inc | Statutory Pension | 08/2021 |
| Manuel Mejia | Romanow Inc | Early Retirement Pension | 06/2021 |
| James E Melberg | Manfi Leasing | Early Retirement Pension | 08/2021 |
| Daniel J Menihane | Boston Sand & Gravel Co | Early Retirement Pension | 03/2021 |
| Mark S Messina | United Parcel Service Inc | Disability Pension | 04/2021 |
| Bruce R Milton | Consolidated Frtwys Corp/Del | Partial Pension | 05/2021 |
| Joseph T Monahan | United Parcel Service Inc | Statutory Pension | 05/2021 |
| David A Mooney | United Parcel Service Inc | Early Retirement Pension | 04/2021 |
| Jay F Moore | Purity Supreme Inc | Statutory Pension | 10/2021 |
| Thomas J Moran | A-P-A Transport Corp | Statutory Pension | 10/2021 |
| Henry Morris | Cutter Atlantic Refractories | Regular Pension | 07/2021 |
| David S Morrison | Shepard Exposition Services | Statutory Pension | 04/2021 |
| Dean J Muccioli | L & H Equipment Corp | Early Retirement Pension | 12/2020 |
| John B Mulvey III | Freeman Exposition LLC | Early Retirement Pension | 05/2021 |



| Name | Company | Type | Effective Date |
|-----------------------|---------------------------------|---------------------------|----------------|
| Wayne A Musgrove | DNC Inc | Statutory Pension | 02/2021 |
| Alhamd Ndao | Certainfeed LLC | Regular Pension | 06/2021 |
| Stephen D Nisby | Resource Waste Systems Inc | Statutory Pension | 05/2021 |
| Paul Norian | Star Market Companies Inc | Statutory Pension | 07/2021 |
| Stephen Norton | Star Market Companies Inc | Statutory Pension | 05/2021 |
| Brian A O'Connell Sr | BFI / Allied Waste Ind Inc | Early Retirement Pension | 03/2021 |
| James L O'Neil | Marr Scaffolding Co | Regular Pension | 07/2021 |
| Abdirizak Osman | VPNE Parking Solutions | Statutory Pension | 05/2021 |
| Paul C Oxner | Signature Flight Support | Statutory Pension | 07/2021 |
| John J Pacheco Sr | Stop & Shop Supermarket Co | Early Retirement Pension | 04/2021 |
| Curtis Palmer | Pilot Freight Carriers Inc | Statutory Pension | 01/2021 |
| Michelle M Palmer | United Parcel Service Inc | Early Retirement Pension | 07/2021 |
| Anthony K Paoletta | DHL Express (USA Inc) | Statutory Pension | 03/2021 |
| Paul L Paradis | US Foodservice Inc | Statutory Pension | 07/2021 |
| Joseph L Parrish Jr | Globe Newspaper Co/NY Times | Statutory Pension | 03/2021 |
| Antonio E Patricio | Certainfeed LLC | Early Retirement Pension | 09/2020 |
| Joseph E Peltier | Stop & Shop Supermarket Co | Early Retirement Pension | 07/2021 |
| Mark Phillips | Capitol Waste Services | Disability Pension | 06/2021 |
| Michael J Picco | Star Market Companies Inc | Statutory Pension | 08/2021 |
| Jan E Pikor | Northeast Renovation Corp | Statutory Pension | 03/2021 |
| Michael P Pimental | Stop & Shop Supermarket Co | Statutory Pension | 05/2021 |
| Daniel A Pitta | Ferrera & Sons Inc James | Statutory Pension | 06/2021 |
| Robert V Polito | United Parcel Service Inc | Statutory Pension | 06/2021 |
| Randolph A Pollord | United Parcel Service | Regular Pension | 04/2021 |
| William R Popp | Global Companies LLC | Regular Pension | 10/2021 |
| Alfonso Portillo | Capitol Waste Services | Early Retirement Pension | 05/2021 |
| Maurice D Prendergast | Stop & Shop Supermarket Co | Thirty Year Full Service | 07/2021 |
| Mark E Reed | Charlestown Leasing Co Inc | Statutory Pension | 09/2021 |
| John F Regan | United Parcel Service Inc | Early Retirement Pension | 06/2021 |
| Gary L Rhine | United Parcel Service Inc | Disability Pension | 10/2021 |
| Anthony A Rinella | Stop & Shop Supermarket Co | Statutory Pension 03/2021 | |
| Roy Robitel | DHL Express (USA Inc) | Statutory Pension | 08/2021 |
| Julie A Rondeau | Teamsters Local 25 H&W | Early Retirement Pension | 04/2021 |
| Paul E Saccardo | National Express Corp | Statutory Pension | 04/2021 |
| Nino Sacchetti | Aggregate Industries | Disability Pension | 08/2021 |
| Martin A Samuel | United Parcel Service Inc | Statutory Pension | 05/2021 |
| George W Sands Jr | Atlas Paper Co | Regular Pension | 08/2021 |
| Philip Savoy Jr | Coan Inc | Thirty Year Full Service | 06/2021 |
| William F Scally | Globe Newspaper Co/NY Times | Regular Pension | 09/2021 |
| William H Schrimpf | Americold Logistics LLC | Regular Pension | 01/2021 |
| Douglas P Shaw Jr | Manfi Leasing Corp | Regular Pension | 12/2020 |
| David Sheehan | Nonantum Lumber Co | Statutory Pension | 05/2021 |
| Nancy C Shina | United Parcel Service Inc | Statutory Pension | 07/2021 |
| Robert S Shutt | Aggregate Industries | Statutory Pension | 10/2020 |
| Dennis M Siciliano | William Walsh Inc | Disability Pension | 04/2021 |
| Patricia E Silva | United Parcel Service Inc | Regular Pension | 07/2021 |
| Byron B Smith | BFI / Allied Waste Ind Inc | Statutory Pension | 04/2021 |
| James R Smith | DHL Express (USA, Inc) | Thirty Year Full Service | 03/2021 |
| Richard R Smith Jr | Catalano Bros Inc | Statutory Pension | 06/2021 |
| Glenn T Somers | Globe Newspaper Co/NY Times | Regular Pension | 10/2021 |
| Barry F St George | United Parcel Service Inc | Statutory Pension | 09/2021 |
| Mark W Stremekus | United Parcel Service Inc | Regular Pension | 09/2021 |
| Mark J Stuart | Freeman Exposition LLC | Statutory Pension | 08/2021 |
| Kimberly P Sullivan | United Parcel Service Inc | Statutory Pension | 06/2021 |
| Roman S Szymkowski | Kraft/ S S Pierce Div Kraft Inc | Statutory Pension | 04/2021 |
| Donald G Tarr | Manfi Leasing Corp | Regular Pension | 11/2020 |
| Brian Teixeira | Manfi Leasing Corp | Regular Pension | 08/2021 |
| Patsy F Thomas-white | Boston Herald Inc | Statutory Pension | 10/2021 |
| Gregory E Thompson | Quirk Co, E S | Statutory Pension | 06/2021 |
| Joseph L Trudeau | Globe Newspaper Co/NY times | Statutory Pension | 06/2021 |
| Stephen M Tully | Freeman Expositions LLC | Regular Pension | 05/2021 |
| John Valorz | Gilman & Sons Inc | Disability Pension | 06/2021 |
| Robert R Vecchione | Certainfeed LLC | Statutory Pension | 06/2021 |
| Frank G Vecchione | Kraft/S S Pierce Div Kraft Inc | Statutory Pension | 05/2021 |
| Pedro Vega | Community Suffolk Inc | Disability Pension | 08/2021 |
| Donald P Vigeant | New England Motion Picture/TV | Regular Pension | 08/2021 |
| Christopher I Wall | Globe Newspaper Co/NY Times | Statutory Pension | 07/2020 |
| Scott T Ward | United Parcel Service Inc | Early Retirement Pension | 05/2021 |
| Joyce M Williams | United Parcel Service Inc | Regular Pension | 09/2021 |
| Patrick Zevolo | United Parcel Service Inc | Early Retirement Pension | 06/2021 |



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Gregory Arnold
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Harold L. Baldwin
Alfred T. Balentine Jr.
Daniel Bates
Antonio M. Batista
Robert A. Baxter
George J. Beals
William J. Blacker
Leonard G. Blackmore
Ronald D. Blair
Percy G. Boulter
Charles C. Bowen, Jr.
Derek W. Brenton
William S. Brunstrom
Robert Bucher
Robert F. Bugden
William T. Callahan Jr.
Lucille C. Casey
Joseph Cavallaro, Jr.
James A. Clark
James A. Clark, Sr.
John A. Cocchi
John N. Cody Jr.
Paul F. Copithorne
John A. Corcoran
Fred M. Corson Jr.
Manuel Costa
Thomas V. Curran
Leslie B. Dennis
Jeffrey L. Derocher
Edward R. Deyette
Robert E. Digirolamo
Paul Dionne, Sr.
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James M. Doyle
Mary J. Dubeau
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Russell J. Finnie
Paul R. Flebotte
Joseph G. Foley
William P. Fornash
Kristin L. Fulton
Michael Gagnon
James T. Gerard
Richard F. Ghiozzi
Frederick E. Golden
Dorothy L. Gullicksen
Joseph W. Haggerty
Coleman J. Halloran
Coleman Halloran
Frank C. Hammond
John W. Hannon
Donald Hehir
John J. Hill
Keith W. Himmel
Kenneth M. Hopkins
Scott Hughes
Robert C. Hunt
David J. Jalbert
James M. Jenks
Alfred L. Johnson
Doris Jones
Janet L. Kelley
Gary A. Kronsberg
Lucien R. Lamarche
Arthur C. Lamb
Donald R. Lang
James W. LeClair

Company

APA Transportation
St. Johnsbury Trucking Co, Inc.
St. Johnsbury Trucking Co, Inc.
Former Local 379
The 357 Corp.
Former Local 379
Riverside Transportation Co.
Stop & Shop
Boston Herald
UPS
St Johnsbury Trucking Co., Inc.
M&M Transportation Co.
Colonial Provision Co., Inc.
Westwood Cartage, Inc.
Warehouse Transport Inc.
Star Market
Webster Personnell Corporation
Former Local 379
Yellow Freight System, Inc.
Eagle Graphics, Inc.
Former Local 379
Star Market
The 357 Corp.
Former Local 357
D.J. Cutter & Co., Inc.
Atlantic Waste
ABF Freight System, Inc.
Aggregate Industries
Former Local 82
Stop and Shop
Heating Oil Partners
Former Local 379
Costa Fruit & Produce
USF Red Star Express
McLean Trucking
Yellow Freight System, Inc.
Pierre Shoes, Inc.
Stop and Shop
Jordan Marsh
Former Local 829
Signal Delivery Service, Inc.
Thomas O'Connor & Co., Inc.
Heating Oil Partners
DHL
Frank J. Cole Co.
McCourt Construction Company
Consolidated Freightways
US Food Service
City of Everett
Movie Division
Kraft Power
Tradeshows
Shaughnessy & Ahern, Co.
Former Local 379
Former Local 82
Former Local 82 Spare
Jordan Marsh
James Ferrara & Sons
The 357 Corp.
Former Local 379
Former Local 379
Sharp Air Freight Services, Inc.
Roadway Express, Inc.
Mystic Island Transport, Inc.
Dy-Dee Service, Inc.
Former Local 379
Roadway Express, Inc.
UPS
Former Local 379
Consolidated Freightways
Stop and Shop
Plymouth Rock Trans.
Lamb Brothers
Sonepar, Inc.
William Walsh, Inc.

Name

Carlos Lima
Lloyd W. Locke III
David T. Lombard
James Lombardo
Thomas M. Lounsbury
Jose V. Lourenco
Francisco V. Lourenco
Robert E. Lunnin, Sr.
Louis A. Maillet
Louis A. Maillet
Joseph M. Mandarano Jr.
John F. Masterson
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James M. Millerick
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James J. O'Brien
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Robert D. Webber
John Wilkins
Jon Wilkins
Robert E. Wilson
Clifton H. Winders
Michael C. Wojdlowski
Paul A. Woodward
Ronald E. Wronski, Sr.

Company

Stop and Shop
HOP Energy
Mystic Island Transport, Inc.
Associated Transportation
Former Local 379
James Ferrara & Sons
James Ferrara & Sons
Tradeshows
North Penn Transfer
New Penn
Spear Trucking Corp.
James Ferrara & Sons
Movie Division
Spector Freight System, Inc.
Clear Environment Company
US Food Service
Petroleum Heat & Power
Yellow Freight System, Inc.
Movie Division
UPS
Jordan Marsh
Blue Circle Atlantic, Inc.
Former Local 379
Marks Dispatch
The Boston Globe
Independent Pipe
Pilot Freight Carriers, Inc.
Alliance Express/HOP Energy, LLC
Everett Industries, Inc.
City of Medford
Allied Waste
Brigham's Inc.
C. Pappas Co., Inc.
Former Local 259
City of Everett
Paul Revere
Signal Delivery Service, Inc.
Performance Transportation
APA Transport Corp.
Waltham Lumber
Manfi Leasing
Signal Delivery Service, Inc.
Normar Transport
Normar Transport
UPS
Former Local 379
UPS
Mystic Island Transport, Inc.
Shaughnessy & Ahern Co.
C Pappas Co.
The Boston Herald
Former Local 379
UPS
Aggregate Industries
Star Market
Normar Transport
Romanow, Inc.
Former Local 379
Lowell Brothers
Former Local 379
Former Local 379
Former Local 82
Atlas Paper Company
Former Local 259
Stop and Shop
Admiral Metals Service Center Co., Inc.
Shaughnessy & Ahern Co.
Preston Trucking Co, Inc.
US Food Service
City of Cambridge
Jan Transport Inc.
UPS
Movie Division
Petroleum Heat & Power Co., Inc.

Teamsters Local 25 Retiree Chapter



Joe Conti
President



Chuck Durfee
Secretary-Treasurer



Bill Grubbs
Vice President

Retiree News

Greetings from your Retirees Chapter!

The Teamsters Local 25 Retirees Chapter Executive Board met in September and voted to cancel the October and January Breakfast meetings. As the pandemic lingers on the safety of our members continues to be our top priority. We are hopeful that we will be able to schedule our Retiree Chapter meeting in April!

Our October meeting is traditionally when TeamstersCare joins us to administer flu shots. While we can't meet for our meeting, we remind our members to get your flu shot and get your COVID-19 booster vaccine! Let's all stay healthy!

Speaking of health, Retiree Chapter President Joe Conti is back full time with a clean bill of health!

This fall the Teamsters Local 25 leadership team was re-elected without opposition. Led by President Sean O'Brien, the agents and officers are hard workers and doing a great job.

In October the Autism Speaks Walk took place in Boston. Retiree Chapter President Joe Conti and Vice President Billy Grubbs were at the walk and helped give out shirts to the Local 25 Walk Team. It was a beautiful fall day in New England, and it was nice to see all of the families out enjoying the walk.

The Day Room is closed through the holidays for the Teamsters Local 25 Holiday Toy Drive. If you can, please consider making a donation or dropping off a toy.



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



Joe Conti, Mary Kate Brady, Ann Vesey and Billy Grubbs at the Autism Walk

**WISHING YOU AND YOUR FAMILY
A HEALTHY AND HAPPY HOLIDAY
AND NEW YEAR.**



Joe "Okie" O'Connor and Bill McAllister at Medford Challenger Day



Kevin Kelleher and Billy Grubbs at the State House Film rally

WELCOME ABOARD TO OUR NEW MEMBERS!

Nancy Blackman

Raymond J. Canval

Kenneth DaSilva

Mario D'Eramo

Robert E. Fabrizio

Robert Frye

Brian Harrington

Neil Linehan

Brenda MacQueston

John H. Maskell

Ronald Joseph McGrath

John R. Phillips

Kevil L. Powers

Michael W. Ross

Tony Russo

Kenneth Santos

Alexander Stathos

Joe Trudeau



Thomas Nasson
Recording-Secretary



Kevin Lally
Trustee



Herb Andrews
Trustee



**Thomas (TD)
Downing**
Trustee

Teamsters Local 25 Toy Drive Huge Success



Thank you to everyone who donated to our annual toy drive this year. Together, we were able to make the holidays a little brighter for hundreds of families.

