



GRANITE STATE TEAMSTERS

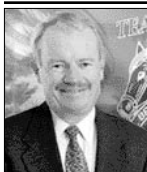


“United We Stand Divided We Fall”

Vol. 1 No. 50



January 2004



A message from...

Secretary-Treasurer David W. Laughton

On August 9, 2003, the Teamsters endorsed Congressman Dick Gephardt as their candidate for the next president of the United States. Dick will fight your fight. He is the son of a Teamster, and your Local 633 endorses him because he has a lifelong history of fighting for issues that matter most to working families: good jobs, affordable health care and fair trade.

In 1993 as Democratic Majority House Leader, he steered President Clinton's economic package through Congress, creating 22 million jobs and unprecedented economic growth throughout the 1990's.

Dick has always stood shoulder to shoulder with workers in defiant opposition to NAFTA, Fast Track and every other unfair trade agreement that ships good paying jobs abroad.

The centerpiece of his presidential campaign is a bold plan that provides access to universal health coverage for all Americans.



It's time that we had one of our own in the White House. Dick Gephardt has always supported fights of working men and women. Now it's time for us to step up and fight for him.

VOTE "GEPHARDT" ON JANUARY 27!

Fraternally, David W. Laughton,
Secretary-Treasurer

**You are invited to a rally for
CONGRESSMAN DICK GEPHARDT**

**at the Holiday Inn in
Nashua, NH, on**

**JANUARY 24, 2004
from 2:30 to 4:30 p.m.**

***Hors d'oeuvres will be served with
an open bar.***

DIRECTIONS: From Manchester take Route 3 South to Exit 4, right off the exit and right at the Shell gas station. Holiday Inn is a short distance down on the right.

From Boston take Route 3 North to Exit 4, left off the exit and right at the Shell gas station. Holiday Inn is a short distance down on the right.



TEAMSTERS 633 NEWS



OFFICIAL ORGAN OF THE IBT LOCAL 633

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President Gagnon's Report

Anheuser-Busch Teamsters Ratify Five-Year National Agreement

The nearly 7,000 Teamster brewery workers, in 12 Anheuser-Busch breweries across the country, ratified the newly negotiated National Master Agreement by a whopping 90% approval vote.

The Teamster National Bargaining Committee, co-chaired by Brewery and Soft Drink Conference Secretary-Treasurer David Laughton and Conference Director Jack Cipriani, met in Washington, DC, on December 2, 2003, to count the ballots in what may be the highest approval vote in the history of the National Master Agreement since its inception in 1979.

There were three significant factors, in addition to wage increases, that caused the membership to express their overwhelming approval:

1. A guarantee of a maintenance of health care benefits with no co-pays for the duration of the five-year pact.
2. Substantial pension increases in each year, bringing the Teamsters in the Merrimack brewery to the highest levels of pension benefits within the Teamster Pension Fund.
3. A commitment by the employer to keep all 12 breweries open for the next five years.

In addition, a \$1,000 ratification bonus was paid out to all regular, apprentice and probationary employees in each brewery.

The contract, with the world's largest brewer, is the culmination of hard bargaining, a unified National Committee and the support of thousands of brewery workers across the country.

I would personally like to thank my local Bargaining Committee, comprised of Al Lavoie, Dan O'Shaughnessey, Steve Bishop, Gary Christman, Frank Kearney and Monica Walmsley.

In addition, on behalf of our Teamster brothers and sisters in the Merrimack brewery, I would like to extend my sincere appreciation to Dave Laughton and Jack Cipriani. Because of their leadership and dedication, the Teamsters at Anheuser-Busch, and their families, have prosperity and job security well into the future.

R. Bruce Gagnon, *President*



Agent Noonan's Report

Negotiations have been completed for the the newest of Teamsters 633 public sector groups. The Hillsborough County Attorney's Office has ratified their contract, and we are awaiting the vote of the county delegation on January 13, 2004, to finalize this agreement. We will be going right back into negotiations, as this is only a one-year contract.

We have held our initial negotiation session with the Hillsborough County Jail supervisors unit and are scheduled to meet again next week.

The Rochester City Library has commenced negotiations for their second Teamsters contract. We have been meeting every other week and our biggest problem with be in the health insurance area.

Notices have been sent out to begin negotiations for the Manchester City Library and the Manchester school principals.

The town meeting in March 2004 is the final step for the Londonderry Leach librarians. Resolving our issues at negotiations came through mediation, but the employees of the library did ratify their Collective Bargaining Agreement. Now, we have to wait for the town vote.

The North Hampton Police Department has completed negotiations and their contract has been ratified. We are awaiting the town vote in March 2004 for completion of the process of the town voting.

The City of Berlin department heads has completed their new contract for a five-year agreement beginning in July 2003.

The Nashua Police Department completed their negotiations this past year. This set of negotiations necessitated the use of the mediation process to complete.

Should you have or know anyone working in the New Hampshire public sector in any community that could use the assistance of Teamsters 633, please have them contact our office anytime. We have been negotiating contracts locally in the New Hampshire public sector for more than 16 years. We have the experience and we can help them get a contract.

Thomas D. Noonan, *Business Agent*

2004 Pending Legislation

Everybody likes to have a drink or two around the holidays or after work with friends and family. Please be careful. There is legislation coming up in the 2004 legislative session that would change the fines and jail time for DWI offenses. A bill sponsored by Representative Richard Morris of Seabrook and Senator John "Jack" Barnes of Raymond would increase mandatory jail time for repeat offenders. First-offense drunk drivers would again become a criminal offense under proposed legislation next year. A first-time offender would go from a violation to a Class B misdemeanor and boost minimum fines from \$350 to \$500. Second-time offenders would get 30 days in jail instead of the current three days, and would also have to spend seven consecutive days at the state's multiple-offender program as is now the case. Those convicted for the third time would spend at least six months in jail instead of the current 30 days. Once out of jail, before his or her license could be

restored, the offender would be required to attend a residential treatment program for at least 28 days, or another intensive course of treatment recommended by a licensed counselor, which is required under the current law.

This is an example of one of many bills pending in the 2004 -legislative session that Teamsters Local 633, in cooperation with Teamsters lobbyist Dick Bouley, are watching that would affect its members.

Fraternally, Dennis Caza, *IBT DRIVE Representative*

★ BUY AMERICAN ★
BUY UNION



Agent Holt's Report

On Saturday, December 6, 2003, the employees of Aggregate Industries in New Hampshire ratified their contract. This contract includes the concrete plants located in Boscawen, Hudson, Manchester, Portsmouth, Raymond and Rochester, NH. It also includes all mechanics and quarry workers at the Raymond and Farmington, NH, facilities. All locations will now receive Teamster healthcare and Teamster pension benefits.

I am in the process of setting a date for a 40-hour construction Haz-Mat training course. This course requires the participation of at least 20 members. The construction Haz-Mat training is being required on many worksites. Please notify me at the office for more information.

At this writing, Emery/Menlo is planning to close its facility in Portsmouth, NH, and move all of its work to the terminal in Portland, ME. All employees have been offered work at the Portland facility.

As you know, the revised hours of service regulations took effect on January 4, 2004. This regulation affects all commercial motor vehicle drivers, and I strongly suggest that you familiarize yourself with these rules. One part of the change is that you must have at least ten hours off duty from your last period of work. The old rule was only eight hours off. Copies of the new regulations are available at the Union Hall.

I hope all of you have a safe and prosperous 2004.

Fraternally, James T. Holt, *Business Agent*



Dennis Caza's Report

Since our last newsletter, I have been hired by the International as an IBT DRIVE representative. I would like to thank Dave Laughton for his efforts in getting me this very exciting opportunity. For the first 11 weeks of my new career, I went all over the country, training with other DRIVE reps. My first DRIVE campaign in New England was in Local 251 in Rhode Island. With excellent cooperation of all the agents, we nearly doubled the DRIVE contributions of the Local 251 members. I am looking forward to working with other locals in New England, and I am sure I will be just as successful.

On January 27, 2004, we have a chance to send the most pro-labor candidate to the White House in 50 years. Congressman Dick Gephardt has a 100% voting record on labor issues in his 28 years in Congress. Dick comes from a working class family and has never forgotten his roots. In the next few weeks, please talk to your friends and family and urge them to vote for Congressman Gephardt. It would be a great change in Washington to have a friend looking out for working families in this country instead of corporate interests.

Fraternally, Dennis H. Caza, *IBT DRIVE Representative*



Agent Foley's Report

Since my last report to the membership, things are very busy at UPS and the issues and concerns related to the company as it is the busiest time of year for our folks in brown.

The company has launched a new service called "UPS Basic." They claim packages weighing 1-5 pounds will be brought from shippers by subcontractors and dropped at Union facilities throughout the U.S., sorted by Teamsters, then delivered by our drivers to the U.S. postal offices, whereby postal employees will make the deliveries to residences. Loss of our good rural routes are our concern.

A national grievance has been filed by Ken Hall, IBT Small Package Division director, which went out to the stewards to post on all Union boards. I am working very closely with our stewards and members to have a running catalog of information to forward to the IBT, to help with this important fight.

Seventeen new package car jobs went up for bid in October throughout the state, and 14 of those opportunities went to current seniority Local 633 part-time employees to bid and subsequently attempt to qualify.

I have frequently visited all my UPS locations (Nashua, Manchester, Airport, Keene, Dover, Laconia and Twin), meeting with my stewards, alternates and with the members in an attempt to resolve grievances. I will continue to do so in the coming weeks, and I have resolved several supervisors' working grievances to the satisfaction of the members involved, as well as settling issues on the preload shifts concerning safety and other numerous concerns.

I have also been busy with other assignments, including:

- NEAPGC and Teamsters/UPS national grievance hearings.
- Town of Amherst Highway Department - negotiations for a new contract, ongoing.
- Town of Milford Highway Department - negotiations for a new contract, ongoing.
- Town of Peterborough Highway Department - negotiations concluded; highlights: change to Northern New England Network Blue plan for the employees, wage increases, sick accumulation improvements.
- LE Bagley - things are extremely slow there.
- Redlon & Johnson - OK for the time being.
- Port City Warehouse.
- Yellow - Walpole.
- Yellow - Littleton.
- Political Action - with Dennis Caza.
- Aggregate ratification meeting.

And I hope you and your families have a very Merry Christmas and a Happy, Safe New Year.

Fraternally, Kevin P. Foley, *Business Agent*

Deceased Members

Leonide Charland Jr.	Roger N. Wilson	Alan R. Lee
Mario Tenaglia	Geraldine Hinzman	Chanel Lamirande
Raymond Lozeau	Richard Currie	Norman L. Deschenes
Paul Perkins	John Gamble	Daniel P. Ransom
Franklin Denault	Robert Labarre	Robert Beeson
Herbert W. Tarbox	Frank E. Teague	Parker Day
Raymond Barron Jr.	Francis E. Johnson	
Richard Normandin	Stephen Wheeler	



Agent Padellaro's Report

Since my last report to you, things have been very busy as we continue to fight the corporate culture of greed and the assault on working families.

Negotiations at independent Pipe are winding down, and we anticipate this contract should be ready for a vote of the membership very shortly.

The Sandown Police Department negotiations are also finishing up, and we expect to be voting in the very near future as well, after which we will begin the process of activating all Union members in the Town of Sandown to shore up support for this new group as they work toward their first-ever Teamster contract!

The IBC and Weston employees who are part of the severance and annuity pay plans will be glad to know that effective January 2004, the three severance pay plans will be merged into one multi-employer fund. The annual savings should top \$25,000, and if the recent performance is any gauge, this will be a huge success.

The Salem Police Department has ratified a new three-year agreement. Special thanks to Devin Kinneen and the entire negotiating team for a job well done.

The Seabrook Police Department contract has been signed, and as a celebration of this signing of their first Teamster contract, the Seabrook Police Association has voted to purchase a new Teamster jacket for each officer. A note of thanks for a great job to Mark Preston, president of the Seabrook Police Association, and his entire Executive Board.

Frito-Lay has been attempting to sidestep the arbitration process, but the arbitrators in both cases have been selected and the final schedule of dates is being coordinated. Both cases should be litigated in the very near future, and we continue to fight this company's anti-worker assault.

There has been a request for a shop steward election at Pepsi Cola and we are currently accepting nominations. When the nomination process is completed we will be conducting a secret ballot election. We are also in meetings with the company

to review a new health plan that is a Teamster plan, as was discussed during contract negotiations.

Nabisco/Kraft has been growing steadily and is currently standing at approximately 40 members, up from 28 just last year. Congratulations to Scott McKallagat and his group for keeping the unity and solidarity strong.

Secretary/Treasurer Laughton has assigned me to assist with the IBC, Pepsi Cola, Frito-Lay and Nabisco members of Local 64 in Rhode Island. Teamsters help Teamsters and nothing goes further to prove that, than when we as a Union cross many state lines to show the unity and solidarity for which the Teamsters are famous.

I would also like to take this opportunity to wish each of you and your families a safe, happy, healthy and prosperous new year, and thanking you for your continued support I remain...

Fraternally yours, Jeff Padellaro, *Business Agent*

Retirees

Ronald J. Thompson	William P. Ranahan	John R. Lunnie
Norman H. Gosselin	Robert P. Bergeron Sr.	Gerald C. Znamierowski
Robert O'Brien	Donald R. Hodgman	Robert L. Bates Jr.
Imre Mosonyi	Harold E. Hoyt Jr.	Daniel E. Brown
Donald R. Dionne	James D. Patti	Ronald W. Beauregard
Lionel B. Coulon	Peter E. Caikuskas Jr.	James K. Jennison
Floyd Montgomery	Henry J. Elick Jr.	Dwayne T. Hafford
Joseph L. Pepin	Michael F. Lencki	Wayne A. Grant
Paul Gendron	Richard Guilman	John E. Besk
Raymond Lord	Arther A. Bouchard Jr.	Raymond L. Chaput
Daniel Zogopoulos	Kenneth J. Horton	Albert S. Weeden
Richard T. Nichols	William K. Williamson	Dennis P. Roy
Harry J. Carr	James E. Stewart	Gary P. Roberts
Bruce W. Merrill	Wallace W. Read Jr.	John R. Downing
Thomas Sheedy	Leonard G. Richard	William A. Carter
David Sketchley	Daniel P. Hughes	David S. Iverson
	Carol A. Lord	

- It Pays to be a Member of Local 633 -

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