

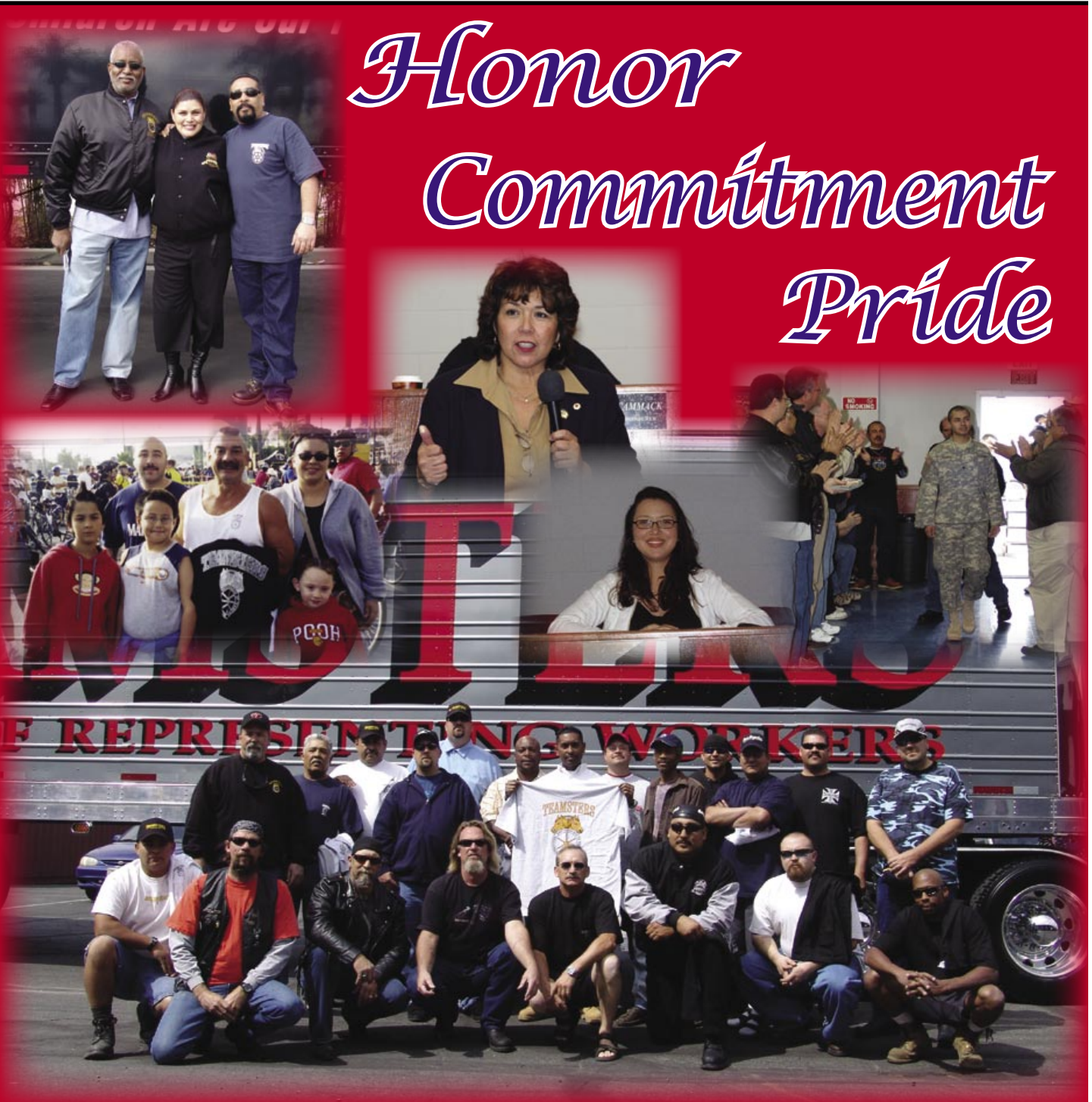


Teamsters Local 63

Secretary-Treasurer Randy Cammack

May 2006

*Honor
Commitment
Pride*



In This Issue

By Randy Cammack

As the temperature heats up and summer approaches, it's a perfect time to look back on an eventful and historic spring for Local 63. This issue brings you a variety of news from the entire Local 63 family.

New faces, heroic acts, awards, honors, and trailblazing members abound as Local 63 continues to set the standard for Teamster locals across the country. Our members aren't simply the most dedicated work force in the nation. The stories in this issue demonstrate the selflessness, caring, and creativity of our members — individuals who recognize that strong communities start with strong individual actions.



Also inside you'll read about Tudy Murillo's quest to raise funds to help an injured Teamster friend, and his 50-mile bike race through the mountains of Mexico in honor of his mother.

We all know that being a Teamster is about more than simply carrying a union card. Never was that more apparent than when Teamster Local 495 needed our help in resolving a dispute with Disney. Local 63 members came out in force to support our Teamster brothers and sisters at a recent rally and our support helped Local 495 secure a good contract with Disney.

Multiple trips by Local 63 members to the Gulf States with canned goods, bottled water, Christmas presents, and clothes helped bring hope to those displaced by last year's terrible hurricane season. Last month Local 63 was honored and thanked by leaders from Mississippi Local 891 for our support in their time of need.

We've also been hard at work fighting for the rights and privileges of our members in securing excellent contracts, and fresh faces on the Executive Board promise that Local 63 will continue to stand strong in the future.

Please take time to read your newsletter and join me in celebrating the continued strength of Local 63.

“New faces, heroic acts, awards, honors, and trailblazing members abound as Local 63 continues to set the standard for Teamster locals across the country.”

Take, for example, Local 63 business agent Meline Juarez — one of the first female Teamster business agents. She's spent the last five years serving on the Covina City Council and on March 21 Meline was unanimously appointed Mayor of Covina by the council. Her appointment is historic — she's the first Latina to serve on the council and the first to be selected as Mayor. A dedicated Teamster who worked her way up the ladder from a clerical position, Meline is a perfect example of hard work paying off in the long run. Read her story inside, and join me in congratulating Meline on this historic honor.

Inside you'll also find two stories about Local 63 heroes. Izzy Flores Jr. — son of Local 63 member Izzy Flores Sr. — visited a membership meeting to speak about his experience serving as an Army medic in Iraq. This young man shed light on an issue important to us all, and his bravery will not soon be forgotten.

“The stories in this issue demonstrate the selflessness, caring, and creativity of our members — individuals who recognize that strong communities start with strong individual actions.”

Allison Marcus-Pinedo

Selected as New Recording-Secretary

No matter what's at stake, your Local 63 leadership will always be there to stand up for your rights — the rights deserved and enjoyed by Teamsters across the nation. Local 63 leaders are experienced and stand ready to fight for good contract language during negotiations, and they are dedicated to ensuring that management practices never take advantage of the vital Teamster work force.

Like over 14,000 members of Local 63, the Local's leadership comes from all walks of life. They've worked at job sites alongside the members, and they know what's important to the Teamster members they represent.

That leadership strength just got stronger with the selection of Allison Marcus-Pinedo as Local 63's new Recording Secretary. A Local 63 Teamster for eight years, Allison was selected by the Executive Board to replace the departing Cathy Schatz. A shop steward at the UPS air club in Ontario, Allison said that for her, being a Teamster in Local 63 isn't just about

making a good living — it's a family affair. Her husband, Aldo Pinedo, has been a Local 63 Teamster for 14 years.

Out on the ramp in Ontario, though, Allison is all business. She's proven herself to be a confident shop steward who is willing to fight for her members' grievances against management. She's in charge of overseeing the backbreaking ramp work, where every day she and her fellow Local 63 Teamsters load and unload UPS 747 airplanes filled to the brim with packages traveling across the country.

The work is grueling, with the relentless Ontario sun beating down on the workers as they prep the airplanes and ensure that everything is secured and ready for flight. But the college-educated Allison said she loves her job, enjoys her friendships with co-



workers, and is excited to represent Local 63 on the leadership board.

"I'm really thrilled — it's an honor to have even been considered for the position," said Allison. "There were other candidates who've been Teamsters a lot longer than I have — it's a wonderful vote of confidence from the Local 63 leaders."

According to those who know

Continued on page 12

Local 63 Supports Local 495's Rally at Disney Shareholders Meeting

Local 63 is always there to support its members in issues between union and management. Whether for support in grievance complaints or standing strong in contract negotiations, Local 63 is dedicated to representing the rights and privileges promised to Teamsters everywhere.

That support doesn't stop with the membership of Local 63, though. Being a Teamster is about support and dedication, and when the Teamsters Local 495 in Pico Rivera called, Local 63 was there to answer.

With contract negotiations between Local 495 and Disney going



south last month, Local 63 stepped in to offer Teamster support. During a rally at Arrowhead Pond in Anaheim, Local 63 members and leaders showed their support for Local 495 in their fight to prevent Disney from taking away benefits and pay. If the company had its way, new members would be exempt from pension benefits, pay rates would be cut, and health benefits would be reduced to unacceptable levels.

"They were looking for a whole slew of things," said one Local 495

Continued on page 12

Convention Delegates Elected

Based on the size of the membership, Local 63 will send 18 delegates and 16 alternates to the International Brotherhood of Teamsters Convention in June.

Your delegates will bring the concerns of their membership to the national level, and this year you can expect your delegates to focus on several important goals:

2006 Delegates

Mike Washington — Yellow

Chris Muller — Yellow

Ken Haarala — President

Arthur “Tudy” Murillo – Yellow

2006 Alternates

Ralph Dominguez

Jennifer Coughenour — Roadway

Tony Villegas

Art Loza — Stater Bros.



- Making the protection of pensions, pay rates, and medical benefits the highest priority of Teamsters everywhere.

- Nominating national candidates who will best represent the interests of Local 63 members.

- Working with other delegates in our industries to establish a more coordinated bargaining system in our industries.

- Strengthening the trusting relationships between our Local and other Teamster Locals, ensuring our combined strength and viability for years to come.

- Continuing to prove that Teamsters are the backbone of America — that we are the essential foundation for a thriving, productive economy.

Richard Castro — UPS

Tom Sierra — UPS

Greg Durst — ABF

Richard Marquez — UPS

Ron Almarez — UPS

Randy Cammack — Sec.-Treas.

Del Walters — Roadway

Brian Moffitt — UPS

Silverio Aguilar — UPS

Bill Freitag — Stater Bros.

Robert Terrell — Ralphs

George Garcia — Stater Bros.

Ken Rodriguez — Ralphs

Carlos Barnett

Bob Doss

Creg Quiroz

Debbi Burrows

Ken Green

Adrian Herrera

Meline Juarez

Hector Fernandez

Barbara Molina

Martin Perez

Sam Stewart

Marcus Roberson

Randy Korgan

Local 63 Business Agent Meline Juarez Appointed Mayor of the City of Covina

Longtime Teamster member and Business Agent Meline Juarez was appointed Mayor of the City of Covina on Tuesday, March 21, 2006. Juarez's selection is historic: She is the first Latina to serve on the council, and the first to be named mayor.

Juarez has served on the Covina City Council since 2001. The experienced council member was overwhelmingly voted by her peers to serve a one-year term as mayor. Of the five council members, four are Republicans and all endorsed Juarez.

"I am very excited about this opportunity. One of my goals is to do team building between the city staff and city council to bring unity," Juarez said. "Working together, we can meet and expand upon the goals set by the residents of the city."

As a council member, Juarez spearheaded the drive to expand emergency responders. Under her leadership, Juarez ensured that at least one paramedic was on each engine responding to a 911 call. Covina was the first city in the San Gabriel Valley to enact this provision.

The Covina City Council meets the first and third Tuesday of every month. The council sets goals, monitors ongoing city activities and approves any actions taken by the city.

The group also approves labor contracts for city employees and the police department, and oversees the city's contract negotiations for fire services provided by the Los Angeles County Fire Department.

Along with many duties on the council, Juarez in her capacity as Mayor will now hold a board seat on the Council of Governments' Regional Committee, and oversee a variety of dignitary events throughout the year. Under her direction, the council will continue to work on the city's disaster response and preparedness plan, as well as developing a commuter-friendly area around the city's Metrolink station.

She began her career with the Teamsters in a clerical position at Local 63 in 1984. A passionate union advocate with drive and integrity, Juarez was encouraged in 1994 to be-



come one of only a few female business agents within the International Brotherhood of Teamsters. Today, she represents approximately 800 members at seven work sites in a variety of industries including manufacturing, food production, and blood donation and collection facilities.

Juarez is a member of the Teamster's Women's Caucus, IBT Women's Committee, the Labor Council for Latin American Advancement and the Coalition of Labor Union Women. She is also a delegate to the Los Angeles County Federation of Labor. She is a native Californian and the mother of four children, and she has two grandchildren. Meline is married to a Los Angeles Police Department officer, and is fluent in Spanish.

The City of Covina is located roughly 20 miles east of Los Angeles in the San Gabriel Valley and has approximately 49,000 residents.

"I am honored to be able to fulfill this role, and I hope that I can benefit the city in the upcoming year by taking a progressive role in leading our city forward for the residents and employees of the City of Covina," Juarez said.



Meline Juarez with members at American Red Cross at Cal Poly in Pomona

Budway Members Ratify

Sitting down for only the second time, Local 63 officials and a diligent negotiating team made up of rank-and-file members have negotiated a new, significantly improved three-year agreement with Budway Trucking and Warehousing in Fontana.

The new contract brought with it a major wage increase, a significant upgrade to the medical and dental coverage, the addition of a vision plan, and an increase to PTO (Paid

achieving such a monumental increase. We went from rags to riches, so to speak. The first contract laid the foundation. Now, we're gaining strength and moving forward."

The negotiating team was made up of Seamans, Local 63 Freight Coordinator Bob Paffenroth, and members Ryan Bower, Eddie Valadez, Mike Tapia, Brian Hess and Richard Valdivia.



Budway members at a recent membership meeting. Teamsters were encouraged to renew their plea



Budway members from the original contract

Time Off).

"If it wasn't for the five members on the negotiating team hammering through this with us, I don't think we could have accomplished such a noteworthy agreement," Local 63 Business Agent Ron Seamans pointed out.

"They were very instrumental in

In addition to a 22.5% wage increase, the way in which members were paid changed. In the first contract, wage was incentive-based, leaving the employees at risk and at the mercy of customers, dispatchers, and even traffic. Depending on the loads for the day, members could make as low as \$80 a day or as high as \$300. The

new contract has a base, hourly rate that takes effect immediately along with an additional wage increase in March of 2007.

"The members are very excited. They went from a wage that was at the mercy



Monumental 2nd Contract



...ing where they took their Teamster oath. All
...dge to the union as show at top right picture.



of the company to a wage they can count on," Seamans noted.

The critical change in wages also affected PTO. For the past three years, vacation – or PTO – was

throughout Arizona and California. The company handles a large majority of aluminum coil, steel coil, steel plates and structural steel, as well as lumber and paper.

The 120,000 square-foot facility has two 30-ton overhead cranes, and



based on a low hourly rate. In many instances, members wouldn't take any time off because they couldn't afford to. Now, PTO is based on a member's average weekly earnings.

Seamans added that the medical benefits were also significantly improved. Although members will pay a small contribution to the premium, the negotiating team was able to enhance the major medical and dental plans, as well as adding a vision plan to the benefit.

The Teamsters first began representing the warehouse employees and drivers at Budway in 2003. A family owned company, Budway specializes in unloading products from rail or overseas shipments and delivering the products to customers

five rail spurs that allow employees to spot 60 railcars simultaneously. In addition to boxcars, they can move materials from coil cars, center beam, flat cars and gondolas using a number of lifts that can handle up to 30,000 pounds of cargo, and a forklift with a 50,000 pound lifting capability.

"The members at Budway work very hard. They deserved a solid contract with considerable improvements," Seamans added.



Army Medic Izzy Flores, Jr. Thanks Local for Support Honored With Teamster Jacket

Most Americans get their information about the war in Iraq the same way everyone else does: they read about the war in magazines and newspapers or they see the stories on the evening news.

But recently, Local 63 members had the chance to hear about the conflict from someone who's seen it firsthand, after Secretary-Treasurer Randy Cammack invited 20-year-old Izzy Flores Jr. to a membership meeting.

Back home for two weeks to be with his wife during the birth of their first daughter, Flores Jr. brought stories of heroism and heartbreak to the Local 63 membership. The son of 27-year Teamster Izzy Flores Sr., the Army Medic with the 4th Infantry Division out of Fort Hood was honored with a Teamster jacket presented by Secretary-Treasurer Cammack.

"He's proud to be there," said Flores Sr. of his son's dedication to the military. "Being in the service is something he's always wanted to do — since he was a kid he always wanted to be a soldier."

A gifted student in high school who maintained a 3.6 GPA, Flores Jr. has long shown a relentless determination to succeed. He joined the military straight out of high school and hopes to one day trade his dedication to the military for an opportunity to study at a four-year university. "I never had to push him to do his homework," said Flores Sr. "He does the same thing in the service."

Flores Jr. told the Teamsters in attendance that many people in Iraq feel much the same about the war



proud of his son's accomplishments, dedication, and heroics, he said that ultimately having a child fighting in a conflict overseas is a nerve-wracking experience. "If he needs our help he's not even close," said Flores Sr. "I worry about him, but I know he'll be all right."

Flores Jr. returned to Iraq on March 27 and his father said hopes are high that he'll be able

to come back for Thanksgiving and the holiday season. as people in the United States. "He said a lot of people want us there and many people don't," said Flores Sr. of his son's message. "He was handing out Velcro flags to Iraqi children — flags like the soldiers have on their uniforms. The next day he saw a little girl who'd sewn one on her shirt."

The dedicated soldier said he'd signed on for three more years in the service, and Flores Sr. said his son is considering a career in the military. "He's also talking about being a doctor," he said. "He wanted an education, and being in the military has given him a lot of experience and training."

While Flores Sr. said he's certainly



Mississippi Leader Thanks Local 63 for Generosity After Hurricanes

Over the course of this past fall, trucks from Local 63 made trips to the hurricane-ravaged Gulf of Mexico four times. Filled to the brim with bottled water, emergency medical supplies, canned goods and school supplies, trucks driven by Local 63 members brought hope and relief to the storm-battered communities of Mississippi and Louisiana.

For the Teamsters of Local 891 in Jackson, Mississippi, the generosity and support shown by Local 63 members was more than simply a measure of hope.

In December — long after service organizations and humanitarian efforts had left the Gulf — Teamsters from Local 63 pulled into Gulfport, Mississippi, driving a truck packed with bicycles, wrapped Christmas presents, and the jolly “Ho, Ho, Ho!” of Local 63’s own Santa Claus, business agent Dallas Wimer.

“We wanted to make sure every Teamster kid from Gulfport got a bicycle,” said Wimer, who plays Santa Claus for his family when he’s not out bringing joy to those in need. “The members of Local 63 really came together, and the Teamsters in Gulfport had a really nice Christmas when they feared they wouldn’t have one at all.”

At Local 891’s UPS delivery center, just down the road from Jackson, Local 63 members set up an impromptu North Pole. They unloaded the Teamster truck filled with presents from Local 63 families and lined the gifts up according to the appropriate age. A row of 140 bicycles greeted the children of Local 891 as they and their parents celebrated the Christmas they thought they wouldn’t get.



“So many of them came up to me, sat on my knee and told me that all they really wanted for Christmas was for their families to be safe,” said Wimer, who donned his Santa suit and

“You can only imagine how appreciative our members are for your generosity and selflessness in our time of need.”

listened to the kids’ Christmas wishes. “They wanted their old houses back, or their lost dogs. Most of all they wished the hurricanes hadn’t happened.”

For their generosity and selflessness, Local 63 members were recently honored by Willie Smith, president of Local 891. Smith attended last month’s Local 63 membership meeting and thanked the members,

business agents, and leadership for everything they did for Local 891 in a dire time of need.

“You could have celebrated the holidays with your own Christmas party, but instead you gave it up for the members of Local 891,” said Smith. “You can only imagine how appreciative our members are for your generosity and selflessness in our time of need.”

Smith recalled the smiles on the faces of Local 891’s children — kids who thought their Christmas had been washed away with the floods, rain, and wind. “The looks of joy on those kids’ faces were enough to lift the spirits of all our members,” said Smith. “It means so much to know that we can count on our fellow Teamsters in a time of need, and you should know that whenever your time of need comes you can call on Local 891 for anything. Thank you from all of us.”

Teamster Leader Receives National Honors

Randy Cammack, Secretary-Treasurer of Rialto-based Teamsters Local 63, has been selected as this year's Honoree of the Teamsters National Black Caucus.

The Teamsters Black Caucus will honor Cammack at its annual dinner, scheduled to be held in San Jose on August 1, 2006.

The award is presented annually to trade unionists "who have exhibited their commitment to the enrichment of the working class, thereby raising the standard of living for working families," said the notification letter from

the Black Caucus Chairman Chris Silvera. "Your work at Los Angeles Teamsters Local 63 exemplifies the type of leadership needed to move our union movement forward."

He noted that the leadership of Local 63 is diverse and reflects the demographics of the union, "a model local union that must be recognized and exemplified."

Secretary-Treasurer Randy Cammack also serves in an International Brotherhood of Teamsters capacity as Vice-President-at-Large of the 1.4 million-member Teamsters Union.

He has been a Teamster since 1967, beginning his union career as a UPS driver and rising through the ranks as Business Agent, Trustee, Secretary-Treasurer and International Vice President. He has served on the national negotiating committees for UPS and the freight industry.

His 14,000-member local is the largest in the West and one of the largest in the nation. Past honorees of the Teamsters National Black Caucus include IBT General President James P. Hoffa.

Joint Council 42 Executive Board Re-elected for Four-Year Term



President Jim Santangelo, Vice-President Bob Lennox, Secretary-Treasurer Randy Cammack, Recording-Secretary Gary Mauger, Trustee John Harren, Trustee Mike Bergen and Trustee Arthur Cantu

Ensenada Bicycle Race Dedicated to Esther G. Murillo

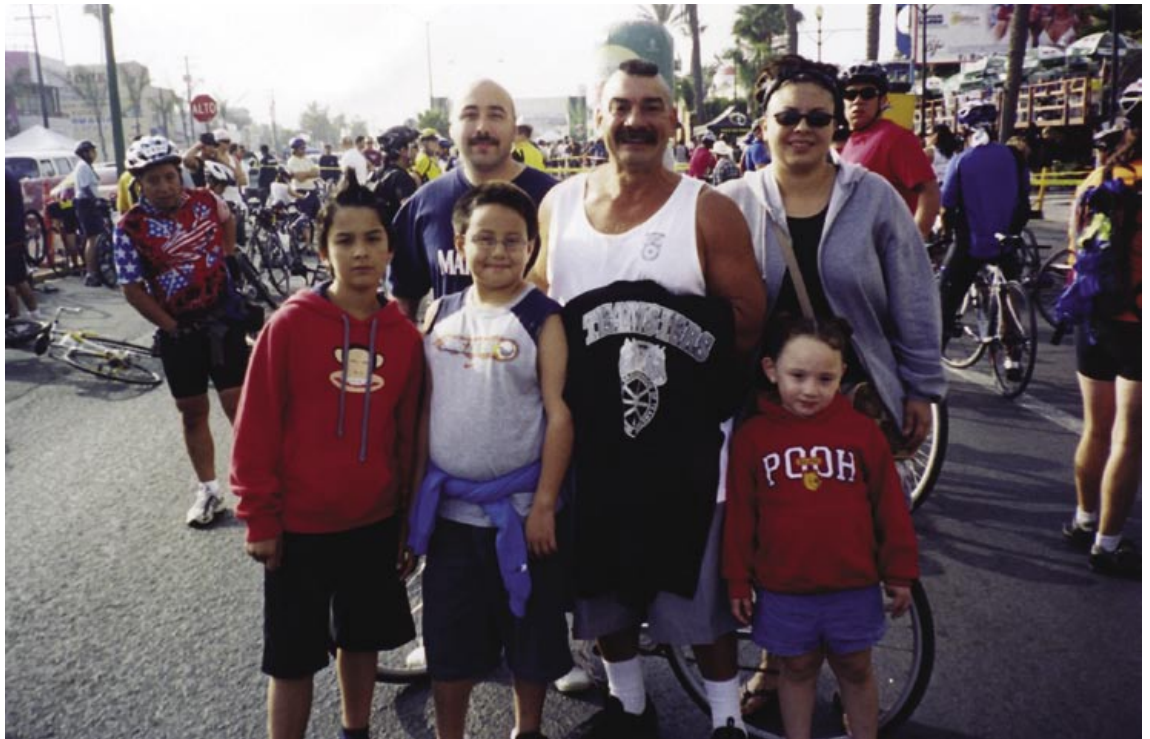
In the truest sense of the word Tudy Murillo understands what it means to be a Teamster. Selfless, determined, and always ready to donate his time and energy, Murillo has seen what Teamster support can do for those in need.

Now the 30-year driver at Yellow Transportation is sounding the call for Local 63's support, asking his fellow union members to rally behind one unlucky Teamster who recently suffered a debilitating accident.

A biker in the truest sense of the word, Murillo is at home on both his Harley-Davidson motorcycle and his 10-speed bicycle. In September Murillo participated in the Rosarito-Ensenada Bike Race — a 50-mile cycling race that winds its way along the Pacific Coast of Baja. With his family there to support him, Murillo completed the course in 3 hours, 45 minutes. He rode in honor of his mother — Esther G. Murillo — who was ill and died soon after the event.

"It was a way for our family to honor her," said Murillo of the event. "She knew it was her time and the race helped our family deal with the stress and sadness."

While he loves to pedal a bicycle, Murillo said his true passion is for the hum of a Harley engine. He makes frequent runs with other Harley enthusiasts and has formed friendships and



Back row: Mike, Tudy and Eva. Front row: Dorianne, Chris and Abigayle

camaraderie with his fellow bikers. Among the thousands who gather for biker functions across the state Murillo said he often runs into fellow Teamsters. "We're Teamsters and we're bikers," said Murillo. "We share a lot of bonds, and the same kind of

think about — the last word I had was that he's out of the coma, but he's still in pretty bad shape."

An experienced biker and Teamster retiree, Taylor suffered massive head injuries after being thrown from his bike when a wheel accidentally caught the edge of a curb. "We'd go to bike functions together and we'd run across each other all time," said Murillo. "We made connections through that and he's been a friend for a long time."

Murillo is asking for Local 63 Teamsters to pitch in with any help they can give to get Taylor back on his feet. "Anything will help," he said, adding that the Local has collected contributions on Taylor's behalf. "There's a lot of need and I'd like to see if we could do something to try and help his family."

"It was a way for our family to honor her," said Murillo of the event. "She knew it was her time and the race helped our family deal with the stress and sadness."

camaraderie you see in Teamsters you see in bikers too."

Murillo also understands the inherent danger in his favorite pastime, especially after the recent wreck of fellow Teamster and friend J.T. Taylor. "It was a terrible thing," said Murillo of the accident that left Taylor in an extended coma. "It's hard to even

New Recording-Secretary

Continued from page 3

her best, Allison was a shoe-in for the position. It is important to have UPS represented on the Local 63 Executive Board and Allison with her strong dedication was the logical choice.

“She’s an aggressive shop steward and she’s well known on the ramp,” said Adrian Herrera, her business agent at UPS. “She’s respected by the members, and I think she’ll do a great job representing their needs and concerns as the new Recording Secretary.”

Support

Continued from page 3

business agent who worked on the contract negotiations. “It was unacceptable, and Local 63’s support helped make that point clear.”

Local 63 Secretary-Treasurer

Randy Cammack called Local 495 one of the most dedicated locals in the country, and gave praise to Secretary-Treasurer Robert Lennox.

“Local 495 Secretary-Treasurer Lennox is one of the most intelligent labor leaders in the nation,” said Cammack. “Any time we can assist the members of Local 495 we will be there.”

With support from Local 63, contract negotiations between Disney and Local 495 turned around, resulting in a three-year contract that stands as one of the best contracts offered by the typically stingy Disney management. The contract guarantees full-time benefits to Local 495 members and ensures that retiring positions won’t be lost. The contract also preserves holiday pay and secures excellent bonuses — among the highest in the industry.

“This is a good contract for

our members, and it wouldn’t have been possible without help from the members of Local 63,” said Lennox. “It’s great to know that Local 495 members can count on their Teamster brothers and sisters to stand by us when we need it most.”



Members from several locals showed up to support Local 495

Teamster Local 63

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