



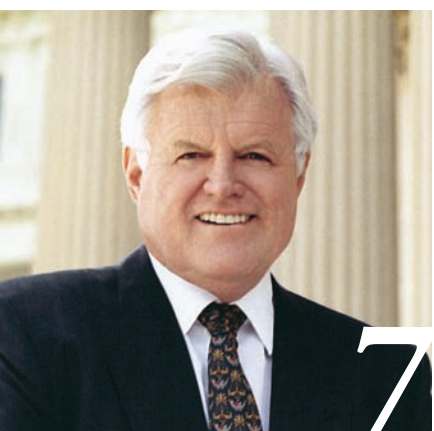
# The Spokesman

FALL 2009



## **Local 25 Endorses Coakley for Senate**

Teamsters Unanimous in Decision for Sen. Kennedy's Seat



## VISIT THE *Left Lane*

The "Left Lane" is the name of the new Teamsters Local 25 Store, which is housed in the Day Room at the headquarters at 544 Main Street, Charlestown, Massachusetts.

The store features a select number of different items offered on a seasonal basis: shirts, hats, jackets and sweatshirts. There will also be specialty items available throughout the year.

The store will be open from 8 a.m. to 1 p.m. Monday through Friday, and one hour before and one hour after the monthly meetings.

The store will accept cash, credit card or debit card. For more information call (617) 241-9687

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# The Spokesman

Sean M. O'Brien, President/Principal Officer

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Secretary-Treasurer

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Vice President/  
Business Agent

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# Message from the President



*More than ever,  
we need to  
remain united to  
get through these  
difficult times,  
and to help our  
Local 25 brothers  
and sisters who  
are struggling.*

**–SEAN M. O'BRIEN  
PRESIDENT/  
PRINCIPAL OFFICER**

## **Dear Brothers and Sisters:**

As 2009 is about to come to a close, we still face a terrible economy with many of our members' jobs vulnerable, especially those jobs in the carhaul and freight industries. There are promising signs that the economy will turn around, but the unemployment rate remains very high nationwide and here in Massachusetts. More than ever, we need to remain united to get through these difficult times, and to help our Local 25 brothers and sisters who are struggling.

Fortunately, I have some brighter news to report. On August 11 and 12, nearly 200 workers who deliver products to the iconic Dunkin' Donuts stores in New England voted to join Local 25. The drivers and helpers at Northeast DCP in Bellingham, Massachusetts voted 100 to 78 to join Local 25, defeating the company's anti-worker, anti-union efforts to deny these workers their federally protected rights to form a union. The victory was due in large part to our worker-to-worker organizing efforts. Welcome to our new Northeast DCP members, and we are working to negotiate a strong first contract now.

On the political front, Local 25 is endorsing Attorney General Martha Coakley for United States Senate, to fill the seat of the late U.S. Sen. Edward M. Kennedy. Coakley will have big shoes to fill, but she is an independent, aggressive and competent leader. The Executive Board of Local 25 unanimously agreed that Coakley is the best candidate to serve in the U.S. Senate.

Congratulations to Boston Mayor Tom Menino, who recently was elected to an unprecedented fifth term as Hub mayor. Local 25 proudly endorsed Menino as a leader who always supports working families, and who fights for issues that matter most to our members. Mayor Menino has proven himself time and time again as an honest, accountable and stand-up man. We look forward to working with Mayor Menino on important issues during his new term.

Thank you to all the members who participated in the Autism Speaks Walk event October 18 at Suffolk Downs. Members braved the cold temperatures, strong wind and rain that day circling the racetrack for such a great cause. We as a family and team raised \$17,000. Please watch for further information on our "Gala for Autism" to be held on Saturday, April 10, 2010.

While the economy in general sputters, the movie industry in the Bay States continues to boom. According to the state Department of Revenue, at the end of fiscal year 2008 moviemakers spent \$676 million. Also, direct employment of state residents in film production rose by 537 percent (3,177 new jobs) since 2006. That benefits Local 25 members, who are getting more work on films. Plymouth Rock Studios, a film and television digital studio complex, is coming soon to Plymouth, which will create even more film-industry jobs. We continue to work closely with the state and the studios to make sure these jobs remain high-paying Teamster jobs.

I hope all our Local 25 members, staff and friends have a joyous holiday season, and a Happy New Year.

Fraternally,

A handwritten signature in black ink, appearing to read "Sean M. O'Brien". The signature is fluid and cursive, with a long horizontal stroke at the end.

**Sean M. O'Brien**  
President/Principal Officer

# Business Agent

*Dedicated to Our Local Union Members*



*Secretary-Treasurer*  
**Mark Harrington**

The International Union, along with the local unions and Joint Councils representing carhaul Teamsters, have embarked on a national campaign against General Motors and Chrysler in an effort to bring carhaul jobs back to the Teamsters.

We have been out handbilling dealerships all over the state to educate the public about the fact that cut-rate carriers may destroy professional Teamster carhaulers' work. I would like to thank all that have given their time to that effort.

GM and Chrysler are seeking unrealistic rate cuts that would put the Teamster-represented companies out of business, costing thousands of union carhaul jobs. Our members have been hauling new cars for more than 50 years, and we need to do whatever it takes to save these good Teamster jobs. You can get more information at [www.teamster.org](http://www.teamster.org). The union also has set up a web site to educate the public at [www.CarBuyersBeware.com](http://www.CarBuyersBeware.com).

At New Penn, the vote to accept the contract modification has passed system wide. The leave of absence clause has helped some of our members attain additional pension credits. Local 25 remains committed to helping as many members as possible receive pension hours.

I recently held our quarterly oil division meeting, and we had very strong attendance. I reported on the various companies within the division. We look forward to a cold winter!

After much delay, Gerry Godin and I were able to get the Boston College job turned over to a union concrete company. Boston Sand was the recipient.

In closing I would like to thank you for your support. To be elected unopposed is a great honor. I look forward to continue to serve you. From my family to yours, I wish you a happy and healthy holiday season.



*Vice-President and Business Agent*  
**John Murphy**

I have been in contract negotiations with Continental Airlines, Signature Flight Services and Boston Tow recently.

Boston Tow is looking to scale back manning on their boats as well as

proposing a zero increase in year one and a wage reopener in year two of the contract. The way the economy is right now, this is not a surprise. Companies nationwide are trying to freeze or even reduce wages in an attempt to defer costs and save money.

Continental Airline, along with most other airlines worldwide, is hurting financially. These negotiations will not be easy and will take some time to complete.

In freight, YRC filed another change of operation two weeks ago. This change will have a minimal effect on Local 25 as we will receive only a few extra zip codes in Tyngsboro. The company is still trying to stay in business. Our members, as well as our benefit funds, have done all we can. It is now up to the banks, bond holders and company to make it work. This may well be the end of YRC, and a huge hit to the funds.

I attended a DHL two-person meeting in Detroit last week to discuss another severance package to our remaining members at DHL. The company has lost \$3-4 million over the last year and is looking for concessions in our contractual language, as well as this new buy out.

In the Public Service Division, we recently held a meeting with all the stewards involved with the transfer of the Tobin Bridge employees. The seniority and bidding issues have been resolved, and we are now in the process of negotiating with MassDot. We also negotiated a memorandum of understanding (MOU) to remain the bargaining agent for the employees of the bridge, if we are to negotiate a new agreement before the final transition period.



*Business Agent*  
**George Slicis**

Since my last report to you, I have worked extensively on many arbitrations and contracts.

I recently had an arbitration for a driver that works for Angelica Textiles Services who was wrongfully terminated. I have sent in the brief and the decision is due later in December.

Another arbitration was recently filed against Lindenmeyr Munroe for a vacation violation. That case will be held in late January.

I also have an arbitration filed against the town of Sudbury for vacation time violation. That case will be heard in February.

Local 25 President and Principal Officer Sean O'Brien has assigned the American Red Cross members to me and I have the proposal package together. We will be starting negotiations in the

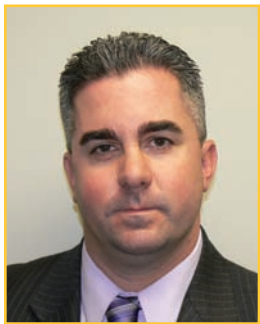
# Reports

next few weeks. I look forward to working with this group and hope to secure a good strong contract for the members.

UPS is going into the busy time of year and there are a lot of new hires that are starting there. I would ask my stewards as well as other members who work at UPS to talk with these new hires and get them involved with the union and help them along with their new job so they will be successful in getting a steady job at UPS.

I would like to thank all the members at Teamsters Local 25 for the honor to serve them the last three years and I look forward to the challenges in the next three years of my term.

Happy holidays to you and your families.



*Business Agent*  
**Tom Mari**

In my last report I spoke about the University of Massachusetts Lowell Police Department where the tentative agreement was stalled when the university's negotiator tried to slide a parking fee into the agreement. I then filed labor charges against them and after many

meetings at the labor board, we were successful and our members will not be paying a dime for parking. The contract was ratified this past August.

Negotiations with the newly organized CPL are ongoing and I hope to have this first contract completed in the next month. This group delivers all the donuts to 75 different Dunkin' Donuts stores in the Boston area.

DCP is the other group that is affiliated with Dunkin Donuts where we have 200 newly organized members and these negotiations started in October. I have been assigned this group as the business agent and President Sean O'Brien will be the lead negotiator during negotiations, which has been a great experience for me and the committee.

I also want to report on my new assignments where I have been assigned Capitol Waste, Allied Waste, and Sunrise Scavenger, where there are about 350 members. We have many challenges with the trash industry and I look forward to taking them on.

Last, at DHL we were successful at the national panel over the summer in winning a case that has paid out \$25,000 in penalty payments to three members. The company has also approached the IBT looking for concessions to the current national agreement, which I do not support. We have a contract until 2013 and that should not change.

I want to wish all members and their families a safe and happy holiday season.



*Business Agent*  
**Bob McAllister**

For the past seven years, you, the members, have given me the honor and privilege of serving as one of your business agents. I will be leaving that position at the end of the year but before I move on I just want to say thank you to all who have sup-

ported me throughout my two-plus terms. Thanks to President O'Brien for his great leadership. The best thing that happened to Local 25 is that you passed up that other job you were offered. Thanks to all my fellow officers and agents whom I believe are the absolute best in the business. They work tirelessly to ensure that Local 25 members have the best contracts and representation than any local in the country. Thanks to my stewards who have done their jobs so well that they made my job so much easier. Special thanks to our greatest asset, our retirees, who never stop being Teamsters. But it is you, the rank-and-file members, that go out and do your jobs every single day and continue to show the companies that the Teamster workers are the best workers out there.

As I bid so long I urge you all to keep this movement going by supporting all Teamster companies that employ our members. When you purchase your groceries, be sure to shop at Stop & Shop where we have more than 1,000 warehousemen, drivers and mechanics. While you're shopping, pick up some Breyers Ice Cream, some sugar delivered by our members at Rothstein and some fresh produce that came from Arthur Silk, Community Suffolk, D'Arrigo, Mutual, Cerasulo, Strock, Condakes and Tavilla, all transported by our drivers at DiSilva Trans. and Manfi Leasing.

When you go out to a restaurant, look for the US Foods, Costa Fruit or Lowell Bros. trucks making the delivery. They're Teamsters. The linens and uniforms were probably delivered by our members at Crown, Aramark, Angelica or Delaney. The booze you purchased was most likely delivered by Gilman or MS Walker and came in boxes made by our members at Smurfit-Stone or Rominow.

When you need building materials you may want to know that Bird, GAF, Beacon Sales, Bradco, Catalano, Independent Pipe, Ryerson Steel, Admiral Metals, New England Millwork,

# Business Agent Reports

Waldo Bros, Waltham Lime and Cement, Northeast Electric, as well as Arlington Coal and Lumber all have Local 25 workers. When construction is going on, look for the Teamsters pouring concrete for Boston Sand or Aggregate. You'll see Teamsters hauling for Testa, Gioioso, Harrington Bros, JF White, New England Foundation and North American Industries just to name a few. The rigging was probably delivered by our members at Shaughnessy, Marr, OB Hill, Safway or Glancy. The trucks they drive are probably using parts supplied by Milton CAT or Cummins Northeast.

Be sure to support our Teamster oil companies like Global, HOP, Needham Oil, Northeast Petroleum, Taylor or Petroleum Heat and Power. Buy gas for your car from HESS or for the car you rented from our members at Hertz. It was delivered by our guys from Brewer. Get your tires from Quirk or Cambridge Tire. Make sure you look for the XPEDX, Atlas, Arrow, RIS or Lindenmeyr trucks when you need paper products, and call Cambridge Offset for you printing needs—they're all Teamsters! Ship your freight with Yellow, Roadway, New Penn, UPS Freight or Horizon Air Services. All your small packages should go through UPS or DHL.

When you drive through Woburn, Everett, Chelsea, Cambridge, North Reading, Cohasset, Boxford, Hingham, Watertown, Winthrop, Somerville, Tewksbury, Norwell, Acton, Sudbury Melrose and Brookline you will be proud to know that Teamsters provided many of the services. Many of their Teamster 911 dispatchers and police officers are there to handle your emergency.

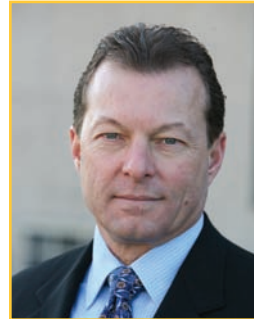
Stop in any town and get a cup of fresh Dunkin' Donuts coffee supplied by our newest members and pick up a Boston Globe to read on your break. Stop at a blood drive that is set up by our members at the Red Cross. Many of the school buses for First Student are driven by Teamsters as are all the RIDE vehicles and some of the Peter Pan buses you see every day. Make sure your trash is picked up by our members at Capital, Allied Waste, Jet-A-Way or Sunrise Scavenger.

When you are on the way to Logan Airport, take a ride on the Logan Express, driven by our members at Paul Revere. At the airport our members at MassPort will keep the runways clear as you take off on a Continental, United or Air Canada flight or perhaps your private jet that you parked at Signature, all worked by Local 25 members. The meal you have on the plane just may have been prepared by our new members at Gate Gourmet. As you take off look below for the Boston Tow tugboats working the harbor.

Send your child to Mount Ida College where our members take care of the grounds or to UMass Lowell or UMass Boston. Our members will keep the students safe. Take a break from all the hustle, relax and watch one of the many movies that are being made in Boston with the help of Local 25 drivers. And finally, when you are looking for that final resting place, consider

St. Michael Cemetery, where Tom Turner and the boys will give your plot that special care that only Teamsters can provide.

And once again, don't forget Toys for Tots!



## *Business Agent* **Robert Fabrizio**

In the last Spokesman, I reported that I was currently in negotiations with AmeriCold Logistics, a cold storage warehouse company in South Boston, and I was also preparing to start negotiations with Kuehne & Nagel a logistics Company in Franklin,

Massachusetts. I am happy to report that both contracts were ratified over the summer. The members at AmeriCold Logistics ratified a new three-year agreement that includes yearly wage increases along with the yearly 10 percent needed into the New England pension plan. I want to take this time to thank Steward Jimmy McGrath in helping me in what turned out to be difficult negotiations—job well done.

The members at Kuehne & Nagel overwhelmingly ratified a new three-year agreement which includes yearly wage increases of 3 percent, 3 percent and 4 percent, along with the 10 percent needed into the New England pension plan. I would like to thank Steward Steve Brockway and Jesse Lesieur in helping me in these negotiations. Congratulations to the members of both of these companies.

I have two contracts that will be coming up for negotiations in the coming year; the first one is Milton CAT in Milford, Massachusetts. They are the New England distributor of Caterpillar machines, parts and service. Teamsters Local 25 represents the members in the parts department and their contract expires this coming June.

The next company is Joint Venture which is in Readville, Massachusetts. They are one of three companies which handle the para-transit program known as The Ride for the Massachusetts Bay Transportation Authority, commonly known as the M.B.T.A., who contracts out to private vendors and whose job it is to pick up and transport disabled and handicapped passengers throughout the Boston area. Teamsters Local 25 represents two out of the three vendors. Joint Ventures contract expires on June 30. I will be scheduling proposal meetings for the members of both of these companies in the very near future.

As of this writing, Business Agent Bob McAllister and myself, along with Joe Conti, the President of the Retiree Chapter of Teamsters Local 25, and the rest of the retirees, are gearing up for this year's Toys for Tots campaign. We are again asking all of you to help make this year's drive a success. This past year's unem-

ployment rate was at 9.7 percent. It is especially important this year that those of us fortunate enough to help those that are less fortunate should do so during this holiday season.

In closing I would like to take this opportunity to say that it has been truly an honor and privilege to represent you as a business agent these last three years in what I believe to be the greatest local in this country under the leadership of President Sean M. O'Brien. I thank you for having the confidence in me, by electing me to another term in this great local and to serve you in these next three years.

I hope you all have a safe and happy holiday season!



*Business Agent*  
**Dave Pietroforte**

The five-year contract for Local 25 Teamsters at Atlas Paper was successfully ratified. One of the sticking points we had in negotiations was a good pension, and I'm happy to report that the issue was addressed and the contract features a great pension, providing retirement

security for Teamsters there. In addition to the pension, wage and other language stayed the same.

Teamsters with the Department of Public Works for the City of Chelsea recently ratified a great contract, featuring significant wage increases. The contract also includes a 6-percent retroactive raise going back 54 weeks. All current contract language was also maintained.

At Chelsea 911, we came to a tentative agreement on October 16. That contract also features a 6-percent retroactive raise, with this one going back 63 weeks.

This winter will be a busy one, with several upcoming negotiations starting soon.

Negotiations for Local 25 Teamsters at Smurfit Stone are right around the corner. Surveys have already been sent out to members of the bargaining unit to get your thoughts on priorities for the negotiations. We'll have a proposal meeting with the company at the end of November.

I will also be starting negotiations soon for G.D. Mathews, a frozen food company, and for Lowell Brothers-Bailey.

We have had many arbitrations lately, starting with Xpedx in Wilmington. We recently settled one case with the company and still have one pending. At the City of Everett, we have two upcoming arbitrations on unjust termination and for failure to pay for working out of grade. Dates for those are early in the new year.

At Sears in Norwood, we held an arbitration in September and briefs are due to the arbitrator on November 20. I will keep you posted on all of these.

Have a safe and happy new year.



*Business Representative*  
**Gerry Godin**

I am currently working on negotiations for our Teamster bargaining unit at Testa Corp. This is the last of the construction agreements and will mirror the other 15 that were completed this spring. We will be starting negotiations with NECC Corp. and all the other sheet metal companies in the coming months.

After weeks of negotiations with the union, Ryerson, a steel company, has decided to close the Wallingford, Connecticut branch and move to work to a Local 25-represented facility in Devens, Massachusetts. This will result in more jobs instead of layoffs.

Recently, I settled an arbitration at Praxair after they subcontracted our work. Local 25 Teamsters who were affected will receive payment for the lost work opportunity and will perform all deliveries going forward.

Much like the rest of the country, the economic downturn has negatively affected construction projects in the area. Construction locally has been slow, but Local 25 has been aggressive in our efforts, and they are starting to pay off. After numerous meetings, we have signed a project labor agreement for the Spaulding Rehabilitation construction.

We achieved language that includes the delivery of concrete, all site work and rubbish dumpsters. These are issues that we finally have in writing so the contractor can't claim it is a delivery and not covered. This will protect our core industries and create jobs.

Funding for Plymouth Rock Studios fell through, but this is actually good news because it creates a sense of urgency for the developers of the Weymouth Airbase where we have a project labor agreement to build soundstages and housing.

With the release of stimulus money comes problems. The use of this money requires the low bidder to get the work and has no union requirement. We are seeing the results of this with the JFK library project in South Boston, where out-of-state contractors from as far away as the Carolinas are bidding this work—and may actually get it.

Local 25 President and Principal Officer Sean O'Brien and I are working to get this work turned over and are very optimistic we will be successful. We will not stop until Local 25 is the norm in the construction industry in Massachusetts. As director of Local 25's construction division, I pledge to continue to police all construction jobs and to put Teamsters in the seats where they belong.

I wish all of you a happy holiday season.



# Local 25 Endorses Coakley for Senate

## Teamsters Unanimous in Decision for Sen. Kennedy's Seat

"We are excited to endorse Attorney General Martha Coakley to fill the void left by the passing of Sen. Edward M. Kennedy in the United States Senate," said Sean M. O'Brien, President of Teamsters Local 25. "Martha Coakley is an independent, aggressive and competent leader who the Executive Board of Teamsters Local 25 unanimously agreed would be the best candidate to serve in the United States Senate."

"I am honored to have Teamsters Local 25's support," Coakley said. "We share many of the same goals to improve the lives of all working men and women—supporting the Employee Free Choice Act and making sure we enact health care reform that provides a viable public option."

Coakley became Massachusetts' first female attorney general in January 2007. She has established herself as a leader on issues affecting Massachusetts residents, including the foreclosure crisis that has plagued families in Massachusetts. In addition, she has protected workers in Massachusetts and achieved record recoveries for employees and the Commonwealth in enforcing the Massachusetts' wage and hour laws.

"Attorney General Coakley has been there for us surrounding the issue of misclassification of workers at FedEx,

wage and hour enforcement, and has pledged to work with us on federal issues like the passage of the Employee Free Choice Act, Express Carrier Legislation, and to stop the outsourcing of aircraft maintenance," O'Brien said.

Local 25 has expressed opposition to worker misclassification—when employers wrongly classify employees as "independent contractors"—and opposes the outsourcing of aircraft maintenance, which raises public safety concerns when the airline industry relies on foreign repair stations for aircraft maintenance.

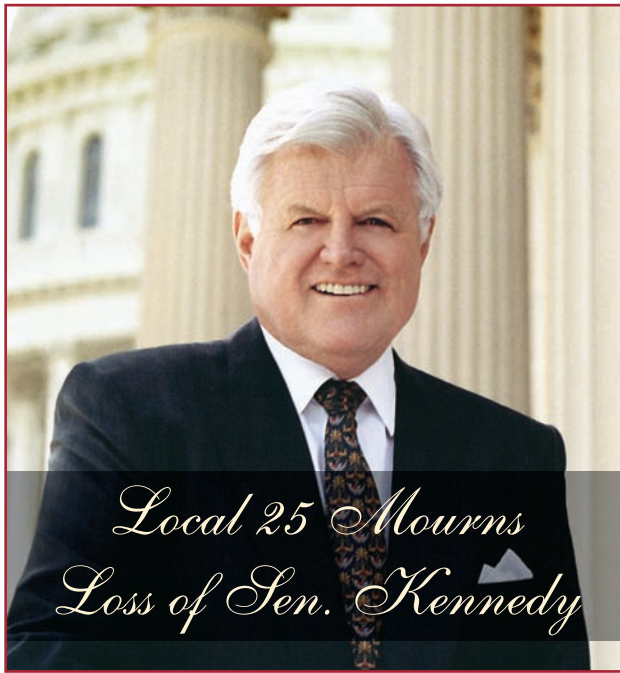
Local 25 will continue to support passage of the Employee Free Choice Act, presently supported by a bipartisan coalition in Congress, that would allow workers to choose whether they want to form a union by simply sign-

ing their name on a card with a majority of their co-workers, and supports Express Carrier Legislation, which would ensure that workers from different companies who perform the same tasks in the same industry—such as express delivery drivers—would be treated equally.

The primary for the special election to fill the late Sen. Kennedy's seat is Tuesday, December 8, 2009. Please vote for Martha Coakley.







*"For me, a few hours ago, this campaign came to an end. For all those whose cares have been our concern, the work goes on, the cause endures, the hope still lives, and the dream shall never die."*

– Senator Ted Kennedy, 1980, spoken after he withdrew from the 1980 presidential election.

On August 25, 2009, organized labor in Massachusetts came together and mourned the death of Senator Edward M. Kennedy. Kennedy fought for workers and their families for 47 years in the United States Senate. In that time, he cast 15,235 votes while a member of Congress.

"Senator Kennedy was organized labor's most prolific advocate in the U.S. Congress. He never relented when he was fighting for working people. He fought for affordable health care, a minimum wage, work force development and fair trade in our country...he mirrored labor's vision for America. He will be sorely missed," said Sean M. O'Brien, President and Principal Officer of Local 25.

Senator Kennedy's list of legislative accomplishments is second to no one. He authored 2,500 bills and cosponsored 552 pieces of legislation passed into law. He has inspired a legacy of championing health care reform, civil rights, equal rights, education, and a breadth of laws in the public interest over his 46 years as a Massachusetts senator.

Senator Kennedy chose to define his political identity in the vision of health care reform. His dream was to provide quality, affordable health care options to all Americans and he helped pass landmark legislation in that pursuit.

### *Important Kennedy Legislation*

- Civil Rights Act of 1964
- Immigration Act of 1965
- Voting Rights Act Extension of 1970
- Women, Infants, and Children Nutrition Program of 1972 (WIC)
- Civil Rights Commission Act Amendments of 1978
- Refugee Act of 1980
- Voting Rights Act Amendments of 1982
- Civil Rights Restoration Act of 1987
- Immigration Act of 1990
- Civil Rights Act of 1991
- Violence Against Women Act of 1994
- No Child Left Behind Act of 2001
- Bioterrorism Preparedness Act of 2002
- Enhanced Border Security and Visa Reform Act of 2002
- Matthew Shepard Local Law Enforcement Hate Crimes Prevention Act of 2007
- Civil Rights Act of 2008

### *Kennedy's Health Care Legislation*

- Medical Device Amendments of 1976
- Consolidated Omnibus Budget Reconciliation Act (COBRA) of 1985
- Protection and Advocacy for Mentally Ill Individuals Act of 1986
- Nutrition Labeling and Education Act of 1990
- Americans with Disabilities Act of 1990
- Ryan White Comprehensive AIDS Resources Emergency Act of 1990 (Ryan White CARE Act)
- National Institutes of Health Revitalization Act of 1993
- Freedom of Access to Clinic Entrances Act of 1994
- Health Insurance Portability and Accountability Act of 1996 (HIPPA)
- Food and Drug Administration Modernization Act of 1997
- Children's Health Insurance Program (CHIP) in 1997
- Healthcare Research and Quality Act of 1999
- Children's Health Act of 2000
- Minority Health and Health Disparities Research and Education Act of 2001
- Project BioShield Act of 2003
- Pandemic and All-Hazards Preparedness Act of 2005
- Family Opportunity Act of 2006
- Minority Health Improvement and Health Disparity Elimination Act of 2006
- FDA Amendments Act of 2007
- Genetic Information Nondiscrimination Act of 2008

# SWEET SUCCESS

## DUNKIN' RUNS ON TEAMSTERS



**T**he next time you get your coffee and donut from Dunkin' Donuts, you can feel good knowing you're supporting your Local 25 brothers and sisters. Nearly 200 workers who deliver products to Dunkin' Donuts stores in New England voted to join Local 25 recently.

This summer, the drivers and helpers at Dunkin' Donuts Northeast Distribution Center (NEDCP) in Bellingham, Massachusetts voted 100-78 to join Local 25. The 194 workers in the bargaining unit are drivers who deliver all types of items to the stores, including the donut dough, furniture, coffee and coffee syrup, coffee machines, ad displays and other items.

"This victory for the workers is an example of organizing in our core industry—trucking," said Sean M. O'Brien, President and Principal Officer of Local 25. "Our charter going back more than a century mentions Local 25 being a union made up of drivers and helpers. This election brought us back to our roots."

The election process wasn't without problems, and more than one representation election was held because the company violated labor law before the April 1, 2009 election.

### NEDCP Violates NLRA

Two days before the election, NEDCP told the workers that if they voted in the Teamsters, their 401(k) retirement plan would end and they couldn't access their money until their union contract was resolved.

Because this was a clear violation of the National Labor Relations Act (NLRA), Local 25 immediately asked the National Labor Relations Board (NLRB) to overturn the election, which they did, paving the way for a second election.

"The company lost all its credibility by violating the NLRA," O'Brien said.

On July 1, the NLRB ruled that the company violated labor law and a second election was called for. The company had 14 days to appeal the decision and they decided not to.





On July 20, second election dates were mutually agreed on and the election took place on August 11 and 12.

“With less than a month to turn around the results from the first flawed election, we had no time to spare,” O’Brien said. “I made sure that every agent and officer from Local 25 was involved, by house calling and talking to the drivers and helpers on the street.”

On August 11 and 12, the drivers and helpers at NEDCP in Bellingham, Massachusetts voted to join Local 25.

### Utilizing the Web

The NEDCP workers initially contacted Local 25 because they were concerned about affordable health care, changes to their bonus plan, and they want a consistent and strong voice in the workplace.

To help make the campaign a success, Local 25 set up a dedicated page on its local union web site. The web page featured updates about the campaign, fliers and letters from O’Brien. Many of the new NEDCP Teamsters credited Local 25’s strong web presence as key to combating the misinformation put out by the employer.

“The issue of trust was so important in this election, and many of the potential members had long ago stopped trusting their employer,” said Steve Sullivan, Director of Organizing and Government Affairs for Local 25. “That’s why we were so transparent about all of our dealings with the company on the web site.”

Local 25 posted all correspondence from both the company and the union on the page, and they showcased stewards and the local’s community involvement.

### Member Coordination

Utilizing their web site in such a big way wasn’t the only way Local 25 ran such a successful campaign.

“We also coordinated an elite group of member organizers for worker-to-worker organizing,” O’Brien said. “Our members are some of our best organizers and this is just another example of why it is so important to engage our members. All of our agents and officers at Local 25 were also on the ground working this campaign.”

The overall strategy in the second election was to be more visible and use Local 25 members and stewards as organizers.

“We strategically placed our Local 25 van outside the gate every day from 2-5 a.m. and again from 2-5 p.m.,” Sullivan said. “The idea with the van was to force a dialogue between the drivers and the helpers in the NEDCP trucks. As the campaign progressed we saw the tide changing in our favor. We got more air horns and thumbs up, as opposed to blank stares and middle fingers.”

### Helping the Cause

The local did 180 house calls in six different states. They created “VOTE YES” cards and mailed them to all their stewards, asking them to distribute them to Dunkin’ Donuts workers when they saw them on the street. Bobby Aiguier, the leader of the union election at Safeway Scaffolding three years ago, was pulled out of work to help in the campaign.


“Getting Aiguier involved helped a lot,” Sullivan said. “He understood the process of the election and what to expect from the company. He was a valuable addition to our team.”

The newly formed Teamster Horsemen motorcycle group set up a grill and coolers outside the company gate and gave away hot dogs and water to the drivers as they returned back from their daily routes.

“Our members from Stop and Shop, US Foods and Costa Fruit and Produce were instrumental in persuading the drivers and helpers to vote for Local 25 representation,” O’Brien said.

# Calendar of Events


## November 2009

- November 11** Veteran's Day
- November 15** General Membership Meeting 10:00 A.M.  
Union Hall, 544 Main Street Charlestown, MA 02129
- November 26** Thanksgiving
- November 28**  Blood Bank 9:00 A.M. – 2:00 P.M.  
Union Hall, 544 Main Street Charlestown, MA 02129

## December 2009

- December 8** Special United States Senate Election  
Vote Martha Coakley
- December 21** First Day of Winter
- December 25** Christmas

## January 2010

- January 1** New Year's Day
- January 17** General Membership Meeting 10:00 A.M.  
Union Hall, 544 Main Street Charlestown, MA 02129  
(swearing in of new officers and agents)
- January 18** Martin Luther King Jr. Day
- January 19** Special Election to fill Sen. Edward M. Kennedy's  
U.S. Senate Seat
- January 23**  Blood Bank 9:00 A.M. – 2:00 P.M.  
Union Hall, 544 Main Street Charlestown, MA 02129



*Left to Right: Brendan and Sean Sullivan. UPS Chelmsford.*

**L**orenzo Justice always wanted to be a Teamster. For years he was driving his own truck, hauling containers from the Port of Los Angeles. Some weeks he made it. Some weeks he didn't. Diesel was too expensive, he needed too many repairs, or lines to get into the terminal were so long he could only make one or two turns a day—not enough to pay the bills when you're paid by the load, not the hour.

Lorenzo was overjoyed when the port came up with new standards requiring motor carriers hauling containers to purchase new "green" trucks and hire the owner-operators as employees. Southern Counties Express, the carrier he hauled for, agreed to abide by the standards and hired him to pull the containers loaded with goods going to the Kohl's department store distribution center.

But Southern Counties had a surprise for Lorenzo. When he and the other drivers signed Teamster cards, the motor carrier brought in a labor lease firm. And when the drivers signed new cards demanding that the labor lease firm negotiate with the Teamsters, the owner dumped that firm for another labor lease firm...and then another.

So Lorenzo packed his bags flew to the Kohl's headquarters in Milwaukee and confronted Kohl's CEO at that company's annual shareholder meeting. The CEO promised to resolve the problem, boasting that they became as successful as they are by knowing how to resolve problems.

But days after Lorenzo returned home he received a letter from Kohl's saying that after reviewing the case, they believed he should take the matter up with his former employer. That is when Lorenzo realized his punishment for speaking at the Kohl's meeting was being blackballed from hauling Kohl's containers for Southern Counties.

In the end, Local 25 and Teamster locals across the country showed Lorenzo what labor union solidarity is all about. Local 25 spent the two weeks of Kohl's back-to-school sale handing out fliers at Kohl's highest volume stores, a fitting punishment. Kohl's ended up pulling the lion's share of their work from Southern Counties.

Lorenzo feels vindicated, but is still waiting for his chance to join the greatest labor union in America. He sends his thanks to his brothers and sisters in Boston.

# Raising the Stakes

## Magnitude of the Moment

“The theme of this conference is ‘Raising the Stakes’ and that means being involved and being active. It’s about your

## 1,000 Teamster Women Attend Annual Conference



Left to Right: Joan Corey-City of Woburn, Jackie Addison-Massport, Helen Giglio-City of Everett, Leslie Russell-Teamsterscare, Rachael Budau-UPS Chelmsford

Teamster women recently traveled from throughout North America to take part in the ninth annual Teamsters Women’s Conference. Local 25 had a strong showing at the conference of more than 1,000 Teamsters.

The three-day event, themed, “Teamster Women: Raising the Stakes,” focused on the current condition of the economy, as well as strategies for organizing, strengthening labor laws and building strong union workplaces. The well-attended conference featured a packed schedule of speakers, educational workshops and a major rally at Las Vegas City Hall in support of 30 Republic Services recycling workers who had been fired while working to organize with the Teamsters.

The attendees heard from a multitude of special guest speakers, including General President Jim Hoffa; General Secretary-Treasurer Tom Keegel; and U.S. Secretary of Labor Hilda Solis, among many others.

involvement as a Teamster to make this union better and make America better. It’s time to change America,” Hoffa said.

“The magnitude of this moment is not lost on me at all. What a wonderful country this is where the daughter of a Teamster shop steward can go on to be a cabinet secretary for one of the greatest presidents,” Solis said. “In many ways, I feel very close to this union. It was my father’s membership in the Teamsters that allowed my family and my six brothers and sisters to have health care benefits and a good life.”

Solis praised Teamster women for their hard work ethic and involvement in helping workers, and she spoke about the role of the Department of Labor in the new administration.

“The content of the conference was tremendous” said Jackie Addison, Trustee and Chair of the Teamsters Local 25 Women’s Committee.

“We were inspired by the words of Hilda Solis, the newly appointed U.S. Secretary of Labor.

She is the daughter of a Teamster, It was her father’s membership in the Teamsters that allowed her six brothers and sisters to have health care benefits and a good life, Secretary Solis told us”

Teamsters Local 25 sent five members to the 2009 International Brotherhood of Teamsters Women’s Conference.



# Teamsters Local 25 for MAYOR MENINO



## TEAMSTERS DELIVER FOR MENINO

### Mayor Tom Menino Wins Unprecedented Fifth Term with Help from Local 25

Hailing him as a leader that always supports working families, Teamsters Local 25 helped deliver a clear victory for Mayor Tom Menino in his run for re-election as mayor of Boston.

“Mayor Menino has been with Local 25 fighting for the issues we care about, like making sure the trash pick-up in the city of Boston is done by unionized workers, standing tall in favor of the of Destination Resort Casinos, and protecting the public by

insisting on police officers instead of flaggers on construction sites in the city,” said Sean M. O’Brien, President and Principal Officer of Teamsters Local 25.

“He’s proven himself time and time again as an honest, accountable and stand-up man,” O’Brien continued. “We look forward to working with the mayor on these issues and more as Boston continues to prosper as a workable and livable small city.”



# Local 25 Participates in Hazmat Training

Twenty-seven Local 25 members participated in 48 hours of training as part of the International Brotherhood of Teamsters Hazardous Material Instructor Training Grant.

“The safety and well-being of our membership is the highest concern for me as the Principal Officer of Local 25,” offered Sean M. O’Brien. “I want our members to be able to return home every night safely after a day’s work.”

Upon completion of the training, the participants will be equipped to provide our Local 25 members with an increased understanding of the risks involved in transporting hazmat, the skills and knowledge necessary for the proper handling of hazmat, the relevant requirements that have to be met, and the need for performing their duties in a way that will ensure safety of themselves, their co-workers and the community

The 48-hour class was designed to prepare new instructors to teach the DOT Hazmat Transportation Safety and Security Awareness Course. Each Train-the-Trainer course will be taught by experienced IBT mentors. The curriculum of the course will allow newly trained trainers to conduct training for rank-and file members in their local/work area while being evaluated and assisted by IBT mentors.



## Local 25 Hazmat Training Attendees:

Richard Steeves  
Mike Concannon  
Tom Nason  
John Moody  
Pat O'Brien  
Brian Beaton  
John Michaladies

Doug Kinsman  
Adam Strout  
Joe Foti  
Joe Cheever  
John Curran  
Steve Russo  
Frank Barrett

Brian King  
Tom Noyes  
Bill Condon  
Mark Valliant  
Dave Christianson  
Joe DeAngelo  
Jim Gilbert

Jim Wilson  
John Juskiewicz -Instructor  
Jim Donovan - Instructor  
David Espinosa  
Mike Farrell



# NEW ENGLAND TEAMSTERS FEDERAL CREDIT UNION

## THE BOARD OF DIRECTORS

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*Chairman*

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## Check Out Our Card!

- Low Fixed Interest Rates as low as **8.99% APR.**
- No Annual Fees.
- Your Choice of Low Rate or Award Points.
- No Balance Transfer Fees.
- We Take Care of our TEAMSTERS.

*Most Credit Card companies have recently mailed letters to all their card holders announcing they have Raised their interest rates to over 20% APR. We Lowered our rates to help our members during these tough times. We are offering Skip-a-Payments for the Holidays and a NO FEE Balance Transfer and Purchase Promotion rate as low as 4.99% APR.*

**Please call a Member Service Representative for more information, at 1 (800) 343-7126 or visit us at [www.TEAMSTERSCREDITUNION.org](http://www.TEAMSTERSCREDITUNION.org).**

The Board of Directors and Staff of the Credit Union are PROUD of the many achievements in 2009 and looking forward to continuing to improve to tend to your financial needs in 2010.

**Have a Safe and Happy Holiday  
and a Prosperous New Year!**



# TeamstersCare

Board of Trustees  
Teamsters Union 25  
Health Services &  
Insurance Plan

Sean M. O'Brien  
Union Co-Chairman

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Union Trustee

John A. Murphy  
Union Trustee

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Union Trustee

Charles E. Arbing  
Employer Co-Chairman

John Remillard  
Employer Trustee

Tom J. Ventura  
Employer Trustee

John D. O'Reilly  
Employer Trustee

## TeamstersCare Notes

H1N1 (swine flu) is a new influenza virus causing illness in people with typical flu-like symptoms such as fever, chills, vomiting, diarrhea, sore throat, headache, body aches and fatigue. It was first detected in people in the United States in April 2009.

Please note that the seasonal flu vaccine offered by the TeamstersCare Fall Wellness Program was NOT the H1N1 vaccine. The State Department of Public Health will be responsible for directing H1N1 allotments when they become available. Stay current with government updates at [www.CDC.gov/H1N1Flu](http://www.CDC.gov/H1N1Flu).

## Good Hygiene Practices for the Flu Season

Practice these healthy habits:

- Get plenty of rest;
- Drink plenty of fluids; and
- Eat nutritious foods.

Help stop the spread of germs:

- Cover your mouth and nose with a tissue or the inside of your elbow when you sneeze or cough;
- Clean your hands often with soap and water or hand sanitizer; and
- Stay home when you are sick; especially if you have a fever.

## TeamstersCare Open Enrollment

During the month of November, TeamstersCare conducts its annual "Open Enrollment" for active members and early retiree participants. TeamstersCare offers two medical program options: Network Blue or Tufts.

Open enrollment is your opportunity to evaluate your medical program option and make a change, if you wish. At this time you have two choices:

1. Do nothing: Your medical option will remain the same.
2. Change your medical option: If you wish to change your medical option from either Network Blue or Tufts, contact Charlestown Member Services, or go to our web site at [www.teamsterscare.com](http://www.teamsterscare.com) to download a medical program option change form. Forms are due no later than December 1, 2009, and your medical option will change effective January 1, 2010.

## Welcome New TeamstersCare Members

TeamstersCare is pleased to welcome our new plan participants from Sunrise Scavenger. Some of our staff had the pleasure of meeting the new members at a recent benefit review meeting held at Local 25. We look forward to providing you with an excellent benefit program and exceptional TeamstersCare services.

## Important Notice: TeamstersCare H1N1 Flu Policy

TeamstersCare has developed a plan to respond to the 2009 H1N1 influenza (swine flu) to protect the health and safety of our members, visitors and staff. This policy is in effect until the end of the 2009/2010 flu season.

We may ask members, patients, vendors and other visitors exhibiting flu-like symptoms to leave the TeamstersCare facility, or in some circumstances, to wear a mask.

*For patients with flu-like symptoms, we may postpone treatment for non-emergency situations.*

Help stop the spread of influenza; if you feel sick, especially if you have a fever, please stay at home until your symptoms are resolved. We thank you for your understanding and cooperation.

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## Computer **EYE** Strain

About 143 million people in the United States work on a computer at some point every day. According to the American Optometric Association (AOA), 50-90 percent of them experience some computer related eye discomfort. Common complaints include itching, burning, tearing or dry eyes, headaches and blurred vision. The term "Computer Vision Syndrome" (CVS) is used to describe these complaints.

### What You Can Do

#### *Undergo a comprehensive eye exam.*

If you are experiencing any symptoms, mention it to your eye doctor during your regularly scheduled comprehensive eye exam. Your doctor may suggest special computer glasses, or adjust your lens prescription for use at your computer.

#### *Rearrange your work space.*

It's best to set up your desk so that your computer monitor is about 20 to 24 inches from your eyes and about 15 to 20 degrees lower. This should help minimize fatigue and prevent neck and back strain.

#### *Adjust the lighting.*

Reflections or glare can make it more difficult to see the screen clearly. If you are unable to adjust the lighting, consider placing an anti-glare screen or hood on your monitor to allow a more comfortable view.

#### *Adjust your monitor.*

The greater the contrast setting, the easier it will be to read. Black letters on a white background are best. Select a font size that is at least three times greater than the smallest font you can read.

#### *Give your eyes a rest.*

While working on a computer, you will blink less often, which may cause your eyes to feel dry and irritated. If this happens, stop working for a minute or two and slowly blink your eyes 10 times to help rewet them. Your eye doctor may also suggest artificial tears.

#### *Take a break.*

Like any other muscles, your eye muscles can become fatigued. To give your eyes a chance to relax, the AOA recommends applying the "20/20 rule." Take a break every 20 minutes and focus your eyes on something 20 feet away for 20 seconds.

Sources: American Optometric Association, Archives of Ophthalmology, All About Vision, Davis Vision

**Charlestown Office**  
16 Sever St.  
Charlestown, MA 02129  
Administration • Audiology  
Dental • Member Services  
Local Tel: 617-241-9220  
Within MA: 800-442-9939  
Out of State: 800-225-6135  
Fax: 617-241-8168

**Charlestown Pharmacy**  
552 Main St.  
Charlestown, MA 02129  
Local Tel: 617-241-9024  
Toll Free: 800-235-0760  
Fax: 617-241-5025

**Stoughton Pharmacy**  
1214 Park St.  
Stoughton, MA 02072  
Tel: 781-297-9764  
Fax: 781-297-9370

**Stoughton Dental Office**  
1214 Park St.  
Stoughton, MA 02072  
Tel: 781-297-7360  
Toll Free: 877-326-1999  
Fax: 781-297-7830

**Chelmsford Dental Office**  
4 Meeting House Rd.  
Chelmsford, MA 01824  
Tel: 978-256-9728  
Toll Free: 800-258-2111  
Fax: 978-256-9846

**Mental Health Office**  
16 Sever St./Sullivan Square  
Charlestown, MA 02129-1305  
24-hour Toll Free  
Tel: 800-851-8326  
Fax: 781-321-6501



## A Message from Steven R. Sullivan

Director of Organizing & Government Affairs

Since my last report, the Organizing Department has been receiving numerous calls from workers who have been taken advantage of by their company management due to the lousy economy. These companies clearly have the upper hand in today's economy. The tide will change as we enter into 2010.

The drivers and warehousemen at Airgas in Hingham, Massachusetts have reached out to us again. We had an election scheduled in May of this year, but the drive fell apart after the company fired the plant manager. It has been six months since the new plant manager has been in place, and it seems that none of the company promises have yet to come to fruition. The workers will be voting sometime in early 2010.



The National Labor Relations Board keeps reminding us why the system is broken. After a weeklong NLRB trial against DPI-Mid Atlantic in Canton, Massachusetts, United States Administrative Law Judge Paul Bogas ruled that the company wrongfully disciplined and terminated six workers due to the fact they were trying to form a union in their workplace. He ordered the workers back to work with back pay and clean employee records. The two-person NLRB recently ruled that Judge Bogas' decision

was wrong and found the company only guilty of "interference" in the union organizing drive. The company punishment was a mere slap on the wrist. It is time for a new philosophical direction at the NLRB.

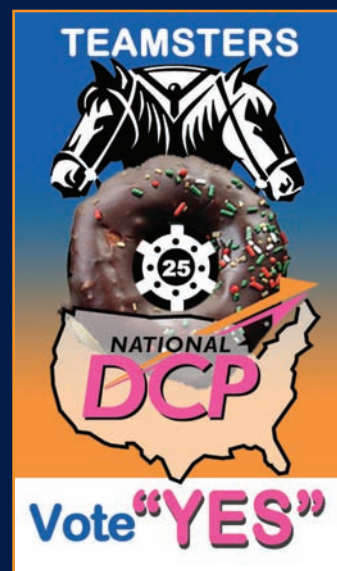
I am happy to report that President Sean O'Brien and Business Agent Tom Mari are currently negotiating the contract with the newly organized drivers and helpers at the Dunkin' Donuts facility in Bellingham, Massachusetts. The two sides have agreed to be at the table at least three times a month.

As we enter the year 2010, I believe many workers are going to reach out to Local 25 for representation in their workplaces. Company management and ownership can't seem to realize that if you are nice to your workers and respect them as human beings and not machines, they will always produce products and service at a high rate. Disrespect workers and you will have deal with the union.

As members of Teamsters Local 25, you serve as the Organizing Department's eyes and ears on the street. If you come across a worker who wants change in their workplace, have them contact our office.

I would like to thank fellow Organizer Pat Palmisano for his unwavering dedication to the local union.

Thank you for your continued confidence in our Organizing Department.



# ★ STARBUCKS RALLY ★



## LOCAL 25 PROTESTS UNFAIR WORKING CONDITIONS AT STARBUCKS DISTRIBUTOR

**S**tarbucks is a company built on the ideals of ethics and responsibility. They strive to make sure that every cup of coffee served at Starbucks is produced using the highest standards of quality and responsible growing practices.

Why then does Starbucks continue to do business with DPI-Mid Atlantic? This company routinely treats their employees unfairly and puts them, and Starbucks' customers, in potential danger of public health issues.

On November 24, more than 200 working men and women rallied to bring attention to the plight of workers at DPI-Mid Atlantic. Teamsters Local 25 members were joined by leaders and members of the Massachusetts AFL-CIO; Greater Boston Labor Council; Unite HERE Local 26; SEIU 615; New England Carpenters; business owner Steve Grossman, whose family business, Grossman Marketing Group, has been in Somerville for more than 50 years; and Boston City Council President Michael Ross.

DPI-Mid Atlantic is the sole source distributor of all Starbucks products in New England and is based in Canton, Massachusetts. All bakery items, breakfast and lunch sandwiches and other prepared foods sold in Starbucks stores are products of DPI-Mid Atlantic.

"Starbucks customers expect the products they purchase to be of the highest standards, and for too long DPI-Mid Atlantic has been accused by its workers of having unsanitary and unsafe conditions that have put their employees and Starbucks customers at risk," said Sean M. O'Brien, President and Principal Officer of Teamsters Local 25. "The Starbucks

community needs to understand not just where their coffee beans come from, but all food products before they arrive at their local Starbucks.

"For too long, DPI-Mid Atlantic management has used scare tactics toward their employees, forcing them to work in an unsafe and unsanitary environment and then reprimanding the employees that speak up. No one should feel that their jobs are in jeopardy for demanding safe and clean working conditions. Teamsters Local 25 is proud to stand with these hardworking individuals and bring attention to DPI-Mid Atlantic," O'Brien continued.

When employees complained to management, and later the U.S. Department of Labor's Occupational Safety and Health Administration (OSHA) and the Food and Drug Administration (FDA) about the unsanitary working conditions, they were fired or suspended from DPI Mid-Atlantic. After complaining to OSHA about unsafe forklifts, battery acid leaks, unsanitary bathrooms, poor lighting, and an expanding rodent population around the dock area, OSHA issued a series of citations and forced the company to address the outstanding problems. Employees at DPI-Mid Atlantic warehouse in Canton have decided to seek union representation to improve the unsafe and unsanitary working conditions, a substandard health care plan and inferior wages.

"Starbucks needs to understand the DPI-Mid Atlantic philosophy and maybe rethink who they do business with. They should demand no less from their vendors than they would from their baristas," O'Brien concluded.

Name	Company	Times/Gallons		Name	Company	Times/Gallons	
<b>William Asaro Jr</b>	<b>Catalano Brothers</b>	<b>8</b>	<b>1</b>	Philip Haley	Marr Scaffolding Co	7	0.875
Irving Balkman	Retired	166	20.75	John W Hannon	Retired	66	8.25
Jeffrey Bamford	N.E. Theatrical	10	1.25	Bob Harty	Retired	47	5.875
Katherine Bourque	General Public	3	0.375	Roger Hendrix	Stop & Shop Manfi Leasing	31	3.875
Dorothy Brazil	UPS	1	0.125	Doug Henry	Manfi-Leasing/Stop & Shop	57	7.125
Alicia Burke	General Public	2	0.25	Karen Herty	General Public	1	0.125
Bob Burns	Retired	89	11.125	Ed Hilton	City of Cambridge	8	1
Daniel Carmody	Manfi-Leasing/Stop & Shop	1	0.125	Eugene T. Hurley	YRC	38	4.75
Michael Casey	UPS	1	0.125	Bill Hurley Jr	City of Everett	2	0.25
Dennis Caufield Sr	DHL	10	1.25	Richard Janerico	Retired	6	0.75
William Chambers	Boston University	12	1.5	Greg Johns	General Public	1	0.125
Paul Copithorne	Retired	83	10.375	Charles Johnson	Retired	31	3.875
Kris Crawford	YRC	10	1.25	Gary Johnson	General Public	1	0.125
Joan Crowley	General Public	1	0.125	John Juskiewicz	UPS- Chelmsford	22	2.75
<b>Joe Destasio</b>	<b>Retired</b>	<b>56</b>	<b>7</b>	<b>William T. Kelley</b>	<b>United Liquor</b>	<b>32</b>	<b>4</b>
Michael Downey	General Public	21	2.625	<b>Greg Kerwood</b>	<b>UPS - Somerville</b>	<b>16</b>	<b>2</b>
Stephen Drago	US Foods	46	5.75	Paul Kirby	Retired	25	3.125
Jeremy Eckenroth	General Public	2	0.25	William Kuttner	General Public	11	1.375
Mike Erelli	YRC	34	4.25	Dave Langan	Retired	149	18.625
Robert Ferrara Sr	N E Theatrical	44	5.5	<b>Joseph Laplante</b>	<b>GD Mathews</b>	<b>16</b>	<b>2</b>
Richard Foppiano	Retired	44	5.5	Patti Lapointe	Local 25	65	8.125
Doug Francey	Atlantic Plant Maintenance	33	4.125	Helio Leal	YRC	59	7.375
Dick Frank	City of Cambridge DPW	43	5.375	Ron Mahoney	Retired	67	8.375
David Gartland	Manfi-Leasing/Stop & Shop	44	5.5	Al E. Marcotte	Retired	4	0.5
Phyllis Geany	TeamstersCare Pharmacy	1	0.125	Edward Martin	Heating Oil Partners	6	0.75
Helen Giglio	City of Everett	12	1.5	Marilyn Mastascusa	TeamstersCare H & W	57	7.125
Edward Giglio	General Public	12	1.5	Bob McAllister	Local 25	117	14.625

Name	Company	Times	Gallons	Name	Company	Times	Gallons
<b>Charles McAskill</b>	<b>Atlas Glenmore</b>	<b>48</b>	<b>6</b>	Albert Savage	G H Harnum	1	0.125
Thomas L. McGarty	N.E. Theatrical	7	0.875	Philip Savoy Jr	Coan Inc.	39	4.875
Wanda McGarty	N.E. Theatrical	2	0.25	Paul Sharpe	Retired	92	11.5
Mike McGrath	US Foods	46	5.75	T. Eddie Sheehan	Retired	1	0.125
Brian McLeod	Shaugnessy & Ahern	11	1.375	Eric Sidiropoulos	UPS - Watertown	5	0.625
<b>Richard McMurtry</b>	<b>UPS - Norwood *CLOCK*</b>	<b>22</b>	<b>2.75</b>	Jaana Siple	General Public	1	0.125
Gail Michalski	Alliance Express	20	2.5	Daniel Splaine	Retired	131	16.375
Marcelino Miranda	UPS- Logan	14	1.75	Tom Sullivan	Global / Chelsea	50	6.25
Bobby Monteforte	UPS - Somerville	12	1.5	John Sullivan	Retired	2	0.25
Mike Morad	Retired	33	4.125	Francis Sullivan	Retired	5	0.625
Ronnie Moran	Retired	125	15.625	Ryan P. Sullivan	General Public	2	0.25
Mike Morrissey	DHL	17	2.125	Fred Sutera	General Public	57	7.125
<b>Tom Moskaluk</b>	<b>Arlington Coal &amp; Lumber</b>	<b>8</b>	<b>1</b>	Annabelle Torino	General Public	22	2.75
John J Murphy	Retired	171	21.375	Robert Torino	General Public	21	2.625
Tommy Nasson	Global / Chelsea	101	12.625	Charlie Vaughn	Retired	41	5.125
Steve Nordahl	Coan Inc.	22	2.75	Tom Vitiello	UPS	1	0.125
John O'Connor	Admiral Metals	17	2.125	Jack Ward	Retired	115	14.375
Thomas O'Toole	UPS - Norwood	7	0.875	James M Woods	Retired	42	5.25
Paul Ottaviano	YRC	1	0.125				
Peter Pappas	Retired	3	0.375				
Tom Pennell	Retired	58	7.25				
Armand Pepin	Manfi-Leasing/Stop & Shop	9	1.125				
Gregory Perkins	General Public	4	0.5				
Edmund E. Petit, Jr.	Local 25	25	3.125				
<b>David Radochia</b>	<b>Boston Globe</b>	<b>40</b>	<b>5</b>				
Juan Ramirez	General Public	1	0.125				
Ron Raymond	UPS- Chelmsford	47	5.875				



## TEAMSTERS LOCAL 25

# Joins Autism Speaks for Annual Walk

Severe wind, rain and chilly temperatures did not stop more than 300 Teamsters Local 25 members, families and friends from participating in the 2009 Greater Boston Walk Now for Autism Speaks on Sunday, October 18, at Suffolk Downs in East Boston. Clothes were drenched but the spirit and enthusiasm of members was as high as ever as they walked with supporters from across the state in support of Autism Speaks.

Our team raised \$17,000 and, as of mid-November, we are still the TOP FUNDRAISER for the 2009 walk! Following the walk, everyone enjoyed a cookout at the Tractor Trailer School.

"Teamsters Local 25 members and their families continue to be an essential piece of the puzzle in raising awareness and funds for autism," said Sean M. O'Brien, President and Principal Officer of Teamsters Local 25. "With autism affecting one in 91 children and one in 58 boys annually, our efforts become that much more important. We may not find a cure instantly but throughout our

outreach and fundraising efforts we can hopefully bring some comfort to families challenged by this disorder."

A new study published October 5, 2009 in the American Academy of Pediatrics' journal *Pediatrics* found a parent-reported autism prevalence rate of one in every 91 American children, including one in 58 boys.

"Teamsters are historically hardworking men and women. We work long shifts, always give 110 percent, and often sacrifice time with family and friends. The fact that so many of you would take time out of your Sunday to make a difference in someone else's life is truly amazing. A heartfelt Teamsters Local 25 thank you to everyone who participated in this year's walk," O'Brien said.

"Whether you supported a walker or laced up your sneakers and circled the racetrack, thank you for your commitment and generosity to this cause," said Trish DiSilva, special events director of Teamsters Local 25. "Our team is a testament to the mission of Teamsters Local 25."

SAVE  
the  
DATE

**Saturday, April 10, 2010**

*Teamsters Local 25 Third Annual Light Up the Night Gala for Autism*

**Intercontinental Boston Hotel • Low ticket price of \$60 each**

*Boston's favorite party band, The Marsels*

*Amazing Silent Auction Items and Special Surprises!*

Look for more details in future Spokesman issues and at monthly meetings.





## INSURANCE FOR AUTISM:

# A Missing Piece of the Puzzle

By Sean M. O'Brien

*Massachusetts is considered a leader in health reform. We've led the nation in ensuring that citizens have health insurance. People from across the globe flock to this state because of our world-class doctors and hospitals. We continually invest in our children to give them the best education and health care. Why, then, don't we require health plans to cover treatment for autism services?*

*Autism is largely considered the fastest growing medical threat to children. With one in 91 children and one in 58 boys being diagnosed annually, autism is more common than pediatric cancer, diabetes and AIDS combined. It knows no racial boundaries and there are almost 1.5 million cases of autism in this country alone.*

*An autism insurance reform bill is currently in the Massachusetts legislature, introduced by State Representative Barbara A. L'Italien (D-42) and State Senator Frederick E. Berry (D-7) in January, and now in the Joint Committee on Financial Services. The bill would require private health plans to treat autism as a medical condition, and to provide coverage of the diagnosis and treatment of autism spectrum disorders.*

*Teamsters Local 25, and our membership of nearly 12,000 men and women, believes that the community as a whole is an integral piece of the puzzle in taking us one step further toward finding a cure for autism. It is our job in the workplace, but also in the community, to bring attention to this disorder and in three years we have raised more than \$300,000 for autism research and awareness.*

*For families with autism, there is no "one size fits all" approach to services. Parents are often left to navigate the process alone and forced to pay out of pocket for treatments that can escalate up to \$50,000 annually. Parents are often left to choose between other essential services for their family like education, mortgages and other quality of life issues.*

*If this legislation passes, autism coverage would cost just \$2.28 per member per month. The average lifetime cost for an adult with autism is estimated at \$3.2 million. The Commonwealth would save approximately \$7 million in reduced early intervention costs to the Department of Public Health. And research shows that with effective early intensive intervention, up to 47 percent of individuals can lead independent lives without state-funded supports.*

*Fifteen states have passed the bill, and Massachusetts is one of more than 20 states pursuing similar legislation. It's time for the Commonwealth to stand up and be a leader, not a follower, and mandate health plans to cover autism services. The children and families of Massachusetts deserve it.*



# Stewards

## Spotlight



**Peter Ouillette**  
*Steward, Milton CAT*

“I’ve had union jobs my whole life,” said Peter Ouillette, shop steward for Local 25 Teamsters at Milton CAT. “At an early age, I looked around at the jobs situation and knew getting a union job right out of high school was the best decision. I’ve been in the union ever since.”

Ouillette has worked for Milton CAT for 15 years and has been a shop steward for about 12 of those years. He works in the warehouse and, in his time there, has learned all the jobs required of Teamsters and does all of them whenever needed.

“I like it because it’s a union shop. We’ve got about 25 guys there,” Ouillette said. “I can’t say that everything is always perfect, but most of the time the company works with you and they are always trying to improve the place and make it better.”

Before working for Milton CAT, Ouillette had another union job and was the assistant steward for a few years. He learned the ropes on being a steward and, when he went to work for Milton CAT, he was asked to run for steward. He said he has learned a lot in that time.

“We’ve got good jobs, good pay, a pension, good health and welfare—I’ve seen the other jobs that are out there right now. We’ve got a good thing thanks to Local 25,” he said.

“The union is always there for us. When you need them to make something right, or need help on something immediately, when you sit down at the table to negotiate a contract, Local 25 is always there. It has been a breath of fresh air since Sean O’Brian became President,” he said. “Sean and the local are always working to improve the union and grow our ranks.”

He’s also proud of all the work Local 25 does in the community, citing the blood bank and the annual Toys for Tots campaign spearheaded by the local.



**Jim Paige**  
*Steward, Hertz*

Jim Paige is a bus mechanic with Hertz and has worked there for 24 years.

“I’ve always liked repairing cars and buses. When I first came to Hertz I was a car mechanic,” Paige said. Before, he was a

mechanic at car dealerships.

He has been a steward there for about five years, but was an alternate steward for many years before that. He learned what he knows about being a steward by serving with the previous one, who worked there for 35 years and had been the steward since the Teamsters first became their union.

“I learned a lot from him,” Paige said. “When he left, I wanted to protect my job and the jobs of the other guys as well as ours had been protected with him as steward.”

“It hasn’t always been easy. There have been difficult times. The company is not always wrong, and they’re not always right. We win the fights we should,” he said.

Paige said working closely with Local 25 has given him the utmost respect for the hard work the local puts in for their members.

“They’re always looking out for us,” he said.

Paige said he spends a lot of his spare time with his four grandchildren who all live close enough that he gets to enjoy their company often.



**Dennis Murray**  
*Steward, Atlas-Glenmor*

Dennis Murray has worked at Atlas-Glenmor, an oil company, for 15 years. He said the tankhaul industry has hit hard times and he is more thankful than ever to have Teamster representation.

“It’s hard because there are only a few companies left. Every day, someone buys a truck and they get our business. But we’re the only ones that offer good service and delivery. We’re more professional and have safe trucks that are maintained well,” he said. “But people want what’s cheapest at the time. A few years ago, people were a lot less concerned because prices were much cheaper. Now that the price of oil has skyrocketed, people are trying to save any way they can.”

Murray has been a steward there for five years, and before that was an alternate steward, where he got to see how things are done.

He’s grateful for the leadership of Local 25 and that they’re always looking out for the local’s members.

“Local 25 is doing an unbelievable job. It’s a good feeling to be part of a local union like this,” he said.



**Rory Lindstrom**  
*Steward, City of Woburn*

Rory Lindstrom didn't know much about the labor movement before joining the Teamsters, but since seeing how much they do for working people, she's enthusiastically jumped in.

"Once I got the job, the Teamsters started to organize, so I was really thrown into the mix early on," she said. The process of forming a union and negotiating a contract, though, opened her eyes to what unions can do for working people and she quickly earned her position as steward.

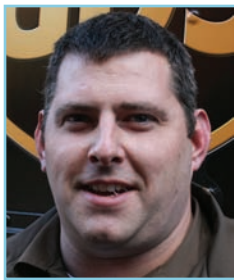
Lindstrom is the recreation director for the city of Woburn and also a steward. In her position, she runs the city's after-school programs in the winter, sports clinics in the summer, oversees three city pools and much more.

She has a better understanding of unions and the labor movement now, not just because of her duties as a steward, but because of what she sees in her interactions with Local 25.

"Local 25 is doing a phenomenal job. They came in and they really helped us out," Lindstrom said. "They were there for us every step of the way."

Lindstrom said the best part of her job is interacting with kids she has known for years and watching them grow up.

"I've been there full time for about three and a half years but I also worked there when I was in college," she said. "I still see a lot of the kids I worked with when I was a counselor, only now they're older. Some of them are even working for me now."



**Adam Strout**  
*Steward, UPS*

Adam Strout, a UPS steward, said he initially wanted to serve as steward to stand up for people that couldn't stand up for themselves. He's been working at UPS for 15 years and has been a steward for three.

Strout has not only gotten involved with the Teamsters as a steward, but he's actively involved in many union causes at both the local and International Union level. He has worked to elect friends of labor at the local, state and federal level and said he does a lot of work on the political front with Local 25.

In addition, he has worked on the union's campaign to organize

FedEx workers, saying that he hopes one day the men and women who work there have the same benefits that the union fought so hard to get for UPS Teamsters.

"These workers need weekends. They need holidays. They need maintenance of standards. But more than anything, they need protection," Strout said.

And he added that Local 25 would be as good for area FedEx workers as it has been for he and his co-workers at UPS.

"Local 25 is the best local in the country. The leadership, from Sean on down, is excellent," he said. "They're doing a great job organizing those who really need it, even if it's in jobs that aren't traditionally union."



**Paul Jacobs**  
*Steward, Waltham Lime and Cement*

Paul Jacobs took his twin girls to their first picket line when they were young so they could help serve hot food to cold strikers. He and his family are all

strong union supporters, which is what makes him such a good steward.

Jacobs has worked at Waltham Lime and Cement for 26 years and has been a steward for most of that time. He went to work for the local as a business agent for a year before going back to work at his old company, which he holds in high regard.

"It's a family-owned business, and the owners are good people," Jacobs said. "They know your name. They know the names of your kids and your wife. You're not just another employee. It's a great place to work because they're good people, and because of our collective bargaining agreement."

The company was organized in 1967, and Jacobs said the 19 Teamsters there are all good guys that are cut from the same cloth. He and his co-workers also have the utmost respect for Local 25 and the contracts they bargain.

"We're in the top pension, the same as UPS. We're in the Teamsters Local 25 Health and Welfare Plan, which is incredible. It takes a lot of pressure off knowing you have a retirement plan or don't have to worry about a lot of doctor bills," he said. "Thank God I'm a Teamster."

# Pensioners



Name	Company	Type	Effective Date
Robert P Burke	P. Gilman & Sons Inc.	Special Service Plan D	07/2009
Ralph A Cain	Hill Trucking & Rigging	Statutory Pension	07/2009
Dennis A Carmichael	United Parcel Service Inc.	Disability Pension	05/2009
Robert W Connolly	United Parcel Service Inc.	Statutory Pension	07/2009
John T Connors	Americold Logistics LLC	Regular Pension	04/2009
Arthur D DeMoura	G A F Materials Corp	Early Retirement Pension	07/2009
Cecilio Gonzales	Heating Oil Partners LP	Early Retirement Pension	08/2009
Massoud H Harb	Brigham's Inc.	Regular Pension	08/2009
Charles W Hensley	UPS Cartage Services, Inc.	Disability Pension	08/2009
Ronald R Kenney	Manfi Leasing Corp	Disability Pension	08/2009
Ramond Lapierre	Bird & Son Inc	Statutory Pension	08/2009
Kenneth W Medeiros	DHL Express (USA Inc.)	Special Service Plan D	08/2009
Wayne B Moffitt	Romanow Inc	Regular Pension	03/2009
Omer Palardis	Wilson Freight Co	Statutory Pension	07/2009
Thomas Perkins	McLean Trucking Co.	Statutory Pension	07/2009
Thomas F Sullivan	U S Foodservice Inc	Early Retirement Pension	07/2009
Arthur Viera, Jr	Rykoff-Sexton New England	Statutory Pension	08/2009
Kathleen M Wilson	Jordan Marsh Co	Early Retirement Pension	04/2009
Anthony L Aiello	Eastern Metal Mill Prod Co	Statutory Pension	08/2009
Joao O Andrade	Costa Fruit & Produce Co	Disability Pension	07/2009
Jill V Babineau	DHL Express(USA Inc)	Disability Pension	05/2009
Richard A Bourassa	YRC, Inc	Regular Pension	07/2009
Richard J Costello	U S Foodservice Inc	Disability Pension	08/2009
Elaine A Damous	YRC, Inc	Statutory Pension	08/2009
John J Fraser	Americold Logistics LLC	Regular Pension	07/2009
Rosemarie R Hewitt	Teamsters Local 25 H & W	Statutory Pension	09/2009
Martin N Impemba	Atlas Paper Co.	Regular	08/2009
Hector R Keller	Lechmere Inc	Statutory Pension	09/2009
Edward F Marchesi	Stop & Shop Supermarket Co	Special Service Plan D	09/2009
Michael P McManus	Waste Management Of Boston	Early Retirement Pension	07/2009
Kenneth A Mowry	Clicquot Club Co	Statutory Pension	08/2009
William E Northington	Buckley & Scott Whetton Inc	Statutory Pension	09/2009
Joseph F Pacini	Pastene Companies Ltd	Early Statutory	05/2009
Francis X Powers	Sullivan Trucking Inc M A	Early Statutory	04/2009
Gary Proffit	Nelson Precast Inc	Statutory Pension	09/2009
John A Ruplis, Jr	Suffolk Services	Statutory Pension	07/2009
Daniel Schneider	Casey Petroleum Products	Statutory Pension	08/2009
Edward K Seaver	Costa Fruit & Produce	Early Retirement Pension	08/2009
Seward C Smith	Ohara Trucking Co Inc	Statutory Pension	07/2009
Arthur N Snow	Manfi Leasing Corp	Regular Pension	08/2009
Judson T Swinimer	YRC, Inc	Early Retirement Pension	05/2009
Ralph M Beane	SAF Sales Handling Corp	Disability Pension	11/2009
Jeffrey H Bodwell, Sr	United Parcel Serv Inc	Statutory Pension	10/2009
William M Cannell	UPS Cartage Serv Inc	Disability Pension	09/2008
Carlo J Capogreco	DHL Express (USA Inc)	Disability Pension	08/2009
Robert E Doherty	Helms-Byrns Express	Early Statutory	07/2009
Michael A Ducharme	Sherman Disposal Inc	Early Retirement Pension	04/2009
Edward N Fay	RIS The Paper House	Statutory Pension	10/2009
John Foster	Industrial Personnel Corp	Statutory Pension	03/2009
James G Gleason	US Foodservice Inc	Special Service Plan D	11/2009
Ronald M Hicks	Sharp Air Freight Service	Statutory Pension	11/2009
William R Hughes	YRC, Inc	Year Special Service Plan C	10/2009
George J Jouvelakas	United Parcel Serv Inc	Early Statutory	10/2009
Dennis A Kerrigan	YRC, Inc	Special Service Plan D	10/2009
Joseph M Mahoney	Maislin Trans of Delaware	Early Statutory	10/2009
Kenneth E McLean	BFI/Allied Waste Ind Inc	Thirty Year Full Service	09/2009
Joseph W Norris	United Parcel Serv Inc	Statutory Pension	10/2009
Michael J Prestipino	Tech Weld Corp	Statutory Pension	09/2009
Peter G Roy	George Mann & Co Inc	Regular Pension	11/2009
Martin J Svelnis	Cutter Atlantic Refractories	Year Special Service Plan C	10/2009
Daniel A Virtue	SCA Services/NE Howard Div	Partial Pension	08/2009

# In Memoriam

## Name

Robert E. Allard  
 Norman M. Barnes  
 German Barrero  
 William C. Bean  
 Joseph Belmonte  
 Robert J. Braccio  
 Francis G. Brown  
 James Caricchio  
 Gerald J. Cedrone  
 Jean Charles  
 Howard M. Chisholm  
 James P. Clark  
 Peter G. Coan  
 Dale F. Cressy  
 John F. Cronin  
 Michael P. Cronin  
 Reginald F. Dawe  
 Joseph J Dorci  
 George P. Doucette  
 George C. Dyer  
 Ralph J. Ferullo  
 Donald J. Gagner  
 Gerald Gallant  
 Irving R. Gibson  
 John V. Girard  
 John F. Graham  
 Michael Grealish  
 Roland C. Greenough  
 Neal F. Harol  
 Kenneth H. Hersey  
 Robert J. Hill  
 Margaret Hogan  
 David Jennings  
 William A. Jensen  
 Herbert L. Kelloway  
 Thomas F. Kelly  
 David E. Layte  
 Raymond D. Libby

## Company

Teamsterscare  
 UPS  
 Bird  
 ABF  
 Emery  
 Patent Construction  
 Wilson  
 Petroleum Heat & Power  
 Star Market  
 Paul Revere  
 Pilot Freight  
 Stop & Shop  
 Brewer Petro  
 New Penn  
 Del Corp.  
 Stop & Shop  
 Mass Disposal  
 Bird  
 Gould Trans  
 Spector  
 Hertz  
 Meyer Inc.  
 Belcher  
 A& P Tea  
 UPS  
 Sanborn (APA)  
 Stop & Shop  
 SCA Disposal  
 Star Ent.  
 GH Harnum Inc.  
 Pennsylvania truck Lines  
 Rapid Trans  
 AT Leased Transport  
 UPS  
 Emery  
 Old Colony  
 Purity  
 Local 380 Merger

## Name

William S. MacKay Jr.  
 Alice E. MacLellan  
 Francis A. Macone  
 Theodore Maggelet  
 Francis G. Malacinski  
 Alfred A. Mauceri  
 Frank James Mazenkas  
 Michael P. McAteer  
 John L. McConville  
 John J. McGee  
 Paul Miller  
 John L. Morash  
 Benoit A. Morin  
 John J. Morris Jr.  
 Joseph Murphy  
 Franklin Nelson  
 Edmundo Neves  
 Stephen M. O' Day  
 Edward M. O' Neil  
 Edward F. O'Brien  
 Charles K. Oleson  
 David S. Parquette  
 Mary E. Peterson  
 Phyllis A. Picard  
 Walter Polishuk  
 Anthony D. Puccino  
 Les Roberts Sr.  
 Walter J. Rush  
 Ronald E. Sandberg  
 James Santilli  
 Walter "Joe" Shea Jr.  
 Howard J. Sheppard  
 Robert M. Smith  
 Thomas K. Strong  
 Steven Trotter  
 Walter H. Weiner  
 Henry C. Williams  
 James M. Wilson

## Company

Tose  
 First National Stores  
 Lombard Brothers  
 Local 504  
 Bird  
 Weymouth Art Leather  
 Stop & Shop  
 Stop & Shop  
 Giroux Express  
 Hemingway  
 UPS  
 Aratex  
 St. Johnsbury  
 Warehouse Transport  
 Everett Industries  
 Jacob Ruppert  
 Everett Industries  
 Local 379  
 Driver Services  
 W L Mead  
 St. Johnsbury  
 Manfi- Leasing Stop & Shop  
 Jordan Marsh  
 Jordan Marsh  
 Pappas Co.  
 Air Borne  
 St. Johnsbury  
 New England Motor freight  
 Leaseway Auto Carriers  
 Coastal  
 Paul Revere LLC  
 Bird & Son  
 Petroleum Heat & Power  
 Rapid Transit  
 Mutual Produce  
 St. Johnsbury  
 Saxon PPR  
 First National Stores

# Retiree

## Chapter News

### Retiree News

The weather was great and 220 members attended the breakfast meeting. After the Pledge of Allegiance, President Joe Conti read the Treasurer's report and a motion to accept the report as read was made by Billy Grubbs, seconded by Kenny Halloran and the motion passed unanimously. Vice President John "Johnny B." Buonaugurio read the names of 22 deceased members that

Boston Mayor Thomas Menino to the Teamsters and how he protects the union jobs in the city. He asked for votes to re-elect the mayor. He talked about Sen. Ted Kennedy's passing, leaving an empty seat in the Senate, saying that the former Attorney General Martha Coakley, who is running for this seat, has always been ready to help the Teamsters with their problems. She has also promised that if she is elected, the Teamsters will have a seat at the table when talking about health reform and pension reform. The price of medical insurance is skyrocketing and something has to be

## Teamsters Local 25 Retiree Chapter



Joe Conti  
President



Chuck Durfee  
Secretary-Treasurer



John "Johnny B."  
Buonaugurio  
Vice President



Left to Right: Local 25 President, Sean O'Brien and President of Retirees Joe Conti at Martha Coakley Rally.

passed on since the April 10, 2009 breakfast meeting. A moment of silence followed the reading.

Conti thanked the Local 25 officers for coming to the meeting. He said the drop-off dates for gifts for Toys for Tots are from Nov. 9 to Dec 14.

President Conti introduced Local 25 President Sean O'Brien, who spoke about how proud he was of the Retiree Chapter and all the help he gets from the retirees. He talked about the importance of

done so we can continue to give benefits. So considering these issues, he is asking for votes to elect her for the Senate for our future. The retirees and Conti are busy with the campaign and giving full efforts to support Menino's reelection and to elect Coakley for the U.S. Senate.

President O'Brien also spoke about the help needed for autism. He said we had an Evening Gala

## *Welcome Aboard!*

**Louis Capozzi**  
*Highway*

**Charles Libbey**  
*DHL*

**Robert Moore**  
*Stop & Shop*

**Henry Mussman**  
*Shaughnessy & Ahern*

**John C. Powers**  
*ABF*

**Dana Ritchie**  
*St. Johnsbury*

**Russell Robbs**  
*DHL*

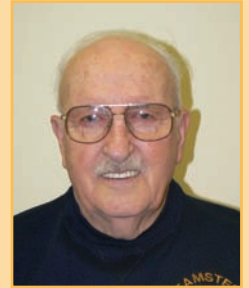
**Joseph Squires**  
*Purity Supreme*

and we also had the walk for autism. We have collected \$400,000 for the research needed to find a cure.

Guest speakers were Dr. Kinnari Kehr and nurse Jane Carr from Mount Auburn Hospital, which is a teaching hospital of Harvard Medical School. In spite of a glitch in the slide projector, they gave a wonderful presentation. The subject was colon cancer and Dr. Kehr is a specialist in the field of gastroenterology. She spoke about the importance of screening for colon cancer and said, "If you don't have any other risk factors, routine colonoscopy screenings, beginning at age 50, can help prevent this deadly disease." People with greater risk beyond their age should talk with their doctor about earlier and more frequent screenings. She said there are factors that can increase the risk for colon cancer and they include: family history, Crohn's disease, diabetes, a diet low in fiber, smoking and lack of exercise. There are generally no symptoms with colon cancer which is why we need early detection. There are other screening methods such as a stool blood test, barium enema and sigmoidoscopy, but a colonoscopy is the best available test. The test has become more comfortable and safe. Small lesions are found this way and the doctors are able to remove them before they can turn cancerous. Dr. Kehr stayed after the presentation to answer any questions from the retirees. Nurse Carr also spoke about contacting a doctor to make arrangements and speak about a colonoscopy. She also answered lots of questions from the retirees.

The Teamster clock was won by: Rich Janerico. The \$25 door prize was won by: Paul Sadowski, John Sullivan and John Troisi. The 50/50 drawing was won by Tim Taddia.

Thanks to Café Sorelli Inc. for an excellent breakfast and a special thanks to our members who served the food: Frank Pagliaro, Tony Bruno, Dave Dolaher, Len Hagen, Paul Sharpe, Jack Ward, Gabe Mari, Tom Bullen and Bill O'Donnell.



**Bill Burpee**  
Recording-Secretary



**Kevin Lally**  
Trustee



**Herb Andrews**  
Trustee



**Dan Splaine**  
Trustee

*Next breakfast meeting: January 14, 2010*



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Or call 1-800-663-0320  
Client ID: TEAM225