



NEWS & VIEWS

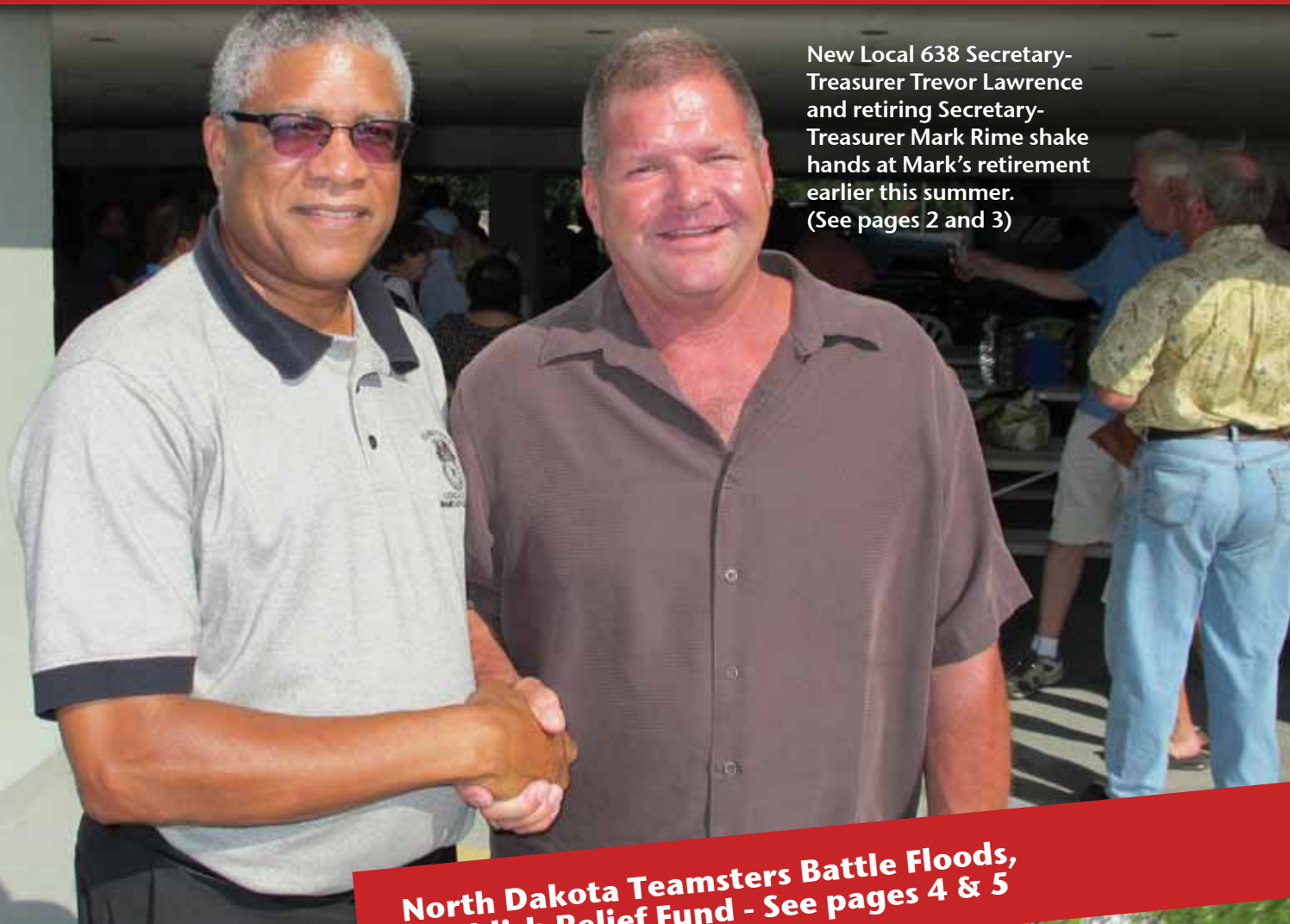
LATE SUMMER 2011

THE NEWSLETTER OF TEAMSTERS LOCAL 638

Volume 16 Issue #2

Welcome Trevor! Happy Retirement Mark!

New Local 638 Secretary-Treasurer Trevor Lawrence and retiring Secretary-Treasurer Mark Rime shake hands at Mark's retirement earlier this summer. (See pages 2 and 3)



North Dakota Teamsters Battle Floods, Establish Relief Fund - See pages 4 & 5

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Kids pitch in to build a dike

Local 638 Officers

Trevor Lawrence
Secretary-Treasurer

Tom Bucher
President

Andrew Kennedy
Vice President

Larry Mossey
Recording Secretary

Ron Richardson
Trustee

Terry Kubalak
Trustee

Jean Jacobson
Trustee

Al Thomas
Business Agent

Quinten Hausauer
Business Agent

Mike Hogan
Business Agent

Scott Lecy
Business Agent

Steve Seviola
Business Agent

Minneapolis, MN
Local Union Office
7:00 am - 4:00 pm
P: 612-379-1533
F: 612-379-0141
Toll Free: 1-800-247-7757

Bismarck, ND Local Union Office

8:00 am - 4:00 pm
P: 701-223-6943
F: 701-224-0619
ONLINE:

www.teamsterslocal638.org
EMAIL: info@teamsterslocal638.org

Health & Welfare Office

P: 612-379-9157
TOLLFREE: 1-800-462-5329



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Teamsters Local 638
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Minneapolis, MN 55414

LETTER FROM RETIRING SECRETARY-TREASURER MARK RIME

Retiring With Both Sadness and Joy



To All Members of
Teamsters Local 638:

It is with some sadness,
but yet some joy, that I
inform you that I have
retired and resigned
my post as Secretary-
Treasurer effective
June 24.

In November 2010, our Executive Board was honored to be elected without opposition. I appreciate your support and confidence, and had intended to fulfill my term. But unbeknownst to me, in January 2011, the Central States Pension Fund made a major policy change that ultimately forced me to make a decision regarding the future of Local 638, my family, and me.

So after many agonizing months of trying to decide what to do, given the options I had, I decided that after 36 years as a Teamster – and 20 of those years working at Local 638 – it was time to say goodbye.

The Executive Board has appointed Trevor Lawrence, up until now President of Local 638, to finish my unexpired term as Secretary-Treasurer. Tom Bucher has been appointed to finish out Trevor's term as President. And Larry Mossey has been appointed to fulfill Tom's term as Recording Secretary.

I would like to thank each and every one of you for your support and friendship over the 36 years I have belonged to this great union. I wish you all good health and happiness in the future. Hopefully our paths will cross again.

Respectfully,

Mark Rime
Secretary Treasurer



**SPECIAL THANKS
TO OUR GREAT
OFFICE STAFF,
VIRGINIA IRWIN
AND CANDACE
SJOBORG, FOR ALL
YOUR HELP AND
SUPPORT OVER
THE YEARS.**

- MARK



**Democrat Republican Independent
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**IS THE TEAMSTERS' NON-PARTISAN
POLITICAL ACTION COMMITTEE.**

The name says it all.

For more information, contact the Joint Council 32
DRIVE office at 612-331-5514 or visit our website
at www.teamstersjc32.org.

Thanks Mark. We'll Miss You.



I know all of you join me in thanking our now former Local 638, Secretary-Treasurer Mark Rime, for his service to our local and to our great Union. Mark retired on June 24, 2011, and he will definitely be missed. Mark was a tireless

worker, totally committed to the membership.

A 36-year Teamster, Mark became a Business Agent in 1991 and rose through the ranks from Recording Secretary to Vice President and to Secretary-Treasurer. In addition to serving on the JC 32 Executive Board, Mark was co-chair of the UPS

Central Region Grievance Panel.

The Local 638 Scholarship Fund was also Mark's brainchild in 2003. To date, we have given some

45 scholarships – five per year at \$2000 each, payable over two years. In recognition of Mark's commitment to education, the Executive Board has voted to re-name this award **The Mark Rime Local 638 Scholarship**.

The right wing war on the middle class and on unions has just begun.

With Mark's retirement, I was honored to be appointed Secretary-Treasurer to fill his unexpired term. Congratulations also to Tom Bucher, who moves up from Recording Secretary to President, and to Larry Mossey, who becomes our new Recording Secretary.

I also want to take this opportunity to welcome our new Star Tribune Business Agent, Steve Seviola.

This has been a busy summer for Steve and the rest of our team of business agents, with contract negotiations at the Star Tribune, Bachman's, Innoflex, EXL Labs, Brighter Day, Wilcox, Gopher News Inside Workers, and Gopher News Drivers. Be sure to visit our website at www.teamsterslocal638.org for updates.

Finally, it's hard to believe, but the 2012 election season has already begun. Incumbents and challengers alike,

Obama on down through congressional, state and local races, are raising money, hiring staff and planning their campaigns. As that process continues, you're going to hear me say this again and again:

It matters who we elect to every one of those offices. It matters to you and your family. It matters to our Union. And it matters to America.

If you never believed that before, I hope last winter's war on workers, this summer's mess over the national debt ceiling, and the upcoming battle here in Minnesota over 'right to work for less' union busting has helped convince you that we need to support candidates who support us.

The right wing war on the middle class and on unions has just begun. That's why our political action arm, DRIVE, will be more active and aggressive than ever this election cycle in endorsing good candidates and urging you to get on board with them.

Please drive safely, and watch the road ahead.

Fraternally,

Trevor Lawrence
Secretary-Treasurer

Friends, family and fellow Teamsters joined Mark at his retirement.

ATTENTION LOCAL 638: REGULAR MEETINGS BEGIN IN SEPTEMBER. (SEE PAGE 7)



Floods, Republicans and Management Mismanagement Make it a Tough Summer

As you all know, a 100 year Missouri River flood has devastated the western half of North Dakota. This disaster has forced approximately 35 of our members and retirees out of their homes, and cost them thousands of dollars.

With their plight in mind, I call upon all the brothers and sisters of Teamsters Local 638 to please help our distressed members and retirees in the Bismarck - Minot - Mandan area by making a cash donation to the following trust fund:

Local 638 North Dakota Flood Relief Fund

C/O Teamsters Service Bureau
2829 University Ave. S.E.
Minneapolis, MN 55414

All donations will be split equally among these Teamsters to help defray their flood fight expenses. I would like to thank everybody in advance for their generosity. After all, Teamsters do help Teamsters. The fight has been long and hard and it continues. Some have lost their battle. Please keep in mind that those who lost need to rebuild. Others have kept the water at bay – for now. I am very proud of how hard all of you fought this terribly devastating disaster! Here's wishing all of the flood victims the very best of luck and good fortune from now on.

The Latest on CHS

At this writing, we still haven't received a decision on our challenged recertification election ballots. However, with the N.L.R. B. (National Labor Relations Board) under a Democratic President, labor unions have actually prevailed on some unfair labor charges. Again, I say thanks to a Democratic President!

Sorry, I get a little worked up and sometimes I can't resist. Let me tell you why, once again the Republicans are on the move. So far, they have managed to send an estimated 1500 unfair labor cases, already won by the unions at a two person panel, back to the NLRB to be reheard by

a three person panel. That sneaky maneuver has caused our latest charges to be delayed for what seems like forever.

Here's why these cases were sent back. A full National Labor Board consists of three people. However, the Republicans kept blocking the 3rd appointee to this Board. (Keep in mind that it takes three board members to make a quorum, simply because in the event of a tie vote, one person must break the tie.) However, the NLRB decided that because our Republican enemies were blocking the third appointment to the NLRB, the two person board could hand down a final ruling if they agreed on the case before them.

Ignoring that ruling, the Republican Party (not a friend to any working person or union member) still managed to get 1500 winning cases on behalf of union members all over the country pushed back to the NLRB to be reheard by a three person panel, still arguing that no quorum existed, while they continued to block the quorum.

Meanwhile, there is a glimmer of hope for CHS members. Kelly Morrow has been fired. Morrow was, I believe, president of the western operations for CHS. Also, Keith Johnson has asked the union to return to the bargaining table. We're hoping something good comes from this terrible battle. Please keep in mind there has been no ruling on the decertification petition. Again, I would like to commend the CHS members for sticking together in this fight.

Al's newest quote:
"The Republican Party - America's most devastating disaster."

Open Contracts

Once again the Statewide Construction Agreement is open for negotiations. I look for these negotiations to be a hard fought battle, as they all have been lately. It would appear that since Wisconsin Republicans repealed public



employee collective bargaining, Wisconsin employers seem to think they don't have to bargain or pay fringe benefits anymore. Oh Yeah? That was the Republicans also, wasn't it! Again, please don't support those who don't support you!! Stop the war on workers!

Open contracts for the rest of this year are: AGC Statewide Construction. This CBA covers Northern Improvement, Minot Paving and Penhall. I expect a tough set of negotiations,

Companies have the right to mismanage their business however they see fit. Hostess has been an expert at it.

mainly because the contractors no longer want to pay benefits. This is the #1 issue in negotiations on every single agreement. I will keep the stewards in the loop as negotiations progress. We also have several contracts coming early in 2012, including Fargo Glass and Sara Lee Bakery.

Hostess Agreement is No Piece of Cake

Hostess Brands, formerly known as Interstate Brands Corp., is now a National Agreement. In a national mail referendum, the membership has rejected the company's final offer. The latest I have heard from the Central Region Commission is that IBC or Hostess is cutting 100 management positions as they look to rid themselves of unprofitable pieces around the country. The negotiating committee is still trying to finalize an agreement with Hostess Brands. Backing

North Dakota Update From the Desk of Al Thomas

up a bit, at one time, Sweetheart Bakeries aka Interstate Brands aka I.B.C. aka Hostess Brands was the largest baking operation around. We had over two hundred members spread throughout 13 cities in ND. Now we have 15 members. Sad isn't it? As I always say, these companies have the right to mismanage their business however they see fit. Hostess has been an expert at it.

In closing, I would like to let everyone know, since the Bakken oil boom has arrived, some of our employers are realizing their employees are very important to them. Now isn't that just about time! In Williston, Dickinson and Minot especially, they are approaching us on ways to retain their people - our members. We have had several employers asking to meet with

us on this issue. - Finally. Hopefully this oil boom will drive up wages for all of us. I think there is hope.

Sure hoping the rest of 2011 treats you all well.

Fraternally,
Al

Floods Devastate Western North Dakota

Local 638 Bismarck, North Dakota B.A. Al Thomas and his family found themselves in the middle of the floods that covered much of Western North Dakota well into the summer. Al sends these pictures along hoping you will consider sending a donation to the approximately 35 Local 638 Teamster families who have lost so much. The money we collect will be distributed evenly to our brothers and sisters to help them get back on their feet. Remember, Teamsters help Teamsters!

Please Contribute to the Local 638 North Dakota Flood Relief Fund

All funds collected will be divided equally among some 35 Local 638 members and retirees in the Bismarck - Minot - Mandan area whose homes and property were severely damaged in the 2011 Missouri River Floods. The need is urgent! Please send a check in any amount today to:

Local 638 North Dakota Flood Relief Fund
C/O Teamsters Service Bureau
2829 University Ave. S.E.
Minneapolis, MN 55414



Al Thomas helping build a dike



Friends and family helping Al Thomas's sister save her house



Back yard trees topple over in soggy ground

Local 638 Health & Welfare Plan

With Vicki Lehnen, Administrative Manager



Retail 90 Rx Program:

Effective July 1, 2011, Local 638 H&W members and their dependents are now able to obtain a three-month supply of maintenance

medications at a participating retail pharmacy for two co-pays instead of three co-pays which would be required if the prescriptions were filled on a monthly basis at your local pharmacy. To find a participating retail pharmacy you can access the list on the Prescription Solutions' website, PrescriptionSolutions.com or contact customer service at 1-877-559-2955.

Get Your Flu Shot Covered At 100%* At Minute Or Express Clinics

Vaccinations provided (seasonal flu, pneumonia and tetanus) or minor illnesses treated (flu, colds,

sore throats, earaches and sinus infections) at retail clinics, also known as Minute and Express Clinics, will be reimbursed at 100% after your calendar year deductible has been met*. You and the Plan will save money when you are able to utilize services provided at a retail clinic. Most Minute or Express clinics will remit claims directly to the Plan but in some instances you may need to pay for your treatment and send the itemized receipt to the Fund office for reimbursement.

Changes To Dependent Status (Spouse Or Child):

If a divorce, death or any other change in dependent status occurs, it is the responsibility of your (insured participant) or the dependent (spouse or child) to notify the Fund Office within sixty (60) days of the event. Upon notification of the event, the Fund Office will forward the continuation of insurance coverage (COBRA notification) to the dependent. Failure to notify the Local 638 Health & Welfare Office within sixty-days of the change in dependent status will

forfeit the right to continue the insurance plans under COBRA.

If a change in family status occurred that has not been reported, please call the Fund Office immediately

Annual Questionnaire:

In September we will be mailing Local 638 H&W members an Annual Update form. Completion of this form ensures we have the most current information on file for you and your dependents. A postage paid envelope will be included for your prompt response. The Fund office would like to thank you in advance for completing and returning this information!

If you have any questions, you may reach the Fund office at (612) 379-9157 or (800) 462-5329, Monday through Friday, 7:30 am to 4:00 pm.

Teamster to Teamster The War on Workers: You're in It.

By Diane Ersbo, 16-year UPS Teamster

Our leaders tell us there is a WAR ON WORKERS. And you might be saying, "Wait a minute here, I didn't sign up for a war! I've been working hard to take care of my family and me. All I want is to put in a fair day's work for a fair day's pay and one day retire."

Well Teamsters, we didn't choose this war but make no mistake about it. We are definitely at war.

A war on workers looks like union busting laws that strip bargaining rights. A war on workers looks like jobs being sent overseas. A war on workers looks like high unemployment. A war on workers looks like cuts and recessions. A war on workers looks like lowering safety standards. A war on workers looks like cuts to retirement benefits, healthcare, social security, Medicare, Medicaid, education, affordable housing, building

infrastructure, stagnant wages. A war on workers looks like war on the elderly, minorities, immigrants, women and children.

Rest assured Teamsters, all you have to know is which side you are on.

We have only to look back into our history to see what our world would look like if we lose this war. Long work days, no weekends, no holidays, no benefits, no healthcare, unsafe work environments, child labor, no housing, and the company store. There is wisdom in the saying that those who don't learn from history are doomed to repeat it. I cannot connect the dots in this article for every Teamster in our union to personally feel like you are under attack and that your life will change if we lose this war. I will say we need you! We need everyone to take a stand and speak out against corporate greed. Do what

you can to push back/fight back right where you are, by making phone calls, signing petitions, communicating with others etc. The only power we have is our collective power.

"First they came for the communists, and I didn't speak out because I was not a communist. Then they came for trade unionists, and I didn't speak out because I was not a trade unionist. Then they came for the Jews, and I didn't speak out because I was not a Jew. Then they came for me, and there was no one left to speak for me."

- Pastor Martin Niemoller

* If you would like to submit a "Teamster to Teamster" article, please fax to 612-379-0141 or email to trevor.315@gmail.com

Congratulations to These 2011 Mark Rime Teamsters Local 638 Scholarship Winners.

2011 marks the ninth year Local 638 has awarded five \$2000 scholarships to graduating high school senior sons and daughters of our members. The Mark Rime scholarships are awarded by random drawing from eligible entrants. For a complete explanation, visit our Local 638 website at: <http://teamsterslocal638.org/scholarships.php>.



Jillian Baker

Daughter of Bruce Baker
UPS, Eagan
Attending Winona State University



Amanda Johnson

Daughter of Steve Johnson
UPS, Maple Grove
Attending University of Wisconsin, Stout



Kelly Huneke

Daughter of John Huneke
UPS, Red Wing
Attending Winona State University



Stefanie Orr

Daughter of Steven Orr
UPS, Red Wing
Attending University of Wisconsin, Eau Claire



Cornelius Walker

Son of Nicola Walker
First Student, Brooklyn Park
Attending North Dakota State University

Congratulations to Danielle Smith, winner of both the James R. Hoffa \$1,000 scholarship and the \$2,000 JC 32 Harold J. Yates scholarship



Daughter of Mark Smith
UPS, Bismark

Congratulations to Nicole Wagner, winner of the \$1,000 James R. Hoffa Scholarship



Daughter of
Pete Wagner
UPS, Eagan

Congratulations to Molly Novak, winner of the \$2,000 JC 32 Harold J. Yates scholarship



Daughter of Bryan Novak
UPS, Minneapolis



Calendar Of Events

Minnesota Membership Meetings

Third Monday every month
1:00 PM and 8:00 PM

Steward Meetings

Third Monday every month
7:30 PM

Shop Stewards meet before the 8:00 PM
General Membership meeting every month.

North Dakota Membership Meetings

Third Tuesday every month at 7:00 PM,
Bismarck Local Union Hall

All members of Local 638 are encouraged to attend all of these meetings.



We Hope All Our Great Local 638 Members and Retirees Had a Happy (Made in U.S.A.) Labor Day Weekend

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