

Secretary Treasurer's REPORT

...Dan Grace



I tend not to get emotional about things, generally speaking. However, I have found it impossible not to become emotional when thinking about the 70 year history of Teamsters Local Union No. 830 and my personal connection to this organization. It seems like only yesterday that I was attending union functions with my dad and uncles who worked at the Schmidts Brewery. I received my first union card in 1975 while working at the Longhorn Ranch Restaurant as a prep cook. (Yes, Local 830 represented the workers there!) In 1976 I was hired by the Pepsi-Cola Metropolitan Bottling Co. as a production worker. In 1980 I bid for and became a transport driver and held a shop steward position there from 1981 until 1995. At that time I was hired by Local 830 as an organizer and business agent. In 1997 I was elected to the position of Recording Secretary. I became the President in 2000 and in 2001 was elected Local 830 Secretary-Treasurer & Business Manager, the position I hold today.

Much has changed in this union's 70-year history and certainly in my 37 years of membership. The world we live in has become infinitely more complex and the challenges seemingly greater than those that existed when I was a younger man. However, I continue to feel a very close connection to those early members like my dad and others whose sacrifices and hard work paved the way for future generations of union households and it makes me feel extremely proud to be part of such a rich tradition.

It is my distinct honor and privilege to serve as your principal officer, particularly during this very turbulent time. Together we will weather this storm and emerge stronger than ever, continuing the traditions of our forefathers to keep the voice of organized labor heard.

Participating in the political process is the single most important way to keep our voice heard. If you are following the presidential campaign in even a cursory way, it should be crystal clear to you that electing republican Mitt Romney as our 45th president would be extremely damaging to the labor movement and to the American worker in general.

Don't let Republicans deceive you into thinking that all of our economic woes, including the healthcare crisis, are the result of failed policies emanating from Barack Obama's white house. This insults our intelligence. Just think back to the state of the economy and healthcare in 2008 when Mr. Obama took office.

While there is no perfection in either candidate or in their existing or proposed policies, pulling the plug on President Obama would be a terrible mistake for working class men and women in this country.

I urge you to be part of the voting process. Don't let apathy stand in the way. Vote for President Obama and vote democrat! Let's make the voice of American working families heard loud and clear.

On the Street

...Chuck White

The Cost of Exercising Your American Rights to Organize

In every organizing drive I have been involved with, there has been an element of fear from the unorganized workers regarding some form of retaliation by their employer for being suspected and found out that they are trying to bring a Union into the workplace. Employers use the Union Buster to run their anti-union agenda knowing that the time period of getting workers to sign union authorization cards, getting those cards to the NLRB, and getting to an election date could take between 40 to 50 days depending on how fast the cards get back to the organizer who gets them to the NLRB to petition for a representational election.

Once the Employer gets notice either by word of mouth, or by notification from the NLRB, that the Union is pushing to get in, that is when the Employer starts to go into it's defensive mode and disciplines workers or fires workers that look, act or seem like they are in support of forming and organizing a union.

Under the NLRA, workers are protected when using their American rights to form, join, self organize and assist labor organizations to bargain collectively through representatives of their OWN CHOOSING, and without interference from their Employer. Employers violate these rights many times when faced with the threat of a union coming in as their workers' representatives. The fear is that now they will have to deal with an outside source when protecting workers rights and bargaining economic conditions, as Employers priorities are profit first, and not the concerns of their workforce.

It's basically un-American what Employers will do to violate their workers rights to self organize a Union. Without representation from a Union, employees have no job protection, other than the NLRB, and you better have a strong evidential case there. There are no guarantees, no binding contract, no protection in a non-union shop.

Go ask your supervisor how much protection he has on the job if the Employer decides to discipline or fire him — not calling the union business agent to come to the rescue for him! A non-union employee is an "AT WILL" employee meaning you will get fired for no reason, without a reason given and at any time the Employer kisses you off! Legally! He is a single horse in that race at the finish line...

If the Union wins the representational election by a majority vote, then the Employer's threats and intimidation will usually kick into high gear. Even then, without a contract in place there still isn't much recourse for employees. At that point the goal of the Union is to negotiate and attain a contract within a timely manner. Everything is on the table and it's very time consuming, and that is just what the employer wants — TIME to drag it's feet and stall out the negotiations, further frustrating the employees, hoping that they turn against the Union and the process itself, and basically giving up. NEVER GIVE UP! ...or the employer wins. Continue to negotiate.

Employers will spend more than the economic cost of the entire contract in order to prove it's control over workers trying to improve their conditions. You only have two options, negotiate, sometimes using a mediator and the mediation process, or STRIKE. Most people will not sacrifice to strike, but that will be another subject to write about on another day.

During this long process, workers end up being illegally disciplined and fired, causing labor board charges to be filed and law suits filed for wrongful terminations. In 2010, our U.S. Senate stalled on passing a law that would protect the right to organize and move the process along at a quicker pace, which would have deterred Employers of the opportunity to violate workers rights, and forego the stall tactics of the employers during the bargaining process.

The Employee Free Choice Act, if enacted would make it much easier and less stressful for workers to proceed through both the election process and reaching a FIRST binding contract. Card Check would forego a need for an election as long as a majority of the workers signed union authorization cards to join the Union, and selecting a Union to represent them to collectively bargain for them, with them.

Arbitration for a first contract would trigger an Employer to negotiate in good faith to reach a contract, as today there is no incentive for the employer to negotiate in good faith, as it wants no part of any relationship with a Union. If the Employer stalls and an arbitrator imposes a contract, the Employer might get a contract that he would not want, so he would be better off bargaining instead of stalling. This part of EFCA is the leverage needed to bring the process to closure. Employers do not want their employees to have a bargaining representative to deal with on any issue.

In every organizing drive I always put it this way: "Your employer pays lawyers and consultants to represent his interests, so why should you (the worker) NOT have representation to protect your interests? Fair is fair, isn't it? Why would your employer deprive you of having representation, when he has it himself? PROFITS maybe? Definitely profits! More for him and less for you!

Under EFCA, arbitration would impose a legal binding contract and not allow the Employer to stall workers from reaching a contract, and allow employees to reach their goal of joining a Union and bargaining their conditions without being harassed and fired. Even though we live in the U.S. we need to realize that freedom is not free, and nobody ever handed a laborer anything. He earned it!

Everything comes with a cost, including assistance from our legislators. We need Congress and the U.S. Senate to pass and enact responsible labor laws. It works well up in Canada! Political action — it's our only leverage. Contribute to D.R.I.V.E. and VOTE!



General Membership Meeting Welcome Back!

It was great to see so many familiar faces at our September meeting. We were also very happy to see so many new faces. Get involved and attend your union meeting!



SHOP STEWARDS CORNER

NEW SHOP STEWARDS

Doreen Thompson
Vincent Noble
Harold Harvey
Gerard Welsh
Kevin Stark
Fran Wlas
Joseph Anderson
Joe Rullo
Marvin Scott
Chris Hare
Scott Willsman
Bonnie Dresher
Dennis Levasseur

ARA Correctional
Pepsi Pennsauken
ARA Correctional
CCI
CCI
BDCI
CCI
Pepsi Wilmington
First Transit
Pepsi Blvd.
Canada Dry
Post Precision
Muller

Fund Office News



My View My View

By Samuel J. Kenish, CEBS
Fund Administrator

We recently sent participants of the Teamsters Local 830 Health & Welfare Fund an update concerning our health management initiatives. While we still have a long way to go, I believe our progress in these early stages has been encouraging. If nothing else, these programs have helped many in our group to focus more carefully on their health...what good health means to them personally as well as to their families and ultimately to the cost of health insurance. As I continue to emphasize, we are all in this together.

Relying on our government to fix all the problems with our healthcare delivery system is simply unrealistic. Each of us has a significant opportunity and responsibility when it comes to righting the healthcare ship.

First, if we have been diagnosed with a chronic disease like diabetes or hypertension, we need to do everything in our power to manage this illness appropriately including regular physician visits, diagnostic testing, taking prescribed medication and, in my opinion even more importantly, changing our eating and exercise patterns.

The science connecting diet and disease has been long established. Unfortunately, we live in a world where special interests prevent us from receiving accurate information. For those of you interested in the facts, I suggest you consider reading a book entitled "The China Study" by T. Colin Campbell (\$10.98 on Amazon.com). In addition, those suffering with heart disease might consider "Prevent and Reverse Heart Disease" by Caldwell B. Esselstyn (\$10.97 on Amazon.com). These books have been life changing for me and my family and I have recommended them on countless occasions to friends and acquaintances.

Secondly, those of us who have not been diagnosed with a chronic disease should consider making changes in our diet and exercise patterns NOW, before we are caused to deal with such life changing concerns. Not only will this approach create a healthier and happier existence, it will help stop the cycle of chronic disease that is crippling our healthcare system and our general economy. It doesn't have to be this way and each of us has the power to make a difference. Wouldn't it be nice to imagine a day when healthcare premiums were no longer negatively impacting our wages and retirement savings?

On another note, it is my privilege to have been part of Teamsters Local Union No. 830 for more than 34 years of its 70 year history. During this time I have had the pleasure of meeting, working with and serving many wonderful people and look forward to continuing my career here for many years to come. Thank you very much for the privilege and pleasure of serving you and your families.

Make Sure to Take Advantage of Reduced Copays for Radiology and Therapy Services

Please remember that if your medical coverage is provided through the Teamsters Local 830 Health & Welfare Fund you can save money on radiology and therapy services by using free standing (non-hospital-based) facilities. This is because charges for such services are significantly lower when performed outside of a hospital setting. Standard x-rays and other diagnostic imaging like ultrasound studies require a copay of \$40 or \$50, depending on your medical plan, when performed in a hospi-

tal setting. However, if you use a free standing facility, these copays will be cut in half to just \$20 or \$25. Likewise, copays for more elaborate studies like MRIs and CAT scans are just \$40 or \$50 at a free standing facility but would cost \$80 or \$100 in a hospital setting. The vast majority of free standing (outside the hospital) radiology facilities are owned by professional practitioners, even if the name of the facility reflects the hospital's name. However, we recommend checking the copay at the time your appointment is scheduled or calling the Fund Office for confirmation.

Therapy services are reduced by \$15 when performed at a professional facility. For instance, if your copay is \$45 or \$50 per visit, this is reduced to \$30 or \$35 per visit. As with radiology, the vast majority of free standing (non-hospital-based) facilities are owned by professional practitioners. However, we again recommend checking the copy at the time your appointment is scheduled or calling the Fund Office for confirmation.



A FREE HeartCam Scan May Save Your Life!

Heart Disease remains the number one killer of both men and women in this country, taking more lives than all cancers combined. Back in 2003 the Health & Welfare Fund began offering a free HeartCam scan to our members and their spouses who met certain criteria. Today, any male age 35 and over or female age 40 and over is eligible for a free scan. The test takes only five or ten minutes and is completely non-invasive. Sadly, just a small fraction of our population has taken advantage of this valuable offering during the past nine years.

HeartCam detects the presence of coronary calcium, a

component of plaque. A score is assigned to the volume of calcium detected in the coronary vessels and this is compared to scores for others of similar age and gender to determine your relative risk of having a heart attack. Knowing your risk allows you and your doctor an opportunity to develop a treatment program specific to your circumstances. With appropriate intervention now, you can reduce your risk of having a heart attack in the future and significantly avoid the need for invasive, risky interventions like cardiac catheterization and coronary bypass surgery as well. In short, you have an opportunity to control your heart disease before it has a chance to materially interfere with your everyday life...or even end your life! Repeat scans allow you and your doctor an opportunity to confirm whether present interventions have been successful at stopping progression and to make changes when necessary.

We have begun working with a physician from Boulder, CO who has had extraordinary success using coronary artery calcium imaging (HeartCam) to manage heart disease in his high risk patient population with the goal of emulating his success here...more on this to follow. We also anticipate mandating a HeartCam for those with multiple risk factors for heart disease in the not-so-distant future. In the meantime, please call HeartCam at 215-662-LIFE (5433) to schedule your free scan. You and your family will be glad you did!

Serious Health Issue? Call Us!!!

Are you receiving medical coverage through the Teamsters Local 830 Health & Welfare Fund? Have you or a covered family member recently been diagnosed with a serious health issue? If so, please call the Fund Office. We will direct you to one of our health partners for assistance in a number of areas including:

(Continued on page 4)

(Continued from page 3)

- Understanding your diagnosis and treatment plan.
- Finding the best doctors and hospitals to manage your condition and to provide any recommended treatment.
- Making informed decisions concerning your care.
- Seeking other opinions when appropriate.

In some instances, and only with your permission, our partner may accompany you to physician office visits to assist you in communicating any questions or concerns and to help you understand information being presented by the physician. If you are hospitalized, our partner can assist in coordinating your care.

Members taking advantage of these resources have found them to be very valuable. Why go it alone when you can have expert help at your disposal?

Partial Lump Sums Available Through Retirement Savings Plan

Before May 1, 2011, if you retired or left covered employment and wanted money from your account with the Teamsters Local 830 Retirement Savings Plan, your only option was to withdrawal your entire account balance. This was problematic for those wishing to withdrawal only a portion of their account balance and to continue managing the remainder here.

Responding to this concern, the Plan Trustees have now amended the Plan to permit partial lump sum distributions (one in any 12-month period) for those who have left covered employment. The minimum distribution amount has been set at \$1,000.

The Retirement Savings Plan offers a host of investment options with the goal of allowing its participants an opportunity to continue managing their accounts long into retirement.

Employee Assistance Program (EAP) Helps Meet Challenges of Everyday Life

The Teamsters Local 830 Health & Welfare Fund offers an Employee Assistance Program (EAP) through M.H. Consultants (MHC), a confidential information and referral service designed to match individuals in need of assistance with appropriate healthcare professionals such as psychiatrists, psychologists and therapists. This benefit is available to all eligible employees and their families.

Areas of assistance include: Stress, Substance Abuse, Coping Skills, Depression, Grief, Alcohol Abuse, Catastrophic Illness, Loss, Anxiety and much more. If you or a family member is in need of assistance, please contact MHC at 800-255-3081. The process for providing assistance is as follows:

Intake: MHC care-manager conducts a phone interview. Desired services and location are determined and in-network options are recommended. Eligibility and benefits are verified.

Referral: Providers are identified and the caller is referred appropriately. MHC coordinates benefit information with the provider. The caller contacts the referred provider for an appointment. An encoding system provides anonymity and confidentiality.

Quality Assurance: Care is regularly monitored by MHC for patient satisfaction. MHC is your advocate to make sure that you receive the care that your deserve.

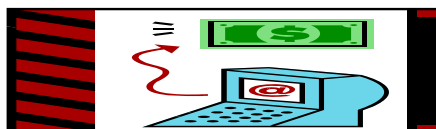
Cost: Initial assessment sessions are free. If you continue with treatment, you or your fami-

ly member are responsible for the copayment outlined by your insurance plan. MHC will assist you in determining these costs.

Outcome: With hard work and realistic goals, SUCCESS is achieved.

Close monitoring, continued follow-up, ongoing support and aftercare are all part of the treatment program to guarantee you a confidential healing therapeutic environment.

We encourage you to take advantage of this valuable resource.



Mandatory EFT for New Retirees

Effective October 1, 2012 the Teamsters Local 830 Pension Fund will require that all new payees receive their monthly benefit payments via electronic funds transfer (EFT) to their bank accounts. If you are contemplating retirement in the near future and for some reason do not have a bank account, we recommend that you establish one immediately to avoid any delays in processing your pension payment.

Even though the Pension Fund is not mandating EFT for those already receiving payments, we strongly urge you to consider electronic funds transfer in place of paper checks which are susceptible to being lost or stolen and to occasional in-transit delays. Making this change is easy. Simply contact Mary Joniec at the Fund Office during normal business hours to request the appropriate form and instructions. Mary will be delighted to walk you through the process.

Annual Medical Insurance Enrollment Application

If you are a participant of the Teamsters Local 830 Health & Welfare Fund and enrolled in medical coverage, the Plan requires that you complete a medical insurance enrollment application EACH YEAR updating contact information and providing basic health information for you and your spouse. Some members have questioned the need to obtain this information on a recurring basis. The answer is quite simple.

First, it is our experience that a fair amount of change occurs in contact information from year to year in our population and it is extremely important that we have current addresses and telephone numbers for internal activities and to share with our health partners who are performing various types of outreach to our members and spouses.

Secondly, basic health information becomes part of the data set used by our health partners to determine which members require assistance with wellness issues.

Obtaining this information is so important that failure to comply subjects members to a deductible surcharge. Your cooperation is greatly appreciated.

Teamsters Local 830 Health & Welfare Fund Annual Budget 9/1/12—8/31/13:

\$26,419,398.41

Teamsters Local 830 Employee Benefit Funds

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Shirley Dustman
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Eleanor Riley
Jennifer Schmeltzer
Lynn Valenti

Fund Administrator
Asst. Fund Administrator


Health & Welfare Claims Manager
Dental Senior Claims Manager
Vision/Life/AD&D/STD Senior Claims Rep
Receptionist/Life/AD&D/STD Rep
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...Glenn Fulcher

Happy
70th Anniver-
sary!



VP
Corner

Local 830 was founded in 1942 during the tumultuous time that the United States was embroiled in World War II. Although Local 830 has endured its share of struggles through the years, it has emerged as one of American's premier local unions and it continues its mission to protect the rights of the American worker and their families.

Based in Philadelphia, Local 830 represents employees at a number of vital industries serving the tri-state region, including drivers, salesmen, production workers, warehousemen, food & beverage employees, laundry workers, car attendants and mechanics.

Much of the union's struggle to preserve working families is in the political arena with aggressive lobbying and a powerful grassroots campaign to counteract entities that work in opposition to its particular interest.

The organization has a strong connection with the communities it serves, partnering with a number of non profit organizations such as United Way of Bucks County, Special Olympics PA, the Irish Society, and the Aid for Friends Frail Elderly Outreach Center.

The Local 830 Scholarship Program (one of the top programs in the country) offered to students each year who are in their final year in high school. The Scholarship assists children of members in fulfilling their higher education aspirations.

The Local 830 Executive Board with their experience perseverance hard work and dedication will continue to do what is in the best interest for our retirees, members and their families and continue to lead this great organization into the future for many years to come.

United we stand, with strength, dignity and courage.

Mastrome's

By: Tony Mastrome

Commentary

Citizens United!

The author William Forbath once said, the framers of our Constitution believed that protecting our Constitutional Democracy demands that we address our unequal and unfair society.

In this nation the will of the people is supposed to prevail. Our Constitution clearly states "We the People", nowhere is the word corporation mentioned.

The First Amendment protects the peoples right of free speech, however the conservative majority of the Supreme Court disagrees. In January 2010, in a 5/4 ruling the U.S. Supreme Court in their Citizens United decision granted Corporations First Amendment rights of free speech which enables them to spend unlimited amounts of money to support or oppose political candidates. In their infinite wisdom the court reversed a century of campaign finance laws ushering in the creation of Super PACS.

Corporations are now able to raise untold wealth with little liability and NO morality, granting excessive and unfair influence in elections and law making with the sole purpose of profit making.

Citizens United has brought a flood of shadowy corporate money also known as "dark money" into our political process which is an attack on our Democracy, increasing the dangers of corruption, while ignoring the strong tradition of American political equality and the undermining of self government.

With this decision the Supreme Court constitutionalized corporate Plutocracy.

Corporate lobbyist now hold exceptional leverage over elected officials, which makes it harder to promote any common interests such as healthcare, protecting workers rights, promoting fair trade policies and curtailing abuses by Wall Street.

What happened to giving voters a choice and candidates a fair chance? Corporations have too much power and people have too little. How can a Democracy function effectively when its citizens believe laws are being bought and sold by corporate interests.

Recent polls show 85% of Americans feel the political system is stacked allowing Democracy itself to be for sale to the highest bidder.

We need to repeal Citizens United the most radical campaign finance decision in the history of the Supreme Court.

We need to propose a Constitutional Amendment to end clandestine campaign funding and this can only be accomplished with the support of a united citizenry.

A 28th Amendment could provide a big enough broom to sweep "dark money" out of the political progress.

Don't let Washington and Wall Street hijack our DEMOCRACY!

AMERICAN BORN! TEAMSTER SWORN!



Thank you to all members who took a stand on August 11th!!!
Rally estimated 44,000 people in attendance.
Together our voices can be heard and we can make a difference!!

DECEASED

LOCAL 830 NOTES WITH SORROW THE PASS-
ING OF THE FOLLOWING MEMBERS:

Joseph Mangano*
Spiro Ghicondes*
Thomas Wiser
Thomas Lynn*
John Speer*
Brian Moore
James Werts Jr.*
Linda Rutter*
John Sharkey*
Robert Doughty*

Javie's Bev.
Modern Laundry
Pepsi Pennsauken
Clement & Muller
Gretz Norristown
Philadelphia Coke
Franks Beverage
Total Warehouse
JE Limburner
Coke

*denotes retiree

RETIRED

THE FOLLOWING MEMBERS HAVE
ANNOUNCED THEIR RETIREMENT:

Harold S. Smith
William Cossman
Peter Ryan
Donald Crist
Joseph DeRosa
Russell Pizzo Sr.
James Dixon
Nicholas Sava
Donald McErlane
George Duane
Lester Hughes
Mark Brady
Edward Brooks
Anthony Petruccio
William Rice
Mike Hancz
Gary Mammele

Boro of Hatfield
Boro of Hatfield
Coke Philadelphia
Pepsi Philadelphia
Coke Philadelphia
Coke Philadelphia
Hertz
Muller
Pepsi Philadelphia
Muller
Banko Distributing
Gretz Bucks
Konrad Beer
Muller
Banko Distributing
Banko Distributing
Banko Distributing

CONTRACT NEWS

Canada Dry ... Our members employed at Canada Dry ratified a new 4 year agreement on July 28, 2012 by a 4-1 margin. Highlights include bonuses in year one, wage increases each year there after and increases in Pension multiplier. The committee consisted of Glenn Fulcher, Dan Grace an Jim Brown from LU 830 and Shop Stewards Paul Fricker, Scott Wilsman, Ed Mezzanotte, Joe Asman and Mark Fahringer (member).

Holiday Inn ... After being on a day to day extension since June 30, 2011 our members employed at the Holiday Inn ratified a new 3 year agreement by a 5-1 margin. On July 14, 2012 the new agreement raises wages each year and maintains all other provisions. A great job by the union negotiating committee: Glenn Fulcher, Dan Grace and Jim Brown from LU 830 and Shop Stewards Renee Carter, Juanita Mohoney and Karen Wyche (member).

RETIREE MEETINGS

Retiree Meetings are held the first Tuesday of the month in the Local 830 hall.

Upcoming meetings will be:

October 2, 2012
December 4, 2012
February 5, 2012
April 2, 2012
June 4, 2012

November 13, 2012
January 8, 2012
March 5, 2012
May 7, 2012

VOTE!

Vote on November 6, 2012
Teamsters Local 830 will
again support the
Obama/Biden ticket!
VOTE, VOTE, VOTE!!!

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 team830.org

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Ed O'Brien
 Trustee

Van Artis
 Warden

Billy Peal
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Nick Deieso
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Are you moving?

If so, let us know so that you don't miss an issue of the 830 REPORTER. Please call the hall at 215-671-9850 and inform us of your new address.



2012

November 4, 2012
 December 2, 2012

UNION MEETINGS

All meetings begin at 10:00am
 in the meeting hall.

2013

January 6, 2013, February 3, 2013, March 3, 2013
 April 7, 2013 and May 5, 2013*

*At the May 5th meeting there will be a vote to suspend the meetings
 in the summer months of June, July and August 2013.

All meetings begin at 10:00am in the meeting hall.

UNION MEETINGS

MEMBERS MEMBERS MEMBERS

