



News & Views

THE NEWSLETTER OF

TEAMSTERS LOCAL 638

SUMMER GREETINGS FROM LOCAL 638 SECRETARY-TREASURER



Greetings to all members and families of Local 638. I don't know everyone's summer plans, but I'm sure they involve sweatshirts and hats... it sure has been cold! Hopefully August will heat up to give everyone a chance to get out and enjoy our great resources here in Minnesota.

It has already been a busy summer at Local 638 as many contracts have been opened. For example, longtime members at Marshall Field's (soon to be owned by May Department Stores) have ratified a new three-year agreement. Also, there are many member contracts that remain open, such as, General Office Products, St. Cloud MTC, St. Cloud Paratransit and Fixed Route, Twin City Florist, CIP Rise Anoka and Spring Lake Park. Contracts that have been ratified are Brighter Day, Bachman's, Madison Lutheran Home and longtime members at Marshall Field's.

Finally, I would like to welcome two new groups to the Local 638 community: the Dispatchers/Agents of the St. Cloud Metro Transit Commission and the members at Multiple Concept Interiors. Both groups are currently sitting down to negotiate their first contracts with their employers.

Another item you should keep an eye out for is a letter and registration card in the mail from American Pride Home Services. They are a Union mortgage lender and will offer members of Local 638 savings on mortgage and real estate needs, refinancing and debt consolidation. If you need any of these services, just complete the registration card, send it back and an A.P.H.S. representative will contact you about how they can help you.

Also, for those of you who have Central States Pension Class 18, it is my understanding that the \$24 increase due on August 1, 2004, will be allocated entirely to the Pension Plan. This will make the weekly contribution \$190. Under the new formula, the \$190 contribution will be \$98.80 per year, an increase from the January 2004 accrual amount of \$86.32.

As I'm sure you know, the 2004 Presidential election falls in November. It is understood that political issues are important to us all and can occasionally lead to heated debate, but it is the feeling of many people in the Labor Movement, including the Teamsters Union,

that working men and women can not survive four more years of the Bush Administration's policies. General President Hoffa has said that, "Our nation is experiencing crisis after crisis in both domestic and foreign affairs. The leadership and experience of John Kerry offers our best hope — in fact our only hope — of renewing the United States' prestige as well as its commitment to the Pro Worker, Pro Family ideals that made our country great." A large Union voter turnout will drastically influence this year's elections and accurately reflect majority opinion and more importantly, it appears that Minnesota has been designated a "battle ground state" in the coming election. So, if you would like to volunteer services for the coming election, please call Local 638 Political Coordinator, Duane "Booty" Butorac at 612-379-1533.

My best wishes to you for a truly great August, hopefully with warmer weather, and I hope you get a chance to spend some hot summer days with your families. See you all in the Fall!

Respectfully,

Mark Rime



Local 638 Officers

Mark Rime

Secretary Treasurer,
Principal Officer & Business Agent

Brad Johnson

President & Business Agent

Jeff Eckman

Vice President & Business Agent

Trevor Lawrence

Recording Secretary,
Organizer & Business Agent

Dan Koehler

Trustee

Andrew Kennedy

Trustee

Larry Mossey

Trustee

Bob Moore

Business Agent

Scott Lecy

Business Agent

Tom Bucher

Business Agent

Duane (Booty) Butorac

Organizer

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Book Drive



Local 638, in conjunction with the Minnesota Teamsters Service Bureau, will be conducting a book drive for the Skills of Tomorrow School, one of Minnesota's oldest school-to-work charter schools. The idea for this program was conceived by Jean Dunn, Executive Director of the Teamster Service Bureau and Dr. David Johnson, Director of the Institute on Community Integration at the University of Minnesota. They were aware of the need to prepare students for post secondary training while providing them with the skills needed to succeed in today's highly technical world.

These skills can be learned in the books Local 638 will be donating as a result of this book drive. All Local 638 members are encouraged to participate in the drive and donate books appropriate for students in grades 6 through 10. Reference books and dictionaries are especially needed. Gift certificates for local bookstores are also acceptable.

Send all donations to Duane "Booty" Butorac c/o Teamsters Local 638, 3001 University Ave. SE, Minneapolis, MN 55414. The deadline for donations is August 31, 2004. If you have any questions or need donations picked up, please call Booty at 612-379-1533.

A Stronger Union Starts with You

Being part of the Teamsters is just that – being part of a "team." And, what better way to support your team of brothers and sisters then by donating some of your time and experience to our new Volunteer Organizing Committee.

The Committee – launched at the May 24 membership meeting – is an opportunity for Local 638 members to become involved in union organizing meetings as a goodwill ambassador. By volunteering your time, you'll help educate other workers by providing first-hand knowledge regarding union benefits and the Local's commitment to the needs of our members.

To learn more about how you can participate in the Volunteer Organizing Committee, please contact Local 638 Organizer Duane (Booty) Butorac at 612-379-1533 (office) or 612-991-2504 (cell). Remember: you are the most important and essential part of our organization. With your support, Local 638 can help others just like you gain the respect and financial security they deserve.





ask the expert



Roger Jensen, Legal Counsel

As Legal Counsel for Local 638, what are your qualifications?

I have practiced with the firm Jensen, Bell, Converse & Erickson for more than thirty years. In my job, I represent numerous labor union clients, including Teamsters Local 638, in all aspects of labor and employment law. Before joining my law firm, I was a JAG officer in the U.S. Marine Corps and was a prosecutor. In addition, I have extensive experience involving state and federal court litigation, appeals, arbitrations, administrative hearings and labor negotiations.

In your 30 years practicing law, how do you suggest stopping employers from 'weeding out' potentially unproductive employees at will?

Because of relatively high unemployment rates, some employers have been attempting to replace veterans that earn more money, with entry-level employees. Employers have recently been using creative tactics to justify firing employees who they feel have been less than productive. Management is carefully looking at attendance records of the employees. They are looking at the amount of days each worker has been absent from the job site, regardless of reason or excuse. Sick days, tardiness, and call-ins are all included in these reviews. This is part of what is known as a No Fault Absenteeism Program.

This means that no matter what the reason for the absence, employers see the absence as 'unexcused' and a reflection of negative productivity in the individual. Employees must be aware of these potentially negative implications and should attempt to limit the amount of time away from the job site, regardless of the reason. If you must be absent because of an illness, be sure to document it with a doctor's note, make copies and give it to your employer. Failure to become sensitive to this trend may result in discipline or even termination.

What is the disciplinary process for workplace altercations?

Because of the number of high profile workplace violence cases, we find that many employers immediately terminate employees who engage in any kind of hostile conduct with fellow employees. Be it verbal threats, aggressive arguments, pushing and bumping, physical fights or assaults, many employers treat them all the same. They do this to protect themselves from liability and to protect other employees from harm. Arbitrators are not particularly prone to reinstating employees who have engaged in such conduct for fear that their return may breed more violence and harm unto others. Any employee who has anger issues should look into the Teamster Service Bureau where they can be confidentially evaluated and referred to professionals for treatment if necessary.

Many times, such treatment is covered by the union's collective bargaining agreement for health insurance.

What is being done about employers raising health care costs for union members?

Some employers have been using backhanded methods of quietly raising many union shops' health care costs. They have been doing this, primarily, by raising the deductible or co-payment amounts, or changing policy coverage provisions. Many employers have also attempted to renegotiate their contracts to require employees to pay a greater percentage of insurance premiums.

Local 638 has been closely monitoring these issues involving health insurance and have been successful in aggressively challenging employers who have attempted to unfairly pass health care costs on to their employees. In sharp contrast to other shops, Local 638 has a substantially better program in which they can more easily protect their members from these inappropriate fees. This is due to better-drawn contracts, solidified strategy and relentless fighting for the healthcare rights and health concerns of their members.



Local 638 Welcomes Newest Members

Teamsters Local 638 is proud to welcome their newest members, the dispatcher/agents with the Downtown Transit Center for the St. Cloud Metropolitan Transit Commission. They recently joined their brothers and sisters in the Fixed Route Services and Dial-A-Ride Services as fellow Teamsters.

"We are working on a first contract with this new group at the MTC, at the same time as we are in negotiations with the two other groups on contract re-openers," said Duane (Booty) Butorac, Local 638 Organizer. With the new negotiations, there is still much work to be done.

According to Jeff Eckman, Vice President and MTC Business Agent, "In the re-opener talks, open issues have been narrowed down to mostly economics, but when it comes down to the money, we have a lot of distance between the sides. The Minnesota State Bureau of Mediation Services has been called in and we have set future dates for further negotiations with a mediator."

At the St. Cloud MTC, Fixed Route drivers have been Local 638 Teamsters since 1984. In 2000, the Para-transit drivers and dispatchers were organized and this year the Fixed Route dispatcher/agents have exercised their right to representation as Teamsters.

On behalf of Local 638, we welcome our newest members to our community of professionals.

Local 638 Settles New Bachman's Contract

Local 638 settled a newly negotiated contract with Bachman's on July 13, 2004, that improved employee health insurance, wages and 401(k) packages. Union members voted on the contract and accepted the improvements on July 13, 2004 before the two-year wage and economic re-opener expired on July 31.

"I think that the settlement was very fair considering the current economic situation at Bachman's," said Local 638 member Tim Lawrence, "We are very pleased with the improvements on healthcare which was our number one issue. As members, we would like to thank business agent Trevor Lawrence and the negotiating committee for their hard work and perseverance."

With the new contract at Bachman's, union members will have added countless valuable benefits and security to their jobs.

Right: Trevor Lawrence – Local 638 Recording Secretary – and **Bernardo Omana** – Local 638 member, Negotiating Committee Member and Bachman's nursery team member – take a well deserved break outside Bachman's nursery.



Above: Tom Owens – Local 638 member, Union Steward and Bachman's mechanic – helps keep the company and its vehicles up and running.

Right: Caroline Volino is a Local 638 member and dedicated Bachman's employee that helps the company keep its product healthy and growing.




Health and Welfare: Family Sees Healthcare Plan Take Action

The healthcare benefits at Local 638 are easy to take for granted when members see the everyday costs such as co-pays and out of pocket costs held to low levels. Dave Rangel and his family could easily confirm this point of view until Mrs. Rangel developed chronic kidney problems. It was then that the family truly realized how beneficial great healthcare coverage can be.

Dave Rangel, a Local 638 member, and his family recently saw first hand the Local's extraordinary healthcare plan benefits when his wife needed a kidney transplant. She had been battling chronic kidney failure and was left with no other option but the transplant. "When my wife had chronic kidney failure and needed a transplant, we had a lot of health concerns," said Rangel. "One thing that we have never had to worry about is how to pay the medical bills."

Local 638 is widely known both locally and nationally to have one of the most competitive and comprehensive healthcare plans and members benefit from its expansive coverage. "Everyone that we have dealt with has been very impressed by the health coverage that we have," said Rangel. "Like most things, you don't really appreciate what you have until you really need it."

Mrs. Rangel has recovered from the procedure and is grateful for the care she received and the coverage under the Health & Welfare Plan. We wish the Rangel family the best as they move forward.



VISIT THE LOCAL 638 WEBSITE!

Want to see more exciting and updated information regarding your Local 638? Then check out our revised member website at www.teamsterslocal638.org and get up-to-speed on recent news stories, upcoming events, things to know and interesting facts about what's going on with your Local. So, make some time this summer to visit our new website and enjoy!



Larry Mossey NAMED TRUSTEE

Congratulations to Larry Mossey on his appointment as a Local 638 Trustee. Mossey, who started his Trustee appointment in April 2004, takes over for Duane (Booty) Butorac who recently assumed the Local 638 Organizer position.

As a Local Trustee, Mossey will help oversee the 638's monthly budget and coordinate Local functions such as the annual Children's Christmas Party. A member of Local 638 since 1979, he has worked as a package car driver for UPS for the past 25 years. In addition to serving as a Trustee, Mossey has been a Teamsters Committee Representative for 15 years and a Shop Steward since February 2002.

New Marshall Field's Contract Approved

Teamsters Local 638 is proud to announce a new three-year labor agreement with Marshall Field's that was approved on May 27, 2004. The new contract provides Local 638 members, which consist of warehouse and delivery workers at Marshall Field's furniture distribution center, with a hard-fought wage increase and retained overtime benefits.

"I am very pleased with the efforts and successes of our agents to improve our situation," said Local 638 member Don Johnson. "I truly believe we are in a much better condition than we were before."

Since the labor contract was approved, Target Corporation announced on June 9, 2004 that it reached a sales agreement with May Company of St. Louis for the purchase of all Marshall Field's department stores. Target said it would take about 45 to 60 days from the date of the original agreement to complete the sale. After the sale is finalized, May Company said it intends to retain the current Marshall Field's employee base.

"I was happy to see a financial improvement package and a ratified contract offer given the uncertainty of the pending sale of Marshall Field's," said Local 638 member Mike McMahon.

Local 638 has recently been informed that May Company intends to continue the recently negotiated agreement with Marshall Fields in its entirety. If you have any questions regarding the new labor agreement, please contact Local 638 Business Agent Scott Lecy at 612-379-1533.

Below: Marshall Field's Contract Negotiating Committee hard at work.



Fun Facts

Notorious bootlegger Al Capone made \$60,000,000 during prohibition. . . that's sixty million dollars, per year (untaxed!) while the average industrial worker earned less than \$1,000 per year... The phrase "rule of thumb" is derived from an old English law which stated that you couldn't beat your wife with anything wider than your thumb... Stewardesses is the longest word typed with only the left hand... Shakespeare invented the word "assassination" and "bump"... Marilyn Monroe had six toes on one foot... If you keep a goldfish in the dark room, it will eventually turn white... It's impossible to sneeze with your eyes open... You can't kill yourself by holding your breath... Americans on the average eat 18 acres of pizza every day... Every time you lick a stamp, you're consuming 1/10 of a calorie... You know that you are more likely to be killed by a champagne cork than by a poisonous spider... There are 336 dimples on a regulation golf ball... The average secretary's left hand does 56% of the typing... A shark is the only fish that can blink with both eyes... There are more chickens than people in the world... In most advertisements, including newspapers, the time displayed on a watch is 10:10... Al Capone's business card said he was a used furniture dealer... The only real person to be a Pez head was Betsy Ross... When the University of Nebraska Cornhuskers play football at home, the stadium becomes the state's third largest city... The characters Bert and Ernie on Sesame Street were named after Bert the cop and Ernie the taxi driver in Frank Capra's "Its A Wonderful Life"... Elvis had a twin brother named Garon, who died at birth, which is why Elvis' middle name was spelled Aron; in honor of his brother... The electric chair was invented by a dentist... Did you know you share your birthday with at least nine million other people in the world?... The human heart creates enough pressure when it pumps out to the body to squirt blood 30 feet... Babies are born without knee caps. They don't appear until the child reaches 2-6 years of age... Nutmeg is extremely poisonous if injected intravenously... The most common name in the world is Mohammed... Michael Jordan makes more money from Nike annually than all of the Nike factory workers in Malaysia combined... One of the reasons marijuana is illegal today is because cotton growers in the 30s lobbied against hemp farmers who they saw as competitors... The cruise liner, Queen Elizabeth II, moves only six inches for each gallon of diesel that it burns... There are two credit cards for every person in the United States...

2004 LOCAL 638 COLLEGIATE SCHOLARSHIP RECIPIENTS

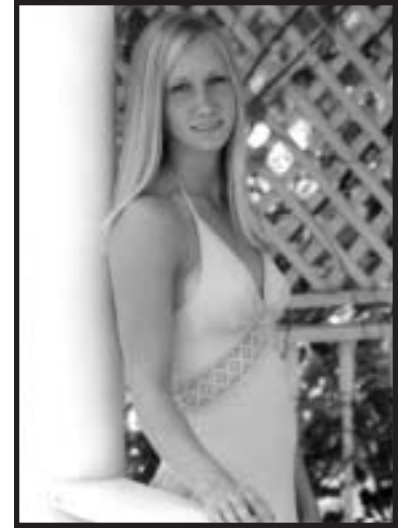
For five children of Local 638 members, paying the high cost of higher education will be a little easier for the next two years. The 2004 recipients of the Local 638 Collegiate Scholarships and the institutions they plan to attend are:



Kathryn C. Adams
Winona State University



Erin Lawrence
University of Minnesota
Morris



Samantha Dries
University of Wisconsin
La Crosse



Michelle Kruger
St. Cloud State University



Kelsey Mueller
Winona State University

Early in 2003, the Teamsters Local 638 Education and Scholarship Fund was established; five two-year scholarships are to be awarded yearly to members or their dependents graduating from high school and continuing their education. Each two-year scholarship provides \$1,000 per year. Deadlines and guidelines for next year's scholarship awards will be published in the local's newsletter and posted on our website.

News & Views

Summer Edition

THE
NEWS
FOR
SUMMER
2004

LOOK inside TODAY!



MISCELLANEOUS DRIVERS, HELPERS & WAREHOUSEMEN'S UNION LOCAL NO. 638
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