



# Teamsters Local 63

Secretary-Treasurer Randy Cammack

JUNE 2010



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# What Makes Us Strong

## Secretary-Treasurer's Message By Randy Cammack

One of the most important concepts that we have in the Teamsters – one that made us the strongest union in America – is that of Unity.

It is Unity that joins you to the Teamster next to you at work, allowing you to be heard by management while negotiating contracts or enforcing them. You also stand shoulder to shoulder with Local 63 members who work in different industries, because you know that a strong local can negotiate strong contracts for all its members.

Unity also binds Local 63 to all the other locals in Joint Council 42. Because of this, our Joint Council is the largest and most powerful in the country, commanding respect from our brothers and sisters throughout the nation.

And it is Unity that holds together the International Brotherhood of Teamsters. The IBT is respected by politicians and other unions alike, and is able to make sure our voices are heard in Washington and our agenda is pushed forward.

In the coming year, we are going to need Unity more than



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*Randy Cammack*

ever. The economy has started to improve, but management will continue to use it as an excuse to try to cut back. Your fellow members at Stater Bros. and Ralphs, who are currently involved in contract negotiations, will need you to stand with them for a good contract. A good contract for them means a good contract for you in the future.

On a national scale, the IBT is in the process of trying to organize FedEx. As we all know, FedEx is hiding behind the Railway Labor Act so that we can't organize their workers. The IBT is throwing its entire weight behind an effort to bring fair wages and benefits to the FedEx employees. If we are successful, it will also stop the company from underbidding UPS, which will benefit many of our existing members.

It is imperative that all of us at Local 63 support the International and their efforts in this important area. This is an exciting time for the Teamsters Union, and by backing the IBT you all can be a part of this historic organizing drive.

# Local 63 Leads DRIVE Campaign Wins IBT Award



Local 63 Secretary-Treasurer Randy Cammack receives dual awards from General President James P. Hoffa (left) and General Secretary-Treasurer Thomas Keegel (right).

Local 63 members have shown once again that they know how important their voices are to the political process. At the recently held IBT Unity Conference, Local 63 received awards for both the most money raised and for the largest number of members participating in the IBT DRIVE campaign.

“It was an honor to accept the awards on behalf of the membership,” Local 63 Secretary-Treasurer Randy Cammack stated. “This is a tribute to a dedicated group of volunteers who donate their time to our efforts and to the thousands of Local members who understand how valuable even the smallest donation is.”

in state houses across America, the Teamsters have stopped some of the worst attacks on working people. The program depends on contributions to elect pro-labor politicians and to support efforts like improving job safety and stopping abuses in the workplace.

For years, Local 63 has been honored as one of the most active supporters of the program. “I appreciate and am thankful to Local members who educate themselves about the importance of DRIVE, especially right now with the current economic situation. We have to have people in office who are union friendly,” DRIVE volunteer Tim Fraley said.

“The award is a reflection

The DRIVE (Democrat, Republican, Independent Voter Education) Program is a non-partisan Teamsters’ political action committee. Through grassroots political action and aggressive lobbying on Capitol Hill and

of our leadership and how we get the right message across. We’re a big local and we’ve set a great example across the nation on how important it is to get involved,” volunteer Ron Almarez pointed out.

Both Almarez and Fraley, along with fellow UPS-Ontario co-worker Brandon Salse, recently held a four-day DRIVE campaign at their massive Gateway complex. Along with their business agents, the volunteers talked to members working every shift.

“I tried to talk to every single member giving them information and knowledge, and explaining how donating a dollar or two can go a long way,” combo employee and volunteer Brandon Salse said, adding, “I’m really proud to be a part of the campaign.”

“It was a fantastic turnout. Despite the economy, members either upped their contribution from last year or came on board for the first time,” Fraley said.

“You have to get involved to make a difference,” Almarez added. “People died for the 8-hour workday. I’m involved to make sure those same rights are there for the next person.”

# UPS FREIGHT

## The Success of a Teamster Contract

They come from different non-union freight companies – Overnite and Motor Cargo.

They work at different terminals — Fontana and Rialto.

They have a variety of jobs — long haul, local driver, forklift driver on the docks, and yard hostlers.

What they have in common is that they were organized and have been working under a Teamster contract for more than two years, and they appreciate the change.

“We’re secure under a Teamster contract,” said Shop Steward Carlos Caamono. “We have guaranteed jobs and benefits and we are working under a five-year agreement.”

Interviews with shop stewards from the UPS facilities in Fontana and Rialto are unanimous in praise. They are proud to be Teamsters and feel their members appreciate the job the union does for them.

It wasn’t always that way. The Fontana facility, with 200 employees, had been an Overnite terminal and the Rialto facility with about 100, had been Motor Cargo. Neither company was unionized and the employees were subject to favoritism, contradictory rules, harassment and the inability to challenge what they considered unfair procedures. They had no input on issues like raises and medical benefits, and with no protections they were subject to



the whim of management.

“Overnite had a review board but it’s a far cry from the grievance procedure we have now,” said Steward Naz Chaveria, from the Fontana facility. He stated that the company’s rules and regulations were loose and vague. “UPS is a different kind of company,” he said. “There are more rules, regulations are rigid and the grievance procedure is very important.”

“Two years ago we were filing seven grievances a week,” declared Steward Albert Villanueva; “Now we’re filing two or three every few weeks. UPS learned they have to follow the contract.”

There are four stewards in

Fontana and two in Rialto. They are all familiar with the contract, well-trained, and willing to attend monthly shop steward meetings. They are Carlos Vasquez, Albert Villanueva, Sue Horner, and Ronnie Cobarrubias in Fontana and Danny Aguilar and Carlos Caamono in Rialto.

“Stewards are trained to become familiar with the contract by reading it over and over,” said Shop Steward John Morris. “When a issue comes up, they know where to research it.” He said they have an excellent Business Agent in Ramiro Alonzo.

UPS also has former Overnite and Motor Cargo members at LAX and Montebello.

## Husband-Wife Team Goes The Extra Mile

Not many people get to sleep on the job, but that is just part of the routine for Sue and Larry Horner.

The married couple has been driving as a sleeper team since 1983, and for almost 30 years they are still having fun on their overnight runs.

“We are each other’s best friend,” explained Mrs. Horner, a Local 63 Shop Steward for the last year. “He can’t stop telling me how to drive, though,” she added good-naturedly.

After driving for over two years for Continental Freightways, the Horners were hired by Overnite Transportation in 1985. At that time the company was non-union and a lot of the drivers would never have considered the need to organize.

“Unions were new back then,” said Mrs. Horner. “Overnite treated their employees very well and at the time we didn’t realize how beneficial a union could be for us.”

After they had spent 20 years with the company, UPS acquired Overnite, and the need for union representation became apparent. “UPS is a much larger company, which makes them more impersonal,” she said. “Their corporate



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# Golden State Foods

## Good Contract Encourages High Seniority



High seniority is commonplace at the Golden State Foods City of Industry facility, and considering the circumstances that shouldn't be a shock.

"We built a solid pension program and have secure medical benefits," says Ray Sagarnaga, who leads the seniority list with 38 years at the company. "We deliver a good product to a reliable client, and we have a good contract that gives us job security."

Greg Ramaekers, number two on the seniority list with a mere thirty years, agrees. "The people are friendly – we belong to a family, we have a good working atmosphere and we all help each other."

GSF's reliable client is McDonald's Corp, and Teamster-produced liquid products are shipped to their facilities worldwide. GSF

provides the fast food chain with condiments: packets of mustard, ketchup, relish, sauces and salad dressings.

Another reason for the high seniority is the important fact that the Teamster

members are far better off than non-union workers in the same industry. "I have never heard of other suppliers getting wages as high as ours," said Chief Transportation Shop Steward Randy Ray. "Other non-union companies can't compare to what we have in pension and benefits."

Negotiating a contract is one thing, but enforcing it is another. To accomplish this goal GSF has over 10 Teamster shop stewards that regularly attend Local 63 training sessions and steward workshops. They understand how to read a contract and enforce it, and have developed expertise in grievance procedures. "We have been to multiple training sessions to learn how to fix the problems before they get out of hand," said Ray.

Local 63 members work in two GSF facilities in the City of Industry. The manufacturing division (CIM) has 353 members who make the condiments. Across town, the distribution division (CID) has 260 members who package,



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load, and deliver the product to McDonald's.

Local 63 Business Agent Martin Perez is proud of the shop stewards and long-serving members at Golden State Foods. "They are a great bunch of guys," he said, regarding the large number of members who have been working there for over 15 years. "Their great service and hard work have allowed the union and shop stewards to negotiate good contracts with excellent benefits for the last 30 years."

Erik Felix, Chief Shop steward of the warehouse, also feels that solidarity among the members has proven to be a key ingredient in their success. "We are a strong team and that accounts for our good record with the company."

***In Memoriam: Eliseo Castaneda***

*Eliseo Castaneda started working for Golden State Foods on August 11, 2005. He started as a Casual in the Warehouse then bided into Liquid Products as a Machine Operator. Our deepest sympathy goes to his family at home and at GSF.*



# Teamster Local 63

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## Husband-Wife Team Goes The Extra Mile

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structure is more rigid, so there became a need for good union representatives.”

Now, 29 years later, the Horners work – and live – in a very different industry than when they started. They have a union contract, she helps to represent her fellow members as a Shop Steward, and they no longer have to deal with “men’s only” facilities on their long hauls.

“Women drivers are more common now,” she added with a laugh. “Larry no longer has to guard the door of the men’s room as I sneak in.”



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