

TEAM 337 NEWS

Winter
2017/2018

President's Perspective Mike Martin

With the coming of the new year, and as we reflect upon the year that has just passed, it is obvious we have been very busy. Whether it was negotiating contracts, processing and arbitrating unjust discipline, or fighting injustice in the workplace on a daily basis, the year flew by quickly.

As expected, 2017 was a challenging year. Each year becomes more complex. The toxic political climate that we work in certainly doesn't lend itself to helping the working men and women of our great union. As has been our long standing practice, Local 337 has supported candidates' regardless of political alliance. Our constant position is that we support politicians who support Labor and it's many hard working members. We will never lose sight of who we represent...our members and your families.

Teamsters Local 337 is honored to have such hard working members who care not only about their workplace issues, but also see beyond those issues, and are willing to take the time to be involved in their Union.

I personally want to thank the Union Stewards, who stand up for our members rights and enforce the collective bargaining contracts of all their union brothers and sisters at their particular job site. I also want to thank all the members who become involved, and stay involved in a union that belongs to all of us collectively. Whether it is supporting a picket line, talking with new members, or backing Local 337 against the anti-union bullshit.

Teamwork has always kept Local 337 strong over the years. Solidarity is supporting one another, brothers and sisters. In 2018 Local 337's primary goal is to stem the tide of apathy. Everyone takes certain things for granted. Everyone. Many of the things that we have in our contracts are there because someone before us fought for them by way of a strike or the threat of a strike.

What *Frederick Douglas* stated years ago still applies today, "If There Is No Struggle, There Is No Progress".



In the last five years Local 337 has grown in strength, by way of better contracts, better enforcement of contracts and being fiscally conservative. It moved our Local forward into a position of power.

This could not have happened without the support of our great membership. I strongly encourage you to participate in your Local Union by attending membership meetings and bringing someone new with you. Form a committee that welcomes in new employees, etc.

Lastly, I thank you for allowing Local 337 to represent you and your family.

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Al Young's Secretary-Treasurer Update

It's hard to believe we are coming to the end of another year. It seems the older you get the faster the years go. Financially, 2017 has been a good year and Local 337 has held its own despite the toxic climate of the "War on the Workers." We are fiscally in the black, achieving the desired goals of sustaining and improving our assets. A healthy treasury provides Local 337 with the ability to hold our employers accountable.

Every month the Executive Board closely monitors the Local's financial goals and semi-annually reviews our investments. We are looking to 2018 as a year of consistent expansion.

Organizing new members will be a priority in 2018. It is the life blood of the union movement. The best organizers are our members. We have put in place a program to reward members who assist with organizing leads and organizing campaigns. We all know there is strength in numbers and the best way to grow our Local is by one-to-one conversations. Tell your friends and family the benefits of having a collective bargaining agreement and contact your business agent if you are aware of any organizing leads.

May you and your family enjoy a safe and healthy New Year!

In our glorious fight for civil rights, we must guard against being fooled by false slogans 'such as right to work'. It provides no 'rights' and no 'work'. Its purpose is to destroy labor unions and collective bargaining...we demand this fraud be stopped. Martin Luther King, Jr.

Solidarity

We always associate this word with Unions. However, do we apply it to our actions as Union members? NOT ENOUGH. We did recently by assisting in a strike with the Operators Union in Plymouth Township landfill. Local 337 supported their strike by picketing. After a few days of picketing by the Operators and Teamsters, a first time contract was reached.

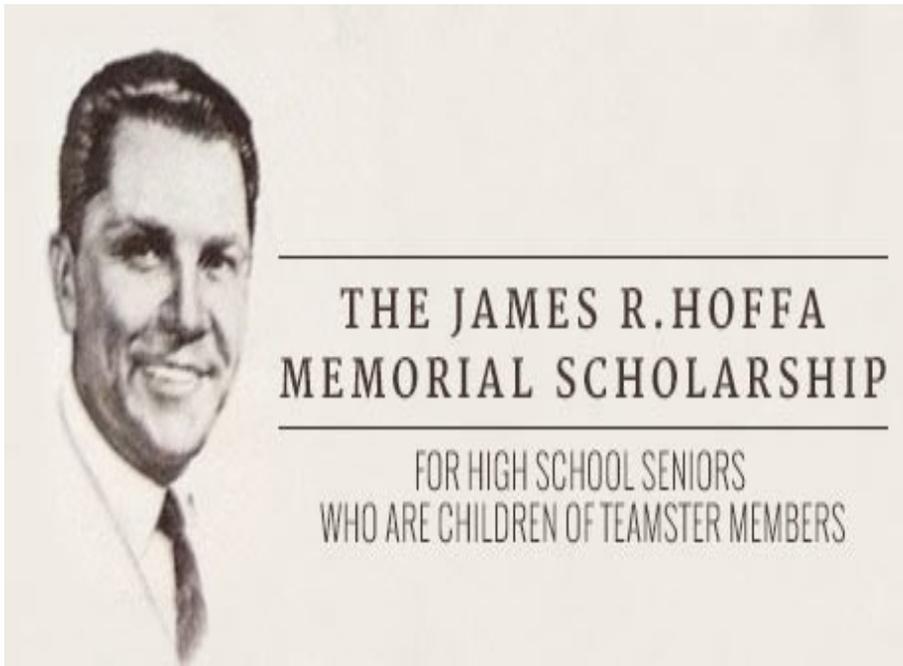
That is Solidarity.

"ORGANIZING TO STAY TEAMSTER STRONG" BY JIM PARRINELLO

If you are reading this newsletter you are probably already in a Union, hopefully Local 337. We all know the benefits of having a collective bargaining agreement and its benefits. Others who are non-union are not afforded the same guarantees and benefits. We see the negative comments in some of the media and the impact it has on people who don't have their own opinions and accept whatever they hear. "Union members are lazy, they get everything, they kill jobs, my manager will take care of me, etc." We all know that is just a bunch of lies. Our Union members work hard for everything they get and make the companies they work for profitable.

The Union just keeps the playing field level with the Employer through bargaining. One way of staying strong and helping our unionized employers is by organizing non-union companies. Those non-union employees should have the same benefits as a union employee. In recent polling, non-union employees want to be in a Union, (over 60% of those polled) however the fear factor comes into play. Some of the things we hear are, "They will fire me, They will cut my pay, I will have to start all over". Unfortunately these are the things we hear when we try to organize new non-union employees.

Companies pay millions every year to intimidate their employees to vote against their own best interest, and unfortunately it works some of the time. As Teamsters we need to explain to the non-union employees it is okay to stand up for yourself and your co-workers, and have a voice in the workplace like our 337 members have. By way of organizing we help them as well as ourselves become stronger through solidarity.



Local 337 is extremely proud to have Riley Bartelotti as a 2017 James R. Hoffa Memorial Scholarship recipient of a \$10,000 dollar college scholarship. She is the daughter of Pat Bartelotti a Local 337 member and an employee of Coca-Cola.

Warehouse Union Steward Jim Lutzky proudly accepted on behalf of Riley Bartelotti. Riley competed against thousands of other students by writing an essay. She was chosen from the top applicants to be one of the winners of a \$10,000 scholarship.



In 2017 the James R. Hoffa Scholarship raised over 1.4 million dollars to be awarded to students in the future. Local 337 is a continuous supporter of the scholarship and very proud of the sons, daughters and grandchildren of our members and retirees who have won over the years and look forward to many more winning in the future.

Also, the James R. Hoffa Scholarship recently added another scholarship that would go towards trade schools, so it just isn't for a traditional college any longer. Now the scholarship can go toward a Union trade. Go to the website to read more about applying for a scholarship at www.jrhs.org

**Puerto Rican
Hurricane
Maria Relief Efforts**

Hundreds of Teamster Volunteers spent two weeks in Puerto Rico recently. There were hundreds of members that reached out to the International to assist in the relief efforts.

We had our very own members from Local 337 offer their assistance.

From what was shown on TV anyone volunteering knew they were not going to a tropical resort by any stretch.

Teamsters who went assisted with the logistics of getting supplies moved. If you want it done right, get a **Teamster** to do it.

Teamsters drove trucks and some of the heavy equipment to clear the roads and get supplies to the elderly and families that needed them.

TEAMSTERS LOCAL 337 OFFICERS AND AGENTS

MIKE MARTIN

PRESIDENT

ALEX YOUNG

SECRETARY-TREASURER

JIM PARINELLO

VICE PRESIDENT

NORB RYAN III

RECORDING SECRETARY

TODD LINCE

ADMINISTRATIVE ASSISTANT
TO THE PRESIDENT /TRUSTEE

TONY REISDORF

TRUSTEE

JEFF LEE

TRUSTEE

DAVID HUGHES

ORGANIZER/BUSINESS AGENT

KURT DENZER

BUSINESS AGENT

Keeping Connected

Local 337 is coming into the 21st century with our new launch of the Teamsters Local 337 App for your cell phone. It is available in the Google Play Store and Apple Store. In the App search bar type in Teamsters Local 337 to download to your phone.

Dave Hughes has been diligently working to get the App up and running for our membership. He has also updated the Local 337 website www.teamsterslocal337.com with new graphics and important links.

The Local 337 App has some cool features for our membership. Accessible are General Membership meeting dates, contact information, Teamster news, videos, pictures, organizing

information and much more.

As with any new App there will be issues in the beginning and we ask for your patience as we stay on top of it. You can always contact Dave at the Local by email: dave@teamsterslocal337.com if you have suggestions for the App.



Look for this App.

TODD LINCE ADMIN. ASST. TO THE PRESIDENT

It has been a busy year with multiple changes within Local 337. We had two retirements within the last year. At the end of December 2016 Secretary-Treasurer Pat Daugherty retired from his long career with Local 337. That required companies to transition to other agents on a temporary and permanent basis. That has all been accomplished. The last piece was bringing on Kurt Denzer as a business agent to take over Sysco, US. Foods as well as other companies.

Kurt was a long time Union steward with U.S. Foods and is very knowledgeable about the food distribution business. Kurt, who also worked for Sysco prior to US. Foods, is well versed in engineered labor standards in warehousing and how loading trucks can affect drivers. Vice President Reno Mifsud retired in September of 2017, having a very long career with Teamsters Local 337. Reno's companies were transferred to other business agents throughout the year prior to his retirement.

I have been assisting other agents in negotiating contracts as well as negotiating my own contracts through out the year. Local 337 has moved the membership forward with good solid contracts, both in wages and contract language changes that protects the working conditions of our members. It is important to look ahead when we bargain new agreements in these changing times.

We sometimes forget why we have contracts. They protect our basic rights (seniority rights, vacations, grievance procedure and arbitration, classifications and

job duties, shift differentials, bidding on jobs, discrimination and harassment, sub-contracting of work, reasonable work rules, hours of work, etc.). Also, there's the financial aspect of wages, health insurance and retirement. Are all contracts perfect? Absolutely not, they are living documents that change each negotiation cycle. However being in a Union means we have the right to bargain and not beg.

To stay strong, we need to Organize new companies, and our best organizers are the membership. When our Local is strong in membership and treasury, it puts us in a better position to fight for what you are entitled to without having to worry if we have enough power to get it done. As incentive to grow our ranks Local 337 has put out the offer that if you bring us a lead and we win the election you receive \$500, and when we negotiate a first-time contract you receive a \$1,000 or the first month's dues, whichever is higher. We appreciate our membership and their families, and we believe they should be rewarded for going the extra mile to help their Union organize new members.

I sincerely look forward to 2018 and the changes and challenges it brings to Local 337. We see positive changes moving forward with our new App for cell phones. More visits by the business agents to their companies, organizing, member participation and building our great Local with your assistance.

ATTORNEY KEVIN O'NEILL'S LEGAL ADVICE



It is important to remember the horrible costly impact a drunk driving conviction can have. The best advice I can offer is to not drink and drive or have a designated driver. Any drinking-related offense can cause you to lose your CDL for at least a year.

For 30 years I have seen a practice of the police making most of their arrests from midnight to 2 am. After only a few drinks many people often are over the legal limit. Be aware of your consumption. Stop drinking at least one hour before you drive.

If you get stopped be courteous to the police. They may let you go or be easier to deal with at court. If they ask you how many drinks you had, downplay it "a few". The officer will take notes. Judges frown on drinking hard liquor, say you were drinking beer.

MOST IMPORTANTLY, DO NOT REFUSE to take any of their tests. **DO** blow in the machines as requested. If you blow an amount above the legal limit, at court that can be reduced to an offense with lesser points and you can still drive. But if you refuse, in addition to the penalties at court, the Secretary of State can add 6 additional points and you will lose your driving privileges for over a year.

Always have a lawyer if you are arrested. He will know if the arrest was valid, what the fines and costs will be and what the charge can be reduced to. Your job and family depend on you avoiding being arrested or getting through such a bad situation as well as possible.

The easiest way to avoid any problems is **NOT TO DRINK** and **DRIVE**.

Weingarten Rights "If this discussion could in any way lead to me being disciplined or terminated, or affect my personal working conditions, I request that my steward or union officer be present at the meeting. Without representation, I choose not to answer any questions."

TEAMSTERS HELPING HANDS

Teamsters Helping Hands has been around for many years, 31 years to be exact and has helped out so many Teamster members and their families in their time of need.

It has helped with a funeral, put food on the table of a family where the main provider has lost income because of a medical issue, and helped pay for prescriptions when their insurance has been cut off.

Every year Teamsters Helping Hands has a golf outing to fund the assistance we give to those in need. Teamsters Helping Hands is a 401(c) charity that relies solely on contributions to our golf outing. Every year we have members, employers and friends of Labor participate in the golf outing to help raise funds.

Traditionally we have prepared food baskets before Christmas with the help of many of our members. It is a fun and rewarding time to come together with our brothers and sisters who may not be of the Christian faith, but certainly are of the Teamster faith.

Those baskets typically went to members who are out of work or were struggling financially.

In recent years we had the food basket drive at Dairy Fresh. Unfortunately the owners decided to retire and sell the business. However, we knew the food baskets were a very important part of a Teamster family having a memorable holiday. Teamsters Local 299's President Kevin Moore has a similar program and suggested we merge our food basket programs together.

Local 299 has had a long tradition of helping out those in need. By combining the two charities, we provided, and will continue to provide, for those in need for Teamster Locals around Michigan.

Once again we thank all of you who have participated in the past to help fund Teamsters Helping Hands. Without your financial support, participating in the golf outing and helping build food baskets we couldn't do it without you!

Sincerely, Teamsters Helping Hands



Business Agents Update

By James "Jim" Parrinello /Vice President

With my duties as a business agent, Michigan pipeline coordinator, and organizing director for Local 337, there is always something going on, which is a good thing. I would

like to thank all of my great Union stewards for the time and effort they put into policing their contracts. The stress of being a Union steward does not go unnoticed by Local 337.

I was recently appointed to the Vice Presidents position this year after the retirement of Reno Mifsud. I, as well as all of the Local 337 Executive Board, business agents and office staff sincerely appreciate the opportunity to represent the members of Local 337.

This year Local 337 has focused on building our relationships with the Building Trade Unions. Through those relationships both their members and our members have benefited. Recently All Star Vending, a 337 company, put up a new building for storage, and due to these relationships All Star Vending used the building trades members (carpenters, bricklayers, IBEW, etc.) to build their new building.

Having a joint contract with Teamsters Local 332 in Flint we have been battling Emterra in negotiations. Emterra is a Canadian-based company that picks up trash from many Michigan cities. Emterra purchased Richfield out of bankruptcy approximately five years ago, and they are still crying poverty. We intend to get our members a good contract with reduced healthcare cost.

Heartland Steel members ratified a 1 & 1/2 year contract extension. Through the efforts of the Union stewards and the help of Admin. Asst. to the President Todd Lince, we achieved a solid contract. We also wrapped up Theuts Products with significant raises for our members. Some of the contracts I have coming up are Smith Distributing, Proton and the National Contract with UPS.

We have to organize GFL (Green For Life) another Canadian company that is undercutting good waste/ recycling jobs, such as Waste Management, Republic and Emterra. Some of you may have heard about RIZZO being indicted in the news, GFL took over the contracts. This is another reason to be active in your community and insisting that your city councils use Union trash haulers.

By Tony Reisdorf /Trustee

7up – The warehouse Stewards have stuck together with the membership and opposed a scheduling change that the Company implemented in September. After we told them it would not work and the subsequent mess it created within the warehouse I am happy to report that the Company has returned the scheduling and job assignments back to the previous process we have been using for the last several years.

Everfresh – Stewards at Everfresh have been holding the fort down through the grievance procedure. We have had a large amount of grievances that were upheld, reinforcing our contractual language. Contract negotiations are coming up in March of 2018. We look forward to strengthening our current contract.

Faygo – Both our long time and newer Stewards have worked hard throughout the summer to resolve issues and build a good working relationship with the Company. Many issues have been resolved without having to file grievances thanks to the Stewards' efforts.

Pepsi – Drivers have been very happy with the new "Built to Bay" delivery system that we have been fighting to get for quite some time. This helps to shorten the day and decrease the amount of physical labor on our drivers.

Coke – The Warehouse Engineered Labor Study discipline has been bargained by the Local and the Stewards over the summer. It went from 5 steps of discipline up to 8 steps. We also increased the amount of hours logged into the system to be held accountable to the standard from 16 hours to now 24 hours.

Through the efforts of Joint Council #43 President Greg Nowak, who is also the National Brewery and Soft Drink Director and Bill Black, Michigan Political Director we worked with the Michigan Legislators to stop the "Soda Tax" in Michigan. Where the tax has been implemented in other states it has had a devastating effect on the workers by way of layoffs because the public quit consuming "pop" because of the cost. This is one of the reasons it is so important to belong to D.R.I.V.E. when anti-worker legislation is proposed we have the resources to fight back.

By Jeff Lee /Trustee

As well as my everyday duties as a business agent and Trustee I have negotiated and ratified the following contracts in 2017:

G&K	Nabisco
Midwest Linen	Metropolitan Baking
Bimbo Bakery	RAM Produce
Farmer Brothers	Perfection
APAC Paper	Bunzl

Currently I have the following Contracts in progress:

- 1) Cintas Port Huron
- 2) Brighton Hospital
- 3) Touchpoint

Kurt Denzer, Todd Lince and I will be negotiating the Brighton Hospital contract together with the stewards. I took over the hospital temporarily from Reno Mifsud when he retired. Kurt Denzer will be the permanent business agent for Brighton Hospital. We will be taking a very firm stance with the hospital. We expect a contract that is fair to the employees and will not settle for less. We will be looking for the support and backing of our members.

I was appointed Trustee in 2017 year by President Mike Martin and the Executive Board. I take this position to heart and will do the best I can for the Local's membership and the Teamsters.

By Kurt Denzer /Business Agent

I am previously out of US. Foods and was a Union steward for many years there. I currently represent members at the two largest foodservice companies in the United States, Sysco and US. Foods. I have other local food companies such as Caramagno Foods and Miceli & Oldfield. I also represent Brighton Hospital, Touchpoint @ Brighton, Central Detroit Warehouse and Progressive.

A little about myself, I have been married for 30 years and have lived my entire life in Michigan and I do love it here. I am a big U of M football fan, whether they are doing good or bad. I have supported Unions my whole life, I see the need for a balance in the workplace by being able to have a voice and not being silenced by being an At-Will-Employee (non-union). I look forward to working hard with all the members and stewards to better the workplaces.

I have the Brighton Hospital contract coming up soon and look forward to making improvements to the contract with the assistance from the members and Union stewards. I will have other business agents, and the Local's attorney will be involved during negotiations. Local 337 and the Executive Board are committed to supporting the negotiation process with whatever we need.

Currently I am in the process of getting out to all of my companies. I recently spent time on the night shifts at US. Foods and Sysco and was able to see a lot of the warehouse members and drivers. It was good to meet the membership.

By Norb Ryan III/Recording Secretary

2017 was a very productive year.

Local 337 recently secured a back pay award for a Sherwood Foods member in the amount of \$11,000. Union steward Paul Halas was instrumental in assisting Local 337 with getting the member paid. The member was classified in the wrong classification for two years. Had he had not been with the Union he would just be out of luck and of money.

Kowalski's contract was recently done, overwhelmingly ratified by the membership. The offer contained substantial raises.

Ferndale Labs contract ratified in November by a 3 to 1 margin.

I am constantly battling employers, as the other agents are on behalf of the Local 337 membership. It is and has always been my passion to work on behalf of the membership. I sincerely appreciate all the years I have proudly represented the Local 337 membership.

May you and your family have a safe and prosperous New Year.

By Davied "Dave" Hughes / Business Agent/ Organizer

Let me say it has been a crazy with organizing. It is a battle organizing new companies; they have the upper hand most of the time with their anti-union attorneys and labor consultants. They threaten employees about losing their jobs, pay cuts, etc. They send letters to their spouses threatening them the same way. Too often they fire employees who they feel are behind the Union drive in attempt to discourage the rest of them. Things that we take for granted in our Union contracts are not afforded to these non-union employees. However Local 337 keeps up the fight to strengthen our Local by organizing the unorganized.

The Better Made route drivers contract is currently being negotiated. The Union stewards have been a huge asset in moving the ball forward

in negotiations. Todd Lince has been assisting in negotiations. I fully believe we will be ending negotiations with a stronger contract than what we currently have.

American Red Cross and the Teamsters have been holding joint Labor Relationship meetings to foster better relationship between the Locals and Red Cross. Establishing these relationships helps to resolve some issues before they get out of hand. We also have negotiations beginning soon.

Recently I had meetings with Integrated Supply Chain Solutions. There were issues with health insurance as well as overtime postings being consistent and honored. The issues have been resolved.

By Alex Young / Secretary Treasurer

For those contracts recently ratified we are getting copies out to all the members. I am waiting for the Company signed copies from both Frito Lay Detroit and Aramark Wayne State University. Once we receive these signed documents, booklets will be made and dispersed.

I am currently in negotiations with Frito Lay JAL (Jackson-Ann Arbor-Lansing) and Alside Supply Center. Negotiations at least at this point seem to be going fine and hope to conclude both by the end of January.

Our contract with Avis Rent-a-Car is up this coming April and expect negotiations to begin in early March.

Lately, many of the companies I represent have been having hiring issues. At times, this has caused situations that effect our members because of short staffing. We have been encouraging these employers to streamline their hiring process and where we can, encourage them to increase pay. Administrative Assistant to the President Todd Lince assisted me in successfully negotiating an increase in pay for the Avis Bus Drivers this past July, implemented immediately ahead of the expiration of the contract.

Lastly, I want to mention I have recently dealt with some post-accident drug tests where the member have failed the test. In none of the circumstances was the employee/member impaired. However, the companies involved have a zero-tolerance policy and we were unable to reverse the terminations through the grievance process. Not sure what the future holds as marijuana laws change, but even folks with medical marijuana cards are not protected by the state statute which does not protect private employment.

Have a great New Year!

DETROIT GENERAL MEMBERSHIP MEETINGS

2700 Trumbull Ave.

JAN-21-2018

FEB-18-2018

MAR-18-2018

APR-15-2018

MAY-20-2018

JUN-17-2018 (Historically Adjourned)

JUL-15-2018 (Historically Adjourned)

AUG-19-2018 (Historically Adjourned)

SEP-16-2018

OCT-21-2018

NOV-18-2018

DEC-16-2018 (adjourned)

Meetings start at 9:00 am sharp!

Port Huron Meetings

2441 Water St.

JAN-7-2018

MAY-6-2018

SEP-9-2018

NOV-4-2018

***Meetings start at
9:00 am sharp***

Get A Withdrawal Card When You Leave Your Job

WITHDRAWAL CARD REQUEST

Please PRINT!

Name _____

Social Security # _____

Telephone # _____

Address _____

City _____

State _____ Zip _____

Company _____

My last day of work _____

Reason for requesting a withdrawal card:

*If you are off on workers' compensation or off-the-job injury,
while off, you have the option to keep up your monthly dues*

Date Signature _____

CONTACTS

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Fax (313) 965-0570

Port Huron Office

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Port Huron, MI 48060

(810) 985-8127

Heather - Administration

Laurie - Accts. Payable

Garrett - Dues Dept.

www.teamsterslocal337.com

Additional Member Benefits at No Cost!

Through a partnership with American Income Life Insurance Company, additional benefits are being provided to all members of IBT 337.

BENEFITS INCLUDE

- A Group Accidental Death & Dismemberment Benefit
- Health Services Discount Card
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Learn more at www.aillife.com/benefits/sgfzz



www.aillife.com
Protecting Working Families

Steve Matous
Public Relations
313.580.3416

AMERICAN INCOME LIFE
insurance company

An AIL representative will contact members who return the reply card to arrange a convenient time to deliver their benefits and review other supplemental insurance benefits that may be available.

Please purchase food products from the following Local 337 companies and support our members.

Coca-Cola

Pepsi

Seven-Up

Everfresh

Faygo

Kowalski

Sherwood Foods

ConAgra Products

Restaurants that serve Sysco and US. Foods

Caramagno

Miceli & Oldfield

Better Made Snack Foods

Produce Terminal

Sara Lee / Bimbo

Northern Lakes Seafood and Meats

Armour Eckrich

Country Fresh Products

Great Lakes Wine & Spirits

RNDC

Frito Lay

Earl Smith

Gerry's Distribution

Smith Distributing

Browns Buns

Kraft

Kroger

**Have a great New Year! See you at the next
General Membership Meeting.**

