

TEAMSTER



**Law &
Order**

TEAMSTERS RIGHT TO ORGANIZE





LAW & ORDER

TEAMSTERS DELIVER JUSTICE
TO LAW ENFORCEMENT PROFESSIONALS

For nearly a quarter-century, Sgt. Patrick O'Connor has watched over murderers, rapists, robbers and other offenders inside the walls of the Washington state Penitentiary in Walla Walla.

A steward for about 17 years, O'Connor has seen several unions come and go over the past 24 years. He's glad that since early 2002 Local 117 in Seattle has represented himself and 5,300 other Department of Corrections workers across the Evergreen State.

"If Local 117 can't get it for us, it's not going to happen," said O'Connor, sitting in his office proudly displaying a Local 117 pin on his uniform.

Every day, Teamster law enforcement professionals like O'Connor provide security to residents across the country, whether it's keeping inmates inside prison walls, fighting crime on the streets or making sure our communities' schools are safe.

In return, the Teamsters Union helps provide these hardworking men and women with a secure future for themselves and for their families. The Teamsters Union represents law enforcement professionals across the country, from police officers to firefighters to prison guards. We're proud to represent the men and women who keep our communities safe.



“MEMBERS OF LAW ENFORCEMENT DESERVE RESPECT—THE

from coast to coast. Recently, the union established the Teamsters Law Enforcement League aimed at increasing collective bargaining strength, boosting organizing efforts and increasing political power.

Longtime Vision

“In addition to being America’s union for transportation, my father’s vision of the Teamsters was to also be America’s union for law enforcement,” said Jim Hoffa, Teamsters General President. “In recent years, we have made great strides in organizing more law enforcement professionals. With the Law Enforcement League, we will build on that success.”

The Law Enforcement League is modeled after a statewide effort in Iowa known as the Iowa Teamsters Law Enforcement League. The league is part of the Teamsters Public Services Division—one of the largest divisions within the union with more than 200,000 members.

“By establishing this league nationwide, we will increase awareness that the Teamsters Union represents corrections officers, court officers and peace officers of

of law enforcement deserve respect—the Teamsters know how to deliver respect.”

For prison officers like O’Connor, pay increases and improved retirement security are two top issues. Officials with Local 117 are working hard to address those concerns in contract negotiations that were under way at press time.

“For the first time ever, we are able to negotiate wages with the state, and our number one focus is to increase wages and benefits,” said John Williams, Secretary-Treasurer of Local 117, who is heading contract talks. “We have put together a great team to negotiate a strong contract.”

Local 117 has also hired two organizers and is reworking, streamlining and improving the grievance process. The local has held steward trainings and has improved communications through a telephone hotline, web site and newsletters.

‘Going to Bat’

Dennis Coble, a 13-year veteran at the penitentiary, said Local 117 representatives have stepped up to the plate after years of inferior representation by

“They’ve been going to bat for us so we can keep our bid system, and they made sure we can build up comp time instead of having to cash it out.”

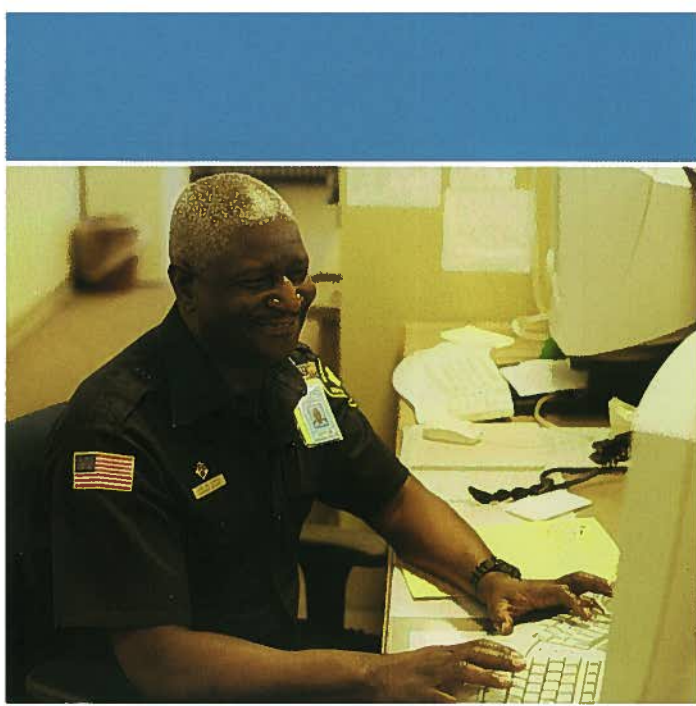
On a recent 99-degree afternoon, Sgt. Jean Meyer peered closely at the dozens of inmates running around the “Big Yard,” the 4-acre courtyard where inmates get their two to three hours of daily recreation.

“I like it that Local 117 isn’t afraid to file a lawsuit to get the state’s attention,” Meyer said. “Since Local 117 took over, things are looking up.”

‘Best Ever’

Al Smith, staffing the penitentiary’s front entrance, has worked at the prison for more than 18 years. “Local 117 provides open communications, and we’ve been given more knowledge. The representation is the best it’s been. We need the union here, because a lot of times when rules and regulations are written, management has its own interpretation. You need the union to mediate.”

Across the state, southwest of Seattle, officers at the Washington Corrections



TEAMSTERS KNOW HOW TO DELIVER RESPECT™

CARL HAYNES, PRESIDENT LOCAL 237

responsive to the concerns of workers. “When they become aware of an issue, they get right on top of it.”

An example occurred when management required more paperwork without giving proper notice. Bremer said he worked with Local 117 to get the requirement temporarily suspended.

In addition to officers, Local 117 represents maintenance workers, cooks, medical staff, office assistants and records workers at the prisons. Darlene Knight, a senior office assistant and 10-year employee at Shelton, said, “Local 117 has done more than any other union. They are very accessible.”

Dangerous Work

Working inside a prison can be very dangerous, and the officers say it’s nice to know they have a strong union to back them up if they need to challenge a policy or conditions within the barbed-wire fences.

“I have the kind of job where I don’t know if I’m going to go home at night,” said Jeff Sanders, a sergeant who supervises the tool room. He said he’s excited about the contract talks that are under way. “I feel real confident with where we’re

contract to make sure the state is holding up their end of the deal to take care of me and my family.”

Steward Rob Leonard, an 11-year veteran at Shelton and Local 117 negotiating committee member, said he tries hard to keep his coworkers informed. “I try to do that on a daily basis. The contract is only as good as the people policing it.”

Corrections officers often feel ignored by society in general. “The officers, once they are behind closed doors, are out of sight, out of mind,” said Steward Patty Schrum. “Local 117 is making sure that is not the case. The public is starting to understand our concerns more. For the first time in years, I’m actually seeing someone fighting for our rights, trying to get back what the previous unions gave away.”

Success in Iowa

While Washington state corrections officers are seeing first-hand the benefits of being Teamsters, police officers and sheriffs deputies in Iowa, are at the epicenter of the union’s efforts.

Rik Willett serves as Recording Secretary at Local 147 in Des Moines. Willett said he

ago. The idea arose when Willett saw how coordinated cities and sheriffs were through their associations when it came time to negotiate contracts with the union.

“I asked, why aren’t we? We decided that we needed to get our cops together,” Willett said.

Today, the Iowa Law Enforcement League—comprised of three locals—represents about 70 law enforcement agencies across Iowa. That includes 1,100 members. Since 1982, the Teamsters have more than doubled the number of Teamster law enforcement agencies in Iowa.

The Iowa Law Enforcement League—as well as the Teamsters Law Enforcement League—has three main objectives: To increase the collective bargaining strength of organized law enforcement, to organize/affiliate independent unions and to increase political power of organized law enforcement.

“Police have their own identity, and the key to the league’s organizing success is having cops talking to cops,” said Jim Romar, a detective with the West Des Moines Police Department and a 22-year Teamster.

The league has coordinated 12 organiz-



“...IT'S NICE TO KNOW WE HAVE THE TEAMSTERS THERE.”

a 31-year police veteran who is director of the Iowa Law Enforcement League.

If a local union gets a tip that officers are interested in joining the union, Teamster police officers and sheriff's deputies meet with their fellow cops to discuss the benefits of joining the Teamsters. They outline the resources the Teamsters have available.

“Cops are cynical by nature. Their jobs require them to be distrustful and suspicious,” Romar said. “It helps to have other officers talk to them.”

At press time, members of the Iowa league were assisting an organizing campaign for the Nashville Metro Police, which could add 1,250 officers to the Teamsters' ranks.

On a Roll in Florida

In Florida, Local 385 is another model for success. In 1996, Local 385 organized the 160-strong Daytona Beach Police Department. Because Daytona Beach is such a prominent community with its auto racing and annual Bike Week and other celebrations, and because of the great contracts Local 385 has negotiated, word has spread about Teamster power. Now, Local 385 represents nearly 1,000 police officers and sher-

voted 281 to 47 to join the Teamsters.

“A lot of our success has to do with how we're doing with our contracts in Daytona Beach. Other police officers are becoming aware of our success,” said Scott Frantz, a Daytona Beach officer and chief steward. “Now we're working on more than a half-dozen organizing campaigns.”

Local 385 has negotiated superior contracts in Daytona Beach. Officers may choose the area where they want to work based on seniority. In addition to great pay and benefits, the local has established an aggressive grievance process, and a solid rapport with the department's administration and with city officials.

The local is also very successful because members are politically active, supporting elected officials who are allies. Members recently raised \$22,000 that they donated to local charities and used the leftover money to support political campaigns.

Talking Shop

Local 385 Business Agent Jeff Candage, who served 20 years on the Daytona Beach force, also said that successful organizing is rooted in cops talking to cops. “The Daytona Beach Bike Week is our primary con-

they have. That gets the interest started.”

To help kick off the Law Enforcement League, Candage and officers from Florida and Iowa recently attended the National Police Week in Washington, D.C. and distributed Teamster organizing materials to police officers from across the United States.

“Our goal is to unionize the majority of Central Florida under the Teamsters,” Candage said.

Eric Ryan, a five-year veteran of the Daytona Beach police, said police always appreciate backup support, and the Teamsters deliver.

“I know I have backing with everything I do,” Ryan said. “I know if I have a question or concern I can call Scott or Jeff. It's truly a brotherhood.”

“Being with the Teamsters has been awesome,” said Dennis Towne, a motorcycle deputy with the Volusia County Sheriff's Department. “We're getting solid representation that we didn't get before.”

Ed Slater, who worked at Daytona Beach in the 1970s and returned in 1996, said the prior representatives, the Fraternal Order of Police and the Police Benevolent Association, pale in comparison to the Teamsters. “It's been great. We have



FOR US, WATCHING OUR BACKS.”

procedures, and an open dialogue with management and with the city.

“We’re all on the same team,” said Slater, an assistant chief steward. “I couldn’t conceive going back.”

New York’s Finest

When people think about police, most are familiar with officers who patrol city streets. But in New York City, Local 237 represents more than 6,000 peace officers, making it the largest Teamsters law enforcement local. The officers work at the Big Apple’s schools, Housing Authority, college campuses, at the Taxi & Limousine Commission, hospitals, juvenile justice centers and other locations.

“Local 237 has done a very good job,” said Jerry Mitchem, a 26-year officer with the city’s Department of Juvenile Justice. “It’s been an uphill battle to keep what we have, but they’re always getting us an increase in salary and an increase in the uniform allowance. They always fight for our job security.”

Mitchem’s coworker, Sgt. Diane Martinez, a 20-year veteran, said the Teamsters have unified workers in the ongoing battles with administrators and dealing with

safety officer, said the Teamsters have done a good job representing her interests, and fighting for decent wages and benefits. That gives her comfort in light of the dangers she faces each day.

“I wear a bulletproof vest. Every day

you walk out your door, you don’t know if you’ll come back in one piece. Every day at the end of the day, you thank God you’ve made it through OK,” Woodford said. “So, it’s nice to know we have the Teamsters there for us, watching our backs.”

Unmatched Political Power

In addition to strong, day-to-day representation and top contract negotiators, the Teamsters Union provides law enforcement professionals with unmatched political clout at city halls, state houses and in Congress.

For example, Local 237 in New York City has been busy getting several local-sponsored bills passed by both houses of the New York State Legislature. The new bills would enhance benefits for School Safety Officers and other peace officers, and Evidence and Property Control Specialists.

Of primary importance is a bill on behalf of the School Safety Agents, which provides that agents injured by assault on the job shall receive the difference between their workers’ compensation benefit and their weekly salary for a full 18 months. The bill, S.6450/A.10189, provides that members will receive this benefit without any charge against their annual or sick leave. Determinations of whether an assault has occurred shall no longer be in the hands of the New York City Police Department, but rather will be made by the Office of Administrative Trials and Hearings of the City of New York (OATH), an independent body.

“This victory, finally giving our members the respect due them as uniformed peace officers who handle tough assignments, is long overdue,” said Carl Haynes, Local 237 President. “Major credit for the victory belongs to those members who braved the winter cold to join Local 237’s rally at City Hall Park in January, where we raised a public call for fair treat-

Teamsters Deliver Justice To Law Enforcement Professionals

Every day, law enforcement professionals put their lives on the line to protect the community. It's time for all government employers to recognize this by providing a secure future for law enforcement professionals and their families.

The Teamsters Union has been providing a secure future for law enforcement members for decades. Today, the Teamsters represent more than 20,000 law enforcement professionals at hundreds of agencies nationwide—from corrections officers in Washington state, to troopers at the Nevada State Highway Patrol, and school safety officers in New York City, to police officers in central Florida.

Each year, more and more law enforcement professionals join the Teamsters. The Teamsters are second to none in the fight for good wages, retirement security, affordable health care, safe working conditions, respect and dignity. For over a century, the Teamsters have honored this responsibility and have been the premier force for working people throughout the United States and Canada.

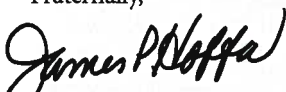
Rank-And-File Advantage

The biggest reason more and more law enforcement professionals join the Teamsters is also its most valuable resource—its rank-and-file members. Take the time to talk to a Teamster Law Enforcement League member about his or her experience as a Teamster. Ask them about the difference a union contract has made in their family's life. And ask them about the respect and dignity that come with being a member of the strongest union in North America.

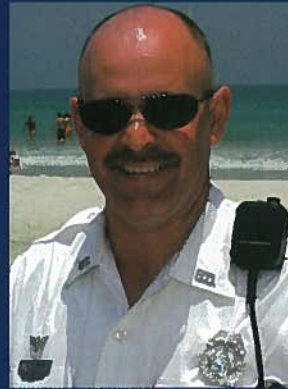
In addition to being America's union for transportation, my father's vision of the Teamsters was to also be America's union for law enforcement. With the Teamsters Law Enforcement League, we will continue to provide the best representation. The Law Enforcement League is modeled after a statewide effort in Iowa known as the Iowa Teamsters Law Enforcement League. By establishing the league, we have increased awareness that the Teamsters Union represents all types of law enforcement professionals.

I hope the accompanying article gives you a sense of what the Teamsters Union can offer you.

Fraternally,



Law Enforcement Professionals On Being TEAMSTERS...



"Being with the Teamsters has been awesome. We're getting solid representation that we didn't get before."
—Dennis Towne, deputy with the Volusia County (Florida) Sheriff's Department

"I know I have backing with everything I do. I know if I have a question or concern I can call [my Teamster representative]. It's truly a brotherhood."
—Eric Ryan, officer, Daytona Beach (Florida) Police Department



"I wear a bulletproof vest. Every day you walk out your door, you don't know if you'll come back in one piece. Every day at the end of the day, you thank God you've made it through OK. So, it's nice to know we have the Teamsters there for us, watching our backs."
—Robbin Woodford, school