



NEWS & VIEWS

THE NEWSLETTER OF TEAMSTERS LOCAL 638

WINTER 2021

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Teamsters Stand and Deliver!

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- Business Agent

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- Vice President
- Business Agent

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- Business Agent

SHANE BLOCK
- Business Agent

JOHN KYCEK
- Business Agent

NICK RUBERTO
- Organizer

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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



TREVOR LAWRENCE

"You don't have to worry about where I'll be and how I'm doing. I'll be everywhere. Wherever someone is fighting for respect on the job, I'll be there. Wherever there's a mother striking for a fair day's pay, I'll be there. Wherever there are people trying to organize, I'll be there. Just look in their eyes and you'll see me."

- The late Tom Keegle
IBT General Secretary-Treasurer (1999-2012)
President Emeritus, Teamster Joint Council 32
Truckdriver

Local 638 Teamsters on the Covid-19 Front Lines

A healthy, happy, and prosperous New Year to you and your families! Many things changed as our nation and the world struggled through 2020 and the Covid-19 pandemic. But what did NOT change, and what never will change, is the courage and determination of our members to stay on the job and deliver to those we serve.

Today, across Minnesota and North Dakota, Local 638 UPS drivers and Inside Employees are using every safety measure to expand the rollout of the Covid-19 vaccine. Meanwhile, our members on the front lines continue to care for vulnerable adults at facilities in Madison, Cambridge, and Mora. Hats off to all of you and your families – and particularly the kids – who provide so much support and understanding during these tough and challenging times.

Welcome President Biden and Vice-President Harris

Thanks to the hard work of our Teamsters DRIVE political action committee, and to the organizing and voter education efforts of so many other unions and organizations supporting working families, we have a new Administration – and in particular a new Labor Secretary – that actually supports organized labor! Be sure to read Tom Bucher's column on the opposite page to learn more about what the Teamsters and our allies on Capitol Hill will be working on with the new President and Congress. And get a more local perspective from Scott Lecy, whose column appears on page ___ of this issue.

Tom Keegle and Jim Keogh: Good-bye to these truly great Teamsters

Late last fall, we bid farewell to two of the most courageous and dedicated Teamsters ever to walk a picket line, negotiate a contract, or fight for a brother or sister in need. Tom Keegle served as General Secretary-Treasurer of the IBT from 1999 to 2012. But his roots and his heart always lay deep in the Midwest, where he served as principal officer and president of Local 120 and president emeritus of Teamsters Joint Council 32, which includes our own Local 638.

And many of our older members will remember longtime Local 638 Business Agent Jim Keogh. As his obituary notes, "He will be remembered as a Teamster, tinkerer, carpenter, golfer, golf smith, and philosopher, and particularly as a loving husband, father, grandfather, and friend." Turn to pages 8 and 10 to read more about Tom and Jim and their remarkable lives.

Finally, and as always, thank you to our members for your hard work, support, and involvement in this great union. We look forward to being together again in 2021, and to achieving great things. Please drive safely, especially when the roads get icy and the weather gets bad. (Yes, that happens in Minnesota and North Dakota!)

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.

Pension Protection, Wages, Organizing, and Worker Health & Safety Top Teamsters/Labor Agenda in Washington

Here in the Midwest and across the nation, our Teamsters DRIVE political action committee helped elect a new, pro-worker President, and pro-worker majorities in the U.S. House and Senate. Now the real work begins, as Labor leaders and working families attempt to ensure that the candidates we supported continue to support us. There's a lot to get done on the legislative front. Here's a quick look at five of the most important issues Teamsters will be pressing for in Washington.

Protecting our Pensions – We expect reintroduction of legislation to establish, among other things, a long-term, low-interest loan fund, managed under the Treasury Department, to ensure that deeply troubled multi-employer pension funds like "Central States" continue to pay some 400,000 active and retired Teamsters

every dollar they are entitled to. As we remind our elected officials, Teamsters have never failed to pay their share into the Central States fund. However, some 1,300 companies defaulted in their payments, due to bankruptcies, mergers, and other financial shenanigans.

Ensuring Our Right to Organize – Reversing repeated attempts by the previous Administration to water down workers' right to join a Union, President Biden has endorsed the PRO Act, which would significantly expand organizing rights in the workplace. The President has also vowed to press for legislation to hold company executives personally liable when they interfere with organizing efforts.

Reforming the National Labor Relations Board (NLRB) – Upon taking office, the previous Administration deep-sixed fair Union election rules, setting up new obstacles to unionization. Under President Biden, Labor will be pressing hard for fair election rules that include an

election within 15 days of filing union authorization cards from workers.

Providing the Occupational Safety & Health Administration (OSHA) with the resources it Needs – Under the previous Administration, the agency fell to its lowest-ever level of inspectors. We expect the new Biden Administration to ramp up – and perhaps double – OSHA inspection, especially with so many workers at high risk of contracting the COVID infection.

Establishing a \$15 an Hour Federal Minimum Wage – As former Labor Secretary Robert Reich and many others have pointed out, the federal minimum wage would now be about \$25 an hour if it had kept pace with the cost of living over the past 25 years. The Teamsters and others across the Labor Movement will continue to press hard for legislation to provide our nation's lowest paid workers with a real living wage.



2020 Proved It – Now More Than Ever, Workers Need a Union



NICK RUBERTO

Unorganized workers were taken particular advantage of, whether or not their employers were hurt by the effects of the shutdowns.

Working at a non-union job has never been tougher than it was in 2020. Though we all struggled, unorganized workers were taken particular advantage of, whether or not their employers were hurt by the effects of the shutdowns. Many were denied regular raises or bonuses, and many were misled into believing they had to work with symptoms or were punished for taking recommended precautions.

Though laws are in place to safeguard people who want to do the right thing, they are often not well known or enforced, as laws protecting workers usually are not.

Though they might not know it, it is nearly every American's right to come together with their coworkers and fight for a better life. That's where we as Teamsters need to step in. When you hear people who are upset about their working conditions take the time to listen, empathize and share your experiences about the power that being a member of a union gives you and your coworkers.

Let them know that they don't have to bury their frustrations; that they can do something about them, and that the Teamsters stand ready to help or to find someone who can. Remember this: the higher the union density

in your area, the better contracts you will all enjoy. As Paul Wellstone always said, "We all do better when we all do better." If they have any questions you can't answer, remember that Local 638 is just a phone call away.



ARTICLE BY: SCOTT LECY – VICE PRESIDENT/BUSINESS AGENT

2020's Over – Teamsters Look Ahead to 2021



SCOTT LECY

Stay safe and healthy, wash your hands, wear your mask, and thanks to UPS drivers across the nation, the vaccine has arrived!

One thing's for sure – 2021 will present challenges of its own, pandemic related or not. Teamster's Local 638 has front line workers at **Madison Healthcare Services** who continue to deal with positive COVID-19 test results among residents, staff, and community. We salute them for their dedication in delivering world class care amidst huge challenges. These Local 638 members are bringing hope to all who are affected.

The contract negotiations battle at **St Cloud Metro Bus** continues in state mediation. With a contract that expired at the end of September 2020, these members are standing strong while the employer refuses to meet their needs and offer a reasonable solution.

As school districts continue to bounce back and forth from classroom to distance learning, our **Local 638 school bus drivers** are meeting every challenge. Many, for example, are providing critical care worker daycare transportation. Others take kids who qualify to and from a workplace. Still others are delivering meals to some home-bound students. On a positive note, Minnesota school districts have agreed to continue to pay the drivers during slowdowns. That way, drivers can pay their bills and employers can keep locations staffed.

Meanwhile, contract negotiations for drivers at **Champlin First Student**, and a separate agreement for the **Champlin mechanics** that has been extended since May of 2020, will begin late this spring.

There are other Local 638 members and companies like **American Fish & Seafood** and **National Purity** who are struggling due to reductions in business. For members who are laid-off during this pandemic remember the Teamster Food Shelf is here to help, as are the **Teamsters Credit Union** and the **Teamsters Service Bureau**. See page 6 of this newsletter for contact information.

And finally, stay safe and healthy, wash your hands, wear your mask, and thanks to UPS drivers across the nation, the vaccine has arrived!

These Important Services are Available to Every Teamster!

“Teamsters help everybody, but Teamsters REALLY look out for other Teamsters.”

- Teamsters Food Shelf volunteer Joel Thompson

Teamsters Service Bureau



2829 University Ave. #100 | Minneapolis, MN 55414
(612) 331-3456 | www.mntsb.org

Teamsters Credit Union



9422 Ulysses St. NE, #140 | Blaine, MN 55434
(763) 267-6300 | www.mnteamsterscu.com

Teamsters Food Shelf



Meet the JC32 Teamsters Food Shelf crew. Left to right: Manager Fred Whipple, volunteers Harry Viltella, Joel Thompson, and Chuck Schlichtmann, and Teamsters Food Shelf Chair and Local 471 Principal Officer Lyndon Johnson.

3001 University Ave. SE, # 510 | Minneapolis, MN 55414
612-331-3456
Open Tuesdays and Wednesdays – 9:00 to 2:00

Teladoc – Free Telemedicine from TeamCare



Visit www.teamsterslocal638.org and access the link through the Home Page slide show. To use Teladoc, TeamCare members must register and set up an account. You will be asked for your name as listed on your ID card, your birthdate, and your zip code.

Doctors on Demand

These services are available to all Local 638 Health & Welfare members, including all full time UPS employees as well as a number of other employers. For details and registration, just visit www.teamsterslocal638.org. Click on “Your Local 638” and then go to “Your Health & Welfare Fund.”

News & Views from North Dakota



JEFF DIEDE SHANE BLOCK

UNIFI finally realized that playing the delay game was not going to work for them.

Greetings from North Dakota, where we have finally closed the books on a heck of a year!

New Contract at UNIFI

After what seemed like an eternity, the company negotiators at UNIFI finally realized that playing the delay game was not going to work for them. With the membership ready for a strike, the company came back to the table. Our negotiating team secured a solid contract which the membership voted overwhelmingly to approve. Thanks to Stewards Tracy Haider and Britton Schettler, as well as Agent Jeff Diede, for their work.

North Dakota Highway Heavy Agreement Ratified

The North Dakota Highway Heavy agreement was also ratified by the membership with an

overwhelming majority, and with solid gains in total compensation for our members.

Pension Fund Looking Good

With respect to the Pension Fund, the trustees report that we did better than expected last year, so rest assured your pension is secure.

New Insurance for Members

On the Health and Welfare side, as many of you know, as of 2021 the members switched insurance policies. This was not an easy decision. However, as trustees, we felt it was the best decision going forward. Between the loss of benefits and higher out of pocket costs under the current plan, we felt that staying put would have laid an unnecessary burden on the membership. The new plan maintains a

lower cost for the membership. Contact your Business Agent with any questions regarding the changeover.

Local 638 members in the Package Division have experienced probably the busiest year on record because of the increase in shipping. Thank goodness the weather held up for the Holiday Season.

In closing we hope everyone had safe and healthy holiday season.

In Solidarity,
Jeff and Shane

Happy Retirement Rob Morrison!



Rob starting working at Hawkins Inc. on February 20, 1984.

In 2003 Rob became Hawkins shop steward and negotiated many good contracts for the members at Hawkins.

In 2016 Rob was sent to the Teamster National convention to play the role of Sergeant at Arms on the floor of the convention hall.

He enjoyed that duty.

Rob was also the sergeant at arms at Local 638 general membership meetings since 2016

Rob retired on December 31st, 2020.

We would like to thank Rob for his years of dedicated service to the members at Hawkins Inc. and his support for Teamsters Local 638.

How Much Should You Be Saving for Retirement?



JENNIFER MUNT

One rule of thumb is that you will need 70 percent of your pre-retirement yearly salary to live comfortably.

Saving for retirement should be a priority in your overall financial plan, regardless of your age. Yet few working people feel confident that their nest egg will last.

Our Teamsters Service Bureau can help you plan for retirement. We now offer free financial planning services for union members age 50 and over. You can meet one-on-one with a trusted financial planner who can help you determine how much money you will need to retire comfortably.

The answer is different for each person. One rule of thumb is that you will need 70 percent of your pre-retirement yearly salary to live comfortably. That might be enough if you have paid off your mortgage and are in excellent health when you kiss the job goodbye. But if you plan to travel or spend the winter in Florida, you may need more.

The three most common sources of retirement income have been Social Security, employee pensions, and personal savings. Social Security and pension benefits will provide only a portion of your retirement income. You will need to fund the rest with from personal savings and investments.

For most workers, it has been tough to put money aside during the economic slowdown caused by COVID-19. Nevertheless, financial planners recommend earmarking at least 20 percent of your annual earnings for retirement. The earlier you start, the better off you will be in retirement.

It is important to make realistic estimates about what kind of expenses you will have in retirement. Be honest about how you want to

live in retirement and how much it will cost. Generally, it's hard to predict before you're age 50.

One way to begin estimating your retirement costs is to take a close look at your current expenses in various categories, and then estimate how they will change. Our financial planners will ask you to complete a survey before you meet. You will need to know at what age you plan to retire? How many years you plan to spend in retirement? How much you will need monthly in pre-tax income? How much monthly income you expect to earn from Social Security? How much monthly income you expect to earn in pension benefits? How much you currently have set aside for retirement? How much you are currently saving towards your retirement (including your employer's match, if any)? Your answers will help calculate how much you should be saving.

A successful retirement doesn't just happen. It takes planning. Our financial planners will help you pursue the retirement lifestyle you desire with actionable information from a source you can trust.

Finally, a disclaimer. Our financial planners do not sell financial products or services. For example, don't expect them to tell you which stocks to buy. Instead, they provide reliable information and proven financial strategies to help you make sound retirement decisions. If you're wondering if you can afford to retire early, they can help you make that decision.

Procrastination is the biggest reason people fall short of achieving their retirement goals. It is never too early to start saving. If you're age 50

or over, consider meeting with one of our financial planners – it's free and confidential.

For a financial planning referral, please contact Char at 612-676-3730 or char@mntsb.org.

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

All over Minnesota and North Dakota, Local 638 Teamsters are masking up and moving out, making sure thousands of packages are sorted and delivered in spite of the Covid pandemic. Hats off to each and every one of you, as well as to the families and friends who provide such strong support!



Damone Eady & John Kycek



John Vincent 42 years at Minot is retiring



UPS Teamsters get ready for another busy day of on-time deliveries



Randy Toft - John Slavin at Olsen Fish



Barry Tescher, Travis Hermann & Gary Gorney MinotND



Steve Reid - UPS Maple Grove

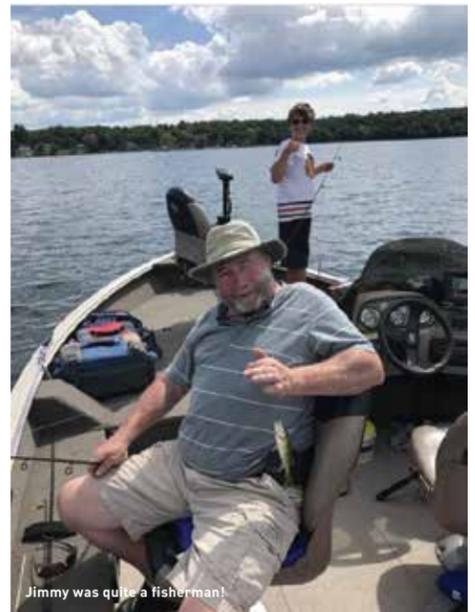


Kelly Solon, Chris Cha and Kevin Stieg



Hans Lappaan and Dean Johnson - UPS Maple Grov

Farewell to Brother Jim Keogh



Jimmy was quite a fisherman!



Here's Jim (R) with now retired Local 638 Business Agent Dave Anderson ("Big Dave") circa 1980's



"The Professor" and his buddy on a visit with former Local 638 Vice-President Jeff Eckman last year.

Our Teamster brother Jim Keogh passed away on November 13th after his brave struggle with leukemia.

Jim was a patriot and proud veteran, serving from 1961-65 as a Russian translator in Turkey. He will be remembered as a Teamster, tinkerer, carpenter, golfer, golf smith, and philosopher, and particularly as a loving husband, father, grandfather, and friend. He will be deeply missed by his loving wife of 41 years, Joanne; children James (Karen), John (Shonna), Julie

(Mike), Aileen, and Colin (Nickie); grandchildren Noah, Brennan, Jack, Sydney, Sommer, Skylar, Caden, Wyatt, and Oscar; siblings Ann, Tom, Pat, and Mike; many other loving family and friends. Due to Covid, the memorial service was a private internment at Fort Snelling National Cemetery. Memorials preferred to the Minneapolis VA.

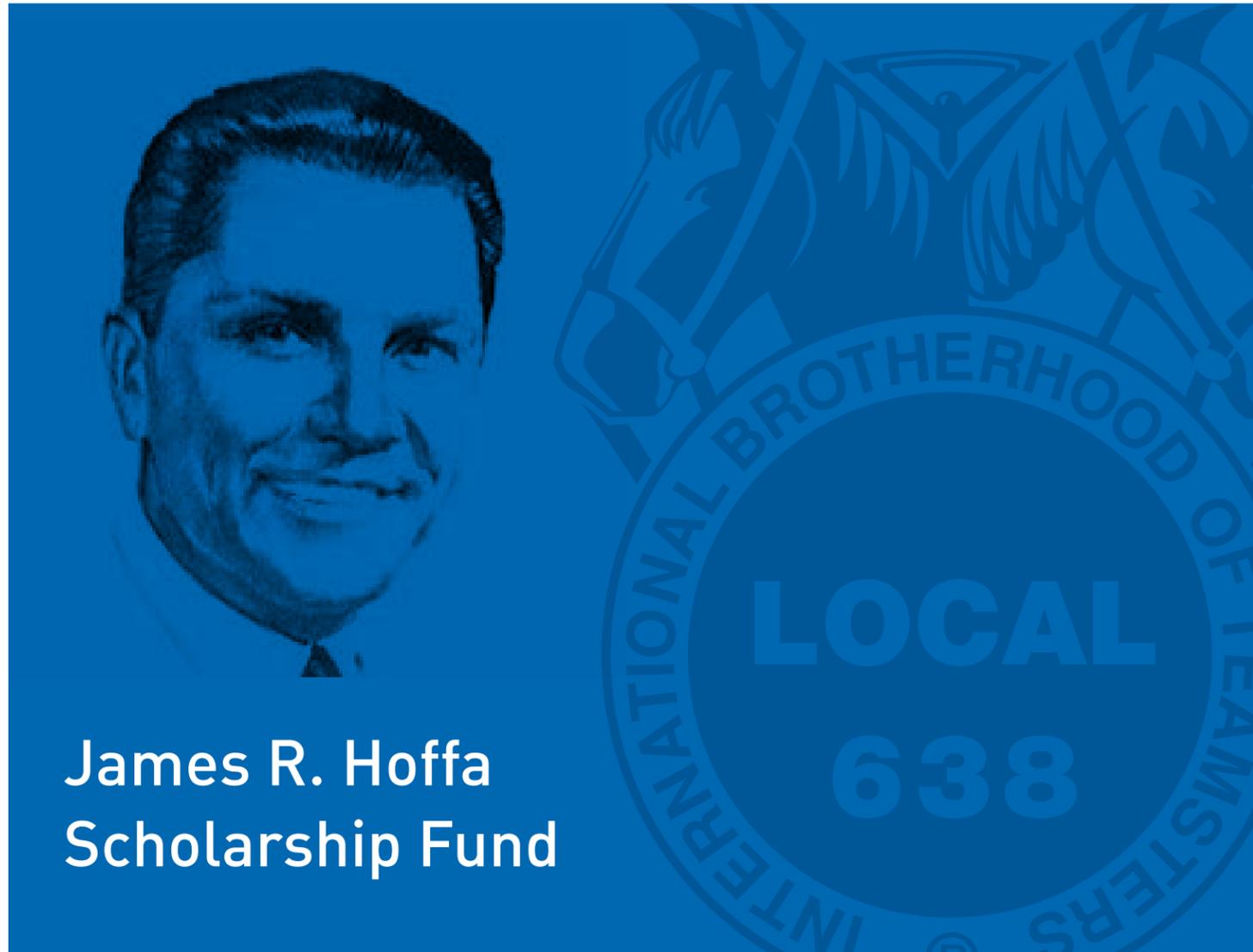
About Jim, now retired Local 638 Vice-President Jeff Eckman writes:

"Sincere sympathies and condolences to Joanne and family. My fondest memories were of Jimmy's moments, where he would look over his glasses, nod, pause and give you his signature "___ Well... ___" followed by an incredibly thoughtful reply - complete with hand gestures. There is no wonder as to why he got his "The Professor" nickname. Jim will certainly be missed by many and I feel fortunate to have been able to call him my friend."

The James R. Hoffa Memorial Scholarship Fund is for high school seniors who are sons, daughters and financial dependents of Teamster members (including the BMWED, BLET, GCC and TCRC).

Scholarships range from \$1,000 to \$10,000 for students planning to attend a four-year college or university, and up to \$2,000 for use at community colleges and trade schools. The application must be completed online and due by March 1, 2021.

APPLY HERE: teamsterslocal638.org (under Your Local 638 tab, click Scholarships)
www.jrhmsf.org #teamsters #teamstersscholarship



**James R. Hoffa
Scholarship Fund**



“HE WAS A BROTHER TO EVERYONE, A MENTOR TO EVERYONE, AND A FRIEND TO EVERYONE.”

AS word spread that Tom Keegel died, his family was deluged with cards, flowers and donations from grateful friends and colleagues — a testament to his lifelong mission to lift up working people.

Keegel rose from humble beginnings to the highest echelons of the labor movement, serving as general secretary-treasurer of the International Brotherhood of Teamsters from 1999 to 2012.

“He was one of a kind, a legend,” said Tom Erickson, president and principal officer of Teamsters Local 120 in Blaine. “I think he was the greatest labor leader of our generation.”

Clark Thomas Keegel was born in 1941 in Minneapolis, the son and grandson of truck drivers. He attended Patrick Henry High School, where he met Patricia Nitzschke. The sweethearts married in 1961, raised three daughters and celebrated their 59th wedding anniversary in January.

At age 17, Keegel joined Sterling Cartage as a truck driver, working alongside Teamsters who took part in the famous Minneapolis Truckers’ Strike of 1934. A pivotal turning point in the labor movement, the strike led to laws permitting workers to organize and collectively bargain, including the National Labor Relations Act.

Keegel, long active in the Teamsters, was elected recording secretary of Local 544 by 1978 and then principal officer and secretary-treasurer. He was later elected principal officer and president of Local 120, and president emeritus of Teamsters Joint Council 32.

While Keegel was “the nicest guy in the world,” Erickson said, he was also a tough and savvy negotiator who “was committed to building a better union”: “He was a brother to everyone, a mentor to everyone and a friend to everyone.”

In 1999, Keegel was elected to the Teamsters’ leadership team in Washington, D.C., serving with President Jim Hoffa, who memorialized him last month as “a great partner who exemplified what it means to be a Teamster.”

Keegel worked to rebuild the international union’s finances, helping launch fiscal reforms, balancing the budget and establishing a strike fund. He was awarded an emeritus title at the Teamsters’ 2011 convention, becoming the only general secretary-treasurer to hold the honor.

Despite his ascension to the leadership of one of the nation’s largest labor unions, Keegel retained a sense of gratitude and humility. “Whenever he introduced himself, he’d say he was a truck driver,” said his granddaughter Haylee Hilton, field director with the Minnesota AFL-CIO.

Keegel was especially known for his fiery speeches, often punctuated with a salty phrase or two, prompting wild applause from union members. His family called it his “preacher style” of oratory, delivered with populist flair.

After retiring in 2012, Keegel enjoyed spending time with his family, including three grandchildren who called him “Papa.” He often evoked the carefree phrase “Happy Days!” around his family.

In an emotional retirement speech, Keegel assured members he would remain committed to the movement.

“You don’t have to worry about where I’ll be and how I’m doing. I’ll be everywhere,” he said. “Wherever someone is fighting for respect on the job, I’ll be there. Wherever there’s a mother striking for a fair day’s pay, I’ll be there. Wherever there are people trying to organize, I’ll be there.

“Just look in their eyes and you’ll see me.”

In addition to his wife and grandchildren, Keegel is survived by daughters Holly, of Dayton; Heather, of Phoenix; and Heidi Hilton, of Ham Lake; and a sister, Diane Lebowski, of Brooklyn Park. The family will hold a celebration of life at a later date.



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

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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 restricted due to COVID-19. Visit www.teamsterslocal638.org for updates. We hope to be able to get together again soon!