



NEWS & VIEWS

THE NEWSLETTER OF TEAMSTERS LOCAL 638

FALL 2020

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VOTE! Do It For Yourself, Your Job, Your Family and Your Union!



TREVOR LAWRENCE

Tom Bucher hits the nail on the head in his column on the next page. Elections have huge consequences for working families. So whether you do it in person, by mail, or absentee, please vote. Do it for yourself, your family, your job, and your union. And before you vote, remember to check out JC32 DRIVE endorsed candidates at www.teamstersjc32.org. Tom and other members of our DRIVE Board have interviewed these candidates on issues that affect us – worker health and safety, wages, wage theft, benefits, replacement workers, and our right to organize and collectively bargain, just to name a few. We all win when we support the candidates who support us.

A special salute and thank-you to the families (especially kids!) and friends of our members on the front lines. Your support and understanding is so important during these tough times as they work long hours under difficult conditions!

And speaking of elections, I'm proud to have been elected a Trustee for the Central States Pension Fund and the Central States Health & Welfare Fund – two of the largest non-profit multi-employer trust funds in the nation, serving Teamsters and other members.

Hats Off to Teamsters on the Front Lines

I'll say it again: We are so proud of our hardworking, dedicated Local 638 UPS drivers and Inside Employees who are using every safety measure to keep deliveries coming on time throughout Minnesota and North Dakota. And we all take our hats off to the courageous Teamsters who are caring for vulnerable adults at facilities in Madison, Cambridge and Mora!

What a strange summer it's been, with both our annual Golf Tournament and Day at the Minnesota Zoo cancelled due to COVID-19. But don't worry, we are already thinking about next summer, when both

"Elections have huge consequences for working families."

events will hopefully be back – bigger, better, and more fun than ever! In the meantime, I hope you were able to spend some enjoyable time with family and socially distanced friends.

In case you haven't noticed, bikes and inline skates are selling in record numbers as folks spend more time outdoors. So let's be careful out there, and help keep Local 638's outstanding safety record in tact!

Happy Retirement Larry Mossey, and Welcome John Kycek!

Local 638's outstanding BA and Vice President, Larry Mossey, has called it a career. On behalf of all of us at Local 638, we thank Larry for his many years of service to our great union and to his fellow members. We wish him a long, happy, and healthy retirement, and plenty of extra time for the grandkids!

We are also excited to welcome John Kycek as Local 638's newest Business Agent. John previously served as a Steward at the UPS Maple Grove Center. He's already proven to be a great addition to our leadership team.

Contract Updates

Bachman's and First Student Champlin mechanics negotiated a one year agreement in June. We also have contract extensions at GE and the Star Tribune. We also have a number of contracts that are open, including St. Cloud Metro Bus and Madison Lutheran Home. In North Dakota, UNIFY and AGC re still in negotiations. Read Shane and Jeff's column for more details.

Respectfully,

Trevor Lawrence
Secretary-Treasurer

DRIVE – We Support the Candidates Who Support Us!



TOM BUCHER

DRIVE stands for Democrat-Republican-Independent-Voter-Education. If your job is important to you, then DRIVE, our non-partisan Teamsters Political Action Committee, is important to you. DRIVE endorses and supports candidates who support us. DRIVE doesn't try to tell you how to vote. We simply want to ensure that you have the best information when you vote. Check out www.teamstersjc32.org for a current list of DRIVE endorsements. Above all, please VOTE! Elections have consequences for our jobs, our families, our nation, and our great union!

So how do we judge which candidates best support Teamster working families and retirees? Here at the regional level – Minnesota, Iowa, and the Dakotas – our Joint Council 32 DRIVE Board interviews candidates from U.S. Senator on down to local races. We stay away from social issues and ask the questions you would ask about issues that directly affect your job and your family. Then we vote to endorse and support the candidates who most strongly support Teamsters and all working families.

Earlier this year at the national level, the IBT surveyed tens of thousands of Teamsters online and in person. Here are the top three issues Teamsters want their union and candidates for federal office to focus on, along with some explanatory points provided by the International. When you meet your candidates, ask them how they stand on:

PENSIONS AND RETIREMENT SECURITY

- Pension funds are the safety net that workers

invest in and depend on to retire with dignity.

- The largest multiemployer pension plan, "Central States," covers 400,000 active and retired Teamsters. It's on the verge of collapse.
- The federal government should stabilize pension funds, like the banks and the auto industry were when they were on the verge of failing.
- If this crisis is not addressed, hundreds of thousands of active Teamster members, retirees and their families are facing an uncertain future.

COLLECTIVE BARGAINING RIGHTS

- Laws that even the playing field between employers and workers are being watered down at alarming rates.
- Executive orders that protect works from wage theft are being reversed.
- An Obama-era overtime pay rule has been rolled back.
- Funding has been cut for the National Labor Relations Board (NLRB), the agency that protects

the rights of unions, while funding for the agency goes to bat for employers, the Office of Labor-Management Standards, has ramped up.

- There are constant attacks against workers and the rights of union members.
- The NLRB is introducing unfair regulations that make it more difficult for the Teamsters to organize new members.

FAIR TRADE

- Good trade policies improve job opportunities for American workers. Bad trade agreements create a race to the bottom and jobs moving overseas.
- The "new NAFTA" (USMCA) could improve the NAFTA trade deal that undermined good union jobs if it includes real enforcement of labor protections.
- Teamster members in many industries directly benefit from trade policies that are fair and put workers first.

(Continued on page 10)

TeamCare Now Offers Free Telemedicine Option

Teladoc is a convenient and free telemedicine option for a variety of services, including general medical conditions, dermatology and behavioral health.

Hawkins Chemical, Litin Pak, Strong Converting and affected UPS TeamCare members have a new benefit. **Teladoc** is a new telemedicine benefit offered by TeamCare effective January 1, 2020.

Teladoc is a convenient and **free** telemedicine option for a variety of services, including general medical conditions, dermatology and behavioral health.

- With **Teladoc**, TeamCare members now have access to a national network of U.S. board-certified physicians who can diagnose, treat, and (if needed) prescribe medicine for a wide range of illnesses

including flu, allergies, rash, upset stomach, and much more.

- Registration is simple. To use **Teladoc**, TeamCare members must register and set-up an account with Teladoc. To register, members will be asked for their name as listed on their ID card, their birthdate, and their zip code.

- Through the convenience of a phone, tablet, video or the **Teladoc** mobile app, TeamCare members can access quality healthcare 24/7 from the comfort of their home, during a lunch break, from a



dorm room, or while traveling.

- All members were recently notified and received the new TeamCare benefits ID cards in the mail.

LOCAL 638 OFFICERS:

TREVOR LAWRENCE
- Secretary-Treasurer

TOM BUCHER
- President
- Business Agent

SCOTT LECY
- Vice President
- Business Agent

STEVE SEVIOLA
- Recording Secretary
- Business Agent

ANNA BURDULI
- Trustee

JEFF DIEDE
- Trustee
- Business Agent

LYNN WEYLAND
- Trustee

BUSINESS AGENTS & ORGANIZER:

TONY WINCHESTER
- Business Agent

SHANE BLOCK
- Business Agent

JOHN KYCEK
- Business Agent

NICK RUBERTO
- Organizer

MINNESOTA OFFICE:
3001 University Ave SE 4th Floor
Minneapolis, MN 55414
612-379-1533 | 1-800-247-7757
Office Hours: Monday - Friday 8am - 4pm

NORTH DAKOTA OFFICE:
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

A Union Contract, and Fast Action by Local 638, Saves a Brother's Job!



STEVE SEVIOLA

We asked that the employee be reinstated with full back pay, and that any reference to the incident be removed from his records. The arbitrator agreed.

Of course your union contract protects wages and benefits. But what if your employer decides to discipline you excessively for something you did or did not do – or fire you without just cause? As one of our brothers recently discovered, your union contract is there to protect your rights, and possibly even save your job if the employer fails to adhere to the contract's provisions.

In a nutshell, the employee's job requires handling, cleaning up, and disposing of certain

chemicals. One day last summer, he was observed using a squeegee to move some water from the floor out the door of the building. The employer assumed, without checking or testing, that the liquid contained dangerous chemicals. The employee, who had a perfect work record and good reviews, was suspended and then fired within days.

Local 638 took the matter to arbitration. Among many other things, we pointed out that the firing

violated contract provisions that required numerous steps in the correction procedure. Moreover, the employer had never attempted to obtain a sample of the liquid or test it. We asked that the employee be reinstated with full back pay, and that any reference to the incident be removed from his records. The arbitrator agreed, ordering that he be made whole in every way. That's an example of what it means to have a union protecting your back!

Negotiations Continue Through Era of COVID-19



SCOTT LECY

Stay safe, stay healthy, wash your hands, cover your face & make responsible decisions about your surroundings.

The year 2020 has had some interesting twists for all of us, and contract negotiations are no exception. Teamsters Local 638 is currently in negotiations with St Cloud Metro Bus and we have had to adjust to the COVID-19 era there as well.

Our combined [Employer/Employee] negotiating committees total 11 people, thus exceeding the Governor's guidelines of no more than 10 people in an indoor setting. For that reason, we have moved 1-2 people into a room down the hall with a video link (Webex)

and all others who remained are at a six plus (6+) foot distance.

We have other contracts expiring this year that have negotiated 60 day, 90 day and one-year extensions with the expectation that we will have a clearer path forward for negotiations in 2021.

Meanwhile, stay safe, stay healthy, wash your hands, cover your face & make responsible decisions about your surroundings.



St. Cloud Metro Bus negotiators met in person at the proper social distance, and via video. Note that this photo was taken before the governor's mandatory mask order went into effect.

Your Vote Matters!

What's on the Minnesota Election Day Ballot in 2020?

All voters will have these races on their general election ballot:

- U.S. President
- U.S. Senator
- U.S. Representatives
- State Senator
- State Representative
- Judicial seats

Voters may also have one or more of these races on their ballot:

- County Officials
- City Officers
- School Board candidates
- Township Officers
- Local Ballot questions

Key 2020 Election Dates for Minnesota Voters

September 18

Vote by mail or in person through November 2

October 13

Register in advance to save time on Election Day

November 3

Election Day

For North Dakota Voters

You'll find complete information and a detailed 2020 elections calendar at:
<https://vip.sos.nd.gov/PortalList.aspx>

"Thanks" to COVID-19, School Bus Drivers Collect Unemployment Comp Over Summer

This year, in an unusual twist, school bus drivers were able to qualify for unemployment benefits due to COVID-19

Ever since 2012, Teamsters Local 638 has been battling tooth and nail in an effort to convince lawmakers to permit Minnesota school bus drivers to collect unemployment benefits during the summer months. To that end, members have participated in annual trips to St. Paul, where we have met with their Representatives and Senators, including many who were not aware that these drivers could not collect unemployment benefits. We have made a lot of progress, but not enough to get across the finish line.

This year, in an unusual twist, school bus drivers were able to qualify for unemployment benefits due to COVID-19. Our annual visit to the State Capitol was cancelled days before

we were scheduled to be there. However, Teamsters Local 638, along with Joint Council 32 and Local 120, continued to have discussions with our legislators.

We were eventually informed that drivers could file for unemployment benefits and identify the reason as COVID-19, due to the fact that they would not have normal summer school or other driving responsibilities after the school year ended. The Teamsters informed the employer (First Student) about this development and, they, in turn, broadcast this information on a Zoom call with employees at the conclusion of the school year.

We are hopeful that the data the State collects from school bus drivers collecting unemployment this year will give them a clearer picture of the need and financial impact so we finally pass legislation to bring summer unemployment benefits to school bus drivers permanently.

On a completely separate note, the National Master First Student Agreement was in negotiations when the Coronavirus hit. Drivers have either already received or will be receiving information soon regarding those negotiations along with voting materials. Please call Business Agent Scott Lecy at 612-805-2524 with any questions.

News from Dakota Territory



JEFF DIEDE



SHANE BLOCK

The first part of the year has not been easy for the membership, but if we stand together as brothers and sisters of the greatest and most powerful labor union ever, we can overcome anything thrown at us.

Hello from the sweeping plains of North Dakota!

Well, where do we start? 2020 has been a challenging year for us as Teamsters, with the pandemic, unemployment, protests, riots, uncooperative weather, pension fight, bankruptcies, the relentless war on workers from Washington.... WTF is next?

Some issues for our ND Teamsters:

Warehouse Division:

The ongoing and delayed contract negotiations with UNFI has been a work in progress for just under 10 months. The company continues to try and weasel substandard language and substandard wages into the contract. And as we have told them over and over again, POUND SAND!! One has to wonder how these company negotiators can sleep at night. Jeff, Britton and Tracy will be working hard to hammer common sense into these UNFIT negotiators with the hopes of avoiding a strike, but if push comes to shove, the members are ready for a fight!

Dairy Division:

The bankruptcy of Dean Foods and the purchase of the Bismarck facility by Prairie Farms this spring have made for a very stressful time for our Dean Foods members and their families. The members were not given many options, Accept the terms given by Prairie Farms to buy Dean Foods or risk the possibility of the operations closing permanently and be out of a job. It's a tough pill to swallow, but our members understand that this is a new beginning, and with dedicated and strong members we all will work together to regain a strong contract in North Dakota through future negotiations for our members.

Package Division:

There was some good news coming out UPS in North Dakota. Our Jamestown members moved into a brand spanking new facility last month. It's a very nice facility with a lot of space for the employees. Now for the company to work on the rest of buildings in the state, I know - baby steps - right? Our members at UPS are also being run through the grinder with unheard of volume, adjusting to what seems like daily changes to delivery and safety operations because of COVID, and continual harassment from a management staff that is more concerned with making numbers than doing what is right for the workforce. Our North Dakota members are staying vigilant and strong and holding the company accountable to their contractual obligations, Pandemic or not, "FOLLOW THE DAMN CONTRACT".

Construction, Highway Heavy:

Our brothers and sisters for Northern Improvement and Minot Paving are working hard across the state, from Fargo to Williston and all points in between. You know that when these folks are repairing your streets and highways, you can be guaranteed it will be a quality and lasting improvement. Statewide highway heavy negotiations with the AGC are coming up this summer, and the negotiators will be working hard to improve wages and benefits for our members.

Freight:

Yellow continues to struggle with the initial drop in volume. Consolidation of our Minot and Bismarck operation into one location in Bismarck came with challenges, but our members are working through it. They have been through a lot over the years, but have maintained their pride and dignity throughout it all. Freight has always been a core industry

for the Teamsters, and we need to do what we can to keep them strong.

Other industries:

Obviously one of the other main issues is Pension Reform. Retirees and Actives are working non-stop to push their elected officials to do the right thing. We need everyone to contact our representatives in Washington to bend their ear to get them moving on this legislation. Thanks to former principle officer of Local 123, Al Thomas, and local 123/638 retirees for constantly pushing for reform. They have partnered with other retirees in the region to form a new coalition to lobby congress. American Pension Justice / North Dakota, Bismarck Committee. Check them out on Facebook and like and share their page.

We also can't forget to say congrats and farewell to our Vice President of Local 638 and fellow Agent, Brother Larry Mossey. After 40+, years as a Teamster he has decided to retire. Larry has been a staunch advocate for the Teamsters and with his unfiltered approach to the job he will be missed. Thanks for your hard work and dedication to the job.

Lastly, we just want to say how proud we are of our Local 638 members. The first part of the year has not been easy for the membership, but if we stand together as brothers and sisters of the greatest and most powerful labor union ever, we can overcome anything thrown at us. Here is to finishing 2020 on a high note.

Stay Safe, Stay Healthy, and above all stay Teamster Strong!

In Solidarity,
Jeff and Shane

Pictures from Dakota Territory



ARTICLE BY: JENNIFER MUNDT, EXECUTIVE DIRECTOR, TEAMSTERS SERVICE BUREAU

Teamsters Take Care of Teamsters



COVID-19 has shocked our daily lives. Typical activities - sitting down at a restaurant, getting a haircut, hugging a friend - were suddenly halted. Now we stay apart to give our health care workers a chance to slow the spread of the deadly virus.

This crisis is hard on everyone. It is a harsh reminder that workers need unions. When the virus hit, our Teamsters Service Bureau responded quickly to meet urgent needs. With one in every five Minnesotans out of work, demand for our emotional and financial support spiked. We were able to provide food, shelter, and financial support to union members whose jobs and hours had been cut.

Our Service Bureau is your safety net. We provide respectful support to union members and their families whenever they face life's challenges. Our services are free and confidential for union members. During the pandemic, it meant a mother could feed her hungry children. A father could pay

his family's rent. A parent could afford childcare. A retiree could escape from an abusive home. And a trucker's life was saved from suicide.

Union members experiencing financial hardship can request grants for mortgage or rent, utilities, medication, health insurance premiums, auto payments or insurance, etc. You may also request a food card, gas card, or transit pass.

You're not alone; we're here for you. Our family service advocates provide relationship, marriage, family, financial, and legal counseling - all free and confidential. Just contact us at 612-676-3730 or char@mntsb.org.

Rest assured that life will return to normal. Meanwhile, here are six steps to help you cope with the fear, anxiety, and uncertainty of COVID-19: 1) take breaks from the news, 2) focus on the facts, 3) take care of your body, 4) unwind with a walk, 5) connect with others online, and 6) set goals for yourself.

When everything else is uncertain, your union has got your back. Teamsters proudly help Teamsters. United in solidarity, we will get through this pandemic with courage and optimism.

In unity,

Jennifer Munt
Executive Director
Teamsters Service Bureau

Teamsters family services

Emotional & Financial Support

Confidential & Free

Relationship Marriage Family Financial Legal Counseling

612.676.3730

Organizing in the time of COVID-19



No matter what the circumstances, organizing never stops. Digital organizing through social media, once but a small tool in our box, has become a primary focus of what we do.

NICK RUBERTO

As anyone who has been to organizer training or has volunteered can tell you, the most important part of any organizing campaign is one-on-one, in person, face-to-face contact. As organizers, our most important job is to build relationships among organizers, agents and workers. Long ago, The Teamsters left behind the old model of doing little more than impersonal leafletting at worksites in favor of the more labor intensive but far more effective model of chasing down opportunities to meet workers in places where they felt comfortable. That gives them the ability to air their grievances about work and ask questions about unionizing without fear of offending either their bosses or

their coworkers. Unfortunately, the virus has cut us off from this intimate form of organizing and has forced us to rethink how to make conversations happen.

However, no matter what the circumstances, organizing never stops. Digital organizing through social media, once but a small tool in our box, has become a primary focus of what we do. We are working with the IBT communications department, who are experts in this field, to try to connect workers to organizers in innovative ways that still respect social distancing. Where once we focused primarily on face to face meetings, now we conduct phone calls and Zoom

meetings. Even with one hand tied behind our back we are committed to bringing justice to workers, especially in these hard times.

Many workers are losing faith in our system, and as this crisis continues, more and more are feeling the pinch. Organizing can bring hope to those people, though many may not be aware of that. It is important that as union members we talk to those people about the advantages of a union having our backs and let them know that there is a better way. If you know of anyone you think we might be able to help, don't hesitate to have them give us a call.

Local 638 Congratulates Brother Larry Mossey on His Well-Earned Retirement!



On behalf of all of us at Teamsters Local 638, we thank our former Vice President, Business Agent, and UPS Teamster Larry Mossey, for his many years of dedicated service to our members and to our great union. Enjoy your retirement Larry. You've earned it!

Teamsters On The Move At UPS Maple Grove

Our Local 638 leadership team had a great time visiting and talking issues with members at the UPS Center in Maple Grove. Thanks for the warm welcome!



Secretary-Treasurer Trevor Lawrence and Mark Hvlaka



Staci Jablonicki and Brandon Kipstein



Tim Strand and Hans Lapann



Vice President and Business Agent Larry Mossey (now retired), Sam Nyakundi, President Tom Bucher, and Secretary-Treasurer Trevor Lawrence



Teamsters take a break

Earlier in the year, the 2020 Mark Rime Scholarship Winners were chosen. Named in honor of former Local 638 Secretary-Treasurer Mark Rime, five graduating high school seniors of our members receive a \$2,000 scholarship to any accredited college, university or vocational school. Congratulations to these five outstanding scholars and their Teamsters Local 638 member parents.

All winners parents are employed by UPS with the exception of Block whose dad is a Local 638 Business Agent in North Dakota.

For more information on scholarships, visit our Local 638 website at: teamsterslocal638.org/scholarships.



Olivia Ann Schmidt
Winona State University
Communications & Business Admin
Daniel Schmidt - UPS



Iszavier Moe
Augsburg University
Biology
Lwan Aung Moe - First Student



Ainsley Shae Bennett
South Dakota State
English (with emphasis in writing)
Travis Bennett



Taylor Haines
SW Minnesota State U
Elementary Education
Timothy Haines - UPS



Adam Horwath
Century College
Arts
Kurt Horwath - UPS

In addition to the above issues, our JC32 DRIVE Board addresses candidates with questions like these, covering important issues affecting Teamsters and other working families:

ISSUES		
TAXES – If elected, will you support the following tax policies:		
Basing Minnesota's taxes more on the ability to pay	Yes	No
Keeping the sales tax off food and clothes	<input type="checkbox"/>	<input type="checkbox"/>
Opposing taxing of fringe benefits such as pensions and health insurance premiums	<input type="checkbox"/>	<input type="checkbox"/>
What is your definition of a "fair tax system?"		
EDUCATION		
Will you strongly support public education, vocational education and charter schools?	Yes	No
What are your thoughts on having Labor Studies courses taught in the schools K-12?	<input type="checkbox"/>	<input type="checkbox"/>
Will you oppose vouchers, tuition tax credits or deductions?	<input type="checkbox"/>	<input type="checkbox"/>
Will you oppose the privatization of educational services?	<input type="checkbox"/>	<input type="checkbox"/>
Will you work for a funding system that does not force the school districts to continually vote on referendums to raise money?	<input type="checkbox"/>	<input type="checkbox"/>
HEALTH AND HUMAN SERVICES		
Do you support our current MNSURE system?	Yes	No
Would you oppose any legislation eliminating or weakening the MNSURE system?	<input type="checkbox"/>	<input type="checkbox"/>
What would you do to help reduce the cost of prescription drugs?		
Will you support a constitutional amendment establishing health care as a right in Minnesota?	<input type="checkbox"/>	<input type="checkbox"/>
Will you work to make child care affordable for the working poor?	<input type="checkbox"/>	<input type="checkbox"/>
The availability of child care and also child care costs are social issues which must be addressed. What is your position on programs that will address the problem which, if implemented, would help remove clients from the welfare rolls?		

PUBLIC SERVICE		
Will you support the maintenance of quality public service in Minnesota at state and local levels?	Yes	No
Will you oppose contracting out for service and privatization efforts of work presently being performed by Union employees?	<input type="checkbox"/>	<input type="checkbox"/>
Do you support collective bargaining rights for public employees?	<input type="checkbox"/>	<input type="checkbox"/>
Do you support legislation prohibiting state agencies from contracting with companies that outsource work and job opportunities to other countries?	<input type="checkbox"/>	<input type="checkbox"/>
WORKER PROTECTION		
Do you support the advance notification of workers in plant closings, with severance pay and extension of health care benefits?	Yes	No
Do you support training programs and economic assistance for dislocated workers?	<input type="checkbox"/>	<input type="checkbox"/>
Do you support funding for Minnesota's Dislocated Worker Program?	<input type="checkbox"/>	<input type="checkbox"/>
Would you resist attempts to dismantle Minnesota's current Dislocated Worker Program?	<input type="checkbox"/>	<input type="checkbox"/>
Do you support stringent occupational safety laws to protect workers, with penalties tough enough to deter violations?	<input type="checkbox"/>	<input type="checkbox"/>
Do you support the Public Employee Labor Relations Act (PELRA) which protects the rights of public workers to collectively bargain such items as wages, benefits and working conditions?	<input type="checkbox"/>	<input type="checkbox"/>
Do you support the option of using Labor/Management, negotiated Project Labor Agreements on public construction and renovation projects?	<input type="checkbox"/>	<input type="checkbox"/>
The Employee Free Choice Act would help ensure that workers have the freedom to form and join unions without the fear of employer retaliation. Would you sign a letter of support or a petition to Congress in support of this legislation?	<input type="checkbox"/>	<input type="checkbox"/>
Do you support union organizing through agreements covering card check, employer neutrality and facility access so that workers can choose without fear or intimidation?	<input type="checkbox"/>	<input type="checkbox"/>

WORKER PROTECTION (continued)		
While it is illegal under federal law to fire workers who exercise their legal right to strike, a federal court decision allows the "permanent replacement" of those same striking workers. The Teamsters Union firmly believes there is no difference between being "fired" and being "permanently replaced." With the use of permanent replacements on the rise, the balance of power in Labor/Management relations has shifted to the employer; management can now offer a take-it-or-leave-it approach, and if the union balks the members lose their jobs.	Yes	No
Would you support legislation outlawing the use of "permanent replacements" for workers who exercise their legal right to strike?	<input type="checkbox"/>	<input type="checkbox"/>
Pro-business groups are advocating enactment of a "Right to Work" law in an effort to weaken unions. What is forgotten is that unions exist in a workplace only when a majority of the workers freely choose a labor organization to represent them.	Yes	No
Proponents of "right to work" claim that passage would be an economic benefit for workers nationwide and at state and local levels, but evidence indicates otherwise. In "right to work" states wages are lower, fewer workers have health care coverage and there are higher rates of workplace injuries and fatalities.	<input type="checkbox"/>	<input type="checkbox"/>
Will you oppose "right to work" legislation?	<input type="checkbox"/>	<input type="checkbox"/>
Worker misclassification puts the economic and retirement security of working families at risk. Once workers are misclassified they are often unknowingly required to pay more money in taxes because of their status as a contractor, such as the worker and employer share of Social Security and Medicare taxes.	Yes	No
Independent contractors and "leased" employees (employees obtained by a third party such as a temporary agency) are also less likely to receive employer-provided health benefits or employer-provided pension plans and are not covered by important labor, employment and anti-discrimination laws. Worker misclassification creates an uneven playing field for employees. Employers who misclassify their employees as independent contractors gain an unfair competitive advantage over other employers.	<input type="checkbox"/>	<input type="checkbox"/>
Would you support legislation making it more difficult for employers to classify employees as "independent contractors" or "leased" employees?	<input type="checkbox"/>	<input type="checkbox"/>
The Davis-Bacon Act (prevailing wage) assures local contractors who uphold prevailing rates of pay in a geographic area a fair chance to compete for government projects without being undercut by outside firms using cut-rate labor. It also protects the government from fly-by-night operators seeking to win contracts by paying wages too low to attract competent craftsmen. Will you support the Davis-Bacon Act?	<input type="checkbox"/>	<input type="checkbox"/>
Transportation		
Teamster members are heavily involved in the transportation industry in fact we believe it is the backbone to our organization. Increasing the maximum allowable truck weight from the current 80,000 lbs. would negatively impact our jobs. Furthermore, we believe it would be unsafe for our members and the general	Yes	No
public. Would you support or oppose any effort to increase the maximum truck weight?	<input type="checkbox"/>	<input type="checkbox"/>

Will you support mechanisms to fully fund our Minnesota transportation infrastructure?	Yes	No
Are you willing to support legislation increasing the state gas tax and allocating it to our transportation infrastructure?	<input type="checkbox"/>	<input type="checkbox"/>
Are you willing to support legislation increasing the state sales tax and allocating it to our transportation infrastructure?	<input type="checkbox"/>	<input type="checkbox"/>
Do you support public transit (light rail, commuter rail, buses, etc.)?	<input type="checkbox"/>	<input type="checkbox"/>



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

3001 University Ave SE 4th Floor
Minneapolis, MN 55414

Address Service Requested

This newsletter is printed and processed by union labor on recycled paper produced by a union paper mill located in Minnesota.

Are you Moving? Please call us with your new information.

Call: 612-379-1533 or 1-800-247-7757

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



We're on Facebook! "Like" us to get Teamsters information. Tell your friends!



NOTE: Due to COVID-19, we haven't been able to gather the Board for a new picture. Hopefully we'll have that to include in the late Fall addition of News & Views

Calendar of Events:

Our regular Local 638 meetings remain cancelled due to COVID-19. Visit www.teamsterslocal638.org for updates. We hope to be able to get together again soon!