



Teamsters Local 63

Secretary-Treasurer Randy Cammack

MARCH 2007



Two Organizing Victories

7UP/RC Bottling Co and USF Bestways Shipping

In this Issue

U.S. Soldiers Say Thanks

Page 4

Budget Rent-A-Car

Page 6

Mercury Dye

Page 8

UPS Blythe, Barstow
and Yucca Valley

Page 10



What Members Want

This issue contains two stories about two successful organizing efforts. One story welcomes 150 new members at 7-Up, and the other welcomes 37 members at USF Bestway at the company's terminal in Pomona and 112 members at the USF Bestway terminal in Los Angeles.

Organizing is the lifeblood of the union. By bringing in new members, we help protect the jobs, wages and benefits of our existing members.

The two successful organizing drives reported in this issue achieve our goals of leveling the playing field and protecting our members. Teamsters represent members in the bottling and freight industries. If we ignore non-union competition, we allow the non-union companies to gain a competitive advantage. The non-union company pays its employees less, provides fewer benefits, and by keeping its cost down it can underbid the union competitors. By organizing, therefore, we protect the jobs of our union members.

There is no doubt that labor unions offer members (and their families) improved job security and safety, higher wages, important health care and pension benefits and a voice in their workplace. In my meetings with our organizers, I have learned some of the important reasons why non-union workers wanted the Teamsters.

Having secure health care benefits was a high priority. Workers understand that there are 40 million Americans who have no health insurance coverage, and the majority of those 40 million are children of employed workers. With a Union contract, these workers and their families are

PICK UP PHOTO FROM PREVIOUS ISSUE

covered and protected. We consider medical benefits sacred. All Teamster contracts aim for good quality insurance coverage. Having this means that Teamster members can afford to spend their hard-earned wages in other ways, since their Union has negotiated quality insurance coverage for their families.

Wages are most important. The U.S. Department of Labor reported that union members earn far more in wages than non-union workers, an average of 34 percent more. Unionized workers have contracts that guarantee certain wages and benefits for them for the life of the contract.

Secure pensions are another important factor. The non-union employees learned that union representation means that you are better able to retire with financial security for you and your spouse. There is a tremendous advantage to having the union negotiate pension benefits for you. Of all union workers, 81% have Defined Benefit Pension Plans that are fully financed by the employer.

Defined Benefit Pension Plans are guaranteed by the Government, and they provide a guaranteed monthly pension amount. In non-union workplaces, only 48% of workers have Defined Benefit Pension Plans financed by the employer.

Security of the contract is very meaningful to new union members. They are naturally attracted to the advantages of a union-negotiated contract. They have learned that a labor agreement spells out the rights of union representation, hours of work, overtime, holidays, pay scales, job descriptions and grievance procedure.

Our new members understand that joining a union gives them the power to stand up for their families, their futures and themselves. Through a legal, binding contract, union membership gives them a strong, collective voice in their pursuit of decent working conditions with fair pay and benefits.

That's what the Teamsters are all about: decent working conditions, better pay, strong benefits, and dignity and respect on the job.

On The Cover

Top Left: Newly Organized Bestway Member.

Mercury Top Row: Francisco Romero, Rene Sanchez, Bernardo Romero, Miguel Eusebio, Cristian Barajas, Jose Castillo, Andres Fermin, Francisco Cornejo, David Mejia, Jose Guad. Gaspar, Baldomero Sandoval, Liborio Chan
Bottom Row: Juan Reyes, Guillermo Miranda, Gilberto Morales, Shop Steward Fred Lopez, BA Meline Juarez and Rafael Ferriera

Two Organizing Victories

7-UP/RC Bottling Co.

Contract negotiations will soon begin for more than 150 newly organized members at 7-UP/RC Bottling Company of Southern California in Redlands.

Drivers, warehouse personnel, and merchandisers recently voted overwhelmingly for Teamster representation. They had been represented by the Seafarers Union, but felt that they would be served better by a strong local union, with a powerful International behind it.

They were also seeking a union that had experience representing members in their industry. They were impressed by Local 63's contracts in the food, bakery and distribution industries. "The 7UP workers had been calling the Teamsters for two years,"

said Organizer Randy Korgan, who led the organizing drive. "We had to wait until their current contract expired before we could begin our effort."

Volunteer Organizers Rubin Enriques, Ramiro Alonzo, Mike Robles, Augie Luna and Pete Sierra helped the drive. They gave up days, nights, and weekends to make house calls, telephone calls, and job site visits to earn the trust and support of the workers.

"The results reflect their ambitious and effective effort," reported Korgan. On February 15 an election was held, with an overwhelming 90 votes for the Teamsters, 10 for their former union, and 15 for no union at all.

"The vote demonstrates the high

regard American workers have for the Teamsters," pointed out Secretary-Treasurer Randy Cammack, who also serves as a Vice President on the IBT Executive Board. "We have the reputation for negotiating the best labor contracts and providing the highest level of representation."

(See Randy Cammack's Message on Page 2, "What New Members Want.")

Because the election was recently certified by the Department of Labor, negotiations are scheduled to begin in the near future. Business Agent Randy Korgan will lead the negotiating team. Although the two-year agreement expired at the end of March, the Teamsters have negotiated a 60-day extension.

USF Bestway

Two successful organizing drives will bring about 150 freight members into Local 63.

On February 1, Local 63 received recognition from USF Bestway to represent a unit of 37 workers at the company's terminal in Pomona, California. This latest victory is the second in less than two months for Local 63. On December 13, 2006, Local 63 won recognition for 112 workers at the USF Bestway terminal in Los Angeles.

"Now 149 workers at two Southern California terminals will have a more secure future as Teamsters," said Randy Cammack, Local 63 Secretary-Treasurer. "We will work hard to secure a strong contract for these new members."

The win in Southern California is the latest victory in the campaign to give Bestway workers the secure future they deserve. YRC Transportation announced earlier that it is combining its USF Bestway and USF Reddaway units, but the company has agreed to recognize the workers in Pomona through the Master Bestway Agreement card-check neutrality clause negotiated in the Southwest and Southeast.

Organizer Ramiro Alonzo led the campaign. He was assisted by Volunteer Organizers Rubin Enriques from Stater Brothers and Rudy Salazar from Yellow Freight

The campaign began in October. More than 65 percent of the workers in Pomona signed cards to form a union. Seventy percent

of the 112 drivers and dockworkers in Los Angeles signed cards to form a union.

Continued on Page 11



Ramiro Alonzo project organizer

Thank You Letters from Iraq

In December more than 100 members gathered to put together care packages for troops in Iraq. Local 63 members had voted to forego the annual holiday raffle and use the resources to acknowledge the soldiers risking their lives thousands of miles from home! Following are a commendation from the Army and grateful words from the troops.

Dear Teamster Members,

My name is Sergeant Rebecca Box. I'm from Louisiana and I have a son who is 6. I miss him a lot. This will be the first Christmas I will be without him. I am in Takrit, Iraq, it's really cold right now. It rains every once in a while. Around February it will start warming up again. It is really hot during the summer, it gets about 120 degrees. There is a famous river here, the Tigris, but that is the only water around, and it's about dried up. There is no water for as far as you can see and no trees. Maybe a few little plants here and there, but not much. Up north in Mosul, Iraq, there are mountains and lots of trees. Thanks again! Merry Christmas and Happy New Year.

Sgt. Box

Dear Teamsters Local 63,

My name is Daniel Snipe, and I am one of the soldiers overseas in Iraq that you sent a care package to. Just let me say thank you very much because I appreciated it. In your letter you said that the package was a small token, but to me it meant a whole lot.

Let me just tell you a little about me. I come from a family of 5. My Mom and Dad, who are happily married for 28 years now, and my two sisters. I don't have anyone special in my life right now, but that's a whole other story. I was born and raised in Santiago, a small town in the Dominican Republic. My home is Charleston, SC. My tour over here will be finished in June of 07. So until then I just want to thank you for everything. You really made my life better over here.

Always,
Daniel Snipe

Dear Teamsters Local 63 and all members;

Thank you so much. This Christmas has been really wonderful because of the kindness of everyone. Almost every soldier uses the items so much. We were on mission last night and the flashlights, pens and watches along with the binos and the candies were used to the fullest!

After we almost froze to death, my truck has no heater and our gunner was on top, we drove home and brewed the hot chocolate! Thank you so much!

It meant so much to us, you'll never know how grateful we are! "Thank you" .

I pray the holidays and this year are great... Thank you for all the cards and gifts - "Chapstick". You guys are lifesavers!!!.

Spc Gregory Butacan
ACO 209th (4th Platoon) ASB

Certificate of Appreciation

Is Awarded to

Teamsters Local 63



In appreciation for your generous donations and support of Alpha Company, 209th Aviation Support Battalion during the Holiday Season. Your contributions impacted the morale, spirits, and motivation of our deployed Soldiers. Nothing fills our hearts and minds like knowing we have the support of friends and families back home. We are honored to serve because of individuals and groups like Teamsters Local 63



Joe Phearce
JOE PHEARSE
1SG, USA
First Sergeant

Scott F. Wyatt
SCOTT F. WYATT
CPT, QM
Commanding



Dear Teamster Members,

First of all, I just want to say thanks for the care package that you all sent for me. I really appreciate the package and I am truly sorry that it is only a letter that I can give you all during this very special time of the year.

I also want to thank you guys for everything you are doing back there for our families, friends and us/troops out here in Iraq.

We are out here working everyday. Life is hard but we are making progress each day because of your support and everything you all are doing back there.

Once again, thank you guys for my package and it is nice to sometimes get a little something from home and know that there are people who actually care and support what we are doing out here everyday.

MAY GOD BLESS YOU ALL...
Augustine Yanruw.

Dear Ken,

This is Joseph Isokawa and I want to say thank you for sending me the care package you've sent me. It was thoughtful of ya'll to send them to all of us here in Iraq. This is my second tour out here. I refuel helicopters every day at work. It is exciting for me to do.

Thank you for your support in all of us.
Have a Merry Christmas and Happy New Year.

Joseph Isokawa.
ACO 209th ASB

Feature: Budget Rent-A-Car

Oh, the stories they can tell.

Sit down with any of the long-term Local 63 members working at the LAX Budget Rent-A-Car facility, and they'll either have you laughing or feeling a bit queasy with their rental car tales.

"Not only do people leave anything and everything in the cars, some of it is pretty wild," 16-year employee and long-standing Shop Steward Jerome Williams said.

'Wild' includes wild animals. Williams couldn't contain his laughter as he recalled a gentleman who drove off the lot, got on his way, and looked down only to see two beady little eyes staring up at him from underneath the dash.

"I don't know how he had the presence of mind to pull the car around and drive back," Williams laughed. "We called animal control and they retrieved a little kangaroo from the car. The animal's not even allowed in this country."

And renters' beware: There was the time a python wrapped himself around a driver's leg, and the minivan driver who removed the handy stow-and-go seating only to fill it with kitty litter.

"The driver didn't even bother to clean it up," Williams recalled. While debris, dings and dents may be common, Williams said a growing number of renters are replacing equipment – particularly tires. "They'll bring the car back with old, bald tires. It's unbelievable."

The ongoing incidents and the vast number of international customers they serve, helps ensure that this fast-paced job is never dull.

Local 63 members – customer service reps, service agents, detailers, bus drivers, mechanics, greeters, rovers, dispatchers and shuttlers – handle

between 600 and 1,000 rentals a day in the 24/7 operation.

The group shares their fleet with Avis, shuffling and distributing cars throughout Orange County, north to Santa Barbara and as far out as Bakersfield.

"The best part of our job is meeting people from all over the world," Williams noted. "And the worst part of our job is some of the customers you come across."

Williams said that Budget management treats members firmly and fairly. "We do have an excellent management team, and we are a big family. For so many of us, this is a career and the majority of us have been here for over 15 years. That means we've been through the marriages, divorces, births, deaths ... we're all very concerned about each other."

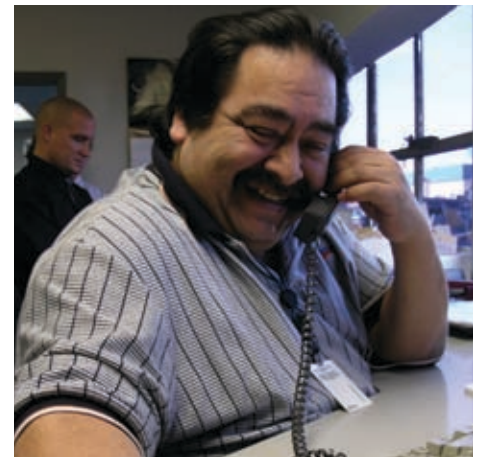
Local 63 Business Agent Meline Juarez represents the group. "They really are dedicated hard workers who are very professional and put a strong emphasis on customer service. What's more, they're great Teamster members and I'm really excited to be

representing them."

That feeling is mutual.

"The union process is a beautiful thing. I've worked at non-union shops and I thank God we have the Teamsters behind us. They help us deal with things when they go wrong, and there is no management backlash because we have the representation. It's really a beautiful process," Williams added.

Side note for apprehensive renters: The average lifespan of a Budget rental car is typically 28,000 miles, or roughly six months.



Dispatch – James Maciel



Service Agents: From left to right: Sergio Cazanga – Shop Steward, Bayron Alaiz, Willie Harris, Ruben Meza, Jose Mendoza, Raymo San

Representante: Budget Rent-A-Car

O las historias que pueden contar.

Siéntese con los miembros del Local 63 del largo plazo que trabajan en la facilidad del Aeropuerto LAX en Budget Rent-A-Car y le harán reír o sentir un poco enfermo con sus cuentos de alquilar coches.

“La gente no sólo deja cualquier cosa y toda cosa en los coches, algo de él es bastante salvaje”, dice empleado de 16 años y Shop Steward Jerome Williams.

Salvaje: incluye animales bárbaros. Williams no pudo contener su risa al recontar a un señor que manejo su coche del lote de renta, y al revisar el piso, miro a dos ojos fijando la vista en el de abajo.

“No se como tuvo la calma de voltear el coche y regresar al lote,” se reyó Williams. “Nosotros llamamos al Departamento de control de animales y ellos sacaron a un cangrejo pequeño del coche. Estos animales no se permiten en este país.”

Y precaución a los alquiladores: hubo un tiempo que una víbora pitón se envolvió alrededor de la pierna de un chofer y también hubo un chofer de minivan que removió el asiento para llenar el lugar con paja de gato.

“El chofer ni si quiera se molesto en limpiarlo,” dijo Williams. “Mientras basura, choques y abollados pueden ser comunes, muchos de los alquiladores también reemplacen el equipo – llantas en particular. “Ellos regresan el vehiculo con llantas viejas y gastadas. Es increíble.”

Los incidentes que siguen pasando y el número extenso de clientes internacionales que ellos sirven, ayuda asegurar que este trabajo de paso rápido nunca será lerdo.

Los miembros de Local 63 – Representantes de servicio al cliente, agentes de servicio y detalles, chóferes de autobús, mecánicos, agentes de cortesía, despachadores y movedores de coches – dirigen dentro de 600 a 1,000 autos al día en una operación de 24 horas/7 días.

El grupo comparte sus autos con la compañía Avis, moviendo y distribuyendo autos entre Orange County, al norte hasta Santa Bárbara y tan lejos como Bakersfield.



From left to right: Greeter - Kevin Davis and Lead - Jonathen Harrel



Mechanics: From left to right: Front bottom – Larry Smith, Second row – Nacho Martinez, B.A. Meline Juarez, Javier Garcia, Gaston Martinez, Jose Alonzo Hernandez Top row - Rodney Sayaboc, Jesús Alcaraz, Mike Hernandez, Shop Steward, Richard Gregg, Tereso Garcia, Porfirio Tellez



Service Agents: From left to right: Mateo Henriquez, Sergio Cazanga – Shop Steward, Ramon Salas, Getachew Tessema, Alex Alvarez, Jose Venegas, Juan Morales, Samuel Rosas

Feature: Mercury Dye and Container

Although the skilled and dedicated members working at Mercury Dye and Container in Alhambra are part of a huge international conglomerate, the values of this tight-knit group are close to home with an emphasis on quality work, unity and family.

"They emulate the old work ethic: Professionalism, pride and always striving to do the best that they can," Local 63 Business Representative Meline Juarez proudly noted.

"It's a real family atmosphere," Chief Shop Steward Anthony Delgado added. "And many of the employees have years of service on the job. Some of our machine operators have been with the company for over 25 years. They're unbelievably skilled and need very little supervision."

Moreover, Delgado said that any issues with the company are handled quickly, effectively and fairly, thanks in part to the new general manager, and outstanding Teamster representation.

"I've been a member of three different unions and Local 63 is by far the best. There is more communication, and the representation is superior. If I run into a problem, I call Meline and she is on it right away."

Roughly 130 members are currently working under a five-year agreement that is set to expire April 30.

"We are in the process of gathering contract proposals from the members in preparation for the upcoming negotiations," Juarez detailed. "With healthcare being what it is today, our focus will be to maintain the current benefit levels while adding a competitive wage increase."

The group of machine operators, assistants, stackers, maintenance personnel, forklift operators, shipping and receiving, and janitorial crews work six days a week in the 24-hour op-

eration. In the past, the experienced group largely produced individualized box printing for a variety of clients. But, more recently they have been manufacturing specialized dye cuts and full-color displays featuring higher-end graphics.

Because they work with high-tech equipment, machinery and hazardous materials, the company puts an emphasis on safety and training. "At the beginning of the year we start all over and get re-trained on things," Delgado explained. "Machine operation, CPR, training on new chemicals, OSHA regulations ... and many members get forklift certified."

Every three months, Mercury holds a safety dinner. If the group has gone accident-free in that time, they receive a \$100 gift certificate. If there is an accident, the company deducts \$20.00. If the group is accident-free for a year, they also get a free pair of safety boots.

Mercury is owned by Amcor Sunclipse. Based out of Victoria, Australia, the corporation has 217 manufacturing plants in 34 countries and employs 24,000 people. The American-based

distribution and corrugated manufacturing unit produces packaging and display products.



Marco Ortiz



Willie Martinez



Miguel Castillo, Shop Steward Anthony Delgado, B.A. Meline Juarez, Roman Villa, Raul Bernabe, Enrique Valadez

Represente: Mercury Dye and Container

Aunque los miembros expertos y dedicados que trabajan en Mercury Die and Container en Alhambra son parte de un conglomerado internacional enorme, los valores de este grupo unido siguen siendo cerca del hogar con un énfasis en el trabajo de calidad, unidad de equipo y la familia. "Ellos emulan los viejos éticas del trabajo: Profesionalismo, orgullo y el siempre tratar de hacer el mejor trabajo posible," Dice orgullosamente la Representante de Local 63, Meline Juárez.

"Es un ambiente familiar", agrega el Shop Steward Principal, Anthony Delgado. "Y muchos de los empleados tienen años de servicio en el trabajo. Algunos de nuestros operadores de maquina tienen mas de 25 años con la compañía. Ellos son expertos increíbles y necesitan muy poco vigilancia y supervisión."

Además, Delgado dice que asuntos con la compañía se arreglan rápidamente, efectivamente y justamente, gracias en parte a la nueva gerencia y representación sobresaliente de la Unión Teamsters.

"Yo he sido miembro de tres uniones diferentes y Local 63 es sin falta el mejor. Hay más comunicación y la representación es superior. Si tengo algún problema, yo llamo a Meline y ella lo atiende logo luego.

Aproximadamente 130 miembros trabajan hoy bajo un convenio de 5-años que se vence el 30 de este Abril.

"Estamos en el proceso de juntar de los miembros propuestas para el contrato, en preparación de negociaciones," dice Juárez. "Con Salud y bienestar siendo un costo muy grande en este tiempo, nos enfocaremos en mantener los mismo niveles de beneficios, mientras agregando aumentos de sueldo competitivos."

El grupo de Operadores, Asis-

tentes, Estaqueadores de Maquina, Mantenimiento, forklifistas, bodega y limpieza trabajan seis días por semana en una operación de 24 horas. Antepasado, este grupo experta producía imprenta de cajas para una variedad de clientes. Pero más recientemente ellos especializan en cortes especializados y fabricación de exhibiciones de cartón en color con gráficos del alto-extremo.

Porque ellos trabajan con equipo de alta-tecnología, maquinaria, y materiales peligrosas, la compañía pone un énfasis en seguridad y entrenamiento. "Al principio del año empezamos de nuevo el entrenamiento en todo," explica Delgado. "Operación de maquinas, CPR, entrenamiento en químicos nuevos, regulaciones de OSHA... y a muchos miembros se les certifica de forklifista."

Cada tres meses, Mercury patrocina una cena de seguridad. Si el grupo pasa el año sin accidentes, ellos reciben un certificado de \$100. Si hay un accidente, la compañía deduce \$20. También si el grupo pasa un año sin accidentes, reciben un par de botas gratis.

Amcor Sunclipse es dueño de Mercury. Basado en Victoria, Australia, la corporación tiene 217 plantas de manufactura en 34 países y emplea 24,000 trabajadores. La unidad de manufactura Americana-basada hace la distribución acanalada y la fabricación de productos de la empaquetada y de exhibición.



Jose Ausencio



Fernando Reyna and Conrado Mendoza



Margarita Ruiz



Martin Dorado

UPS – Blythe, Barstow, Yucca Valley

They might be in the far-reaching desert areas of Southern California, but the dedicated UPS members working out of Blythe, Barstow and the Yucca Valley facilities are a tight group of Teamsters.

“I wish I would have driven out of one of the smaller remote areas because it’s really one of the best places to be within United Parcel,” Local 63 Business Agent and former UPS driver Sam Stewart noted.

A couple key factors make working out of a smaller center ideal. “You’re not under constant supervision and you load your own truck so you can’t complain about how it’s packed. Except for the heat, it’s actually quite a nice job,” Stewart said.

Local 63 represents roughly 15 members at each of the three sort-and-load facilities. (Drivers sort and load their own trucks.) On average, drivers working out of outlining facilities can log upwards of 300 miles a day on their brown trucks.

While technology might be lacking, the Blythe UPS facility is among the newest in the group, and Yucca Valley is the only one that has a moving belt. But Stewart says this group of long-term employees make it work and don’t complain.

“These solid and long-term UPS members are really very self-sufficient. And because they don’t have management personnel on the premises, there are very few problems. When things do come up they’re use to resolving issues on their own,” he explained.

Although company supervisors are absent, they are over-



seen by management. Both Blythe and Yucca Valley are overseen by management in Palm Springs, and Barstow is under management out of Victorville.

In addition to their business agent, members can turn to a group of committed union activists, Shop Stewards Brad Soares and Danny Paul (Yucca Valley) and Jeff Whiting and Greg Fitzpatrick (Barstow).

"They are extremely capable and knowledgeable stewards who can handle the few problems that do arise," Steward said.

Perhaps one of the best aspects about the job is the close-bond the UPS members form. "There is a necessity out in the smaller areas to really work together to get the job done. They are charged with this responsibility everyday. There is no one looking over their shoulder, and there is no one they can look to to get the job done except for each other," Stewart explained.

"I'm really proud of these guys. They really pull together day in and day out to get the job done," he added.

"I wish I would have driven out of one of the smaller remote areas because it's really one of the best places to be within United Parcel," Local 63 Business Agent and former UPS driver Sam Stewart noted.

Two Organizing Victories ***- Continued from Page 3***

The new members are dock-workers, line drivers and city drivers.

The win in Los Angeles follows similar victories at terminals in Albuquerque, New Mexico; Phoenix, Arizona; and San Leandro, Modesto and Sacramento, all in California.

"Now 149 workers at two Southern California terminals will have a more secure future as Teamsters," said Randy Cammack, Local 63 Secretary-Treasurer. "We will work hard to secure a strong contract for these new members."

At press time negotiations for a contract began for nine newly organized facilities represented by Teamster locals throughout the southwest. Significant progress was made on language, but not enough to reach a final contract. Talks are scheduled to resume in late March and negotiators are hoping to reach an agreement soon. Business Agents Steve Rodriguez, Bob Paffenroth and Organizer Ramiro Alonzo are participating in the talks.



**Two
Organizing
Victories**
See Page 3
For Details



Secretary-Treasurer
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Allison Marcus-Pinedo
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**Bill Freitag • Robert Terrell
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Teamster Local 63

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