



NEWS & VIEWS

THE NEWSLETTER OF TEAMSTERS LOCAL 638

LATE FALL 2019

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Time to Give Thanks



TREVOR LAWRENCE

We have 1.4 million Teamster brothers and sisters all across the U.S. and Canada. We've got each other's backs, and we share a long and proud history.

Lots to be Thankful for!

Thanksgiving's coming up fast – time to stop and think about all the things we have to be thankful for. For most of us, family and friends top the list. And speaking of family, let's not forget about our great Union, and the fact that we have 1.4 million Teamster brothers and sisters all across the U.S. and Canada. We've got each other's backs, and we share a long and proud history.

It was 1903 when the Team Drivers International Union and the Teamsters International Union merged to become the International Brotherhood of Teamsters. And in the decades to come, Teamsters would fight and sometimes even die for the right to organize and negotiate contracts guaranteeing living wages, good benefits, and health and safety regulations on the job. We are thankful for each and every one of those unsung heroes who paved the way for us.

If you're UPS, be thankful for the richest Teamster contract and one of the best health care programs in the history of the Labor Movement – with solid and well deserved increases in wages and improvements to your retirement program over the next five years. Meanwhile, here at Local 638, we have successfully negotiated a wide range of excellent contracts this year without a single work stoppage. We are very thankful for that. And thankful, also, for the growth we are experiencing through our expanded efforts to organize Minnesota's school bus drivers and so many others who deserve the benefits of a union contract.

Of course our successes at Local 638 would not be possible without the members who give their time and energy, get involved, show up at union meetings, serve as stewards and committee members, volunteer to help organize, and contribute to DRIVE as well as to the charitable and humanitarian work we support. Thanks to all of you as well.

And thanks to the good folks at the Teamsters Service Bureau who provide so many resources and so much help to our working families. Be sure to read more

about the Service Bureau and their good work in this edition of News & Views.

Teamsters Women's Conference: Teamsters Women Rock Montreal!



Local 638 Secretary-Treasurer Trevor Lawrence (left) and Teamsters General President Jim Hoffa (middle) joined Local 638 Teamster Women's Conference delegates (left to right) Peggy Van Hese, Mary Eicholtz, Janelle Anshus, Karin Floor, Donna Devine and Anne Husveldt for a quick photo.

Hundreds of energized, committed, loud and proud Teamster Women from all over the U.S. and Canada descended on Montreal, Quebec this Fall for 2019 Teamsters Women's Conference. This year's theme was "Teamster Women: Shaping the Future," and it was my honor to accompany our Local 638 delegation.

Much of the focus was on organizing, and rightly so. More and more women are not only working, but heading households and acting as sole family breadwinners. We left the conference more committed than ever to bring tens of thousands of hard working women under the Teamster banner, getting the wages, benefits, and union contract guarantees they deserve.

One Final Thank-You

To all of our great members for your faith and trust in us as we work together with you to build and move our great union forward.

Respectfully,

Trevor Lawrence
Secretary-Treasurer



TOM BUCHER

Through DRIVE, Teamsters contribute money, time, and energy to worker-friendly candidates for federal, state, and local offices.

If your job is important to you, then DRIVE, our non-partisan Teamsters political action committee, should be important to you. Elections have consequences. The people elected to office in 2020 and beyond will make decisions that profoundly affect almost every aspect of how we live and work – including our ability to organize, grow our great Union, and continue to provide our members with solid contracts that include some of the best wages and benefits in the working world.

DRIVE stands for DEMOCRAT – REPUBLICAN – INDEPENDENT – VOTER – EDUCATION. DRIVE endorses and supports the candidates who support us. Through DRIVE, Teamsters contribute money, time, and energy to worker-friendly candidates for federal, state, and local offices.

In an interview some years ago for this newsletter, Minnesota's then future governor, Mark Dayton, was asked why the Teamsters should get behind DRIVE and be involved in politics.

"That's easy," he replied. "You get involved because the other side is involved. The big corporations and wealthy anti-worker special interests are involved. If you don't grab a seat at the table, you'll be on the menu."

"I listened to hours of the debate, and I don't hear them talking about our issues. I don't hear the word 'union.' I don't hear the words 'collective bargaining.' I don't hear the words 'save our pensions.' Until they say that, they're not getting one cent of our money!"

Teamsters General President Jim Hoffa at the 2019 Teamsters Women's Conference in Montreal, referring to the current crop of presidential candidates

When it comes to DRIVE, it's important to understand three things:

DRIVE doesn't try to tell you how to vote. A DRIVE endorsement simply means that the candidate has successfully made it through a rigorous session with our DRIVE board, covering issues vitally important to our jobs and families: wage and

pension protection, infrastructure, worker health & safety, health care, right to strike without replacement workers, and independent contractors, just to name a few.

DRIVE is entirely focused on labor-related issues that affect Teamsters. So-called "social issues" never come up for discussion and have no bearing whatsoever on endorsements.

No one is required to contribute to DRIVE. It's your choice. Money you choose to contribute to DRIVE (you can arrange to have a contribution withheld from your paycheck) will go to support candidates who support us.

It's never easy to ask for money, but with DRIVE, the cause is just. Please consider supporting DRIVE when your DRIVE representative contacts you.

Butch Lewis Act Update: Contact Your U.S. Senators and Urge Them to Help Save Teamster Pensions!

The Butch Lewis Act (HR 397) to save our nation's financially troubled multi-employer pension plans, including Central States, has passed the U.S. House and moved to the U.S. Senate (S.2254). As I've pointed out before, the bill is not a bailout. Instead, the measure would create a loan program funded by the sale of U.S. bonds to financial institutions. Pension funds like Central States could then borrow from the fund over 30 years at low interest rates, thus avoiding benefit cuts to members.

Now we encourage every Teamster to contact your U.S. Senators and urge them to support S.2254 – the Butch Lewis Act – to save the hard-earned pensions of hundreds of thousands of Teamsters and millions of other working families. Here's the contact information. The links will take you to websites where you can send your message directly.

Minnesota

Sen. Amy Klobuchar
425 Dirksen Senate Office Building
Washington DC 20510
202-224-3244
www.klobuchar.senate.gov/index.cfm/contact



Sen. Tina Smith
720 Hart Senate Office Building
Washington, DC 20510
202-224-5641
www.smith.senate.gov/contact-tina

North Dakota

Sen. Kevin Cramer
400 Russell Senate Office Building
Washington, DC 20510
202-224-2551
www.cramer.senate.gov/contact.kevin

Sen. John Hoeven
338 Russell Senate Office Building
Washington, DC 20510
202-224-2551
www.hoeven.senate.gov/public/index.cfm/email-the-senator

Wisconsin

Sen. Tammy Baldwin
709 Hart Senate Office Building
Washington, DC 20510
202-224-5653
www.baldwin.senate.gov/feedback

Sen. Ron Johnson
328 Hart Senate Office Building
Washington, DC 20510
202-224-5323
www.ronjohnson.senate.gov/public/index.cfm/email-the-senator

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- Business Agent

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- Business Agent

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- Recording Secretary
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- Trustee

JEFF DIEDE
- Trustee
- Business Agent

LYNN WEYLAND
- Trustee

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- Senior Business Agent /
Contract Coordinator

TONY WINCHESTER
- Business Agent

SHANE BLOCK
- Business Agent

NICK RUBERTO
- Organizer

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1100 Basin Ave
Bismarck, ND 58504
701-223-6943 | 701-224-0619
Office Hours: Monday - Friday 8am - 4pm

HEALTH & WELFARE OFFICE (at Wilson-McShane)
952-854-0795 | 1-800-535-6373

TEAMSTERS SERVICE BUREAU
612-676-3700 | 800-979-9725
www.TeamstersLocal638.org

Visit us anytime online at www.TeamstersLocal638.org.

Organize! Organize! Organize!



Local 638 Organizers Head to Dallas for Annual Organizing “Boot Camp”

NICK ROBERTO

About once a year the IBT organizing department holds a training conference open to IBT organizers, local staff and Teamster members. Due to the growing size of our Volunteer Organizing Committee, we decided to invite two of our volunteers to attend this year’s event. We boarded a flight with members from Local 320 and flew down to Dallas ready to get things done.

During the three-day course our volunteers learned how to conduct a house call and how to talk to potential members, along with a basic rundown of the Teamster Organizing Model and much more from some of the best organizers in the world.

As always, the energy at the place was electric. Everyone learned a lot and we’re ready to pound some pavement and organize some Teamsters!



(Left to right) Local 638’s Michael Erickson, Organizer Nick Roberto, Beth Heule, and Westley Sanders join Teamsters General President Jim Hoffa (center) at the Teamster organizing conference held earlier this Fall in Dallas, Texas

UPS Delivers for Minnesota Golden Gopher Football!



[NEED CAPTION]



[NEED CAPTION]

Local 638 Teamster James “Griff” Griffith has delivered countless packages to the University of Minnesota over the years, so when UPS was chosen to deliver the Game Ball on October 5th, it only made sense to hand it off to Griff. He’s pictured here with Gopher Head Coach P.J. Fleck. The Gophers defeated Illinois on that day 40-17.

Brooklyn Park First Student Workers Ratify New Four-Year Agreement



SCOTT LECY

Be on the lookout for school buses making frequent stops, and for children crossing the streets to get on board.

Another school year is underway, so please be on the lookout for school buses making frequent stops, and for children crossing the streets to get on board. Over the past three years (2016-2018) there have been approximately 1,100 school bus stop arm violations written in Minnesota annually, and those numbers represent only the individuals who got caught. Being in a hurry is not worth a child’s life.

Workers at First Student in Brooklyn Park, Minnesota have voted overwhelmingly to ratify their newest four-year agreement with Teamsters Local 638. Their statement read,

in part: “The bargaining committee remained strong and united throughout negotiations, and were able to present a committee-recommended offer to the membership. The membership showed the committee their support by accepting this offer by a wide majority, and we look forward to four more years of labor peace.”

The new contract includes significant wage increases, with some members receiving raises as much as \$6.20 per hour over the lifetime of the contract.

It also includes up to nine paid holidays and an employer match with the Teamsters 401(k) plan that exceeds what is offered by many of the other private school bus contractors in the Twin Cities metro area. Sick time language was also improved, along with a number of smaller items of great importance to the bargaining unit. The supplemental agreement adds to the protections and benefits that the workers already enjoy under the First Student National Master Agreement.



Pat Norlock likes the new Brooklyn Park contract.



Ryan Ebert thinks safety when transporting children

We Remember and Honor Brother Troy Armistead



As many are already aware, our Local 638 brother, Troy Armistead, lost his life in a tragic motorcycle accident on Saturday, September 7th. Teamsters joined Troy's many family members and friends at his Celebration of Life on Sunday, September 22nd to pay our respects, offer support, share memories, and in all ways celebrate and honor our dear friend Troy.

Local 638 Stands in Solidarity with Striking UAW Workers



Local 638 organizing director Nick Roberto (right) and member Mark Severs met on the picket line in support of striking members of the United Autoworkers (UAW).



Teamsters representing Local 638, Local 120, and Local 320 on the line at the UAW facility in Hudson, Wisconsin.

Happy Thanksgiving!

And happy holiday season from your Teamsters Local 638 officers, board members, and business agents!

News from North Dakota



JEFF DIEDE



SHANE BLOCK

Well wishes to all our Local 638 Brothers and Sisters out there.

Contract Talks Stall at UNFI

As this article is being put together, negotiations with UNFI (formerly Super Value) are ongoing and tense. The company has brought unrealistic proposals that would strip union rights away that they have fought and struggled for. Hopefully in the upcoming weeks the company will decide to pull its head out of its "you know what" and provide our members at UNFI with the wages and benefits they deserve in order to maintain labor peace. If not, we will be ready.

Please Go Slow in Construction Zones

In other news, as everyone has seen around the state, construction season is not slowing down. With that in mind, please give our brothers and sisters a "brake" and slowdown in construction zones. Our members at Northern Improvement and Minot Paving are working long days to build up the infrastructure around the state and they would like to make it home to their families. In 2018 there were three fatalities in Construction Zones across the state. That may not sound like a big number, but one loss is too many.

A Wave to Our Brothers & Sisters in Brown

For some the most wonderful time of the year is quickly approaching. But the Holidays are also the busiest time of the year for our brothers and sisters in brown. So when the friendly neighborhood UPS person is briskly walking up to the house with a package, give him a wave and thank you, They would truly appreciate it.

Help Save and Protect Teamster Pensions!

The Teamsters are still lobbying Congress to get the Butch Lewis Act passed in the Senate (See Tom Bucher's column on page 3 for more details on this measure to help financially troubled multi-employer pension funds). We ask for everyone to continue to call and write our senators and ask for their support.

Please give our brothers and sisters a "brake" and slow down in construction zones!



Bruce Evens, Shop Steward & 21-year driver



Thirteen-year Super Valu driver and shop steward Tracy Haider's ready to climb aboard and get to work.

Senator Kevin Cramer
400 Russel Senate Office Bldg.
Washington, D.C. 20510
202-224-2043

Senator John Hoeven
338 Russel Senate Office Bldg.
Washington, D.C. 20510
202-224-2551

In Solidarity,
Jeff and Shane

“The whole purpose of the agency is to help Teamsters be successful at work.”

In this issue, News & Views interviews Teamsters Service Bureau Executive Director Dan Cherryhomes, Dislocated Worker Program Manger Jess Bachaus, and Family Services Advocate Cindy Whelan.

The Teamsters Service Bureau is an independent, non-profit human services organization that has been serving active and retired Teamsters and their families for more than 30 years. The Bureau’s Family Services arm provides a safe, non-judgmental place to get help dealing with a wide variety of issues – drug and alcohol abuse, compulsive gambling, anger, financial issues, family troubles, crime victimization and literacy, just to name a few.

The Bureau also provides dislocated workers – Teamsters and non-Teamsters alike who qualify – with assistance in finding a new job, training and retraining, networking, resume writing, and other tools necessary for successful reentry into the workforce.

N&V: Dan, what’s the single most important thing Teamsters should know about the Service Bureau that might not know?

Dan: Many people probably don’t know that we are a unique program among the Teamsters. We’re not aware of any other Teamster Joint Council that has a Service Bureau. There was a similar program in Ohio back in the 1970’s and 80’s that was brought to the attention of our Joint Council 32, and that’s where our Service Bureau got its start.

Cindy: The whole purpose of the agency is to help Teamsters be successful at work. We do that by providing counseling services for people. And we work with the business agents to help people keep their jobs by providing chemical dependency and mental health assessments and resources, with an overall goal of either getting that person back to work or keeping them healthy in their work environment.

Jess: If a worker loses their job, we have the dislocated worker program to provide assistance. In fact, we’ve served some 837 people over the past year alone! Also, you don’t have to be a Teamster to take advantage of the dislocated worker program. Anyone who’s laid off, and can meet the eligibility requirements, can participate. So for large layoffs of 50 people or more, the state will set up a special grant for that company.

We also receive a smaller pot of money every year to serve small layoffs of less than fifty people – or even one person – they can come in here. Cindy has a great network of resources, so if people need services we can’t directly provide, she’ll know who to put them in touch with.

N&V: Cindy, what does your job as a family services advocate involve on a day to day basis?

Cindy: Mostly it involves responding to phone calls from business agents, human resources professionals at Teamster worksites, and Teamster members. Generally Teamster members call for referrals for mental health counseling, depression, anger, anxiety, work stress, marital problems. We have a legal services component that’s utilized quite heavily.

N&V: So you provide counseling here at the Service Bureau?

Cindy: No, we [Family Services] have a network we contract with. I do the initial intake and then transfer them into the network to get scheduled. People do come here to have chemical dependency assessments. That’s generally because a drug test at work showed positive results, and the assessment would be part of the requirement to stay employed.

N&V: Jess, we hear so much these days about how good the economy is. It might be surprising for people to learn that there are dislocated workers out there who are looking for a new job and can’t find one.

Jess: What we’re seeing often is that there are a lot of jobs out there, but they’re either part-time or lower wage. Another demographic we see is people who have worked at the same job for many years, so it’s often more difficult for those people to match their wage. The dislocated worker program can step in and provide funding for training for new credentials for a new kind of work.

Also, when people haven’t had to look for a job for 20 years or so, they discover that the job search process has changed a lot. For example, there’s new technology with Linked In, and many don’t realize it’s important to have a profile. So we offer workshops to help people get current in their job search so they can present the best version of themselves in job interviews.

Dan: One of the things you’ll find in the dislocated worker program is that workers are older. More than 50 percent of the people we’re serving right now are over 45. These are workers with excellent job skills, but those skills may not translate into a new job unless a new employer can be made to understand that those skills are valuable.

N&V: So is that what defines success – relocating a dislocated worker into a new job?

Jess: Yes, and one with at least 80 percent of their previous wage. Our goal with the State is at least 80 percent, but we strive for 100 percent. We are usually in the mid-90’s in wage replacement. And sometimes we even exceed 100 percent, especially when a new credential makes them more valuable to a new employer.

N&V: What kind of credentials are you talking about?

Jess: It can be anything from computer literacy all the way up to completion of a Master’s Degree. CDL, or Commercial Driver’s License, is certainly a popular certification. So is project management certification.

Dan: We had the Target layoff group, over 800 employees from Target, in 2015. And a number of them wanted project management certification. They knew their stuff, but in order to go to a new job, they needed a certification.

N&V: So the Service Bureau will actually pay for a worker to be certified in a new job?

Jess: Yes, and that’s operating on grants from the Minnesota Department of Employment and Economic Development. In order to qualify, you have to meet certain eligibility requirements. You have to be laid off from your previous position, be eligible for unemployment, and have worked in the labor force for at least six months in order for the dislocated worker program to provide those kinds of services.

N&V: What are the big issues a dislocated worker would typically be dealing with?

Cindy: There’s not enough income. Now all of a sudden, on unemployment, they’re bringing in half of what they were making at work. Even if they can meet their basic needs, there’s nothing left for an emergency. And just to clarify something, my referrals for the dislocated worker program come from their counselors.

Jess: We have a team of career counselors here that I manage – four full time career counselors and three part-time career counselors. When a participant gets laid off, they go through an eligibility screening, usually with Cindy, to make sure they are eligible for the program. Then she sets them up for an in-house registration session where they go through all of the state’s required paperwork. And after that, they’re assigned a career counselor to work with one-on-one. The counselor provides guidance, access to any funding, training recommendations, and help in creating an employment plan.

Cindy: If a Teamster calls me and tells me they’ve lost their job, I’m going to see if they’re eligible to get into the dislocated worker program. But let’s say they’re not eligible. They were fired. They’re not eligible for unemployment. I can still get them set up with our resume writer. I can get them hooked up with the Teamster Food Shelf, find out what their issues are regarding health insurance. All the basic needs. A lot of times, a terminated employee is eligible for our dislocated program, which is going to open up a whole lot of other benefits; training, one-time emergency financial assistance, career counseling, all those sorts of things.

N&V: Do you ever find people hesitant to contact you, thinking they don’t need help, are too proud to take help, or that what you do constitutes some kind of welfare?

Jess: Mostly people understand that their employer paid into the unemployment fund, which actually funds the dislocated worker program. So there’s at least an understanding that they worked for the services they’re receiving. The one area where people are sometimes reluctant is in financial support services, where people will say, “I’m hurting, but there are people worse off than I am.” We explain that we have the funds and this is what they’re here for.”



Teamsters Service Bureau President Dan Cherryhomes, Family Service Advocate Cindy Whelan, and Dislocated Worker Program Manager Jess Bachaus share a laugh during their interview with News & Views.



Dan Cherryhomes



Cindy Whelan



Jess Bachaus

It's never too early to start planning for retirement, as these Local 638 members learned at our pre-retirement seminar held on Saturday, October 5th, at the third floor meeting hall.



Trevor & Jarrou discuss the UPS Pension



Trevor opens the meeting



Local 638 Teamsters packed the pre-retirement seminar for the latest advice on best retirement practices.



Bill Evans - Teamsters 401k Presentation 2



Jarett Hinson, UPS Corporate Retirement Manager, explained UPS full-time and part-time qualifications, the UPS/IBT Plan, and the UPS Pension Plan to a packed house.





Miscellaneous Drivers, Helpers &
Warehousemen's Union Local No. 638
Affiliated with the International Brotherhood of Teamsters

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Minneapolis, MN 55414

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Need a withdrawal card? Have a question of any kind?

Call your local: 612-379-1533

Get in touch with your Teamsters Health & Welfare Office:

Call: 952-854-0795 or toll free at 1-800-535-6373
3001 Metro Dr #500 Bloomington MN, 55425



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Calendar of Events:

- Any Announcements?