



Teamsters Local 63

Secretary-Treasurer Randy Cammack

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Thanks From All of Us

By Randy Cammack

The story on page 10 reports "Local 63 Honored at Black Caucus Event." On behalf of all members I have written the following letter of thanks.

To: Members of the Teamsters Black Caucus

Dear Brothers and Sisters:

This letter is to thank you for the tremendous honor you have bestowed upon me in the form of your Crystal Clydesdale Award. I am both proud and humbled. This is the most significant honor that I have received in my 40-year Teamster career.

On reflection, I find that the objectives of the National Black Caucus are very much in line with the spirit and objectives of all Teamsters. These goals promote the concept of ordinary people taking action to improve the lives of working men and women. When a spirit of brotherhood like this prevails, we can help the people who really need it – these are great goals for all of us to remember.

The award will serve as a reminder that we all have a political, legal, and moral duty to promote racial tolerance and preserve human rights. This is a two-fold process: the first to battle racial discrimination, the second to promote self-respect and confidence among all union members.

I have accepted this award on behalf of all the members of Local 63. It was the membership who voted to use our union resources to send our Teamster truck to the hurricane-ravaged Gulf Coast region. Filled to the brim with bottled water, emergency medical supplies, canned goods and school supplies, the Local 63 truck trailer brought hope and relief to storm-battered communities in Mississippi and Louisiana. Our objective, identical to yours, is to help those in need, regardless of race, religion, or political views.

This impressive award sits proudly in my office. It will be a constant reminder of the challenges we face and the resolve we need to accomplish our goals together.

I was especially honored to be co-recipient with Bob Simpson. I have watched his career as IBT Trustee and as the leader of the largest local in America. He has battled the evils of prejudice and stood firm for equal justice for all. I was especially proud to sit next to him at the podium.

In closing may I congratulate you and your organization on the work you have done on behalf of all Teamster members.

Fraternally yours,

Randy Cammack
Secretary-Treasurer

Local Business Agent Runs for Fontana City Council

If you ask Local 63 Business Agent Ralph Dominguez why he is running for a seat on the Fontana City Council, his answer is straightforward and one that inspired him to become a union official: "I know I can make a difference."

A business agent for six years, the former UPS (San Bernardino/Ontario) driver began his campaign with an unofficial kick-off fundraising event July 29th at his home. With roughly three months until the November election, the passionate activist hopes to gain momentum to unseat one of two incumbents.

"There are a lot of reasons why I am running. Particularly, I want to improve the community. There are a lot of things I don't like that need to be changed," he noted.

High on his list is crime and traffic in the city of 160,000 people. "I'm concerned about our children, and I just don't see the current city council doing much."

Dominguez points out that the City of Fontana also lacks a well-defined infrastructure and says there is an imbalance between development and growth. "Our quality of life has



been affected," he says, adding that he also wants to fight a proposed Super Wal-Mart.

His campaign slogan, 'A Voice for All of Our Community' says it all. "As parents we want to know that our children are safe and can enjoy the city they live in. We want to make sure there is good police and fire protection for our citizens."

Moreover, he says there are not enough after-school programs and the drop-out rate is high, which he believes is contributing to an elevated crime rate in the city. "We need to look at the budget and reroute the money to help our children," the father

of two, who also has two step-children, explained.

In addition to his wife, Myra, and a strong contingent of supporters, Dominguez is getting tremendous insight from Local 63 Business Agent Meline Juarez. Juarez has served on the Covina City Council since 2001. In March, the well-respected council member was overwhelmingly elected by her peers to serve a one-year term as Mayor. She is the first Latina to serve on the council, and the first to be named mayor.

"Meline has helped me tremendously," he noted. "I'm very appreciative of all that she has done."

The Fontana City Council meets twice a week and consists of four council members and the mayor. Dominguez laughs when he describes the position as a "basically thankless job," but that doesn't matter, he knows he can make a difference.

If you would like to help Dominguez, campaign donations can be mailed to: 15218 Summit Ave., #320, Fontana, CA 92336. Dominguez can also be reached at 909-349-9896 or by emailing him at voteralphdominguez@yahoo.com.



UPS Agrees to Early Negotiations; Members Share Contract Concerns at Proposal Meetings

Local 63 UPS members gathered in force in mid-August to voice their concerns with Local officials in preparation for early bargaining talks with the shipping and freight giant.

IBT General President James P. Hoffa announced at the 27th International Convention in June that UPS had agreed to begin early contract negotiations. This was a major victory for the union that had stood firm against the company, demanding that talks begin this year.

"We can't afford to wait to protect the pensions and health care benefits of our UPS members and we won't. UPS knows we will do whatever it takes to make sure Teamsters at UPS are rewarded for their hard work and dedication," Hoffa said.

Protecting medical benefits and pensions is at the top of the priority list for Local members. "Those are the main issues," Local 63 Business Agent Sam Stewart noted. "But other issues came forward as well."

Stewart said overworked UPS drivers are still looking for relief from excessive overtime. Contract language first added in the 2002 agree-



ment outlined double time pay for hours in excess of 9.5, and was supposed to ensure the company's commitment to lowering drivers' hours.

"This has been a huge problem for a number of years, and we continue to file grievances. But the language in the 2002 agreement

They've been worked so hard for so long, they're just looking for some kind of relief."

On the flip side, the company has been limiting the combo employees' work day to as close to eight hours as possible, making it difficult for them to receive any overtime.



"Getting the most serious issues out on the table and resolved long before the contract expires will avert any kind of work stoppage and ensure many more years of labor peace."

simply wasn't strong enough to make certain that members don't have to work those excessive hours," Stewart explained.

"The members are looking for stronger language and stronger penalties for the excessive overtime.

"The part-timers have been getting the extra work, and many of the combo workers want a piece of that overtime," Stewart said.

All tallied, Local 63 UPS members brought to the union roughly 50 proposals for either new additions or

changes to the contract. The Local will now meet with other union officials in the Southwest Rider to collectively screen and streamline the proposals. Once that process is complete, the refined proposals will be delivered to the IBT. Negotiations with UPS are expected to begin in early fall.

The UPS agreement covers roughly 200,000 members across the country. Locally, 4,700 members working at nine facilities are under the five-year contract set to expire August 1, 2008. Having labor and management meet early to resolve major



Business Agent and President Ken Haarala

contract issues is in the best interest of both parties.

“The employees felt we should enter negotiations early,” Stewart underscored. “When tens of thousands of petitions from the members were delivered to the company, they could hardly disagree.”

Stewart also noted that UPS faces fierce competition from DHL and FedEx. Protecting and enhancing their customer base is critical to the company’s continued success.

“Getting the most serious issues out on the table and resolved long before the contract expires will avert any kind of work stoppage and ensure many more years of labor peace.”



Delegates Gather in Las Vegas

Making a proud and strong appearance, 33 members of Local 63 attended the 27th International Brotherhood of Teamsters Convention in Las Vegas.

The late June gathering was attended by thousands of delegates from North America. The Local's delegation included executive board members, officers, business agents, shop stewards and rank-and-file members from Yellow Freight, President, UPS, Roadway, Stater Brothers and Ralphs.



Business Agent Bob Turner

In addition to a compelling keynote address from General President James P. Hoffa, convention attendees had the opportunity to hear a number of speeches from influential elected

officials who support the labor movement, attend seminars and fundraising events, and meet with representatives in their trade from all over the country.

For first-time attendee member Bud Wally, the convention was eye opening. "I went as a spectator and it was very interesting. Being there gives you a good understanding of how the union works on the international level. But perhaps the biggest thing that stands out is the unity. It was overwhelming," he said.

"For someone who really cares about the labor movement and who wants to be involved, the convention is a great experience," the Roadway dock worker and nine-year member pointed out. "I'll be at every convention until I retire as a spectator, delegate or alternate delegate, no matter where they hold them."

Roadway line driver and 14-year member Ken Green agreed. "The first convention I attended in 2002 was as a delegate and it was very enlightening. This year I went as an alternate and missed the opportunity to vote. However, the convention is an incredible experience and everyone should get the opportunity to go if they can."

Active Teamster Jennifer Coughenour, who attended as an alternate, found the unity and diversity of the gathering impressive. "It was incredible to be among a group of people



Ken Green, Jennifer Coughenour and Bud Wally.



Business Agents Carlos Barnett and Barbara Molina



Local 63 staff members Liz Suarez, Colleen Larkin, Suarez, Bill Larkin.

gas for the IBT Convention



knowing that whether you knew them or not, we are all brothers and sisters,” the Roadway clerk noted.

“And it was awesome, coming from freight, to see so many different crafts represented. We are not just the stereotypical laborers. The Teamsters are evolving to represent great professionals in many different fields,” she added.

The IBT convention underscores strength and unity, and the union’s commitment to its roughly 1.4 million members. “Anyone who wants to be active for the members they represent should go to the convention and experience something they won’t experience anywhere else. It gives you a really good understanding of what the union is trying to do for you and your family,” added Bud Wally.

The Local 63 delegation came from the event empowered to make a difference for all working Californians. They were reminded – thanks in part to a gripping speech by U.S. Senator Joe Biden (D-DE) – that the union must continue to fight against corporate greed and battle a president who has waged a war against labor.

“You, not big business, built the middle class in this country. You are the only thing that stands between the middle class

and the shifting of power in America to the very powerful,” the senator noted, later saying, “The Bush administration is on a mission to crush organized labor. If you gave them one choice, one wish, it wouldn’t be to balance the budget or make health care available to all Americans. It would be to change the rules so it’s harder



Marcus Roberson and Ken Haarala

to organize.”

For many in the delegation representing Local 63, attending the week-long gathering was an honor.

“It was a great privilege to be elected as an alternate delegate on the slate for Local 63,” 14-year member Jennifer Coughenour added. “To be representing one of the largest locals in the country is fantastic. It’s really no secret why we’re so well respected among all the other locals. I would love to attend again and represent what other people refer to as ‘Randy’s Local.’”



and husbands Nap



Ed Reynoso, his wife Marla, their son and Meline Juarez

Neutrality Helps Pave the Road for Successful Freight Organizing

Local 63 Organizer Randy Korgan can describe the union's organizing campaign at three Bestway terminals with one simple word: a *struggle*.

But thanks in part to the union's perseverance, neutrality and card check agreements, and the employees' desire to unionize, an election is finally in sight.

Large, well-formed committees are now in place in all of the terminals, and elections have been scheduled at two of the facilities. When all of the campaigns are successfully completed, four Bestway terminals and approximately 580 employees will be represented by the Local.

"This is the first time in Southern California it's gone to this level," Korgan pointed out. For over two years, Korgan and his committed group of volunteer organizers have faced steep anti-union opposition from management and an employee base fearful of retaliation.

"We ran into many years of anti-union propaganda. The neutrality agreement will help us, but it is so new," Korgan explained. "It's rough when you have these employees being brainwashed through captive audience and one-on-one meetings."

A card check agreement also ensures a smooth campaign, but the company's attempts to undermine the union have certainly been the biggest battle.

"We will continue to help them get through the anti-union rhetoric," Korgan added. "The company has been non-union for so many years, that the energy now coming from the workers in these facilities is very exciting, and it's great to be part of it."

Working hard to win a voice for UPS Freight employees

For nearly a year, the Teamsters have been trying to reach an agreement to organize UPS Freight employ-

ees after the company purchased the trucking company Overnite. In June, General President James P. Hoffa announced that the union had won a card check agreement and neutrality with the company at one location.

"The agreement we reached with

"The agreement is that the union would target a particular terminal, notify the company, and they would take a neutral position while we organize."

UPS is for card check recognition and neutrality," Local 63 Organizer Randy Korgan explained. "The agreement is that the union would target a particular terminal, notify the company, and they would take a neutral position while we organize."

Because of strong Teamster support in the city, the first terminal recognized for representation is in Indianapolis. In early August the Teamsters announced that an arbitrator had confirmed that a majority of workers signed authorization cards seeking representation with Local 135.

The 125 drivers and dockworkers at the Indianapolis facility represent the first victory in the Teamsters campaign. Undoubtedly, organizing nearly 300 terminals and roughly 15,000 employees will be a lengthy process. Most important is ensuring that the first contract in Indianapolis is a well-written agreement.

In a press release, Ken Hall, Teamster Director of the Parcel and Small Package Division, said the union hopes to begin bargaining with UPS Freight by the end of September. "We will address the workers' con-

cerns about wages, benefits, working conditions and job security."

Local 63's jurisdiction includes old Overnite facilities in Fontana and Montebello/LAX, as well as former Motor Cargo facilities (also purchased by UPS Freight) in Rialto and Pico Rivera. Successful campaigns at these terminals would bring roughly 1,000 new members into the Local.

"We have committees established in all four terminals, and we have a majority of cards in our possession at one terminal," Korgan reported. "These are solid committees with a good core representing the entire group. This is a very good start."

The union has tried to organize these terminals in the past. "Overnite had horrid anti-union propaganda. It's going to be tough to get over that with some people. You can't erase people's memories. They've had five and six years of anti-union venom and we're still dealing with the residual. Because of the neutrality agreement, we're getting over the humps and talking to them. Through enough interaction, information and education we can clear their heads."

Although they were faced with intense anti-union rhetoric, Teamsters Freight Division Director Tyson Johnson points out that for more than 50 years, workers at Overnite have been trying to form a union.

Korgan emphasized that the Local's volunteer organizers are essential to the process. "They relate one-on-one with the workers. There's a natural trust."

Local 63 relies heavily on its volunteer organizers. "The volunteers we have are doing a terrific job, but we could use as much additional help as we can get," he added.

Members interested in supporting the organizing efforts of the Local are highly encouraged to contact Randy Korgan at the Rialto office.

At Work With UPS Members



Local 63 Honored at Black Caucus Event

Extraordinary help to Hurricane Katrina victims and dedication to racial tolerance have earned Secretary-Treasurer Randy Cammack and Local 63 top honors at the annual Teamsters National Black Caucus awards ceremony.

More than 1,200 Teamsters were on hand in San Jose in August to honor Secretary-Treasurer Randy Cammack as he received the Man of the Year Award. Also honored were Local 63 Business Agent Robert Turner and Trustee Robert Terrell.

In his acceptance speech, Secretary-Treasurer Randy Cammack acknowledged the great contributions of his local's membership. He related how members voted unanimously to forego their annual December Holiday party and direct the resources to



Business Agents Martin Perez and Marcus Roberson



Robert Turner

Hurricane Katrina victims. It has been a Local 63 tradition to use the December meeting to host a huge barbeque and raffle off hundreds of gifts, including televisions, VCRs, cameras, vacation trips, Teamster jackets and hats. Instead, the business agents and stewards purchased 100 bicycles and other toys to make the holiday season brighter for Teamster families in such a difficult time.

Cammack told the large audience that the award humbled him and explained that his Local's efforts were very much in line with the spirit and objectives of all Teamsters. "We promote the concept of action to improve the lives of all working men and women," he said. "For brotherhood to prevail over times of hardship so that we can help people who really need it – these are great goals for all of us to remember."

Business Agent Robert Turner was honored for coordinating relief



Robert Terrell, Trustee

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Front row - sitting: Randy Cammack, Judy Cammack, Debbi Burrows. Front row- standing: Ron Seamans, Cathy Schatz, Marian King, Barbara Molina, Margie Brignoni, Allison Marcus-Pinedo, Dee Contreras, Thelma Wilson, Ophelia Pena, Martha Rocha, Jesus Rocha. Back row: Del Walters, Rick Ellison, Sam Stewart, Bill Freitag, Martin Perez, Steve Rodriguez, Ralph Dominguez, Marilyn Farrow, Doug Farrow, Tommy Wilson, Creg Quiroz and Robert Turner.

Black Caucus

Continued from page 11

efforts and his four trips to the hurricane-ravaged Gulf of Mexico region. Filled to the brim with bottled water, emergency medical supplies, canned goods and school supplies, the Local 63 truck trailer brought hope and relief to the storm-battered communities of Mississippi and Louisiana. Turner is well known in the community as the West Coast Chairman of the TNBC.

Trustee Robert Terrell was honored for his work on behalf of the TNBC and his efforts to re-establish a Southern California chapter.

The Teamster National Black Caucus joins the Hispanic Caucus and Women's Conference in addressing specific needs of its members. The TNBC is primarily educational. At its annual conference it conducts important workshops to assist its members in becoming better Teamsters. This year's workshops included

building a stronger labor movement, strategic grievance processing, addressing substance abuse, and building a million worker movement.

The TNBC was formed in 1971 and received its official IBT charter in 1975.

“For brotherhood to prevail over times of hardship so that we can help people who really need it – these are great goals for all of us to remember.”



Secretary-Treasurer Randy Cammack and Retiree Bob Simpson display awards.



Teamster Local 63

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