



GRANITE STATE TEAMSTERS



“United We Stand Divided We Fall”

Vol. 1 No. 57



November 2007



A message from...

Secretary-Treasurer David W. Laughton

Teamsters Local 633 and Joint Council 10 have had a very successful year to date with organizing. With campaigns ongoing with companies such as FedEx Ground, FedEx Home Delivery, Gilford Police, Manchester Welfare Dept., and First Student bus drivers, the New England area has increased Teamster membership by over 800. With a national school bus campaign in progress, the IBT has organized over 3,700 new school bus drivers across the country, and locally there are over 1,200 potential new members in New Hampshire alone.

With the help of Joint Council 10 organizer Roger Travers, Local 340, which covers the State of Maine, has increased their membership by over 130 new members, winning two campaigns with school bus drivers. As we speak, there are several campaigns going on in New Hampshire.

The Teamsters also have a tentative agreement with UPS. This five-year agreement has substantial wage increases and Maintenance of Benefit increases to cover all health care and pension costs over the life of the contract. UPS Freight employees in Indianapolis, IN, recently ratified their first Teamster contract by a margin of 107 to 1 to accept this new contract. This will be a model for other UPS Freight employees across the country to join the Teamsters.

Please vote on Election Day, November 6, 2007, and consider our endorsed candidates in this newsletter.



Dennis Caza and David Laughton with Governor John Lynch as he signs Senate Bill 216.

As you know, elections are often won by small margins. We encourage you and your family to get out and vote so we can all make a difference for working families in New Hampshire.

Fraternally yours,
David W. Laughton
Secretary-Treasurer



TEAMSTERS 633 NEWS



OFFICIAL ORGAN OF THE IBT LOCAL 633

53 Goffstown Road, Suite A • Manchester, New Hampshire 03102 • (603) 625-9731
EXECUTIVE BOARD

LARRY FLEURY	President
DAVID LAUGHTON	Vice President
DENNIS CAZA	Secretary-Treasurer
FRANK GRAY	Recording Secretary
RON ROBINSON	Trustee
JEFF PARKINSON	Trustee

NEWS STAFF: ESTELLE VOTOUR, THOMAS NOONAN, DENNIS CAZA
Published by Teamsters Local 633, 53 Goffstown Road, Suite A, Manchester, NH 03102
Postmaster: Send address change to PO Box 870, Manchester, NH 03105

Teamsters Local 633 Endorsements

MAYOR – CITY OF MANCHESTER



Tom Donovan has spent the past 29 years working to make Manchester a better place. He served two terms as the chair of the School Board Finance Committee from 2002 to 2005. During this time, Tom worked to pay off a \$3 million dollar deficit and return surpluses to taxpayers. He implemented the long overdue capital project to improve and expand 22 Manchester schools, as well as negotiate long-term high school tuition agreements with surrounding towns.

Tom has been active as a community leader in many organizations. In addition to the school board, Tom has served as chairman of Child and Family Services, chairman of the Palace Theatre, senior trustee of the Bean Foundation, member of the Conservation Commission, and a director of the United Way.

Tom is a partner at the McLane Graf law firm in downtown Manchester. Tom's practice focuses on business and intellectual property litigation. He has chaired the firm's management, hiring, personnel and strategic planning committees.

Tom is a New Hampshire native and a 29-year resident of Manchester. He has been married for 27 years to Stephanie, a psychologist who practices at Pastoral Counseling Services. They have two children, Kate and Pat, who both graduated from Central High School.

MAYOR – CITY OF CONCORD



In my ten years representing Ward 10 on the Concord City Council, I have learned two important lessons.

First, all the members of the Council have a shared responsibility to work together to find solutions and make decisions. I have worked hard to do this not only for the residents of Ward 10, but for the entire city as well. That is why my colleagues on the council elected me Mayor Pro-Tem for the last six years and why nine of 11 current councilors have endorsed me as their choice for mayor.

Second, I learned that we live in a great city with proud, vibrant neighborhoods each of which contributes something different to the character of Concord. It is important that the decisions of the City Council do not jeopardize these neighborhoods, that we make them safe, clean, and open to new possibilities which enhance their vitality. For instance, our goal should be to ensure that every resident lives within a five to 10 minute walk to a natural area or recreation space.

As mayor, my pledge to the citizens of Concord is to continue a productive working relationship with the community, as I have done for the last ten years. I believe with my leadership and proven ability to bring diverse groups to the table – we will move forward and continue to be a great place to live work and raise a family.

MY COMMITMENT TO CONCORD:

- Municipal services within our budgetary abilities
- Promote positive economic development with good paying jobs
- Preserve our neighborhood identities
- Open space protection balanced with economic growth
- Responsible fiscal management
- Multi-use downtown revitalization, including affordable housing
- Ethical standards and accountability
- Complete Concord's Master Plan

EDUCATION

- University of New Hampshire, Durham, NH – BA, Political Science, 1988

WORK EXPERIENCE

- Dennehy & Bouley, Managing Partner (January 2007 – Present)
- Over 18 years of experience in governmental consulting in the NH legislative and regulatory process

COUNCIL EXPERIENCE

- Concord City Councilor, Ward 10 (November 1997 – Present)
- Mayor Pro-Tem (January 2002 – Present)
- Served on City Council Committees
- Ethics Ordinance Committee, Chair

CIVIC ENGAGEMENT

- Capitol Center for the Arts, Board of Directors
- Concord Business Group, Director
- Families in Transition, Concord Advisory Board
- Greater Concord Chamber of Commerce Golf Tourney, Chair
- Northeast Little League Coach
- Concord Parks and Recreation Basketball Coach

Teamsters-Endorsed Candidates for Manchester City Election

OFFICE	NAME	PARTY
Mayor	Tom Donovan	D
Welfare Commissioner	Paul R. R. Martineau	D
Alderman	Mike Lopez	D
Alderman	Dan O'Neil	D
Alderman	Mark Roy	D
Alderman	Theodore Gatsas	R
Alderman	Patrick Long	D
Alderman	James Roy	D
Alderman	Ed Osborne	D
Alderman	Paul Porter	U
Alderman	William Shea	D
Alderman	Betsi DeVries	D
Alderman	Jesse Martineau	D
Alderman	George Smith	D
Alderman	Russ Ouellette	D
Alderman	Kelleigh Domaingue	D
School Board	Kathleen Kelley	D
School Board	Mike Reuschel	D
School Board	Joyce Craig	D
School Board	Robert Leonard	D
School Board	Seumas Regan	D
School Board	Chris Herbert	D
School Board	Kathleen Labanaris	D
School Board	Donna Soucy	D
School Board	David Gelinas	D
School Board	Thomas Katsiantonis	D
School Board	Arthur Beaudry	D
School Board	Sean McGorry	D
School Board	Jonathan Cote	D

2007 TEAMSTER SCHOLARSHIP RECIPIENTS

RECIPIENT	MEMBER NAME	EMPLOYED
Starsha Kilodziej	Mary Ellen Kolodziej	Laidlaw Transit
Kevin Donohue	Stephen Donohue	Manchester Principal
Spencer Farnsworth	Gary Farnsworth	IBC
Sue Ellen Nault	Kathy Nault	UPS

Agent Thomas D. Noonan's Report



Since my last report in the spring of 2007, negotiations have been completed at a number of my assignments.

The Association of Manchester School Principals has ratified a new three-year agreement, as well as the Manchester School Director and Coordinators. Our newest members are awaiting final approval of the

School Board and the Board of Mayor and Aldermen.

The City of Rochester Library and the City of Manchester Library members have ratified their respective three-year agreements. They have passed the Library Trustees and the

Board of Mayor and Aldermen. The Londonderry Leach Library has just commenced their negotiation process.

Still in varying stages of negotiations are: the Carroll County Sheriff's Department, Pittsfield Police Department, Raymond Police Department, Rye Town Employee's Association, Rye Police Department, Lincoln Police and Nashua Police Department.

I hope to be before our members in the Town of Hampton for a ratification meeting shortly. Negotiations will also commence this month at Rockingham Race Track for a new three-year agreement. Needless to say, 2007 has been a very active year with negotiations.

Fraternally,

Thomas D. Noonan, Business Agent

Report of Business Agent Kevin P. Foley



Since my last report to the Teamsters Local 633 membership things at UPS have come full circle in that the Teamsters National Negotiating Committee headed by General President Jim Hoffa and Parcel & Small Package Director Ken Hall announced a new five-year tentative agreement with UPS covering 240,000 Teamsters across America.

In surveys of our membership, the IBT found that over 85% of our surveyed members wanted the Teamsters leadership to enter into negotiations early with UPS, to address very difficult and complex pension and health & welfare issues as well as raise wages, and keeping UPS rival FedEx from stealing our volume by scaring our customers.

The contract includes a monetary package for our UPS Teamsters of \$9 over a five-year term. A package car driver at the end of this contract will be making over \$32 an hour straight time. In New England our members' pension and health & welfare remain protected and maintained under this agreement and our wages go up every year. Some highlights are: raises of \$.70, \$.75, \$.75, \$.85, \$.95. Purposely false rumors that are about our new part-timers having to wait one year are lies being spread by a "scab" organization trying to undermine our members and their families. Health & welfare are supplemental issues (always have been) and they remain maintained for our people in this agreement.

Penalties for supervisors performing our work have been increased to double time. A pay penalty for failure to adhere to eight-hour requests. The New England Supplement is complete and a tentative agreement was reached there as well. The ballots should be mailed to each member's home on or about October 26 & 27, 2007, so make sure you vote. The results should be tallied by November 21, 2007. Anyone who has not received his or her ballots by November 1, 2007, should contact the local union. See local union boards in each building for details.

This agreement provides job security for all of our UPS folks and their families and raises their standard of living considerably. The pensions of our brothers and sisters in the mid-west have been restored by this agreement. \$6.1 billion dollars went to that fund to help our brothers and sisters restore their pensions after terrible economic times in 2001-2003.

Brother Dave Laughton and I attended the 2-Person Committee meeting in California. This agreement was unanimously approved by the local union 2-Person Committees at this meeting. Out of over 300 local union representatives who represent our hard working and dedicated UPS Teamsters, not one dissenting vote in the review meeting was cast against this agreement.

I have been selected by Ken Hall to serve on the Teamsters National Health & Safety Grievance Committee with Union Chairman of that committee Mike Goebel from Local 688 in St. Louis, MO. That committee is charged with hearing all the grievances from all local unions that represent UPS Teamsters across the country dealing with Articles 18 & 35 as well as others. I am honored to serve in this capacity and I consider it an honor to work along side the finest labor leaders in this country today representing the hardest workers in this country. I want to thank brother David Laughton for his hard work on behalf of all of members as well.

I want to personally thank my UPS stewards and alternate stewards for keeping a sharp eye on things – when I have been away they do a good job. Now that I am back I will be addressing the grievances left at all of my UPS locations. I will also be reviewing the "peak-plan" with my stewards and UPS for the upcoming 2007 peak season.

I have been at my other assignments when in town, including negotiations with Peterborough HWY dept. with my Steward Gordon Young. At Goffstown HWY I want to welcome Gary Chapdelaine as my new steward; Milford HWY, Bedford HWY, Merrimack HWY, Hopkinton school custodians, Redlon & Johnson. I have been to all the functions and I will make that my report.

Business Agent Jeff Padellaro's Report



Since my last report there has been a great deal going on. To begin with, our dear friend and brother, Bruce Gagnon, has retired, and I wish him a long happy and healthy retirement, his friendly disposition and warm smile will be missed at the Union Hall. Good luck, Bruce – you deserve it!

I have received a very warm welcome during my visits to the Merrimack Anheuser-Busch Brewery. I look forward to continuing to meet each and every one of you. In 2008, as we enter the final contract year, I am eager to work with your top-notch group of stewards to continue the long tradition of strong contracts.

At Freihofer Baking we have unanimously ratified a five-year agreement. The new agreement calls for maintenance of benefits on both health care and pension, as well as generous wage increases. Shop Steward Jim Petrillo joined me at the negotiating table, and at the ratification vote I am proud to announce that 100% of these members volunteered to contribute to DRIVE. Great job and thank you to all of the Freihofer members!

At Pepsi Bottling in Manchester, NH, the summer months were spent negotiating over the transfer of work from a non-union location in Claremont, NH. The company is closing its non-union location and transferring the work into our Manchester facility, with a net gain in jobs in excess of 20. Joining me at negotiations were Gerry Coulter, Dana Roy and Lee Simons; these stewards should be recognized for their outstanding work and helping to protect our good Teamsters jobs.

At Laidlaw the summer got off to a real jump start, as we have already taken contract proposals and look forward to what the future will bring. Laidlaw Bus has merged with First Student Bus, and it has caused a wave of requests for organizing. It appears that the former First Student employees, and the unrepresented Laidlaw employees, are beginning to realize just how important it is to be protected by a Teamster contract. Assisting Chief Steward Donna Lemay are new Stewards Jean Heilman and Mary Riddinger, who

are certainly doing their share to build up the DRIVE participation at the Salem facility. Great Job!

On behalf of Principal Officer David Laughton and the entire Executive Board I would like to welcome the 15 new members of the Gilford, NH, Police Department. The brave men and women voted unanimously to join Local 633. A special note of thanks to Steve Colcord who worked tirelessly to help organize the group. We will be taking contract proposals as soon as the PELRB issues a certification and starting negotiations shortly.

The Interstate Brands Corporation bankruptcy news continues to dominate the financial headlines throughout the country. Principal Officer David Laughton has appointed me to a national panel to try and negotiate some type of resolution to the wide variety of issues plaguing this company. We have had meetings with the members and their solidarity in the face of these dark days is truly inspiring. I thank all of the IBC members and stewards in particular for standing strong and united, as this situation unfolds. We continue to look for solutions to help keep IBC operating.

Several members of Frito Lay have a lot to be thankful for, as we have successfully negotiated arbitration settlements totaling thousands of dollars. The members extended a sincere note of thanks, and I in turn would like to thank Shop Stewards Rich Lefebvre and Dick Garon for all of the great work they do.

I am pleased to announce that Frank Gray of Coca Cola Northern New England in Londonderry, NH, has retired. Frank's strong Teamster beliefs certainly benefited the members at Coke. On behalf of Principal Officer David Laughton and the entire Executive Board, I wish Frank a long healthy and happy retirement. Good luck, Frank! We have begun the nomination process for a new transport steward and will be holding the an election in the very near future.

In closing, as we enter the holiday season, I would like to express warm wishes to each of you and your families.

I thank you all for your continued support. With best wishes I remain,

Fraternally yours,
Jeff Padellaro

- Deceased Members -

ROBERT E. JONES
EUGENE MERCIER
ARTHUR J. ALLISON
WALTER WELCOME
RAYMOND HANNAFORD
WYMAN SMITH
ERNEST AUDET
EDMOND LEVESQUE
ROMEO PELLETIER
JOSEPH DUBE
KEVIN SOUCY
ALFRED O'DOWD
ROBERT A. JASPERSON
GERALD R. FISH

ROLAND DAIGLE
WILLIAM J. CYR
JOSEPH COATES
CARMEL J. BOUCHARD
PAUL MURRAY
KEVIN MCSHANE
MICHAEL BURNHAM
WILLIAM FAIRCHILD
DAVID LAROCHELLE SR.
MICHAEL J. KOS
LESTER H. OAKES
GEORGE A. BRYANT
RAYMOND D. MILLER
GEORGE BEALS

ANTHONY RUSSO
JOHN KROOK
LAURIN E. STEVENS
BERNARD KRAKOWSKI
WILLIAM BARBOUR
GEORGE CALDWELL
MAURICE J. CHAPUT SR.
EUGENE A. PRENTISS JR.
RICHARD A. SAGE
EDWIN PERKINS
ROBERT PARENTI
RUDOLPH CHAMPAGNE

- Retirees -

PAUL CAREY
DONNA McCLINTOCK
JERRY BERGERON
DONALD CASSIDY
TIMOTHY R. DECLOS
RICHARD MIGNOSA
THOMAS RIOUX
LESTER BYAM
KATHLEEN CHLOROS
KENNETH DEMICK
JOHN HAIGLER
RICHARD LAROCHE
CHARLES SANBORN
MICHAEL THEROUX

Recording Secretary Dennis Caza's Report



Since my last report I have been working DRIVE campaigns in several locals in New England and New York, Local 25 in Boston, 170 in Worcester, 251 in Rhode Island, 443 and 677 in Connecticut, and Local 445 in Newburgh, NY.

I also have been working with Tom, Kevin, Jeff, and Rick, signing members up in local 633. Special

thanks to Stewards Scott Gove, Charlie Trottier, Paul Routhier, Rick Adams, Steve Mason, and Ron Robinson from UPS; Armand Proulx from Associated Grocers; and Donna Lemay from Laidlaw Bus Co. With their help in our local we have increased our numbers from 1,200 to over 1,500 members participating in our political action fund. This brings Local 633 to over 50% participation. With all the campaigns I have been working on since June, we have signed up over 1,500 new members in this program.

Scott Gove and I attended the 4th of July parade with presidential candidate Governor Bill Richardson and the JC10 Antique Truck.

I have also worked with JC10 organizer Roger Travers many days doing house calls for our school bus organizing campaigns.

Principal Officer Dave Laughton and I met with Governor John Lynch as he signed SB216 card check bill for public sector employees. This bill will let us organize employees in the public sector with just a majority of employees signing an authorization card, and then the employer will recognize the Teamsters Union as representatives of the unit.

I traveled to San Antonio, TX, to do a Powerpoint DRIVE presentation at Local 657's steward's seminar, and will follow up the first two weeks in November with a DRIVE campaign.

Scott Gove and I met with Congressman Paul Hodes several times on Teamster issues. Congressman Hodes has been 100% with labor and working family issues his first term in the Congress. We also gave Paul his first campaign contribution from the Teamsters for his reelection next year.

2007 has been a very exciting year for Teamsters Local 633 and Teamsters all over the country. With many organizing victories, and thousands of members participating in the DRIVE program, we look forward to growing our union and making a difference in working families' lives in New Hampshire and throughout the country.

Fraternally yours,
Dennis Caza

Business Agent Richard Laughton's Report

Since our last newsletter to you, we have all been very busy on many different issues. As the organizer for Local 633, it is my pleasure to announce that two new groups have voted to join Local 633.

In two separate elections conducted by the Public Employees Labor Relations Board (PELRB), the patrol officers at the Gilford Police Department and the employees at the Manchester Welfare Office voted overwhelmingly to become Teamsters.

This was a joint effort between Local 633 and Joint Council 10. Joint Council 10 Organizer Roger Travers was instrumental in assisting with these two campaigns. Also, as always, our Business Agents Tom Noonan, Kevin Foley, and Jeff Padellaro were involved under the direction of Principal Officer David Laughton.

Now for my business agent duties: I attended the National Master Freight Agreement negotiations (NMFA) in early October. These negotiations are, as of the printing of this newsletter, still proceeding.

We will be conducting a proposal meeting with our members from Aggregate Industries to get their input for the upcoming negotiations with the company.

Also, on the negotiating front, I have been meeting with the City of Manchester regularly to conclude negotiations for a new contract for the Manchester Police Support Staff (MPSS) and the Manchester/Boston Regional Airport maintenance staff. Both of these negotiations have been

ongoing for some time now. We have called the Manchester aldermen to solicit their help moving forward. The stewards and members have also attended aldermanic meetings to get our message out.

I would like to thank Stewards Colleen Driscoll and Greg Murphy from the MPSS along with Mike Bryant from the airport for their help along the way. These stewards and some of our members accompanied Political Coordinator Dennis Caza and myself to bring our voices to the Board of Mayor and Aldermen at the meetings at city hall. We are signing up new DRIVE members during this campaign as the importance of a strong, unified voice becomes more and more evident.

Congratulations to long-time member and Driver Steward Bruce Lemay on his retirement from Associated Grocers (AG). He has told me that he will be in Florida ASAP.

The other members working at AG have been very busy as the company has enjoyed their busiest summer ever at their new state-of-the-art warehouse in Pembroke, NH.

I would like to take this time to thank all of the stewards at my 30+ locations for all of the hard work they do every day for our union and our members.

As we look to the upcoming holiday season, I wish you and your families good health and happiness.

Sincerely,
Richard Laughton
Business Agent

Highlights from the Camp Allen Outing



- It Pays to be a Member of Local 633 -

NON-PROFIT
ORGANIZATION
U.S. POSTAGE
PAID
PERMIT NO. 526
MANCHESTER, NH 03103

LOCAL 633 I.B.T.
PO Box 870
Manchester, NH 03105