

August 2001

The Sentinel

MAINE TEAMSTER

Teamsters Local 340

Building a Better Future for Working Men and Women in the Public and Private Sector



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Office Hours Monday-Friday 8 A.M. – 5:00 P.M.

AFFILIATED WITH INTERNATIONAL BROTHERHOOD OF TEAMSTERS



Top left to right is: Paul Allen, Mark Neal, Alan Wood, and Paul Garant
Bottom left to right is: Ronald Dufour and Russell Hinkley (Chief Steward)

Featured Unit...

Philips Elmet Lighting Company,
Lewiston, Maine

Philips Elmet has been based in Lewiston, Maine since 1929. There are approximately 250 Teamsters at this location. The company recognizes and will deal with up to six union designed Shop Stewards as the representatives of the Union within the plant. The Shop Stewards are: Russ Hinkley (Chief Steward), Ron Dufour, Paul Allen, Mark Neal, Alan Wood, and Paul Garant. Shop Stewards meet every Tuesday from 2:00 to 3:00, to discuss issues that may need attention. They have their own office at Philips Elmet equipped with phone, voice mail, and the company has offered them their own e-mail.

Philips Elmet has two major product lines, Lighting and Refractory Metals. Teamster Local 340 has represented them since 1974. Their collective bargaining agreement, which expired April 15, 2001, has been ratified. The new six-year agreement includes, wage increases, improved medical and dental with no out of pocket premium costs. It also includes more flexible working hours benefiting both the company and the employee. There are also bumps in the pension plan within the six-year agreement. Other items are increases in safety glasses, safety shoes, death benefits, and short-term disabilities from \$275.00 to \$300.00 per week.

All of this would not be possible without the mutual respect of both the Company and the Union. It has created a very strong working relationship. They meet every month, through a Joint Standing Committee, to discuss on going issues.



A Message from Robert L. Piccone President & Business Agent

Dear Brothers and Sisters,

I'm pleased to present the new **Sentinel newsletter**. I would like to know what you think; do you or don't you like it. We have worked on the format for some time in an effort to set it up on a more consistent basis. Sheena-Jo Randall, of our office staff, has worked hard to produce it and has committed to keep it updated.

Bill Turkewitz has retired as Business Agent and the Executive Board has replaced him with James A. Gorham, our hard working Recording Secretary with a proven record. Jim will need your help in gaining the knowledge he will need concerning the various units he will be responsible for. Good luck to you Jim.

As soon as time permits, I will finish the task of **codifying** the United Parcel Service New England Supplement, as I have seen its development over the past years. Each Shop Steward will receive a copy. I will also start on the **development of a budget** for the Local Union that is compatible with the new "QuickBooks" computerized bookkeeping system. During that same time, I will complete the **Local Union's policy book**, using the Local's records, minutes and our history to support the document.

We are now fully **computerized** and I am assured that we will finally have a **database** that all the Business Agents will be able to use for filing and cross filing grievances and tracking grievances. We have had more problems developing such a system then we have had with almost anything we have ever attempted to do.

Effective communications with the members is still our weakest point. I will strive to help this Local continue to improve communications. As I do so, in the meantime, understand that I do not except excuses from the office staff or business agents for anyone's failure to return telephone calls in a timely manner. I insist that all calls will be returned within 24 hours after having been received. However, you have to help by leaving numbers you can be reached at, including numbers you can be reached at away from work or after hours;

and always leave your name, number and the nature of your call in case someone else can help you.

Take a position is another rule I enforce. Business Agents and Shop Stewards may not tell you that they do not have an opinion or position on issues that involve their assignments. This includes contract proposals, contract ratification votes, grievances of all natures; call me if your Business Agent or Shop Steward tells you they do not have an opinion or position on matters concerning your contract.

General President Hoffa has assigned me to the **Appeals and Grievance Committee** at the upcoming International Convention. I look forward to helping move our Union forward at the Convention and away from those who would do damage to our cause. As always, I will speak out on behalf of all Maine's Teamsters; the nation's Teamsters will know Maine is present at the Convention.

SCHOLARSHIPS

The winners of the 2000-2001 Teamster Scholarships awarded to outstanding Maine seniors are as follows:

The James R. Hoffa Memorial Scholarship Fund awards 75 scholarships annually to outstanding high school seniors from locals across the country. This year Maine has one winner, Jessica L. Smith; daughter of Kenneth C. Smith from Yellow Freight has won a \$1000.00 scholarship. Other winners from New England included 3 from MA locals, 1 from a CT local, and 1 from a RI local.

The Teamsters Joint Council 10 New England Scholarship awarded 15 scholarships this year; providing sons and daughters of Teamster members within the New England region a scholarship award for one year in the amount of \$1000.00. Terri Godin, daughter of Diane Godin from Somerset County has been named one of the recipients of the JC10 scholarship awards. Other winners included 2 from NH locals, 8 from MA locals, and 4 from CT locals.

The Albert H. Page Scholarship Fund awards 2 scholarships annually; providing one (1) son and one (1) daughter of Teamsters Local 340 a scholarship award in the amount of \$500.00 for use in pursuing an undergraduate degree at an accredited college or university of the recipient's choice. This years winners are: Brandon McCray, son of Bradley McCray from UPS in Portland. Terri Ann Godin, daughter of Diane Godin from Somerset County.

We want to congratulate Jessica, Terri, and Brandon for all their hard work in succeeding as outstanding Maine students. We wish them all the very best of luck in their educational ventures.



BUSINESS AGENT and TRUSTEE REPORTS

By Ken Leary, Vice President & Business Agent

I have enjoyed my first year and a half working primarily as a UPS Business Agent. A few of the important issues I have covered are suspensions, safety issues, long term illnesses and injuries, bid changes, discipline and discharge cases, and many other situations that come up on a daily basis. I have learned a lot in a brief time as a Business Agent. I want to thank my fellow Business Agents and Stewards for their help and guidance. I will be taking on additional responsibilities in the organizing field. In future issues I look forward to addressing specific issues of interest.

By Jim Carson, Secretary-Treasurer

I'm happy to report the successful long-term contracts of SuperValu and Philips Elmet. Negotiations have started at University of Maine. For those of you enrolled in New England Teamsters Pension Fund, please take a moment and check out their website at www.nettipf.org It is also important to be sure that they have all your current information. If you are thinking about retiring in the next 12 months, get your application at 1-800-447-7709. You must have it on file with the Pension Fund the month before your pension is effective. You may work right up to the day you retire but not beyond the first day of the effective date. We are planning to have a meeting in early September for all members enrolled in the NETTIPF, where you may have any questions answered by a fund official.

By Jim Gorham, Recording Secretary & Business Agent

It is an Honor and a Privilege to be appointed Business Agent at Teamsters Local 340. I know I have some big shoes to fill in replacing Bill Turkewitz, who has retired after 30 years as a member and Officer of Local 340. I will work hard for all the members and strive to continue to keep this a strong and united Teamsters Local.

By Terry Hanlon, Trustee & Business Agent

I wish Bill Turkewitz many relaxing days now that he has retired. His knowledge and expertise will be missed. I have placed him on standby and Bill has agreed to help whenever and wherever the need arises. Jim Gorham has replaced Bill and has been doing a fine job making contact with his units. I know Jim will be a great asset to the Local. The Local gets a great agent and I lose a great steward from Emery Worldwide. I wish you all a great summer and look forward to seeing you in the fall.

By Bill Turkewitz, Trustee

By the time you read this newsletter, I will have retired as a Business Agent for Local 340. I know I will miss the many friends I have made over the years. The support and encouragement I have received over the years is what it was that helped me to succeed. I will miss you all. I will continue to be a Trustee for Local 340 and will look forward to seeing the members in that capacity.

By Dennis Sisti, Trustee

As we enter the final year of the UPS labor agreement, I feel a brief message about the past is in order. Many members were caught financially off guard by the UPS strike of 1997. This is your opportunity to not let it happen to you again this time around. Our final raise of this UPS agreement is due August 1, 2001 (\$.70) and for a few select part-timers (\$.95), see your shop steward for details. Take this time to start making weekly contributions to your own strike fund. If there is not a work stoppage, you'll have a nice little bonus to share with your family.

By Mickey Maynard, Business Agent

It's been busy up here in Northern Maine. Eastport Nursing Home, Hodgdon School, and City of Presque Isle, with the exception of the Patrol Unit, contracts have been settled. The TAMC contract is 90% complete. We are currently working on several that are due to expire, Baileyville, Ft. Kent School, and Van Buren. On a more personal side, our custodian, Dick Bull, has been in a serious car accident. Dick has taken very good care of the Presque Isle Office since it opened. He is also an employee with the University of Maine in Presque Isle. He has been listed in serious condition at Eastern Maine Medical Center.

By Carl Guignard, Business Agent

I am currently negotiating the University of Maine Service and Maintenance and Police contracts we have about 600 Teamsters in those units. With the budget problems at the State level and large increases in health insurance negotiations promise to be difficult. We just finished the Philips Elmet contract where we negotiated a six-year agreement that protected our 250 members against any payment into health insurance. It appears to me that public employers look at insurance as a political problem and private sector employers look at insurance as another cost of doing business. Along with several other contracts being negotiated and arbitrations I have charges filed against the City of Biddeford for refusing to bargain, and have filed for fact-finding there also. In Oxford County I have requested contract arbitration the employer is refusing to pay back pay along with several other issues. It looks like I will not be doing any fishing this summer.

By Ken Eaton, Business Agent

I hope this newsletter finds everyone enjoying their summer. I am in negotiations with the City of Bangor Police units with health insurance and wage increases being the issues. Similar issues are being negotiated at the University of Maine. All negotiations have concluded for the Town of Fairfield and the members are enjoying the increase in benefits that were negotiated. Grant's Dairy(Garelick Farms) and Monson Transportation negotiations will commence later this summer. In closing, we lost a proud member and Shop Steward for Monson Transportation, in the passing of James Laird. His expertise and determination will be missed. Herb Thomas has assumed his duties and looks forward to everyone's support.

UPDATES

What Teamsters did for L.L. Bean

Much has happened since February of 2000. The Employees of L.L. Bean through their campaign received many benefits and improvements. L.L. Bean will never admit that Teamsters Local 340 had anything to do with those gains. Here's what the employees reaped.

1. An updated and more liberal Employee Handbook detailing the L.L. Bean benefits.
2. Long Term seasonal employees were made regular employees.
3. Both temporary and regular employees earned an extra day off with pay over the July 4th holiday weekend.
4. Nighttime premium pay.
5. Elimination of break in service for occasional status employees.
6. Increase to a minimum of 4 hours paid for regularly scheduled or "call-in" workdays.
7. New attendance policy.
8. Some employees enjoy the benefit of new job positions with higher rates of pay.
9. L.L. Beans being a potential three bargaining unit employer allows employees to interchange from building to building.
10. \$200.00 bonus to employees with at least six months of service and temporary employees to receive a \$40.00 bonus.
11. Improved 401K plan and a New Health Care provider.
12. A 10% Bonus of "annual base" employees.

We want to wish all the L.L. Bean employees the best of luck in the future. We hope that the company will be as generous in the season to come.

Biddeford Police and Public Works Department Negotiations.

This summer the negotiations will continue between the Teamsters Local 340 and the City of Biddeford. The Police and Public Works Departments continue their dispute regarding the Collective Bargaining Agreements. We wish to thank all of you who have demonstrated your support by attending the Tuesday night fights, ie. Biddeford Council Meetings. The unit members continue to communicate their issues with the City of Biddeford through handbilling, phone calls, letter writing, and attending the town meetings.



Here



HUDSON RPM/TEAMSTERS BARGAINING UNIT EMPLOYEES EVERY VOTE COUNTS

On a vote that took place May 10, 2001, majority ruled by just one vote. In this second attempt to organize the Portland employees the outcome has yet to be decided. We feel there were statements made to the employees that changed the outcome of the election. A complaint has been filed on behalf of the Hudson employees and the NLRB has found sufficient cause to hold a hearing. It is scheduled for June 14, 2001.

American Red Cross

On May 18, 2001 an election took place for representation in the workplace. By a vote of 22 to 16, the majority of the employees voted to be represented by the Red Cross. This unit is gravely divided. With the Portland and Bangor Units holding their own on different sides. Now there is an 11-month reprieve, time to regroup, grow, watch, listen, and challenge when the time comes. When the time comes, Teamsters Local 340 will once again be there in support of those employees that wish to be represented.

RETIREE'S CORNER

On May 31, 2001 our Teamsters Retiree's Association had an election naming the following newly elected officers:

Stanley Fernald, President
Robert Bickford, Vice President
Wallace Johnson, Treasurer
Robert White, Recording Secretary
Clifford Eaton, Trustee
Bernard Dumbrocy, Trustee
John Rollins, Trustee

Celebrating their 17th Anniversary, their annual cookouts will take place at the following meetings: June 28th, July 26th, and August 30th, all at 11:00 a.m. Meetings take place on the last Thursday of each month at 10:00 a.m. at the Local 340 Union Hall, if you are interested in joining please attend a meeting. Annual dues are \$12.00. *Stay connected; reminisce with your Teamster brothers and sisters.*

Get a Withdrawal Card when You Leave Your Job.

Be sure you request a withdrawal card when being laid-off, going on leave of absence, lengthy medical leave, or terminating your employment. There is no charge for a withdrawal card but all initiation fees and back dues must be paid before the withdrawal is issued. Stop by the office, or complete the form and mail it to our office.

It is your responsibility to obtain a Withdrawal Card so please take care of it as soon as possible after leaving the company, so that you will not be obligated to pay extra dues. Failure to request a Withdrawal card may cause you to pay back dues.

In accordance with article CVIII, Section 6(i) of the IBT Constitution, "It shall be compulsory for any active member on withdrawal card to deposit his withdrawal card immediately upon return to employment at the craft."

Withdrawal Card Request

Name _____

Social Security # _____ - _____ - _____

Home Phone No. _____ - _____ - _____

Address _____

My Last Day of Work _____ / _____ / _____

Name of Employer _____

Reason for Leaving _____

(Quit, Laid Off, Terminated, etc.)

Signature

If You're Moving...

Use this same form to report your new or corrected address, and mail to the address below.

Mail To: Teamsters Local 340
 144 Thadeus Street
 P.O. Box 2290
 South Portland, ME 04106



Informational Piece

Teamsters Union Local 340 is proud to announce the introduction of our website!!
www.teamsterslocal340.org

Visit our award winning website. It has a wealth of information. As it grows, members will be able to access information and updates on a daily basis. Easy access available at <http://www.teamsterslocal340.org>. Any Union member can log on and check out the:

- Pension Fund
- Credit Union
- Northern New England Benefit Trust (NNEBT)
- Union Executive Board
- Retiree's
- Organizing News and Updates
- Library w/ FMLA, ADA info.
- Workers Compensation in Maine
- many other choices.

Officers and Agents

President & Business Agent	Robert L. Piccone
Vice President & Business Agent	Kenneth A. Leary
Secretary- Treasurer	James E. Carson
Recording Secretary & B.A.	James A. Gorham
Trustee & Business Agent	Terrence Hanlon
Trustee	William J. Turkewitz
Trustee	Dennis O. Sisti
Business Agent	Carl Guignard
Business Agent	Milford Maynard
Business Agent	Kenneth Eaton

New Shop Stewards as of January 1, 2001

IBC	Richard Herbert
TAMC	Joan Anderson
Univ Of Maine	Ronald Saindon
Eastport Memorial Hospital	Amy Johnson
Presque Isle Police	William Campbell

Dearly Departed Brothers & Sisters

Napoleon R. St. Pierre	Howard M. Flewelling
Duncan D. McLaine	Willis Croteau
Gerald C. McCluskey	Lawrence W. Burke
Henry L. Roberts	Richard D. Hopkins
Philip R. Leach	William S. Witcher
Raymond A. Burrill	Roland D. Gagne
Vincent Boardman	Donald R. St. Pierre
Raymond LaChance	Herbert E. Thomes Jr.
Richard N. O'Connell	Henry L. Ayotte
Arthur R. Thompson	James W. Laird Jr.
Paul R. Delorge	Jean Huard
Edwin E. Robinson	

GENERAL MEMBERSHIP MEETINGS 2001-2002

PORTLAND MEETINGS

Teamsters Local 340 Union Hall
144 Thadeus Street
South Portland, Maine

Meeting Starts at 9:00 A.M.

September 9, 2001
October 14, 2001
November 11, 2001
December 9, 2001
January 13, 2002
February 10, 2002
March 10, 2002
April 14, 2002
May 12, 2002

BANGOR MEETINGS

Ramada Inn
Odlin Road
Bangor, Maine

Meetings Start at 9:30 A.M.

September 23, 2001
November 18, 2001
March 24, 2002
May 5, 2002

LETTERS

Dear Terry,

I'm finally getting around to say Thank-you for the Teamster and Local 340 Union jacket. Also, thank-you for the alterations on the jacket. About every winter we go South for the months of January, February and March to get away from the ice and snow. In South Carolina, a Right to Work state, its hard to get across to those people that they are working for nothing. They've worked in it so long, they don't know the difference between what they are getting and what they should be getting. I used to talk Union every chance I got, down there at Myrtle Beach, S.C. In most places they don't even get a coffee break and some work two and three jobs to survive. There are 2 classes of people, the poor and the rich, rich.

My wife cautioned me several times to cool it a little about talking of joining a Union, because I might be out there in the Atlantic as shrimp bait. Oh well, there is a lot of me to chew on. The wages there in Myrtle Beach for a California crane operator is \$7.50 an hour. The head carpenter on a construction job is \$10.50 to \$11.00 an hour. Most all labor is minimum wage. If the boss gives you some crap, you can't retaliate against him, because you'll be gone. What a nice state to organize a Union. The rich people still have their slaves, but the wording has been changed to working class...I would not and could not do the things today that I'm doing, if I wasn't getting the Union Pension. It is not the big pension like the 30 year guys but this pension keeps me up to the same standard of living as though I was working...Terry, thanks again for the Union jacket and I'll wear it proudly. Sincerely, Earl G. Jipson

P.S. I've been retired 5 years this October 15, 2001.

The Sentinel, Maine Teamster News is an official publication of The Teamsters Local 340, South Portland, Maine. Photograph courtesy of The Museum at Portland Head Light, Cape Elizabeth, Maine. Photographer, Bob Petras.