



Local **830**



THE REPORTER

Designed & Published by Local 830, International Brotherhood of Teamsters

www.team830.org

Spring / Summer 2013

2013 SCHOLARSHIP RECIPIENTS



Daniel Gindhart
son of Daniel Gindhart
PBC



Brandi Ziemenski
daughter of Theodore Zieminski
TJU



Richy Masciarelli
son of Richard Masciarelli
TJU



Lindsey Gibbs
daughter of Christopher Gibbs
PBC



Colin Langan
son of Thomas Langan
Canada Dry



Taylor Donia
Recipient of the Louis P. Mattucci Memorial Scholarship
daughter of Joseph Donia
American B.D.



Jacquelyn Bamberski
daughter of Joseph Bamberski
Canada Dry



Gabrielle Bamberski
daughter of Joseph Bamberski
Canada Dry



Christina Arasim
daughter of David Arasim
Meenan Oil

CONGRATULATIONS TO ALL RECIPIENTS!



Secretary Treasurer's REPORT

...Dan Grace

There has been a flurry of activity at Local 830 since last fall. We have now successfully completed all of the soda contracts including Cott Beverage, Coca Cola Refreshments (Philadelphia) and Pepsi Cola Beverages at five locations. In addition, we have finalized agreements with Thomas Jefferson University, Total Warehouse and National Casein during this time. I am particularly pleased to report that in all instances we have been able to achieve positive results including:

- Maintenance of Health Insurance Coverage
- Protection of Pensions
- Above Normal Wage Increases
- Additional Holidays in Some Agreements

I would like to express my sincere appreciation to my agents, union and benefits staff, and to the various bargaining committees for all their contributions in regards to the negotiating process.

Local 830 continues its processing of grievances and arbitrations, still winning more than we lose.

Local 830 continues its campaign to organize new members. All of you can help us with this effort. When you are out working in the craft, or engaged in neighborhood activities, or at family functions like your children's athletic events, it would be extremely helpful for you to wear your Local 830 clothing (stop at the hall for the latest offerings) and to mention the benefits of working in a union environment whenever an opportunity exists. Feel free to provide your agent's name and phone number and to share information with your agent about a possible organizing opportunity. Building the Local's population will benefit ALL members and certainly those who do not have union representation at the present time.

On the political front, Local 830 remains involved (sometimes at the forefront) in a variety of active campaigns including soda tax, liquor by the drink tax, additional cigarette taxes, privatizing liquor stores, transportation funding and A.V.I. Those of you who presently contribute to D.R.I.V.E. are to be commended as these contributions ensure our ability to protect the interests of all members. Those who do not contribute SHOULD BE ASHAMED OF THEMSELVES! We are all in this together! Please reconsider your decision to support D.R.I.V.E. Just a buck or two per week ensures that we have a political voice, one that helps us protect our jobs and our future.

In this edition you will read about a major change in our Pension Fund's benefit accrual formula. I want to personally commend our benefits staff and professional advisors who work tirelessly to assist the Trustees in making sure the Fund remains financially viable in the long term. Where would we all be without the security of a monthly pension to help us in our later years?

On a personal note, I wish to congratulate all of our recent Local 830 Scholarship Fund winners as well as all other graduating seniors in our population and to wish everyone much success in their future endeavors.

Lastly, for all of our members, please take time to relax, spend time with your families, enjoy the summer months AND always remember that the things you currently enjoy like holidays, vacations and benefits are brought to you by Teamsters Local 830 and the labor movement. Peace! DHG



On the Street

...Chuck White

Your Vote is Your Choice Your Choice is Your Vote



I was in the supermarket the other day, talking to two cashiers, both members of a labor union.

One cashier claimed she was a long time member and glad to be a union member especially for the holiday premium she was getting for working on the holiday, as it gave her more opportunity to earn as opposed to cashiers working the holiday at another store which did not have a union workforce or union contract, and not paying premiums for working the holiday.

Another cashier stated that her union didn't do anything for her, which is her opinion, but not a factual one, in my biased opinion, as union workers get to bargain their own terms and conditions by way of proposals, and the negotiating process and the ratification/voting process.

Union workers live by the binding contract, as NON UNION WORKERS do not get to propose, negotiate, or vote on their terms and conditions, --their NON UNION Employer does that for them!

It bothers me to hear a UNION member say that the Union does nothing for them, but I try to understand the statement, usually made by someone who had a negative experience with a grievance, or does not want to pay union dues, or is not happy with their contract.

In all reality, working conditions and economic benefits these days are not enough to ever make anyone happy, but we need to remember that it's better to have; than to have NOT!

Union workers have to see that their wages, benefits and conditions are better just by comparing their package against other NON UNION "at will" employees in similar jobs and industries. In the past few years workers have expressed that they have protested by casting their ratification vote as a "NO" vote against the contract, and the Employer. Their choice.

I never ask a member how they vote, and in all reality it's none of my business how you vote, just as long as you know what you are voting on, and know what happens with your vote.

I have seen many times where members, in front of their peers will openly protest against a tentative agreement, and go into the private voting booth at the hall and vote "Yes" for a contract that they have claimed that they are opposed to. Why?

Then the count of the ballots reveal that most of the persons saying they voted "NO" really voted "Yes" for the contract after all.

People need to put on their big boy/big girl pants and take responsibility for their vote.

It counts for something very important and very serious for them and their families.

Don't blame the Union officials and the shop stewards for how you cast your vote, The union officials don't vote on your contract.

The shop stewards are there to help negotiate, they don't vote and cast a ballot for anyone other than themselves just like all the other voting members.

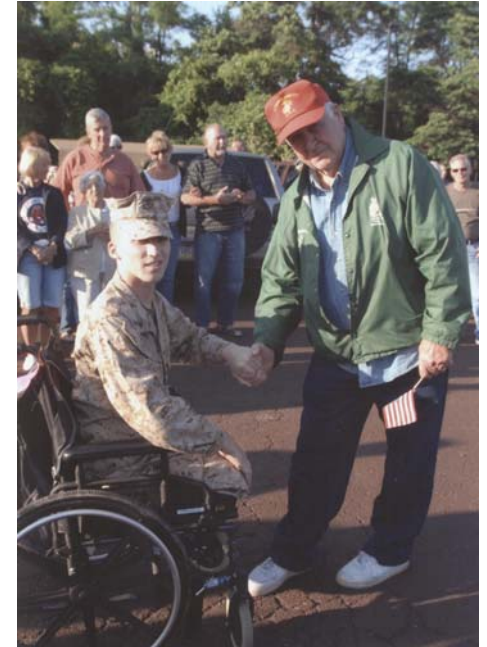
The Union is the vehicle used to bring you something to vote on.

You should not lie or be ashamed of how you vote, it's your choice how you vote.

Be mindful that it's a privilege to be a part of a Union and you have an opportunity to vote on your contract, as NON-UNION workers do not ever get that opportunity.

(continued next column)

U.S. Marine Cpl. Timothy Donley and Vince Improto



U.S. Marine Lance Cpl. Timothy Donley returns home from Afghanistan!

While on active duty with the USMC in Afghanistan, Lance Corporal Timothy Donley was seriously wounded by an IED on February 9, 2012. Timothy lost both his lower legs and his right arm was severely injured. A parade was held to welcome Donley home. Hundreds came out to show their thanks as he passed. VFW Trappe #7155 held a fundraiser for Donley.

(Chuck White's article continued)

Employers really do not want to have to wait for you to vote, they do not even want to have to negotiate with the Union, but they are required to bargain with YOU--AS YOU ARE THE UNION.

If you are not satisfied with the tentative agreement being presented to you, then VOTE NO!

Nobody is forcing you to vote one way or another. If you are satisfied then vote YES!

Accept the fact that YOU and only YOU cast YOUR OWN ballot and voted NO or voted Yes!

Only you are responsible for how you vote, so come to the ratification meeting, with a clear mind, tune out all of the unsubstantiated rumors, come sober, and prepared to make a choice, and accept full responsibility for that choice without influence from any other source as you are making an individual choice collectively with the other union members, and however the vote comes out you made your choice and the majority has spoken.

That way you can make your own decision and be confident with that decision.

That way you won't find yourself making statements that "the Union doesn't do anything for you" because you will be doing it for yourself, as YOU ARE THE UNION.

SHOP STEWARDS CORNER

NEW SHOP STEWARDS

Matthew Martin
Stephen Toth
Adam Bauer
Douglas Murphy
Mike Wojcik
Chris Kelly
Dominic Macaluso
Rahim Carter
Narmah Ballah
Shanti Stevens
Robert Devery
Jeremy Bayshore
Frank Berthcsi
Paul Greco
Scott Bennett
Paul Gallagher
Antoine Edwards
Mike Thompson

Coke
Banko Beverage
Pepsi Pennsauken
Pepsi Pennsauken
Muller
Muller
Coke
Pepsi Pennsauken
CCI
CCI
CCI
Pepsi Reading
Coke
Jefferson
Konrad Beer
Cott
Pepsi Philly
BDCI

Fund Office News

MAJOR CHANGE IN PENSION FUND BENEFIT FORMULA AIMED AT SUSTAINING LONG TERM FINANCIAL SECURITY

Background

Due to continued volatility in the financial markets, as well as the stringent funding requirements that must be met by the Pension Plan under the federal Pension Protection Act ("PPA"), the Trustees of the Plan have spent considerable time and effort in assessing the funded status of the Plan and in planning for a future of secure pensions.

The Plan is presently in the "Green Zone" under the PPA, which means that the Plan is at least 80% funded and is not facing a projected funding deficiency within the next seven years. The Trustees are committed to keeping the Plan in the Green Zone. Doing so results in greater protection of the long-term funded status of the Plan and greater protection of accrued benefits for *all* Plan participants. If the Plan's status were to be classified as in the "Yellow Zone," the Plan would be required to adopt a "Funding Improvement Plan." If the Plan's status were to be classified as in the "Red Zone," the Plan would be required to adopt a "Rehabilitation Plan." A Rehabilitation Plan could mandate takeaways of certain types of benefits.

The Plan has historically provided you with retirement benefits in the form of a monthly life annuity payable at your normal retirement date based on the multiplier in effect when you last performed service under the Plan multiplied by all years of credited service up to a maximum of 35 years. As part of its analysis, the Trustees have been assessing the Plan's ability to continue providing pension benefit increases utilizing that historic formula. Because of the PPA's funding rules, it has become increasingly difficult to apply pension increases to all of your years of service. Such treatment results in immediate past service liabilities which create funding volatility, something the Trustees feel should be avoided if their ultimate mission is to protect the pension promises made to Plan participants.

As a result, the Plan has been amended retroactive to January 1, 2012 so that all benefits earned in the 2012 calendar year and each subsequent calendar year will be based upon the highest benefit multiplier for that particular year. The effect of this change is that future benefit increases will no longer apply to service earned in prior years. The formula used to calculate the benefit multiplier remains unchanged (.8067

times the weekly contribution rate rounded to the nearest quarter dollar). In addition, the 35-year service limit has been eliminated for those who earn at least one hour of service on or after January 1, 2012. This includes service earned prior to 1/1/12. Some examples using this new formula are as follows:

Termination on/after January 1, 2012:

Participants with over 35 years of Credited Service **and at least one hour of service on or after January 1, 2012** will not have their credited years of service limited to 35 years. The accrued benefit of such a participant will be determined as of December 31, 2011 based upon the then applicable multiplier and without regard to the 35 year maximum that was formerly applied.

Beginning January 1, 2012, such participant will earn a benefit for each calendar year of credited service based on the highest benefit multiplier in effect at the time they last earned an hour of service during that calendar year. For example, let's assume that a participant has earned 38 years of credited service as of December 31, 2011 with a benefit multiplier of \$50 and works at least one hour of service during 2012. The following describes how that person's benefit through 12/31/11 would be determined :

Benefit Multiplier at 12/31/11:	\$ 50
Years of Credited Service:	<u>x 38</u>
Total Monthly Benefit:	\$1,900

tribution for that participant increases to \$67. In 2013, the weekly employer contribution increases to \$72. The following describes how that participant's continued accruals would be determined:

Accrued Benefit @ 12/31/2011:	\$1,900
Accrual for calendar 2012	
(\$67 x .8067):	54
Accrual for calendar 2013	
(\$72 x .8067):	<u>58</u>
Accrued Benefit @ 12/31/2013:	\$2,012

Note: Participants with less than 35 year of service credit at 12/31/11 will also accrue future benefits as in the example above without limit to service, i.e., they will not be capped at 35 years.

Termination before January 1, 2012:

Participants with over 35 years of service **who terminate before January 1, 2012** will not be entitled to the updated benefit formula. For example, a participant ends his covered employment with 38 years of service as of December 31, 2011. At that time, the employer provided multiplier was \$50. The normal retirement benefit for such participant is determined as follows:

Benefit Multiplier at termination:	\$ 50
Years of Credited Service	
(limited to 35):	<u>x 35</u>
Total Monthly Benefit:	\$1,750

Additional Note: Under the new formula the participant's accrual is based on the highest scheduled accrual rate in effect when the participant last earned an hour of service during the calendar year. Thus, if a participant last earns an hour of service in July and the benefit multiplier increase does not go into effect until October, the participant's accrual for the year will be based on the multiplier in effect in July.

The Board of Trustees of the Teamsters Local 830 Pension Fund has a fiduciary obligation under federal law to protect the interests of Plan participants and beneficiaries. These changes reflect that obligation by seeking to ensure that pension promises made to Plan participants will be kept long into the future.

If you have questions concerning the new benefit formula or any other benefits related matter, we encourage you to contact the Fund Office at your earliest convenience.

**TOTAL PENSION
FUND ASSETS @
9/30/2012:
\$121,082,144**

Termination on or after January 1, 2012: (cont'd)

In addition, let's assume that the same participant earns a year of credited service (at least 990 hours in covered employment in a calendar year) during each of calendar years 2012 and 2013. In 2012, the weekly employer con-

LABOR DAY PARADE

Monday, September 2, 2013

More information to follow....



GENERAL MEMBERSHIP MEETING



General Membership Meetings resume on Sunday, September 8, 2013 at 10:00 a.m.

Please make an effort to attend and get involved in your UNION!

Remaining meetings for 2013 are 10/6/13, 11/3/13 and 12/1/13.

ANNUAL COOK OUT and CAR SHOW


IMMEDIATELY FOLLOWING THE GENERAL MEMBERSHIP MEETING ON SUNDAY, SEPTEMBER 8TH THERE WILL BE A COOKOUT AND OUR ANNUAL CAR SHOW. IF YOU OWN OR KNOW SOMEONE WHO OWNS A CAR OR MOTORCYCLE PLEASE BRING IT OVER TO SHOW.



WRP Corner

...Glenn Fulcher

"Right to Work" Legislation Proposed in Pennsylvania Legislature



A little more than a month after Michigan Republicans successfully passed landmark anti-union legislation in their state, members in the Pennsylvania General Assembly are attempting the same. Six state representatives (all republican) are attempting to bring "Right to Work" bills to the state house floor.

Pennsylvania can become the nations 25th "Right to Work" state in this session, at lease a group of republican house members think it should.

Republican members introduced "Pennsylvania Open Workforce Initiative". The package has six bills to end "Compulsory/Unionism" for private and public sector unions.

"Right to Work" is an attack on workers, lower wages, less benefits, poorer working environments and an over all weakened middle class as a resort of weakened union power. You take away unions, you eliminate the middle class.

Getting these laws passed in Pennsylvania with a republican controlled general assembly would mean winning over many republican lawmakers who take campaign donations from labor unions.

Pennsylvania Governor Tom Corbett (republican) states he will sign "Right to Work" Legislation if it comes across his desk.

To all those who don't belong to the D.R.I.V.E. Program (Democratic Republican Independent Voter Education)

Do you think its about time you did?

If you want to know more about D.R.I.V.E. or want to join, please contact a Local 830 Business Representative.



DECEASED

LOCAL 830 NOTES WITH SORROW THE PASSING OF THE FOLLOWING MEMBERS:

- | | |
|----------------------|-------------------|
| Millard Strauss* | Schmidt's |
| Manuel Sanchez | First Transit |
| Frank Yalovic | Post Precision |
| William Chango | Pepsi Blvd. |
| Josephine Patterson* | Total Warehouse |
| Carl Carano* | Imperial Distr. |
| Louis Pfeiffer* | Wm. H. P. |
| Joseph Lomas* | Ivory Co. |
| Andrew Piselli* | Cordesco Dental |
| Alvin Massenburg* | TJU |
| Leon Drummond* | TJU |
| Walter Skoroda* | Camiel Beverage |
| Carmen Placido* | Coke |
| Thomas McGinn* | McGinn Beer Dist. |
| Willie Folk Sr. * | Franks Beverage |
| Edward T. Klein* | Brewers Outlet |
| Otha Shaw | Cott Beverage |
| Robert Carter* | Local 830 |
| Raymond Tindall* | Schmidt's |
| Ross Terry Sr. | Cott Beverage |
| James Fitzpatrick* | Muller |
| Kenneth Drumheller* | Aramark Montco. |
| Ronald Wolfe Sr. | Post Precision |
| Charles Warner* | C&M |
| Walter Wysocki* | Bunzl |
| William Kramer* | Schmidt's |
| John Jerry* | Woodhaven Foods |
| Edward Stafford* | Aramark |
| Samuel Noel* | Schmidt's |
| John Ehrenreich* | Schmidt's |
| Carl J. DeLurio* | McGinn Beer Dist. |
| Robert Carroll* | TJU |
| Heinrick Brunhafer* | Schmidt's |
| Edward McGough* | Bevco |
| Thomas Edinger* | Nat'l Brands |
| Robert O'Reilly* | Burns Beverage |
| Joseph Spross* | Boulevard Bev. |
| Frances Bound* | Total Warehouse |
| Frank Stewart* | Clement & Muller |
| Richard Simmons | Pepsi Wilmington |
| James Tobin* | Schmidt's |

*denotes retiree

Mastrome's Commentary

By: Tony Mastrome

Is the Economy making us crazy?

Rising unemployment and mounting economic pressures have combined to create the perfect storm, the most violence prone workplace in our generation. There is a silent epidemic permeating throughout the nations workforce.



A violation of human rights that can strike anywhere, anytime and no one is immune. Workplace violence however it chooses to make itself manifest is acknowledged as an occupational hazard that creates a negative impact on the American workforce and their families. These hazards can range from threats, bullying, verbal abuse, physical assaults and in many cases homicide.

Nearly 2 million working Americans report being victims of some sort of workplace violence each year. The Bureau of Labor Statistics shows an average of 590 homicides per year, while remaining the number one cause of workplace death among women.

Inappropriate behavior by a perpetrator usually will precede a violent incident. Statistics also show that 1 in 5 workplace fatalities is attributed to intentional violence. The threat of violence in the workplace can harm workers causing psychological ailments including post traumatic stress disorder making the workplace a war zone. Its been said, that violence is a disease corrupting all who use it regardless the reason.

Since the time that Cain slew Able, man has been prone to violence. This type of lewd behavior often shatters the feelings of safety most feel at the workplace. No one in their right mind wants to work in a toxic environment.

These violations of workers rights are a preventable hazard and the best protection employers can offer is to establish a zero tolerance policy.

Another benefit offered is an Employee Assistance Program or E.A.P. that provides service through Teamsters Local 830 Employee Benefit Funds providing service short term counseling for a variety of emotional or psychological issues including stress and anger management counseling which is strictly confidential.

In every workplace there is a code of conduct to be followed and we will be defined by our actions.

If a workplace conflict arises self discipline and a calm demeanor can work miracles to diffuse a potential bad situation.

And so the question remains, is it the economy that's making us crazy, or are we just victims of a violent Orwellian society?

AMERICAN BORN! TEAMSTER SWORN!

RETIRED

THE FOLLOWING MEMBERS HAVE ANNOUNCED THEIR RETIREMENT:

- | | |
|---------------------|--------------------|
| Anthony Ciconti Jr. | Coke Philly |
| Thomas Tyler | Coke Philly |
| Terry Neiman | Origlio Beverage |
| John Wybranski | Pepsi Blvd. |
| Peggy Lewandowski | Total Warehouse |
| Paul Waller | Konrad Beer |
| Erik Schneider | Gretz Norristown |
| Thomas Gretchen | Gretz Norristown |
| Gregory Thompson | Coke Philadelphia |
| Faustino Paulino | Pepsi Philadelphia |
| John Porter | Cott Beverage |
| Michael Morrell | Konrad Beer |
| Gilbert White | Muller Inc |
| Scott Bowman | Coke Philly |

CONTRACT NEWS

Pepsi Reading/Schuylkill Haven ... Our agreement which expired January 9, 2013 and was on a day to day extension was ratified by our members on January 23, 2013 by a 31-1 vote. Highlights: 4 year agreement, increase in wages each year, increase in pension, and increase in short term disability. The main issue and change for our drivers is now they will convert to a pre-sell and delivery system. The union negotiating committee included Glenn Fulcher, Dan Grace and Jim Brown from Local 830 and Shop Stewards Todd Natole and Billy Dunleavy also in attendance members, Dave Fisher, Carl Spece and Mark Blough.

Coca Cola Refreshments ...Our members overwhelmingly ratified a new 5 year agreement on April 15, 2013. Highlights include lump sum payment, increase in wages each year, increase in pension, increase in R.S.P. Other highlights include improved language covering seniority, bidding, holidays and sick days, and new locations. Glenn Fulcher who headed this committee states "this committee work hard and did a great job protecting the current workforce and our retirees". The committee included Glenn Fulcher and Dan Grace from Local 830. Jay Wilson, Frank Berthcsi, Joe Fie, Steve McLaughlin, Troy Smith, Steve Shugarts, Gerry Martin, William Gillen, Corey Johnson and John Lyons.

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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.



2013 UNION MEETING SCHEDULE

September 8, 2013 is our welcome back cookout!
October 6, 2013, November 3, 2013 and December 1, 2013 will be the remaining meetings for 2013. Meetings begin at 10:00 a.m. in the hall. Coffee and donuts will be served!

Send us your pictures to kcrawford@team830.org

