

Secretary Treasurer's REPORT

...Dan Grace

Dear Brothers and Sisters:

In spite of the worst national economy we have seen since the Great Depression, Teamsters Local 830 enjoyed a successful 2011. Our efforts in the past year to once again defeat Mayor Nutter's proposed Soda Tax, coupled with a very successful General Election season that saw many friends who we supported win important seats in city government, has set up our local union for continuing success in 2012 and beyond.

Of all our victories this past year, perhaps none was bigger or more important to the fiscal health of Teamsters Local 830 than our tireless efforts to defeat Mayor Michael Nutter's second attempt at a job-killing Soda Tax. We staged a series of effective public rallies, which also included members of City Council, grocery store owners and employees, restaurateurs, members of the public, and our partners in the beverage industry. These rallies drew significant press coverage and, coupled with intense lobbying efforts with members of City Council, we once again successfully convinced the majority of Council members that a Soda Tax was impractical, burdensome to over-taxed city residents, and would succeed only in cutting family-sustaining union jobs. The Teamsters also succeeded in convincing the public that a Soda Tax would unfairly hurt hard-working, middle class families and the working poor of the city.

Our message remains simple and compelling: If this ill-considered tax is passed in any form, the cost of sugared drinks will double in cost in the city, people will stop buying the products or drive to the suburbs to purchase them, city stores will stop stocking them, soda companies will move fewer products, and Teamster drivers and industry support personnel will lose their jobs. These job losses would not be limited to Teamster members alone; supermarket employees, convenience store workers, and small business owners who sell soda in their stores or restaurants would also be adversely affected if the onerous tax is passed into law. There are thousands of family-sustaining, middle class Philadelphia jobs in beverage production, supply, distribution, sales and retailing which depend on a healthy beverage industry.

We also drove home the point that a Soda Tax is discriminatory. Taxing one product and one industry, to the exclusion of numerous items containing similar sugar-based ingredients, is simply unfair. Finally, we took the Mayor to task for his shifting rationale for why he wants a Soda Tax. In its first version, the motive for the tax was about reducing obesity rates and improving the health of the city's children. There was no such argument when Mayor Nutter tried again – and failed again – to gain passage of the tax in Council's last legislative session. It's now clear that the tax is just another revenue grab out of the pockets of tax-weary Philadelphians.

The public understood our message and sided with us. After two defeats, we hope that Mayor Nutter finally got the message. If he hasn't, please know that we and our partners in the beverage industry will mobilize quickly and do everything in our power to defeat it a third time.

And lest anyone think that this outrageous tax could never happen to their product or industry, be forewarned: this Mayor could possibly try a container tax on beer or even bottled water. In his desperate search for new revenue sources, this Mayor is capable of anything. Please know that we remain on high alert and will fight any city effort that would unfairly tax our contractors and cost us jobs.

Your leadership team also is happy to report that we aggressively supported a host of strong candidates for public office, friends both old and new. These candidates have an understanding of the plight of working families and proudly support our union principles. Bobby Henon, Mark Squilla, Denny O'Brien and Brian O'Neill earned our support – and earned important City Council seats. We also successfully backed all retention judges. Teamsters Local 830 is politically engaged because it works for you, our members.

It's critically important that our elected officials respect and appreciate the contributions the labor movement has made to the City of Philadelphia.

Despite numerous successes, we still face challenges, particularly the rising costs of health care. We remain vigilant and aggressive in pursuing the best health care options for our members while doing all we can to hold down costs. We'll continue fighting for you in 2012 and beyond.

Thank you for all you do to keep our local union strong. I wish you and your families a wonderful holiday season.

Yours in solidarity,
Daniel H. Grace
Secretary/Treasurer



On the Street

...Chuck White

Use Your Democratic Choice and Shut It Down

Union members have asked my opinion, as President of our Union, about the "Occupy Wall Street Protest".

I believe the protest belongs in Washington D.C. at the Capital so the people can express their frustration at the congressmen, senators and the lobbyists and their corporate "puppet masters" who manipulate our political system with their deceit and greed which causes the destruction of the American middle class standards, for their selfish gain.

I believe that there are many ideologies that are being represented at these protests, some of which I can not identify with.

I don't believe that by demanding a shift in wealth from one end of the scale to the other, and out of spite, is the right way to go, or ending capitalism and the free markets. We need to focus on incentives to create more jobs.

The tax code should be made equitable for all and not used to penalize taxpayers.

We should focus on where our taxes are spent.

I don't believe in penalizing businesses that have stayed here instead of running to third world labor markets in pursuit of greed.

I would rather reward someone who creates a good wage job, a union job, that generates a solid tax base and that sustains our families and our economic "food chain".

The most effective protest is to use the voting process at the state, local and federal levels.

However, I am glad to see that our economic problems which have not been created overnight, and many other issues such as corporate greed, corrupt lobbyists, politicians, and an irresponsible financial system, over zealous billionaires who have a corporate and political agenda against working people, and the agenda against the Unions as related to politics and PAC funds that fight their agenda, have finally pushed people to take to the streets in protest and have brought these issues to the forefront of the news media, social media, and general conversation on the talk show circuits.

People are fed up over their heads and there is more than one issue that frustrates them.

Their protest needs a clear message. It should be about jobs and the ability to work, the ability to educate themselves and repay their loans and use their education to gain employment and have a career without worrying it will be outsourced to someone in a third world nation when they reach a decent income level.

The Unions have been screaming about this for forty years or so.

Personally, until the labor leaders and unionists together with non-union workers, rally in the streets and bring this country to a dead stop by calling a National Work Stoppage, then, until then, I do not see the powers that have eroded our middle class end their campaign to push our workers, small businesses and tax payers in to a near poverty level class separating the classes into rich and poor.

Our country was at it's best when corporations businesses, and the workers, especially Union workers, had a steady job and income, could save and invest money, could buy goods and services, pay it's taxes, donate to charities, and own their home and sustain a family.

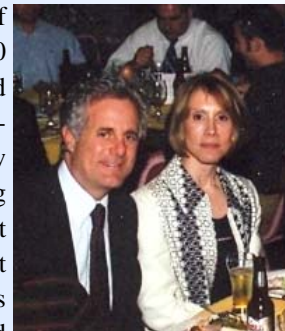
Isn't that what America is supposed to be?

That's worth protesting for, isn't it?



2011 Scholarship Recipients Receive Huge Surprise

When the recipients of the Teamsters Local 830 Scholarship Fund award arrived at this year's banquet in May, they knew they would be receiving an award valued at \$8,000. What they didn't know was this award was about to be doubled



thanks to the incredible generosity of Scholarship Fund Employer Trustee, Dominic Origlio, and his lovely wife, Maryann. Recalling an experience he had as a young man, Mr. Origlio explained how important it was to his eventual business success to have someone take a chance on him...to invest in him, and that this gesture was symbolic of his belief in the future success of those honored at this year's awards banquet. We are extremely grateful to Mr. and Mrs. Origlio for their very generous gift valued at \$72,000. Since its inception, the Teamsters Local 830 Scholarship Fund has awarded 310 scholarships valued at more than \$2.5 million to the deserving children of our members.



Left to right: Jim Dixon, Fred Wood and Mike Walker

Congratulations!

Congratulations to Jim Dixon, Fred Wood and Mike Walker from Hertz for their dedication and hard work. Together they have over 100 years of service.

SHOP STEWARDS CORNER

NEW SHOP STEWARDS

A.J. Austin
James Wimbish
Marvin Scott
Randal Montague
Jim Gallagher
Joseph Fie
William Slusher
Joseph F. Rizzi, Jr.
Robert R. Zelinski
Steve Bonecourse
Hector Austin
Wayne Dellmyer
Jason Parent
Cory Johnson

Domestic Uniform
First Transit
First Transit
First Transit
Pepsi Blvd.
Coke
BDCI
Frederick's Chevy on the Blvd.
Frederick's Chevy on the Blvd.
Bunzl
Domestic
Domestic
ADM
Coke

Fund Office News



Healthcare Progress Report

It has been more than a year since we were caused to make changes to our medical and drug coverage, and to implement disease management and wellness programs, in hopes of reducing future healthcare spending. Thanks to the sacrifices and efforts of many of you, we are beginning to see some movement in the right direction. Our medical insurance increase this past September was finalized at about 12%, enabling us to stay within the budget set through collective bargaining. Had we not made changes the previous September, we would have been facing an increase of about 28% and been forced to make much deeper cuts at this time.

One of the reasons for the significantly lower medical increase this year is that our members are beginning to utilize the benefit coverage in a more prudent manner. For instance, visits to the ER dropped by about 19% in the first nine months of the new fiscal year, demonstrating that some of our members are seeking care in a more appropriate and cost-effective setting when warranted by the circumstances. Other areas of utilization have been similarly affected.

In addition, the disease management and wellness initiatives implemented last year resulted in a "good faith" credit from our medical insurer, Independence Blue Cross, in anticipation that these things will ultimately impact our claims experience in a positive way. There is no guarantee that such a credit will continue into the future or that we won't be caused to consider further changes to our plans. This is why it is absolutely critical that all of us do our very best to make discernable changes in how we manage our health as quickly as possible. The sooner we make these changes, the sooner we will begin to see the impact of these efforts on our claims experience. Every single one of us has a critical role to play in keeping future healthcare spending as low as possible.

HOW CAN YOU HELP KEEP FUTURE HEALTHCARE SPENDING AS LOW AS POSSIBLE?

Seek the lowest costing care whenever possible. It costs less to visit a primary care physician than to visit a specialist. If you have a chronic disease like diabetes or heart disease, ask your providers to coordinate their efforts so that the majority of your care can be obtained at the primary care provider's office. This will lower plan costs and save you copay dollars as well. Need an x-ray? Basic x-rays

are significantly less costly than things like MRIs and CAT Scans. When appropriate, ask your physician whether a basic x-ray will suffice for a specific diagnostic purpose. Once again, this can lower plan costs and save you copay dollars at the same time. Lastly, use the ER for true emergencies only. If you are unsure as to what constitutes a true emergency, try contacting your physician first. In certain cases, your physician will be able to handle your needs without you having to incur a long wait and substantial copay, not to mention the thousands of dollars in extra plan costs attributable to an ER visit.

Get your colon and breast cancer screenings done at proper intervals.

Both colonoscopy and mammography screenings save lives and can significantly reduce healthcare spending by avoiding the extremely high cost of treating advanced cancers. Your To-Do list will indicate if either of these screenings is due. For colonoscopy this is typically every ten years once you reach age 50 unless certain findings require a shorter interval...usually every five years. For mammography this is every one or two years for women reaching age 50. Our contract with Independence Blue Cross provides coverage beginning at age 40, so you can begin mammography screening sooner if you wish.

Work with us to address health issues like obesity and smoking.

Getting to a healthy weight and quitting smoking can have enormous health benefits, improving length and quality of life, job productivity and ultimately lead to lower healthcare spending by avoiding a number of very costly diseases. If you have been identified with these issues, please comply with the things shown on your To-Do list, including visiting your doctor, having certain diagnostic testing performed, and working with the folks from Health Advocate who can provide the support you need in achieving these important goals.

Work with us to help better manage existing chronic diseases like diabetes, heart disease, hypertension and hyperlipidemia (high cholesterol). Failure to properly manage these diseases can lead to serious and costly health consequences, shortening your lifespan and significantly impacting your quality of life. If you have been identified with any of these issues, please comply with the things shown on your To-Do list,

including visiting your doctor, having certain testing performed, and working with the folks from Health Advocate who can provide the support you need in achieving the goal of managing your disease in the most effective way possible.

MORE ABOUT OUR HEALTH MANAGEMENT PROGRAMS

The plan design changes made last year were certainly important in controlling short term spending by encouraging more appropriate use of the coverage. However, the impact of these changes pale in comparison to the potential impact of improving the collective health of our group. Of these activities, helping our members manage their existing diseases is extremely important but even this is overshadowed by the enormous potential impact of changing the lifestyle behaviors of those with weight and smoking issues before these things result in future costly disease. If we can "stop the cycle," healthcare spending will be significantly impacted.

We certainly recognize that of all the things required of our members, weight management and smoking are by far the most difficult things to accomplish. This is why in the early stages of the program we have said that we will not tie compliance to a specific weight loss goal or to complete cessation of smoking.

In the case of weight management, we only ask that you speak with a health coach and your doctor and that you make serious attempts to get to a healthier weight. If you are unable to achieve success with this approach, at some point we may ask that you participate in a more structured program.

In the case of smoking, we only ask that you periodically participate in a quit smoking program, fully recognizing that it may take quite a number of attempts before success is achieved. We certainly are not suggesting this is in any way easy. However, the alternative is even more difficult on you, your family and everyone in our group who will ultimately pay the cost of extremely expensive care. If you will not do it for yourself, then please do it for those your care about.

A WORK IN PROGRESS

When formulating the requirements of our disease management and wellness programs last year, we relied on advice from healthcare and insurance experts and did our very best to anticipate all the issues that might arise in the administration of such programs. However, we knew things would be far from perfect and, indeed, have learned an awful lot over these past months. For any of you who have

experienced confusion, inconvenience or other difficulties relating to these programs in this first year of operation, we offer our apologies and also our thanks for your patience and your valuable feedback which is being used on a regular basis to guide our future direction. With your cooperation, the things required under these programs will soon become normal behaviors that we hope will ultimately give rise to a culture of wellness that will permeate the workplace and the home. While our healthcare future is far from certain, wouldn't it be nice to imagine a day when healthcare no longer consumes every available financial resource at the bargaining table so that we can once again begin to see real wage and pension growth?

A REMINDER ABOUT GROUP HEALTH INSURANCE AND THE MEANING OF THE DEDUCTIBLE SURCHARGE

When it comes to group health insurance we are literally all in this together. The premium we pay from year to year is essentially the sum of the claims of each individual averaged over the entire group. Healthy individuals obviously generate less costly claims than not-so-healthy individuals. This means those doing a good job at managing their health effectively pay for the indiscretion of those who do not. In a day and age when no one can afford to pay the next dollar of healthcare cost increases, this dynamic must change. All of us need to be considerate of the fact that the decisions we make around health will impact not only us but those around us as well. The cold hard truth is that if our health insurance was not provided on a group basis, if each of us was caused to pay our own freight, quite a number of our members would be unable to afford the premium. Cigarette smokers would automatically pay more. Those with chronic diseases would automatically pay more.

This is not the approach taken by the Fund. At this stage we are simply asking that anyone with identified health issues begin to make a sincere effort to manage these things more effectively. The very last thing we want to do is impose a higher deductible on anyone. In fact, only folks who flat out refuse to make a sincere effort to better manage their health will be moved to a higher deductible plan. And, the deductible surcharge is not a penalty. It is simply a means of causing non-compliant members to pay more towards the cost of their health coverage to offset the additional risk they bring to the group, so that those around them will not have to continue paying for their indiscretion.

MAKING A SINCERE EFFORT TO BETTER MANAGE YOUR

(Continued on page 4)

(Continued from page 3)

HEALTH – DEFINED

The vast majority of things asked of members who have been identified with health issues are simple and easily judged for compliance purposes. These things include seeing your doctor, getting certain blood work done and having cancer screenings performed at prescribed intervals...you either do them or you don't.

The judging becomes somewhat more difficult when we are talking about positive engagement with a health coach or case manager concerning a wellness or chronic disease issue. Sadly, we have experienced certain members and spouses who felt that simply speaking with someone from Health Advocate, even though they refused to discuss their health situation and merely used the time to complain about the program, was enough to satisfy our requirements. This is NOT the case.

Our requirements for these interactions are evolving and will ultimately be based on specific need. We are also working to improve the timing of such interactions. Regardless, at this point we are only asking that you speak with a nurse health coach once or twice per year by telephone. The typical call lasts 15-20 minutes. The object of these interactions is to make sure you are receiving appropriate care, that you have all the information you need concerning your specific health issue(s) and that you are aware of all available resources to help you achieve your goals. Frankly, in today's healthcare environment it is extremely difficult for your physician to spend more than a few minutes speaking about some of these issues AND, as a group, physicians do not have the training or experience to properly guide you on things such as nutrition which can have significant impact on your health. We are not looking to interfere with the doctor/patient relationship but rather to enhance it.

We are working diligently to help everyone understand the rationale and appreciate the value of these interactions. In this regard it may be helpful to understand our position concerning some of the complaints we have received from selective members and their spouses and to explain what we would consider to be a sincere effort to work with us and our partners in better man-

aging your health.

Complaint 1: You have no right to my personal health information and no one can make me speak with you or your health partner about it.

Position: We understand the concerns raised by some participants concerning their personal health information. Nonetheless, you should know that as the plan sponsor of health programs covering you and your spouse, the Plan already has (and has legal title to) all information required in the administration of the Plan, including personal health information. You should also be aware, however, that the law limits with whom this information can be shared. In the case of our health partners, including Health Advocate, there are contracts in place that protect the privacy of your personal health information. And, for instance, your employer is NOT a party with whom personal health information can be shared in this situation.

As far as speaking with Fund Office personnel or Health Advocate, you are free to decline. However, as we have indicated, we must be proactive in finding ways to keep your health care affordable. One of those ways is through the use of our health management programs. While you can refuse to speak with the Fund Office personnel or Health Advocate, this refusal will lead to increased deductible expense. If folks would just take the time to discuss their health issues with a nurse health coach, they will find how easy and valuable this interaction can be.

Complaint 2: I already speak with my doctor about these issues and therefore do not need to speak with you also.

Position: As mentioned above, we are not seeking to interfere with the doctor/patient relationship but to enhance it and believe these interactions will prove beneficial in the long term. Had past interactions with your physician been truly successful, perhaps you would not be facing your present health issues. Regardless, you are free to decline and accept the increased deductible expense which is anticipated to grow as we move forward. We do not believe this to be a rational decision.

Complaint 3 (Spouse): I am a healthcare professional and therefore

do not need to be lectured by someone in my peer group.

Position: Anecdotally, many people working in the healthcare profession do not do a very good job around their own health. If you have been identified with certain health issues, it would appear this is the case for you and that you would indeed benefit from these interactions. In any event, the implications relative to non-compliance are very clear.

Ultimately, making a sincere effort comes down to action which, as we all know, speaks much louder than words. If you are contacted by the Fund Office or Health Advocate, please respond promptly. Do not use profanity or make insulting comments aimed at people who are just doing their jobs. Listen intently and try to derive the most from these very limited interactions. AND, use the help provided to make a difference in how you manage your chronic disease or your weight and smoking issues. Inability to make progress around these issues simply puts the group at greater risk of no longer being able to afford meaningful health insurance...a risk none of us can afford.

A NOTE ABOUT SELF-REPORTING

In these early stages of the program we are relying on our members and their spouses to be truthful in reporting health information to us. Falsifying this information is akin to insurance fraud and will be dealt with severely, including but not limited to instant placement in a higher deductible plan. We urge you to be truthful when answering health questions on your enrollment application or other verification forms.

IN SUMMARY

Albert Einstein defined insanity as doing the same thing over and over again and expecting a different result. The people of this nation are entirely too sick. We die prematurely in increasing numbers. The cost of healthcare is simply unsustainable even in the short term. If we do not immediately begin to do things differently, our collective fate is sealed. We certainly recognize that the health management initiatives put into place last year represented a change in the way things

have been done and will require additional effort and sacrifice on the part of our members and their spouses. We could simply have chosen to ignore the reality of the healthcare crisis and continued doing things as they have been done in the past. However, we already know what that will get us and do not believe it is in your best interest. None of the things we are doing come with any guarantees. But they do come with hope that we can at least impact a critical part of the healthcare spending equation, namely the collective health of our population.

Thank you for your continued cooperation, support and understanding as we do our very best to preserve meaningful health coverage for as long into the future as possible.



SCHOLARSHIP APPLICATIONS
are now being accepted for the 2012 Teamsters Local 830 Scholarship Award.

Please contact the Fund Office for an application if:

- You have a child in his/her senior year of high school (2011-2012 school year)
- You meet the eligibility criteria set forth in the Fund's Plan and Summary Plan Description, a copy of which can be obtained from your employer or the Fund Office.

Deadline: March 1, 2012

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
Lee Togneri**

Aggie Breen
Joanne Creedon
Donna DiFrancesco
Claire Dodd
Shirley Dustman
Diana Foschini
Priscilla Gray
Mary Joniec
Cathy Knasiak
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
In-House Accountant
Rx Claims Rep/COBRA Rep
Medical Claims Rep/Enrollment Specialist
Legal/Scholarship Fund Rep/Accounts Payable
Operations Manager
Clerical Specialist
Contribution Accounting Manager
Pension Claims Manager/Administrative Asst.

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VP Corner ...Glenn Fulcher



The Deficit and the Loss of American Jobs.

Washington is obsessed with the budget deficit. This is all the American people hear from our lawmakers. The real deficit that has been out of control for four decades is the trade deficit! The trade deficit has almost eliminated the American work force. This deficit has blocked the creation of millions of jobs, created millions of jobs in other countries, caused cuts in pay and benefits for workers who still have jobs in this country and lowered the standards of living for the working class.

Both republicans and democrats open up our doors to manufactured goods from other countries whose own governments protects their workers and block and restrict products from the United States.

In other words, the playing field is not level where there is balance (imports and exports are the same). In the United States, industry that supported the middle class are undercut and we continue to loose good American jobs. Example: NAFTA (January 1, 1994) "North American Free Trade Agreement".

In the five years prior to NAFTA the United States maintained an average surplus of \$168 million with Mexico. Five years after there was an annual trade deficit of \$125.5 billion.

As of 2010 United States trade deficit with Mexico was \$97.2 billion and lost 682,900 U.S. jobs.

Thanks to both parties the cumulative trade deficits since 1976 are up to \$10 trillion.

WELCOME HOME! Tim Luko



Welcome home from Afghanistan, Tim Luko!

Pictured from left to right: Dave Bolilonis from Muller, Jim Leyenar from TJU, Tim Luko from Muller, Chuck White from Local 830 and Franny Kelly from TJU.

Congratulations!

Congrats to Shelia Crawley from Jerith Manufacturing and James W. Ellsworth.

They tied the knot on 10/6/11.



Mastrome's Commentary

By: Tony Mastrome

Address to Inequality

They say mans inclination to injustice makes Democracy necessary. This great Republic was established in opposition to tyranny and inequality hence our Constitution was promulgated with a code of Tenets, among these to promote the general welfare of its people. It is our Federal Governments duty to provide the security upon which this welfare depends, yet now our American way of life is being oppressed by increasing inequality, where only the wealthy benefit from economic growth while the rest of us become enslaved by poverty. Entire communities disintegrating as a result of long term unemployment, economic plunder and political corruption. The injustice is apparent with the attacks on collective bargaining, stagnating wages, job outsourcing, pensions abrogated and working Americans losing their homes. Not since the Great Depression has America suffered a job crisis of this magnitude with sixteen million jobless and forty six million Americans living in poverty brought about by insatiable greed.

Who are these miscreants of Democracy who endeavor with impunity to lay siege on our rights? Along with a do nothing Congress, these conspirators include paleoconservative republicans, tea party extremists and wealthy corporations attempting to convert America into a rich plutocracy. These crafty political opportunists are misguided enemies of Democracy using large lobbying organizations like the American Legislative Exchange Council known as ALEC and the Republican State Leadership Committee the RSLC to do their dirty work. As national organizations they focus on electing republican majorities to State legislatures spending millions to influence government policies that favor wealthy corporations while creating a deep vein of dissent throughout America. In 2010 the economic scales were tilted to a greater extent in favor of the wealthy thanks to the Supreme court ruling in citizens united allowing unlimited corporate financial contributions towards political elections increasing inequality thus creating class warfare. Wake up America there is a movement going on throughout this country to restrict ballot access to make it tougher to vote in upcoming elections. Their target seniors and minorities. This is a direct violation of voting rights protected by our Constitution, further undermining Democracy. When Abraham Lincoln said "with malice toward none with charity for all" he was speaking of moving a nation forward from intolerance toward equality and acceptance. It is time for Americans who are disenfranchised by a corrupt political and economic system to advance toward a fairer and more inclusive society providing opportunity to all.

American Born! Teamster Sworn!

DECEASED

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

- | | |
|---------------------|---------------------|
| John Consolo, Jr.* | Aramark Rt. Drivers |
| Robert Graves, Jr.* | Konrad Beer |
| Angelo Schina* | Schina Beer Dist. |
| Albert Borum* | Franks Beverage |
| Moses Gibbs* | Logistics Personell |
| Charles Wylam* | Brewers Outlet |
| Gregory Kantor* | Banko Beverage |
| Joseph Brock, Sr.* | Local 830 |
| Ralph Singer* | Superior Dental |
| Charles Flanagan* | Coke Phila |
| Joseph Hayes* | Pepsi Phila |
| Robert Bowe* | Schmidt's |
| Clarence Barksdale* | National Brand |
| Robert Padgeon* | Schmidt's |
| Barbara O'Connell* | Total Whse |
| Robert Viereck Sr.* | Total Whse |
| Raymond Parsons* | Bell Beverage |
| Augustine Matteo* | D'Agata Trucking |
| John Reeves* | Schmidt's |
| John Kosciolek* | Schmidt's |
| Walter Rozdzielski* | Denny's Beverage |
| William Cherry* | Franks's Beverage |

RETIRED

THE FOLLOWING MEMBERS HAVE ANNOUNCED THEIR RETIREMENT:

- | | |
|------------------------|-------------------|
| William Willis | TJU |
| Zenko Oleksyn | Coke Philadelphia |
| Richard Steminski | Bunzl |
| Keith Watson | Pepsi Wilm |
| Randall Harbach | Pepsi Reading |
| John Hundzyski | Pepsi |
| Frederick London | BDCI |
| Edward Witkowski | Pepsi Penn. |
| Richard Nichols | Coke Phila |
| Frank Radonsin | Banko Distr |
| Moease Boone | Bunzl |
| John Zapisek | Pepsi Pennsauken |
| Robert Patro | Pepsi Pennsauken |
| Louie Weichmann | Coke Phila |
| Gerald Kasavage | Coke Phila |
| Joseph Funk Jr. | Banko Beverage |
| Richard DeMott | Coke Phila |
| Ralph J. Palladino Jr. | Pepsi Wilmington |
| Nicholas Mancini Jr. | Coke Phila |

Contract News

Hertz

Our members at Hertz, who were on a contract extension ratified a new 4 year agreement by a 5-1 margin. The new agreement maintains all provisions and raises wages each year of the agreement. The negotiating committee consisted of Local 830's Danny Grace, Glenn Fulcher and Jim Brown. From Hertz—Shop Stewards Mike Walker, Jim Dixon and Fred "Flex" Wood.

Warwick Township

Our members employed at Warwick Township ratified a new 4 year Agreement by a unanimous vote. The new agreement includes an early signing bonus, wage increases each year of the agreement and maintains all other provisions and benefits. The committee consisted of Shop Steward Neil Connery and Business Representative Glenn Fulcher, Local 830.



Scholarship News!

If you have a son or daughter who is a senior in high school and are interested in applying for the IBT Hoffa Scholarship then please call the union office and ask for an application. All applications for the Hoffa Scholarship must be returned to the union office no later than two weeks prior to March 31, 2012. Students wishing to be considered for the Teamsters Local 830 Scholarship Award are encouraged to act quickly because all application material must be post-marked or received by March 1, 2012.

Thank you...

Teamsters Local 830,
Thank you so much for granting me the honor of a scholarship. Your generosity is much appreciated!
Thank you, Kellianne Cometalo

*Bear Members of the Scholarship Fund,
Thank you so much for the wonderful opportunity you have given me. I appreciate your belief in me, and I also appreciate your extreme generosity. I am now able to attend Appalachian State University in North Carolina. I'm majoring in Sustainable Development. I can not thank you enough for this amazing opportunity, it has opened many new doors for me. Thank you, Scott Schneider*

Dear Trustees of Teamsters Local 830 Scholarship Fund,
I would like to take this opportunity to thank you for choosing me as a recipient of this year's Teamsters Scholarship. It is with great honor that I accept this scholarship. The funds will be applied to my studies at Millersville University where I plan to earn my degree in Technology Education. These funds are a tremendous benefit in the decision to further my education. Enclosed, please find my letter of acceptance to Millersville and a letter detailing a scholarship from Pennsylvania Technology Student Association & Foundation (TSA). Once again, thank you very much for being a major asset to my future college years. Sincerely, Benjamin Samuel Moyer

RETIREE MEETINGS

Retiree Meetings are held the first Tuesday of the month in the Local 830 hall. Upcoming meetings will be December 6, 2011, January 3, 2012, February 7, 2012, March 6, 2012, April 3, 2012, May 1, 2012 and June 5, 2012.

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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
 UNION MEETINGS**

January 8, 2012, February 5, 2012, March 4, 2012, April 1, 2012 and May 6, 2012*
 *We will vote to suspend meetings in June, July & August 2012.
 Meetings begin at 10:00 am in the meeting hall.

MEMBERS MEMBERS MEMBERS

