



Local 851 News

Fall
2005



Labor Day Parade 2005



Members and their families turn out to march in solidarity at the Labor Day Parade held on September 10, 2005 in New York City.

“My family and I have never missed a Labor Day parade” said member Imelda O’Neil. “My Husband is in the carpenters union, and I am in the Teamsters. Our three children know what it means to be in the Union, and they have never missed a Parade either!”

Presidents Column

**Thomas N.
Conelias**

**President
Local 851**



Dear Brothers and Sisters,

The summer of 2005 is now a part of history and the holidays will be here before we know it. Time goes by so fast that we often find ourselves saying “where did the time go?”

This seems to be the theme for all of us. Taking a look back to April 25, 2004 when this current executive board took office we were faced with the challenge of taking an almost bankrupt local with only 697 members and turning it around.

Through complete re-structuring, tough negotiations, grievance process, arbitrations, and most of all organizing the un-organized we have reached our goal to insure our local is around for a long time. Currently we are approximately 1500 members strong and growing.

This is only the beginning. Through the tireless efforts of this executive board we will continue to grow, and are working on projects for our members benefits. It’s time to give back to the members so we can all stand strong together as one united force in the labor movement.

Some of the items we have recently accomplished, or are working on:

- Hurricane relief efforts – Local 851 has donated money to the Teamsters disaster relief fund to help our fellow sisters and brothers in the gulf region. This money has been donated in the names of all of our members.
- Great turnout at the Labor Day Parade where food, soda, balloons, t-shirts etc. were distributed to the members. Everyone had a great time.
- Working on a first ever scholarship for children of Local 851 members who are going to be entering college in the fall of 2006.
- Have won grievances with large back pay awards. Stewards, through training seminars are handling and winning a lot more grievances at a step 1 level.
- Organized hundreds of new workers and negotiated first ever contracts for them.

None of these things come easy. Our staff works long hours, weekends, holidays, and on their vacations to insure job security for all of our members.

As you can see we are well on the road to recovery, but as we look back we always ask ourselves “where did the time go?”

The members of Local 851 know that we must band together to reach our common goals. Being a part of a Union means that we “collectively” bargain for all of our members. The key word is collectively which means we bargain for a group of members not an individual. Together we will move mountains!

Executive Board

Thomas N. Conelias, President
Kenyette K. Roper, Vice President
George M. Caballero, Secretary-Treasurer
James M. Hayes, Recording Secretary

Trustees:
Jo-Ann Ayala
Rita Hatter
Sherry Rose

Thom

IBT Withdraws from AFL-CIO

Cites Irreconcilable Differences as Cause



“This is just the beginning of a new era for America’s workers. We are at the Beginning of an organizing revolution.”

James P. Hoffa – General President of the International Brotherhood of Teamsters

The news that the Teamsters and six other unions had pulled out almost four million members from the national AFL-CIO during the Federation’s 25th Constitutional Convention in Chicago, July 25-28, stunned many in the labor and political communities.

Teamsters General President James P. Hoffa and SEIU President Andrew Stern announced on July 25 that they and five other unions had formed a new organization, the “Change to Win” coalition, that would “chart a course of growth and strength in an energized effort to rebuild the American labor movement”.

July 25th Statement by IBT President Hoffa

Good afternoon. This is a historic day. I join my brother Andy Stern and the great SEIU in a joint announcement.

I am here today to announce that the General Executive Board of the International Brotherhood of Teamsters has unanimously voted to withdraw our membership from the AFL-CIO.

This decision has been reached through a lengthy and thoughtful process. It has been a difficult decision to make and we do not take this step lightly.

The Teamsters General Executive Board is directly elected by our 1.4 million members to chart the course of our great union. After months of discussion and deliberation, we have made our decision as a matter of principle and have decided on a new course of action.

We submitted, in good faith, proposals to dramatically change the direction of the AFL-CIO to stem the losses that we have endured over the past decade. We proposed that the AFL-CIO embark on a new course of action that would not only protect our existing Teamster members and their families, but lead to thousands of new working men and women having the opportunity to organize into a strong union that would give them the chance to achieve the American dream – to own their own home, send their kids to college and plan a strong retirement.

In our view, we must have more union members in order to change the political climate that is undermining workers’ rights in this country.

The AFL-CIO has chosen the opposite approach.

Today’s decision means that we have chosen a course of growth and strength for the American Labor Movement based on organizing new members.

We have partnered with seven strong and progressive unions in the “Change to Win” coalition to organize the unorganized and create real power for the working families of America.

JAB Joint Association of Boxers

Boxing, Teamsters Style



Vice President Roper attends a JAB event with IBT General President James P. Hoffa. They discussed the support Local 851 members will give JAB at the upcoming event in New York.



COMING TO NEW YORK ON NOVEMBER 4, 2005

The Teamsters-affiliated Joint Association of Boxers (JAB) will hold a fight in New York City on November 4, 2005 at the Manhattan Center. The card's highlights will include all union fighters. In the night's main event, Shannon Briggs of Brooklyn, New York will fight John Duddy of Ireland (currently living in New York City).

Boxing is the last major sport without a collective bargaining agreement. Boxers lack minimum standards, health insurance or retirement security. While other professional athletes are protected by unions, boxers still enter the ring unprotected. JAB's goal is to change this by providing physical and financial security for boxers.

If you are interested in attending the event, contact Valerie at the Union hall at (516) 561-1311.

Know Your "Weingarten Rights"

The U.S. Supreme Court has ruled that Union members have the right to representation by their Steward during conversations with the supervisor which they think could potentially lead to discipline. Follow these steps:

1. Demand Union Representation: You must ask for Union representation before or during the interview.

2. Refuse to proceed without Union representation: Since refusal to cooperate on your part can be viewed as insubordination, you must make it clear to the company that you want representation. If management refuses to allow you representation, stay in the room, but remain silent.

What you should say: *"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I request that my Union Steward or Union Representative be present at this meeting. Without representation, I choose not to answer any questions."*

3. Don't make any written or verbal statement of guilt or innocence:

Management cannot force you to make a statement. The most appropriate response to make is NO statement.

4. Do not waive your right to representation: If you proceed to answer questions without representation, you have waived your rights and any statements made can be used against you.

Union Representatives Have These Rights Also:

- To be informed of the subject matter of the interview.
- To hold a private pre-interview conference with the employee.
- To speak during the interview.
- To request clarification of questions.
- To provide additional information once the interview is over.



Secretary-Treasurer George Caballero says.....

Don't Suffer in Silence....File a Grievance

When to File a Grievance

A grievance is the legal procedure for union members to address violations of a union contract. For instance, if your supervisor or manager asks you to perform out-of-title work, refuses to pay you overtime after you have worked the overtime or you believe you are being unfairly disciplined, you are entitled to file a complaint (grievance) to resolve the problem. However, you are not entitled to file a grievance just because you do not like your supervisor or your supervisor is rude to you.

How to File a Grievance

To file a grievance the members must follow certain steps:

1. Contact your shop steward and discuss the matter or problem with him/her. If your shop steward is unavailable or not responsive to your problem, you should then contact your business agent. Make sure you provide both your shop steward and business agent with all the relevant information so they can confirm whether or not you have a legitimate grievance that is actionable. Always keep in mind that there are contractual time limits within which actions must be taken in order to file a grievance.
2. Fill out a grievance form. If your shop steward or business agent determines that your grievance is actionable because it violates a provision of your contract, he or she will give you a grievance form to fill out. This form requires the specific language from the contract that is being violated by the company and the date of the violation.
3. You should make sure you follow-up with whomever you spoke with and provide any other information they request. If you leave a message for them, make sure to leave a return phone number – don't assume they have it.
4. Attend necessary meetings. If the grievance procedure is needed to correct or address your issue, make sure to attend all meetings, provide all necessary information, and return calls promptly to ensure the best representation possible.

Some grievances, if brought to the union's attention early enough, can be resolved at Step One. This involves a meeting of the union Steward with the employer to correct or address the problem. This, of course, saves time. If the grievance is not resolved at a step 1 level a step 2 meeting will be held with the union representative and the employer. Ordinarily, the grievance procedure from Steps 1 to 3 can take some time. This is a result of the company dragging its feet through the process.

If the grievance is denied at Step 3, the union must then decide if it can be won at arbitration. Arbitration can take up to a year or more to schedule.



More Photos
from the Parade



MEMBERSHIP MEETINGS:

All members are invited to attend the monthly meetings. For members' convenience locations are rotated. There are no meetings in June, July or August.

Below is a list of meeting schedules but members should check with their Shop Stewards, on our website or on their bulletin boards for meeting locations and other information.

General Membership Meeting Schedule:

October 20, 2005
November 20, 2005
December 11, 2005

The Next Shop Steward Seminar:
Date to be announced.

BENEFIT QUESTIONS

Members who have questions or need information about their benefits in the Local 295/Local 851 Employer Group Health, Welfare and Pension Funds should call or write the funds office at:
Local 295/Local 851 Health Welfare and Pension Funds 1 Dag Hammarskjold Plaza
20th Flr. New York, NY 10017
(212) 308-4200

Is there something you would like included in our Newsletter or on our Website? Just let us know!

Teamsters National 401(K) Program

Free of Charge for Local 851 Members

Want to start saving money for retirement? Call 1-800-743-5274
Monday - Friday 8:00AM to 8:00 PM

Visit us Online:

www.Local851.com

A new benefit for TEAMSTER members

Visit:

TeamsterVacations.com

When planning your next vacation

Have you moved?

If you move or have moved you must contact the Union Hall and the Funds office

**(516) 561-1311
&
(212) 308-4200**

Get a Withdrawal Card When you leave your Job:

Members may request a withdrawal card when leaving covered employment. By obtaining a withdrawal card, members will not be obligated to pay extra back dues if re-employed under a Teamster contract. The charge for a withdrawal card is \$0.50. All initiation fees and back dues must be up to date. Mail to your Check or Money Order Payable to Local 851 or Coin to:

IBT Local 851 33 West Hawthorne Avenue Suite 30B Valley Stream, NY 11580



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Valley Stream, NY 11580

Teamsters Local 851 – “WE’RE ON IT!!!”