

arizona

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Driver safety is a huge concern, and we now have driver partitions being installed in a few of the coaches with the operators collectively deciding on the best overall choice. Side mirrors are being moved down to aid in better visibility. Hiring and training of new Fare Enforcement Officers is being implemented in the month of January.

We know that when all these changes are complete driver and passenger safety will improve greatly. Still, there are areas that will take more time to implement. Working alongside the company and committees, we will continue to make the necessary improvements. Union Strong, Membership Strong!

Report from Carlos Toledo, business agent

Asarco — The National Labor Relations Board (NLRB) has issued a third consolidated complaint against Asarco, LLC, which includes an allegation that the company unlawfully implemented portions of its “last, best and final” contract proposal on December 1, 2015, in the absence of a bargaining impasse.

The NLRB issued two previous consolidated complaints against Asarco for unfair labor practices that include “failing and refusing” to negotiate with the eight unions which represent workers at the Grupo Mexico subsidiary’s five U.S. facilities. Teamsters Local 104 represents 130 members at the Mission plant just south of Tucson, Arizona.

The NLRB has scheduled a hearing on March 15, 2016, when an administrative law judge will review evidence against Asarco and listen to testimony of the case.

WE ARE ONE
WE ARE STRONG!

Finley Distributing — Finley’s contract will expire on May 16, 2016. We will schedule contract proposal meetings soon and will need everyone’s input. The company has recently opened the new warehouse and has expanded its inventory by acquiring Alliant Beverage beer products, most notably Sam Adams, Guinness, and Sapporo to name a few.

Mission Linen — Mission’s contract will expire on September 30, 2016. Like Finley, we will also soon schedule contract proposal meetings. We are facing many challenges when it comes to discipline, ranging from attendance to unilateral changes from technology in the delivery vehicles.

Report from Dustin Howell, business agent

It’s hard to even begin this article. In 25 years with UPS and an 18-year affiliate with the Teamsters, I can honestly say I have never seen such a chaotic, unplanned, and understaffed peak season. In 2013, UPS had its highest peak season volume in the history of the company and was not ready for such a huge task. The company received horrible reviews and was under scrutiny by their stock holders. In 2014, UPS learned from its mistakes and made two major adjustments: hire

more employees and put volume caps on the larger shipping customers. After our peak season review with the company I knew this was going to be a disastrous Christmas delivery season.

The company provided an ill-advised and incomplete peak season planning feeder subcontracting review. Once again we protested it and—armed with factual proof and an arbitrary decision in favor of all Teamster feeder drivers — we may have a stronger case to end the abuse of over subcontracting. I am proud to say that we have set up a strong network among locals in California and Las Vegas to help keep an eye on the so-called “ghost subcontractors”.

In the package delivery world our drivers dealt with new tasks of finishing their 12-hour day, and being forced to go into other centers to help out. The majority of all package car drivers ran out of hours as early as 4 p.m. on Friday. Not only was UPS understaffed with bargaining employees, it didn’t have enough management to train employees. In the Mesa building, San Tan center is one of the leading centers in the nation for residential deliveries. UPS sent more than 25 management personnel to deliver packages. From division managers to labor managers they sent over an army. We will be processing multiple supervisor working grievances moving forward. We will also be challenging an issue with drivers in our Mesa building being scheduled to work on Sunday.

The part time ranks were even worse. Part timers were working up to 16 hours a day. Supervisors working, (hourly work) were begging our members to file for their hours so they wouldn’t have to load, unload, sort, and pickoff packages anymore. I’m sure the company will come back with the excuse of “exhausting all means” yet they simply didn’t hire enough employees.

In closing I would like to extend my gratitude to Vice President Karla Schumann, and Business Agents Alex Montez and Arnold Coronado for their help this peak season. I had to undergo neck surgery and was out for six weeks and they tended to my responsibilities and took care of the members that I oversee.

I would also like to thank the following stewards who are the strength day-in and day-out that hold our membership together: Al Franco, Dan Sullivan, Norm McKissick, George Streight, Dean Ornelas, David Fierros, Tracy Scholty, Danny Gonzalez, Karen Antelmi, Mathew Smith, Eddie Garfias, Brad Ziska, Steven Hernandez, Thomas Fairbairn, Eric Baker, Omar Carrasquillo.

And Ray Wilson, Jeff Pinney, JP Jandreau, Michael Samuel Jr, Nemir Meade, Noel Crowl, Thomas Jarvis, Larry Ayala, Crispin Coronado, Tony Garavetto, Maurice Nelson, Brian Pope, Jesse Rudd, Joe Figueroa, John Bandin, Pete Romero, Tony Nuetzman, JR Johnston, and Bob Bartlett. Without these dedicated Stewards we wouldn’t be the ethos that we have become.

Report from Arnold Coronado,
business agent

I hope that all my Teamster brothers and sisters enjoyed the Holiday Season and that this report reaches all and their loved ones in the best of health. I would like to give recognition for the abundance of hours worked necessary to make service on the increased volume that the Holiday Season entails. Great job to all! Hopefully, 2016 will be a better year for all. I know at times there are certain members of management who make it very difficult on employees who exercise their contractual rights by retaliating in issuing discipline. Although there is language that prohibits this type of retaliatory behavior, more often than not, the discipline being issued is either for undependability, improper methods or not working as directed.

Undependability is very hard to defend, especially when an individual has numerous infractions that fall under this umbrella. Please make every effort to be on time every scheduled day and work as directed, utilizing the method expectation of the company. By following this advice, you would not have to give a second thought to disciplinary retaliation when exercising your contractual right in grievance form. I would also like to recognize and reiterate my gratefulness to my stewards who are my eyes and ears in combating management’s never ending creative spins on negotiated language. My Phoenix hub stewards are Brian Pope, Jason Cano, Jason Joseph, Jim Suiter, Joe Gordo, Michael Hartman, Miguel Cardona, Quetzal Pena, Rocky Arcadi, Sal Lopez, Scott Drusczc, Teresa Tomlinson and Tyler Wilkinson. My Phoenix Gateway stewards are Art Stevenson, Larry McBride and Miles Kunau. My Tempe

Stewards are Noah Broessel and James Smith. My Prescott stewards are Mario Gomez, Aaron Brown, Nick King and Albert Heath. My Camp Verde Steward is Cindy Koog-Burkhardt. Thank You!

Report from Kimberly Barboro, business agent

We have successfully ratified a joint collective bargaining agreement for US Airways and American members which gave them an approximate 30 percent wage increase and an additional nine percent increase over the five year term of the contract. Our members received their first check with the new wages on December 24. The pay scale tops out at the start of the 12th year of service in the group. Our members at top of scale went from \$21.41 to \$29.27 an hour. Our members are now being paid industry leading wages.

Some of our members from American Airlines who work from home were able to receive over 60 percent in pay increase and receive the same benefits that all other members will receive. Some American Airlines home based reservations agents went from \$17.00 to \$27.73 an hour. They can finally earn the wage and receive health care that they deserve.

We were also able to accomplish no furlough language so we can make sure our members who want to work will be able to work and earn a decent living.

Our next challenge is to get the new language implemented and have one integrated seniority list. We continue to meet on these issues and hope to have them accomplished soon.

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By Spencer Hogue
Secretary-Treasurer

SALT LAKE CITY — The Trustees of the Utah-Idaho Teamsters Security Fund have selected a new administrator for the insurance plans that are provided by the trust.

The new administrator will be Southwest Service Administrators. This administrator currently processes the eligibility for our part-time

UPS members and does a very good job. The change will become effective May 1, 2016. The change will not affect the level of benefits that you currently enjoy. I would like to thank Group Benefits and the Corbett family for the many years that they have serviced our trusts.

Make sure to fill out and return the annual update form before the deadline. It is important to return it even if there have been no changes. Failure to return the form timely may result in delayed or denied benefits.

I also want to remind you of the importance of controlling the costs of the Utah Idaho and AGC Teamsters Trust Funds by



Spencer Hogue
Secretary-Treasurer

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