

TEAM 337 NEWS



KEEP
CALM
AND
GET
ORGANIZED



Pictured standing from Left to Right: Dave Hughes, Patrick Stephens, Jerry Merril, Lowell Martin, Kimbell Gordon & Vern Schaal were instrumental in the Sygma campaign.

Local 337 would like to welcome our newly organized members:

Penske Logistics, Alpha Baking & Sygma-Monroe Drivers.

Many thanks to all those who played an active role in getting these great victories! We also want to thank the International for all of their assistance in helping Local 337. We look forward to representing our new Teamster brothers and sisters.

Spring /
Summer 2019

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President's Perspective By Mike Martin

We talk all the time about the power, influence and strength of TEAMWORK. That's because when we stand united against the obstacles that are thrown our way, the strength of Unions empower workers to fight back and win.

Whenever we talk about building stronger and more influential Union power, the discussion almost always turns to our Stewards. This is because Stewards, without question, are the vital link in our chain of union leadership. One of the great privileges Local 337 has, is working with our Stewards in grievance hearings, arbitrations, legislative activities and contract negotiations. Local 337 is fortunate to have a diverse and dedicated network of Stewards who are always ready to respond to any challenge to our unity as Teamsters. A Steward's job is one of the most difficult responsibilities within our local Union. Your Executive Board officers know what each of you endures in pursuit of workplace justice, and I want you to know that we value and respect your commitment to effective Union representation.

Standing up to the boss, demanding accountability in the workplace and refusing to give in to employer demands or intimidation, are the most important attributes of a Teamster Steward. Over the years, Local 337 Stewards have been a force in shaping negotiations, fighting workplace injustice, and being the Local Union's point of contact at the jobsite. A Steward is the front line advocate every single day for building solidarity and cohesiveness in the workplace. Local 337 would not be such an effective voice for the membership without our dedicated Stewards.

A strong active Union is one where rank-and-file stand together to bring about positive and productive change. This is the only way we can improve the lives of our Teamster members. Your job as Steward is to make sure your Local Union is strong. A Local 337 Steward has the opportunity to energize and mobilize the true source of Local 337's strength: our membership. Every day, the Steward is the individual who members see and interact with when they are at work. In the eyes of most of our members, they are the voice and the face of the Union. When members have faith in their Steward, they will have faith in their Union.

A Steward's daily interaction with the membership is essential to our Union's success. This is especially true when it comes to new members, those with little or no clear understanding of why the workplace has a Union, or exactly how the Union protects the jobs and rights of the workers. Stewards have a number of duties. They provide leadership in the workplace. They organize co-workers to take collective action. They communicate with the members, the Local Union, and the Employer. Each and every Local 337 Steward needs to understand their role and responsibility within the Union, and work to fulfill their obligations as the worksite leader. The fundamental truth about the Teamsters Union is that member involvement in Union activities builds Teamster power in the workplace.

All Local 337 Stewards should take great pride in the work we have accomplished together. I ask them to help us maintain the industry-wide respect we have earned together. I want to thank them, as at the end of the day, Local 337's team is not complete without them and their commitment to building a stronger Local Union for all our rank and file members!

WHAT WE TAKE FOR GRANTED

Some days we take for granted a lot of rights we have in the workplace. When I bargain a brand new contract from scratch, I'm dumfounded that so many non-union employees do not have the same basic rights that our Teamster members currently have.



We as Teamsters take for granted that we have the right to grievance and arbitration procedures to grieve our contractual issues, pay disputes, insurance disputes, as well as harassment, discipline, and termination issues. The grievance mechanism also has the ability to make a Company take a pause to decide if it is worth a fight. They know the employees have a tool to fight back if they have been wronged.

All of us have heard of “**A Fair Day’s Pay for a Fair Day’s Work**”. It rings true today as it did back in the 1800’s. Your wages are predicated on what is bargained. Part of being in the Union is that everyone is equal. It

doesn’t matter what your gender, race, orientation, color of your skin is. What matters is that you have a contract that is blind to the aforementioned, and that you are treated equally for your pay. Knowing when you are getting a raise is very important. You don’t have to worry whether you are the boss’ favorite, a relative or friend. You have a contract and it is defined when you should receive your pay increases.

Seniority is a basic premise of a contract. It sets the stage for bidding vacations, jobs, shifts, overtime, layoffs, etc. Without seniority, an employer could manipulate the group by playing favorites.

What I listed above is a fraction of the things that Local 337 has in its contracts. It is important that you read your contract. If you don’t have one, please ask your Union steward for a copy. Everything is important in your contract. It may not impact you everyday, however, at some point it may.

*Many members who have came before us and
work along side us today fought for what we all enjoy.*

It did not come without a struggle.

*Even today we have to fight to **gain** and **retain** what we have.*

Todd Lince~Administrative Assistant to the President

Recording Secretary

“If there is no struggle, there can be no progress.” Frederick Douglas

2019 TEAMSTERS LOCAL 337



THANK YOU STEWARDS!



Box lunches being delivered for the stewards training by our Aramark Wayne State University members Shaun Cotton and DeMarcus Hollins.



STEWARD TRAINING



Teamsters Helping Hands

25th Annual Golf Outing



When: Saturday, June 22, 2019

Where: Bruce Hills Golf Club 6771 Taft Rd. Romeo MI Ph. 586-752-7244

Time: 8:00 a.m. Registration 9:00 a.m. Shotgun Start

Lunch Raffles Awards Dinner Laughs

Come out and Join us for our 25th annual Teamsters Helping Hands golf outing. Helping Hands is a 401(c) charity that relies solely on contributions to this event.

The money raised for Helping Hands has assisted many of our Teamster Sisters and Brothers who have experienced an urgent need for help. Examples are providing assistance with unexpected funerals or food for union families where the main provider has experienced a sudden loss of income due to unforeseen hardships such as a medical emergency or illness that caused a loss in wages.

We welcome and encourage members, employers and friends of Labor to participate in this important event to help raise funds, make new memories and share some laughs.

Thank you in advance for your support. We can't do this without you!

Sincerely, Teamsters Helping Hands

TEAMSTERS HELPING HANDS



Secretary-Treasurer's Update

By Al Young



WORKERS' COMPENSATION

SOCIAL SECURITY DISABILITY (SSDI) CASES

THIRD PARTY CASES

- Construction Accident Litigation
- Auto Accidents
- Products Liability
- Medical Malpractice
- Any Injury Case

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PENSION OFFSET ISSUES

ASBESTOS/TOXIC EXPOSURES

FEES

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Financially we are looking good as we enter the second quarter of the year. Our finances remain strong and we expect growth in 2019. Our recent organizing victories have given us renewed energy to pursue some other opportunities. Obviously, if you have any leads, please pass them on to your business agent.

As the Political Director for Local 337, I am pleased that this year started with the swearing-in of politicians who are more in line with the concerns of workers. One such politician is in the side photograph. Teamster Brother and friend Isaac Robinson who won his election to the Michigan House District 4. Representative Robinson comes from a family with years of public service and if you've heard him speak at one of our Union meetings you know his passion.

To overturn the obstacles of "Right to Work" and the elimination of "Prevailing Wage" we need more pro-worker elected officials in 2020. To make that happen we need your help. If you are not participating in D.R.I.V.E. we need you to sign up.

D.R.I.V.E. is the acronym for Democrat Republican Independent Voter Education. D.R.I.V.E. is our political PAC (Political Action Committee). We use the PAC money to support candidates who work

on behalf of our members. Having a financially strong PAC is important. We need the resources to be able to lobby for things like restoring the film credits and protecting pipeline jobs. Simply, we support politicians that support us.

Soon your B.A. and a D.R.I.V.E. representative from the International will be visiting your shop. Please help us elect pro-labor candidates who will work to enact legislation that improves workers' lives and also work to overturn legislation that hurts labor. We ask that you contribute \$1.00 or \$2.00 per week.

Hope you are enjoying the spring.



Business Agent Talk

By James "Jim" Parrinello /Vice President

Local 337 is moving forward in the right direction with our political and organizing models. So far we have organized approximately 500 new members and have secured some friendships in the political world.

We have been working hard for all our members dealing with the pension crisis and pressuring our politicians to do what is right by the people who put them in office. However, we have a long way to go to get it resolved.

I've been working with Todd Lince on several contracts including Heartland Steel, Northville Downs, and RG Eisenhardt, and two of our beer distributors.

Pros Services, First Student and Ryan Transportation contracts are complete and were overwhelmingly ratified.

Unfortunately and sadly, after 80 years, Hazel Park Raceway closed its doors. It was sold to a developer who turned it into an Industrial Park, with one of the owners being Amazon.

**JUST 4
FUN
JIM'S
LUCKY
NUMBERS**



**337
1937**

Dave Hughes and I recently attended the Building Trades Conference in Lansing as delegates for the convention. We were able to speak with several Senators who may be willing to help us out with upcoming issues for Local 337.

So far 2019 has been a productive year for our members of Local 337. We want that momentum to keep the Local growing and becoming stronger.

By Tony Reisdorf /Trustee

Faygo – Thanks to the hard work of our warehouse Stewards at Faygo last month, we were able to get two of our Teamster Brothers returned to work in a timely manner. Business has been good at Faygo and the membership is enjoying the overtime-earning opportunities that they have been afforded.

Dr. Pepper Keurig – We are currently bargaining over safety vests and an electronic device policy for the warehouse classification. Congratulations to Driver Paul Jordan on his retirement from Dr. Pepper Keurig. Paul was a 40 year Teamster Member!

Great Lakes Coca-Cola – Currently there are 7 pending Arbitrations at Coke. Two were heard in February and we should be getting a response from the Arbitrators this month. Two are scheduled for March and one for April, with the others in the process of being scheduled. Coke is also reconfiguring both the Van Buren and Highland Park warehouses, which we have great concern over. The Merchandising department is finally hiring after our Stewards have been telling the Company for months that we have been understaffed, which is good news for our Merchandisers, as they were heavily overworked for the Holidays due to this.

Pepsi Detroit – Contract negotiations will be taking place this September. The Union has big concerns over a new delivery system that the Company already has in place throughout the country but not at Detroit. In the warehouse we are happy to report that a long time Supervisor who was a problem and continually lied to the employees has been relieved from his job, thanks to our Stewards revealing these lies and games through the Grievance Procedure.

Pepsi Howell – As has been the case at many Teamster facilities during this frigid winter, we have been battling heat issues in our warehouse. With the membership and Stewards standing tall and using the grievance procedure, I am confident we will get some heaters repaired and hopefully resolve this ongoing issue.

Everfresh – The Company has installed some new equipment within the facility and tried to do the work using outside contractors. The two Stewards politely told the Company that would not be happening, filing Grievances for pay and insisting the Maintenance Department do the electrical work, to which the Company complied.

By Jeff Lee /Trustee

It certainly has been a busy and productive year so far. 2019 is the year of STRONG contracts! It is shame that in a right-to-freeload state like Michigan we have individuals who ride on the backs of others who are members. It is the ability to negotiate strong contracts that is going to not only retain our membership, but to grow it.

Since our last newsletter, with the help and guidance of our committees, we have negotiated and ratified the following contracts with economic improvements across the board as well as better working conditions:

- | | |
|--------------------|-----------------------|
| 1. Touchpoint | 2. Perfection Detroit |
| 3. Ben B. Schwartz | 4. General Linen |
| 5. MDAHS | 6. Conagra |
| 7. Brown's Bun | 8. Cintas Detroit |

I am currently in negotiations with the following companies with Todd's assistance. We are expecting the same improvements in economics as well as working conditions. We are not backing down, only going forward:

1. Aramark
2. Serra Brother's
3. Alpha Baking, which is a newly organized group.

Kurt Denzer, the stewards, and I have been battling Brighton Hospital over a wage reopener. The company is crying poverty as their CEO is getting huge amounts of money.

Unions are Good for America and all Americans! We are associated with higher productivity, lower employee turnover, improved workplace communication, and a better trained workforce.

By Kurt Denzer /Business Agent

It's been a busy start to the year with all of us at the Local working on organizing Sygma. We had a successful campaign with the drivers voting to have Local 337 represent them. We look forward to putting together a contract that addresses their concerns and gets them fair representation.

In January I finished the Central Detroit Warehouse negotiations. With Todd's assistance, we negotiated the best raises that the members have received in over a decade. We maintained their good health insurance and our members received a signing bonus. The vote took place in January and it was ratified unanimously.

US Foods Kalamazoo signed a one year extension with a raise and bonus. I look forward to merging the Kalamazoo contract with the Wixom contract in 2020.

Sysco continues to harass and mistreat their employees on a daily basis. Whether it's creating new work rules or twisting contractual language or existing work rules, they continue to find new ways to mistreat their union employees. I have multiple arbitrations coming up to counter the unfair practices that have put in place. With some favorable rulings, we will be able to effectively fight the practices that Sysco has been using.

I have been visiting both the day and night shifts at many of the companies, along with visiting drivers before and after their routes. I am looking forward to representing members in the food service industry as well as members in the health care profession throughout the 2019 year.

By Todd Lince/Recording Secretary

I would like first of all thank our members and stewards of Local 337. Being one of the biggest Teamster Locals in

Michigan, if not the biggest, it is a privilege and honor to represent our members. We have strength just in our pure size of membership. Employers know that we have the ability to apply pressure on them if needed. We forget sometimes that we are Teamsters. We have a reputation for being tough and we need to remind Companies to respect our Union. One way of showing Companies our strength in the workplace is by sticking together. It isn't always the Business Agents who have to do it. Our membership has the power as a group to show a Company we are not backing down if we are not respected.

I have been bargaining multiple contracts with most of the business agents. Bargaining existing and brand new contracts in the Local is my primary job. I am also the Michigan Brewery and Soft Drink Director. Between the contracts and the Companies I represent, it has been extremely busy.

As some of you know, we have been getting Local 337 t-shirts out to the members in stages. It was an expensive endeavor, however, it was long overdue and we need to show our Teamster Pride. Local 337 also teamed up with Hall Financial to save our members money on home mortgages. Please give them give them a call if you need a mortgage. They are a Michigan owned company.

I have been processing grievances with my companies with the assistance of the stewards. We win the majority of the grievances and arbitrations. As most of you know, sometimes we lose grievances because the facts don't support the grievance or the contract language doesn't support the issue. It is important that we file grievances. that have merit. Our stewards are great resources to ask if the grievance or issue has merit.

By Davied "Dave" Hughes / Business Agent/ Organizer

attending various High Schools in the Port Huron area and speaking to the

I have been working vigorously on contracts and servicing the membership while focusing on organizing, both externally and internally. We recently ratified Better Made Snack Food's contract along with the Red Cross local contract. Currently, I'm working on the Integrated Supply Chain Solution's contract as they are on a 45-day extension. The main issue with them is health care costs.

I have acquired most of Norb Ryan's companies since his retirement in December. It has been a great pleasure getting to meet so many members and forming a working relationship with the companies. It's an honor for me as a newly-elected Trustee for Local 337, and I consider this to be a great honor

I am extremely excited about being part of the recent successful organizing campaign with Sygma Network, which includes 116 drivers in the Monroe area. It was truly a valued effort from the Local as well as the IBT. I would like to thank Local 284 in Columbus Ohio, especially Brian Basham and Patrick Quinn for helping out along the way. I couldn't have done it without them! Welcome Sygma!

As Recording Secretary for the Blue Water Building Trades Board, my most recent involvement has been



students about the benefits of

By Alex Young/Secretary Treasurer

Brothers and Sisters,

2019 is moving at a fast pace. It's hard to believe we're three months in.

Penske (Kroger Warehouse): A new addition to the companies we represent, is handled by both Trustee Jeff Lee and myself. Our Local with the assistance of the International successfully organized this group last summer. At the time there were approximately 70 unit employees. Currently, we are above 225 and headed for a unit of 400. It is an exciting challenge dealing with a new company, a new group and new stewards, who by the way are doing an excellent job.

Frito Lay: We recently met at the request of the company to discuss the implementation of a new delivery system called BluePrint/Pre-sell. Language for this change was negotiated and ratified in the last contract talks. During our discussion we reached Letters of Understanding for both JAL and Detroit that clarify the scope of the implementation. The company's go-live date will be in September 2019 and there are two new additional classifications added to the bargaining unit.

AJM Packaging: This company was recently assigned to me, and I am currently looking at ways to strengthen unit participation. Trustee Davied Hughes has been assisting me with recent plant visits and encouraging members to actively participate in safety, communication, and welcoming committees.

I have three contracts expiring this year Aramark Refreshment, Frito Lay Detroit, and Variety Vending.

The recent Steward Seminar was a success. The focus was on the importance of mobilizing participation and internal organizing. Since 2013, when the Right to Work law was implemented in Michigan, our Stewards have been assigned an additional role of "Internal Organizer." They are the point of contact for new members regarding Union matters and it is important that they meet our Union Stewards get a brief walk through of the basics, which are: you are not an at will employee, your terms and conditions of employment are in writing, and you have a grievance and arbitration procedure in your contract that will enforce those terms and conditions. For a unit to have strength and remain strong, new workers must be recruited. This role belongs to all of us; the membership is the Union. Take a moment and welcome new employees. Inform them of the benefits of becoming a Local 337 member. Companies don't just grant the terms and conditions that are in your collective bargaining agreement. The membership constructs proposals, the Union Committee negotiates them, and the membership ratifies the contract. Democracy in the workplace.

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Local 337's Executive Board

**DETROIT GENERAL
MEMBERSHIP
MEETINGS**

Health & Welfare Building

2700 Trumbull Ave.

APR-28-2019

MAY-19-2019

JUN-16-2019 (Historically Adjourned)

JUL-21-2019 (Historically Adjourned)

AUG-18-2019 (Historically Adjourned)

SEP-15-2019

OCT-20-2019

NOV-17-2019

DEC-15-2019 (adjourned)

Meetings start at 9:00 am sharp!

www.teamsterslocal337.com

Checkout our App on your phone.

**Port Huron
Meetings
2441 Water St.**

MAY-5-2019

SEP-8-2019

NOV-3-2019

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

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