



Local 830



THE REPORTER

Designed & Published by Local 830, International Brotherhood of Teamsters

www.team830.org

WINTER 2010

Grace/White Slate Return to Office by Acclamation on October 4, 2009

On Sunday the fourth of October, the membership spoke. The members of Local 830 spoke loud and clear on who should lead this great Local. The Slate headed by Dan Grace and Chuck White was re-elected for the next three years. This marks the second term for this Slate. The results are as follows:

Secretary-Treasurer	Daniel H. Grace	Unopposed
President	Charles T. White	Unopposed
Vice President	Glenn Fulcher	Unopposed
Recording Secretary	John O'Rourke	Unopposed
Trustee	Daniel Santosusso	Unopposed
Trustee	James Brown	Unopposed
Trustee	Anthony Mastrome	Unopposed



Left to Right: Trustees: Jim Brown, Dan Santosusso and Tony Mastrome, Warden: Van Artis, Secretary Treasurer: Danny Grace, Sgt. of Arms: Billy Peal, President: Chuck White, Vice President: Glenn Fulcher and Recording Secretary: Jack O'Rourke

The Executive Board of Teamsters Local 830 would like to thank you for your continued support and we are here to serve the membership should you have any questions or concerns.



2009 Labor Day Parade

Local 830's newly organized members: First Choice Lending



First Choice Lending voted to join Local 830. Congratulations to the new proud members of Teamsters Local 830!

The Employee Free Choice Act will:

Strengthen penalties against employers who break the law. Too many unscrupulous employers get away with breaking labor laws because the current penalties are too weak. The Employee Free Choice Act would increase penalties against employers who illegally fire or retaliate against pro-union workers during an organizing campaign or an effort to obtain a first contract.

Allow employers or employees to request mediation if they're unable to negotiate a first contract. Under current law, anti-union employers often drag workers through lengthy negotiations by delaying bargaining sessions, withholding relevant information, and putting forth bogus proposals. Even though these tactics are illegal, there are no effective deterrents to prevent "surface bargaining." The Employee Free Choice Act will strengthen workers' ability to achieve a first contract within a reasonable period of time

The Employee Free Choice Act would allow workers to form a union through "majority sign-up." If workers know they want a union, we should have laws that let them have it. The Employee Free Choice Act would require an employer to recognize its employees' union when a majority has signed union authorization cards. Under current law, management can refuse to recognize a union even when 100 percent of employees have signed authorization cards. After a majority of workers have signed cards, an employer can still call for a separate election. Under the current system, then, the employer gets to decide whether a separate election is necessary. The Employee Free Choice Act would give this choice to the workers.



Secretary Treasurer's REPORT

...Dan Grace



This has been an extremely challenging year to say the least. However, I'm happy to say that for the most part we have been very fortunate. A number of contracts have been extended with wage increases and maintenance of benefits. And, our membership level has been fairly stable, despite local unemployment at 8%.

Our biggest challenge for 2010 will continue to be health care with companies increasingly demanding their employees have "more skin in the game." The truth is that no one, employer or employee, can continue to withstand cost increases of the magnitude we are experiencing and it is highly unlikely that our government will produce a viable solution to this crisis. Stay tuned.

On a lighter note, your Executive Board was sworn in at the January meeting. As we approach 2010 I encourage all of you to make the following New Year's resolutions:

1. Stay informed.
2. Communicate with your Business Agents.
3. Attend as many meetings as possible.
4. Volunteer for organizing events.

United we stand. Let us present a unified front of 2010 as we face the many challenges ahead. Together we will do good things.

Lastly, I want to take this opportunity to wish you and your families a wonderful New Year filled with good health and great promise.

On the Street

...Chuck White



The Economic Power Grab

Recently employers have used the horrible economy to justify their demands for concessions from their employees. In these stress filled situations some employees are willing to accept concessions in order to continue working and employers know it.

In my opinion employers are using the economic crisis as their excuse to make an economic power grab. This does not happen so easily for the employer in a Union environment. As union members get to negotiate their working conditions.

In January 2010 I once again took an oath as president of your union to protect our standard of living. I'm fully committed to seeing that you reap all of the rewards of your labor that you produce for your employer.

I fully encourage every union member to be vigilant when demanding your fair share of your employer's profits that he earns due to your labor. Over the two years I've seen employers cut salaries, cut workers' overtime earnings and redirect their work to less cost prohibitive labor markets in order to maximize their profits. All this is being done under the guise of "the worst economic recession" since the Great Depression.

I can't see making unjustified concessions because even during these hard times I haven't seen one employer pull up to contract negotiations in a Chevy!

As employers try to take back from workers what they have earned in past negotiations—they should know that if they want our labor in the future then they'll have to pay for it. It doesn't come cheap. When push comes to shove history will repeat itself and ignite the next labor revolution. Remember what goes around comes around.

BUY UNION!

TEAMSTERS LOCAL 830 OFFICERS, AGENTS & STAFF



Daniel H. Grace
Secretary Treasurer
dgrace@team830.org



Chuck White
President
cwhite@team830.org

Glenn Fulcher
Vice President
gfulcher@team830.org

Jack O'Rourke
Recording Secretary
jorourke@team830.org

Dan Santosusso
Trustee
dsantosusso@team830.org

Jim Brown
Trustee
jbrown@team830.org

Tony Mastrome
Trustee

Van Artis
Warden

Billy Peal
Sgt. of Arms

Susanne Deluisi
Office Manager
sdeluisi@team830.org

Rose Mary Crescitelli
Receptionist
rcrescitelli@team830.org

Kristina Crawford
Bookkeeper/Editor/Webmaster
kcrawford@team830.org

Nick Deieso
Janitorial/Maintenance

H1N1 Flu Prevention Tips

Prevention:

- Cover your nose and mouth with a tissue when you cough or sneeze. Throw the tissue in the trash.
- Wash your hands often with the soap and water, especially after you cough or sneeze. Alcohol-based hand cleaner are also effective.
- Avoid touching your eyes, nose and mouth. Germs spread this way. Try to avoid close contact with sick people.

Symptoms:

- Difficulty breathing
- Pain or pressure in the chest or abdomen
- Sudden dizziness
- Confusion
- Severe or persistent vomiting
- Flu-like symptoms improve but then return with fever and worse cough.

Treatment:

- Get plenty of rest.
- Drink clear fluids (water, broth, sports drinks, electrolyte beverages for infants) to keep from being dehydrated.
- Cover coughs and sneezes. Clean hands with soap and water or an alcohol-based hand rub often and especially after using tissues and after coughing or sneezing into hands.
- Wear a facemask, if available, when sharing common spaces with other household members.

You may be ill for a week or longer. Stay home and keep away from others for at least 24 hours after your fever is gone (without the use of fever-reducing medicine). People may be contagious from one day before they develop symptoms to seven days after they get sick.

The Center for Disease Control and Prevention website has information on preventing the spread of the dangerous H1N1 virus, formerly called "swine flu."

Remember H1N1 symptoms are similar to the symptoms of seasonal flu and include fever, cough, sore throat, runny or stuffy nose, body aches, headache, chills and fatigue. Many people who have been infected with H1N1 flu virus also have reported diarrhea and vomiting. People at higher risk of complications from seasonal or H1N1 flu include people age 65 years and older, children younger than 5 years old, pregnant women, people with chronic medical conditions (such as asthma, diabetes, or heart disease), and people who are taking immunosuppressive medications and infected with HIV. ☐



2010 Scholarship Applications

All Scholarship Applications are now due for the 2010 Teamsters Local 830 and James R. Hoffa Memorial Scholarship Awards.

Please submit applications as soon as possible to secure your entry.

DEADLINE: MARCH 1, 2010

SHOP STEWARDS CORNER

New Shop Stewards

- Cheryl Acevado Total Warehouse
- Jim Palmer..... Pepsi
- Nick Thompson..... Pepsi
- Jervass Ballard..... Pepsi
- John Connor..... West German BMW

Standards of Conduct for Stewards

Look to the following standards for your guide and example of what leadership should reflect:

Professionalism, Integrity, Credibility, Fairness, Leadership, Non-Discriminatory, Trustworthy, Thorough, Communicator, Patience, Model Employee, Wisdom, Understanding, Knowledgeable and Hard Working.

Leaving your Job? Get a Withdrawal Card!

Protect your Teamster status. If you are laid off, or are terminating your employment, make sure you obtain a withdrawal card. The charge for the card is .50 cents but all initiation fees and dues must be paid before the withdrawal card is issued.

Remember its up to you to get a withdrawal card—the local will not do this for you. Failure to request a withdrawal card may cause you to pay back dues, so take care of this as soon as possible when leaving your employment. Call the Union at 215-671-9850.

Fund Office News

With "Healthcare Reform" on the way I am frequently asked about its potential impact on our benefit plans. I'm afraid my impression, and that of many of my colleagues, is that the proposed legislation falls well short of addressing key issues driving health care costs and, in fact, has the potential to make things even worse. This shouldn't come as such a sur-

prise. After all, our healthcare system is enormously complex and has an abundance of stakeholders. For virtually any proposed change, some stakeholders will be impacted positively while others will be impacted negatively. This is precisely why we cannot seem to reach consensus on issues of substance. Much of what drives health care cost is outside of our personal control. However, this does not mean we should simply throw our hands up in resignation. To the contrary, we have the ability to control one of the biggest cost drivers in the



My View My View

By Samuel J. Kenish, CEBS
Fund Administrator

healthcare costs for our entire group. In 2010 we will be initiating new programs intended to "help you help yourself." Included will be pilot initiatives to help you quit smoking and to attain a healthy weight. You may already have received separate notice of these programs at the time of this printing. I URGE YOU to take full advantage of these and any other programs made available to you by the Health & Welfare Fund. Together we can achieve what no healthcare legislation could ever do on its own. The time is now!

system, namely, OUR OWN HEALTH! The vast majority of healthcare spending is devoted to managing chronic disease, much of which could be virtually eliminated if we were to adopt healthy lifestyles. Making good health choices...becoming accountable for our own health...can have an enormous impact on our quality of life and also on future

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Making Health our #1 Priority in the New Year!

By Betty Long, RN, MHA

Like a lot of people, with the anticipation of a new year, I spend some time thinking about what I'd like to accomplish in the upcoming twelve months. Traditionally, the New Year is a time to reflect on the changes we want (or need) to make and **resolve** to follow through on those changes.

But, I avoid using the term "New Year's Resolutions" since that's pretty much the kiss of death for accomplishing them. Research consistently proves that a small percentage of people who make resolutions actually achieve them---something like 10 to 12%--with most having abandoned them by the end of January. Not exactly a recipe for success.

I call them annual goals.

We all have them. But often in our work lives, the goals we are trying to accomplish are performance-related, productivity related and salary related. But I would encourage you to think this year about your own health. After all, without your health, all your other goals won't matter.

Here are a few suggestions for setting your goals to move toward better health.

Lead by example.

Whether it's at home or work, people notice. Consider the positive impact you could have by leading by example. Set the tone for your family or co-workers this year and make your good health your top priority. You must take care of your body because the day will come when it will no longer tolerate your indifference.

Be decisive.

You are the only one who can determine what you want to work toward, why you want it, and how you plan to accomplish it. If your goal doesn't come from you, it's unlikely that you'll be successful. Decide that you are ready. If your healthcare provider has suggested that "It's time to quit smoking," it won't matter unless YOU want to do it. (But please consider it!)

Keep it simple.

You'll get into trouble when you make your goal so complicated or so lofty that just telling someone seems overwhelming. Saying "I want to get back to my high school weight" (who wouldn't?) or "I want to reduce my stress," or "I want to eat right" are all very worthy goals, but are too general. Over 66% of adult Americans are considered overweight or obese, so weight loss is frequently 'on the list.' But you need to set reasonable goals and keep it simple.

Write it down.

I don't know about you, but at this point in my life, if I don't

(See "Health" on page 4)

Coming soon...



www.team830funds.org

(“Health” - Continued from page 3)

write things down, I can easily forget. As they say, “out of sight, out of mind.” If you make the conscious act of writing your goal down and then place it where you’ll see it regularly, it will remind you that you are working toward something. It will also give you a point of reflection next year.

Make a plan.

Just because you want it to happen, doesn’t mean it will. You have to make a plan. It’s unlikely that announcing, “I’m going to run a marathon” will make it happen. After deciding on a goal you have to figure out the steps needed to move you toward it. This isn’t the sexy part of making the goal; this is the getting down to the nitty-gritty. But without the steps, you have no road map to get there. Take the time, make the plan.

Measure it.

In order to feel like you’re making progress, it helps to be able to gauge where you are in your journey and more importantly, when you’ve reached it so if necessary, you can continue on---knowing that you’ve been successful. Lowering cholesterol, losing weight, or getting that annual mammogram can be measured. Even if it’s just ten points or ten pounds.

Tell someone, tell everyone!

Don’t keep a secret when it comes to announcing your goals. It’s been proven that when you make a goal public, you are more likely to keep working toward it. So, make a trip to your primary healthcare provider and tell her/him what your health goals are. Make yourself accountable. Tell your co-workers, tell your family. Tell everyone!


Don’t be afraid to fail.

We’re human. We have lives, we get distracted. Fear of failure is one of the reasons most folks don’t even try, but the truth is, there are very few of us who accomplish something of importance on our very first attempt. Most smokers make at least four attempts to quit before they are successful. The important thing is that if you do fail, or get sidetracked, that you get back on track. Don’t beat yourself up; that won’t get you anywhere closer to your goal. Keep moving forward.

Celebrate your success.

It’s no fun if you accomplish a goal and no one knows about it. Especially if you have involved and told your family, friends, or co-workers. Be proud of your accomplishment and celebrate your hard work and results! You deserve it!

Best wishes for a happy, prosperous, and healthy, healthy, healthy New Year! Feliz Año Nuevo!!



Legal Services News
Brought to you by the law firm of
Freedman & Lorry

The International Foundation of Employee Benefit Plans recently published an article outlining steps individuals involved in divorce should consider in dealing with the financial aspects of their separation. “It is important to rationally discuss your current financial situation so that both parties leave the marriage with the amount of money that is deserved, as well as an understanding of payment responsibilities.”

in control of your assets. Some pension plans require a spouse’s written consent to change a beneficiary. Make sure you contact the Administrator of the Plan to find out what is required.

Third, though it may not be easy, compromise is an important component to successfully dividing shared finances. Accrued debt must be paid, and payment responsibilities delegated. When dealing with credit

cards, it is important to have a written agree-

FINANCIAL TIPS FOR DEALING WITH DIVORCE

Here are four steps parties involved in divorce should take to accomplish this goal:

First, close all joint credit card accounts and savings and investment accounts. It is extremely important to know what assets you have secured and what you stand to lose. This is the time to reestablish credit and open new accounts in your own name. Order a credit report and address any issues that may affect your credit. Make sure no new credit is opened under your name.

ment for paying off balances. The best option is to pay off debts with joint assets. If there is too much debt, each person should take responsibility for their respective obligations. Remember, however, if your ex fails to pay off a joint debt, you will still be held accountable.

Secondly, make sure to update insurance policies, retirement plans and beneficiaries so that you are solely

Lastly, finances that were once a joint effort are now your sole responsibility. Compare the bills you took over from the divorce to your current income and create a new budget. You may have to make life style changes to afford new payments or cover debt, but such actions are necessary to establish good individual credit.

Health & Welfare Fund Projected Spending 2009-2010:
\$24.6 million

Teamsters Local 830 Employee Benefit Funds
12298 Townsend Road—2nd Floor
Philadelphia, PA 19154

Telephone
Local: 215-969-1012
Toll Free: 800-782-5379


Office Hours
Monday through Friday
8:30 AM to 4:30 PM

Sam Kenish	Fund Administrator	x3302 skenish@team830.org
Lee Togneri	Asst. Fund Administrator	x3306 ltogneri@team830.org
Aggie Breen	Health & Welfare Claims Manager	x3304 abreen@team830.org
Joanne Creedon	Dental Senior Claims Manager	x3319 jcreedon@team830.org
Donna DiFrancesco	Vision/Life/AD&D/STD Senior Claims Rep	x3318 ddifrancesco@team830.org
Claire Dodd	Receptionist/Life/AD&D/STD Rep	x3301 cdodd@team830.org
Shirley Dustman	In-House Accountant	x3310 sdustman@team830.org
Diana Foschini	Rx Claims Rep/COBRA Rep	x3317 dfoschini@team830.org
Priscilla Gray	Medical Claims Rep/Enrollment Specialist	x3305 pgray@team830.org
Mary Joniec	Legal/Scholarship Fund Rep/Accounts Payable	x3311 mjoniec@team830.org
Cathy Knasiak	Operations Manager	x3309 cknasiak@team830.org
Eleanor Riley	Clerical Specialist	x3316 eriley@team830.org
Jennifer Schmeltzer	Contribution Accounting Manager	x3314 jschmeltzer@team830.org
Lynn Valenti	Pension Claims Manager/Administrative Asst.	x3308 lvalenti@team830.org

...Glenn Fulcher

WR Corner

"One Team"



First, I would like to say thanks to our stewards and members for your support and confidence by returning our entire Executive Board to office for another term.

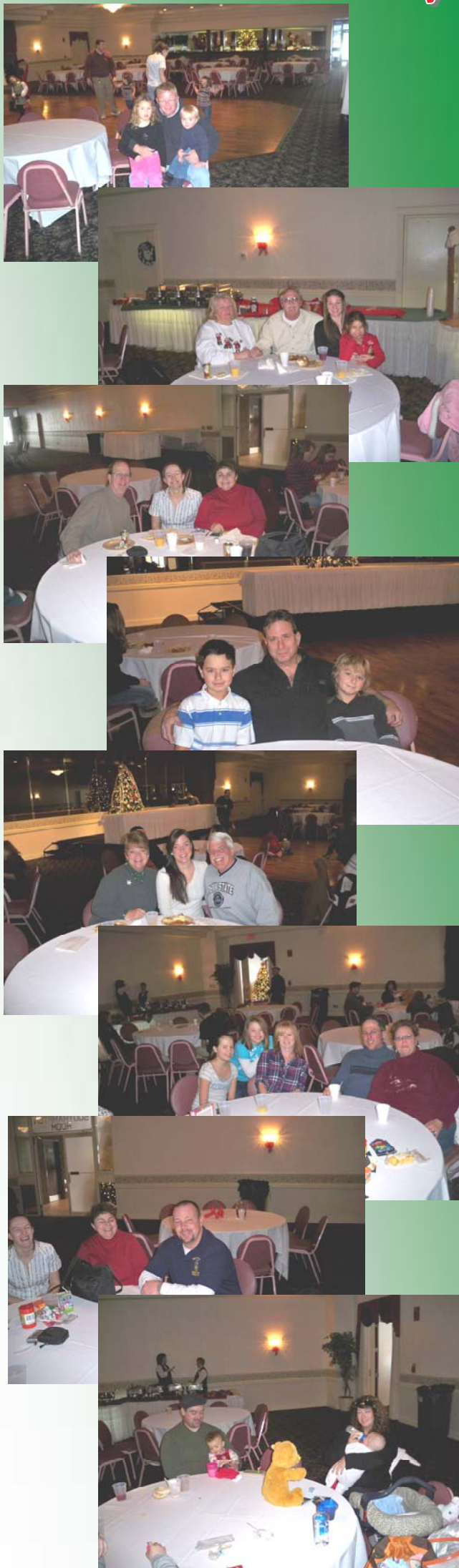
I continue to look forward to the relationship we have developed and keep working as one team moving forward together.

At the November General Membership Meeting I spoke about alcohol and drug testing and about being responsible and knowing when to cut it off! There is not a week that goes by we don't receive a call that one of our members tested positive to an alcohol/drug testing (D.O.T., random, follow up and post accident).

Those of you who are reporting to work under the influence are playing Russian roulette with your job and career. You need to take responsibility for your behavior and actions. If you have a problem and need assistance, please contact one of the Local 830 Business Agents. We will lead you in the right direction and find you the assistance you need.

As always, I wish all our retirees, shop stewards, members and their families peace, joy, good health and prosperity in the New Year.

2009 Christmas Party



DECEASED

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

- | | |
|-----------------------|--------------------|
| Thomas McGee* | Aramark |
| David Appenzeller | Boro of Cllngswood |
| Albert Neidinger* | Forest Laundry |
| Loretta Snyder* | Total Warehouse |
| William Hartie* | Muller Inc. |
| Gerald Penrose* | Wm. H.P. |
| Walter Oliver Jr. | BDCI |
| Arthur McConnell Jr.* | Abington Bev. |
| Jack Fout* | Frank Smith |
| Charles Schneider* | Domestic |
| Robert Coyle | BDCI |
| Ralph White* | Muller Inc. |
| Marvin Karmd* | Penn Dist. |
| Ronald Brister | Pepsi West Chester |
| Frederick Heaton* | Burns Beverage |
| Steven Moscinski | Pepsi Blvd. |
| Ronald Kondas* | Konrad Beer |
| John L. Kelly* | John L. Kelly |
| Luther Davis* | Marstan |
| Walter Kemmerer* | Pepsi Reading |
| Charles Lane* | Pentex |
| Walter Broadnax* | Clement & Muller |
| Sylvia Shollenbarger* | Total Warehouse |
| Richard Henning | Stadler Beer |
| Derrick Brumskill | Jerith |

* denotes Retiree

RETIRED

THE FOLLOWING MEMBERS HAVE ANNOUNCED THEIR RETIREMENT:

- | | |
|-------------------|------------------|
| Lawrence Garzone | Penn Beer |
| Charles Kuns | Coke Philly |
| Rupert David | Coke Philly |
| William Robinson | Coke Philly |
| James Robbins | Coke Philly |
| William Hackett | Konrad Beer |
| Joseph Ozor | Coke Philly |
| John Stein | BDCI |
| Stanley Zapisek | Pepsi Pennsauken |
| Joel Derricks | Origlio Beverage |
| Lois Napoli | Total Warehouse |
| Raymond McCormick | Canada Dry |
| Juana Roche | Jerith |
| Samuel Logan | Philly Coke |
| Harry Barker | Pepsi Pennsauken |
| Neil Nickerson | Pepsi Pennsauken |

EMAIL

We are in process of forming an email database so we can better contact our members. By joining our email database you'll receive important up to date news and information, alerts and events, and any announcements that pertain to Local 830.

Call the hall, or send an email to kcrawford@team830.org to provide us with your email address.

Your email address will not be shared.

WRITE IN'S

We'd like to hear from you. If you'd like us to report on what's happening in your life, drop a line to 830 Reporter, 12298 Townsend Road, Philadelphia, PA 19154 or call 215-671-9850 or email kcrawford@team830.org.

NOTICES

Retiree Meetings are held the first Tuesday of the month in the Local 830 hall. Below is the remaining meeting dates for 2010.

- | | |
|-----------------|------------------|
| January 5, 2010 | February 2, 2010 |
| March 2, 2010 | April 6, 2010 |
| May 4, 2010 | June 1, 2010 |

Mastrome's Commentary

By: Tony Mastrome

Buy America! Buy Union!



When you spend your hard earned Union wages it should be on Union made products. If truth be told, would we patronize a retail giant whose insatiable greed promotes sweat shops as standard operating procedures where Unions don't exist and Workers Rights are routinely violated?

The name of my pain is WALMART. To proclaim this bully from Bentonville has questionable business practices is the understatement of time eternal.

With factories in China and Bangladesh workers slave under deplorable conditions. In China employees are forced to work seven days paid for six for twenty hours daily at substandard wages of \$3.00/per day. In Bangladesh over 200,000 women sew garments working 14 hours, 7 days a week and paid for seventeen cents hourly. They are routinely beaten for performance levels.

These violations of Workers Rights are on a global scale as Walmart turns a blind eye to these abuses. This bully forces American employees to work extra hours without pay while wages remain at a poverty level of \$8.00 hourly.

Walmart's idea of healthcare is state programs like the Healthy Kids Program, WIC, food stamps, Section 8 housing and Medicaid costing U.S. taxpayers 3.5 billion dollars a year.

Their discriminatory practices against female employees and illegal aliens is a direct violation of the Equal Pay Act and the Immigration and Nationality Act. The flood of cheap sweat shop goods from overseas forces U.S. manufacturers to shut down and set up overseas, outsourcing millions of well paying American jobs.

This antiunion cooperation refers to Unions as a third party representation while brain washing employees against Unions. They intimidate and harass using illegal surveillance to target Union supporters. Walmart spends millions annually toward lobbyist and politicians to distort the legislative process in their favor.

Low wages equals low morals. Walmart employees soon learn the truth behind them smiley faces!

When you spend your Union wages look for the Union label, you won't find one at WALMART.

AMERICAN BORN! TEAMSTER SWORN!

With two feet of snow on the ground, our members still came out to our Annual Open House Christmas Party. It was a wonderful event and was nice to share the holidays with our members. Happy and Healthy New Year to all!

TEAMSTERS LOCAL 830
12298 Townsend Road
Philadelphia, PA 19154
(215) 671-9850

team830.org
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Are you moving?

If so, let us know so that you don't miss an issue of the 830 REPORTER. Fill out this form with your new (or corrected) address, and give it to your Business Agent or mail it to:

**Teamsters Local 830
12298 Townsend Road
Philadelphia, PA 19154**

Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Employer: _____

2010 UNION MEETINGS...

Meetings are held the first Sunday of the month in the hall at 10:00 a.m.
Coffee & donuts are served!

January 3, 2010, February 7, 2010, March 7, 2010, April 11, 2010 and May 2, 2010*

**We will vote at the May 2, 2010 meeting to suspend meeting in the summer months of June, July and August.*

MEMBERS MEMBERS MEMBERS

