



Teamsters Local 117

Teamster Talk



Fighting for Workers' Rights Since 1936

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SOLIDARITY AT DARIGOLD

Members vote 161-0 to reject company's proposal



Local 117 members picketing Darigold's Issaquah plant on Sept. 5.

Teamster production workers and lab technicians, employed by Darigold, voted unanimously on September 25 to reject the company's latest contract proposal. The 161-0 margin to reject was an incredible display of union solidarity.

"Darigold is disrespecting its workers and undermining the bargaining process," said Tracey A. Thompson, Secretary-Treasurer of Teamsters 117. "The company broke the law when they walked away from federal mediation, leaving no one with the authority to bargain. They have spied on workers and illegally attempted to circumvent the union."

Your Union has filed Unfair Labor Practice charges with the NLRB, alleging bad-faith bargaining by the company, illegal surveillance of workers, retaliatory firing of two employees and dealing directly

with workers over key issues. Bargaining between the union and the employer began in April, and continued throughout the summer, but talks broke down after the company violated federal law.

"This company continues to try to intimidate its workers. Recently, Darigold sent letters home to its workers encouraging them to withdraw from the union and threatened

a lockout by saying that it would operate without union workers," Thompson said.

Federal mediation with the company is scheduled for October 18, but is contingent on the federal government being open for business. In the meantime, you can support your Teamster brothers and sisters at Darigold by visiting their campaign website at www.DarigoldIsMalicious.org. ●

SUPPORT YOUR BROTHERS AND SISTERS AT DARIGOLD!

- ✓ Sign the online petition at www.DarigoldIsMalicious.org
- ✓ Ask your Business Representative for a solidarity sticker
- ✓ For the latest news, visit www.DarigoldIsMalicious.org

STOP "RIGHT TO WORK" (FOR LESS)

"Right to Work" is wrong for workers



Hey Teamsters,

Don't think for a second that just because you live in Washington State where union density is relatively high, that big business and corporate-backed politicians won't try to snatch away your collective bargaining rights or introduce so-called "right-to-work" legislation that is designed to destroy unions.

Just this past May, Sen. Michael Baumgartner (R-Spokane) introduced a bill that would have made Washington the 25th right-to-work state (SB 5935).

Thankfully, the bill died last session in Olympia, but the future for workers in Washington State remains uncertain.

DON'T TAKE YOUR RIGHTS FOR GRANTED!

If the political landscape were to shift slightly, the same assaults on workers' rights that caused massive protests of working people and their unions in Wisconsin and elsewhere will take place right here in our own backyard.

Don't be fooled – "right to work" is mandated union-busting, pure and simple. Workers living in right-to-work states earn about \$1,500 less per year than workers in states without these laws. Workers in right-to-work states are also less likely to have health insurance.

Get the facts about "right to work" (FOR LESS). And don't let "right to work" take a foothold in our state. Spread the word! ●

A message from your Secretary-Treasurer



Tracey A. Thompson

Brothers and Sisters:

As Secretary-Treasurer of Teamsters 117, I am repeatedly overwhelmed by the solidarity and fortitude of our members, who fight every day against tremendous odds for dignity and respect at work.

I'm thinking of our members at Davis Wire who stood up to a heartless employer during a 3-month strike, or members at the Department of Corrections who fought for safer working conditions after the tragic murder of one of their own, or members at UNFI who braved the winter rains to stand in solidarity with 72 of their brothers and sisters who were unlawfully permanently replaced by the company late last year.

SOLIDARITY ACROSS OUR UNION

Just last week, members at Darigold took a similar stand. They chose solidarity over fear by voting unanimously (161-0) to reject a proposal by their employer who is trying to intimidate and divide them.

These are just a few examples of the countless acts of courage and strength that Local 117 members show every single day.

The brave and inspirational acts of members of Teamsters 117 are why I am so humbled and honored to have been nominated, without opposition, along with the other members of your Local 117 Executive Board, to lead your great Union for three more years. The nominations meeting took place on September 19 in a packed Union hall with hundreds of raucous Teamsters making their voices heard. You put your faith in us to continue to fight for stronger contracts and better wages, benefits, and working conditions for all members of Teamsters 117.

With this leadership, comes great joy, but also tremendous responsibility. Your family's livelihood depends on our experience and resolve. We will do everything in our power to uphold our offices with the utmost integrity and commitment to the members. Thank you for this opportunity.

In Solidarity,

Tracey A. Thompson
Secretary-Treasurer

By Spencer Thal, Local 117 General Counsel

BFOQ CASE HEADS TO THE 9TH CIRCUIT

Fight for DOC members climbs in federal court



MLK at the March on Washington.

I am proud of our Local Union. We never give up the fight for workers' rights, and we do it in every forum.

On August 28 - the day that Martin Luther King, Jr. gave his "I have a dream speech" - your Union filed a brief with the Ninth Circuit Court of Appeals seeking to overturn a truly terrible decision for civil rights.

DOC ENGAGES IN SEX DISCRIMINATION

The ruling, issued by a U.S. District Court judge, upheld the Department of Corrections' practice of engaging in sex discrimination by designating dozens of correctional officer positions in the women's prisons as "female only".

The DOC took this action to satisfy a lawsuit by inmates, and they did it without trying other reforms first. Worse yet, both the DOC and the District Court judge used reasoning that was based on stereotypes—the very type of discrimination that the Civil Rights Act of 1964 was trying to eradicate.

We'll see how the case comes out on appeal, but as I said, it makes me proud to be a part of this Union. Our legal team prepared an excellent case on a very complex piece of litigation, and I think it is a fantastic brief. You can read it on your Local Union's website at www.teamsters117.org.

The leadership of your Union, with Tracey Thompson at the helm, never hesitated to pursue this claim, and we have stayed committed to it throughout every step of the litigation.

I'd like to especially thank Lauren Berkowitz, our summer intern, for her work on the brief, Daniel Swedlow for his partnership throughout the litigation, and most critically—Meghan Allen in our contract office for all of her incredible paralegal support and technical expertise in ensuring that the brief was properly presented.

It will be several months before we get a decision, and there may be oral argument, but as soon as there is another development, I will be sure to let you know. ●

STOP EMPLOYERS FROM SKIMMING YOUR WORK!

Local 117 steps up the fight against skimming at King County

KNOW YOUR RIGHTS

empower yourself

Ever report to work and find somebody else doing your job? Maybe it's a manager or a contract worker that the boss has brought in from the outside.

The practice is called 'skimming', and it is a common ploy used by employers to cut costs at your expense. With skimming, before you know it, your work area is in disarray, you're losing out on overtime, or maybe your job is disappearing before your very eyes.

Skimming weakens the bargaining unit. It threatens your job security, and it diminishes your leverage at the bargaining table.

As a union member, you have protections

against skimming under the law and possibly in your collective bargaining agreement. It may be an unfair labor practice, for example, when an employer fails to bargain the decision to skim bargaining unit work.

Members of Local 117 should be aware of their rights with respect to skimming, and they should make an effort to preserve the work that they have historically performed.

If you see someone who is not a member of your bargaining unit performing your work, report it to your Shop Steward or Business Representative immediately. If you allow the practice to continue, it will harm your Union and be harder for you and your co-workers to get your work back.

FIGHTING SKIMMING AT KING COUNTY

Local 117 is fighting skimming at King County on several fronts. Recent cases involve protecting bargaining unit work in payroll, in Information Technology, and in the Wastewater Division:

Payroll Department: In payroll, an administrative employee from outside the bargaining unit performed 143 hours of accounting work that should have been assigned to members of Teamsters 117. Your Union filed a grievance over the issue, and the County agreed to stop the practice. We are now in the process of seeking payment as a remedy for affected bargaining unit members.

Wastewater Division: The County is currently allowing employees from another union to perform Local 117 members' work in the Wastewater Division. Your Union filed a grievance in an effort to stop the practice, but the County is continuing to assign the work outside the bargaining unit. We will continue to fight the County over the issue to ensure that your rights are protected.

Information Technology: For the last several months, your Union has been fighting layoffs of computer operators and the proposed migration of County work to Amazon or Microsoft. It is our understanding that the County's Director of Information Technology, Bill Kehoe, wants to reduce the amount of software that the County manages by 20-30%. Your Union has obtained data from the County through an information request, which shows that this will lead to a loss of jobs. We are fighting to keep those jobs in order to best serve the residents of King County and the members. ●

DAVIS WIRE: ONE YEAR LATER *By Maria Williams, Local 117 Office Manager*



Fighting the good fight at Davis Wire.

The fight that inspired the labor movement in the Pacific Northwest

Almost a year ago today, Local 117 members at Davis Wire returned to work after a three-month long unfair labor practice strike at their facility.

Despite knowing the truck entrances, sidewalks and railroad tracks like the back of my hand, yesterday was the first-time that I have ever been inside of the facility.

I cannot describe how wonderful it was to reconnect with those members whom I personally spent so much time with over the course of the strike. I got to see their new

break room, hear about changes in safety procedures and management, and overall get an entirely new appreciation for the intricacies of wire manufacturing.

Although I know that things are far from perfect since the strike ended, to this day, I am still so humbled by the amazing strength and solidarity exhibited by my Davis Wire brothers. During a battle that seemed endless, they reminded me that when we stand together, there is no battle we cannot win. They make me so proud to be a Teamster. ●

By Leonard Smith, Local 117 Director of Organizing

BRINGING GOOD JOBS TO SEATAC AIRPORT

The most important fight in labor is happening in our own backyard



Workers and organizers delivering petition signatures to SeaTac City Hall on June 5.

Over the past 50 years workers have been under attack, but in the past 20 years the fight has radically escalated.

When workers today try to organize into a union - and according to most surveys a clear majority of unorganized workers want union representation - they are faced with violent anti-worker campaigns run by union busters.

The law that gives workers the right to organize was passed in 1935, and almost every amendment to it since then has weakened the rights of workers. Recent attempts to amend the law such as the Employee Free Choice Act were blocked by anti-worker politicians.

So it is up to us as a movement to find new ways to give workers the right to have a union.

LOCAL 117 LEADING THE CHARGE

Teamsters Local 117 has been on the forefront of that innovation. Our work in developing a new model for taxi operators has attracted national attention. Our work in the City of SeaTac is also creating a buzz.

You may have heard about the Good Jobs Initiative that is on the November ballot in the City of SeaTac. The initiative is designed to address a number of issues that have been plaguing workers at the airport and in airport-related jobs in SeaTac.

Workers at the airport perform important work. They load the bags on the planes, fuel the planes, clean the planes, push passengers in wheelchairs, and shuttle rental cars. Most airport workers are sub-contractors of Alaska Airlines and are currently paid minimum wage, or very close to minimum wage with no benefits.

Many are not given enough hours in a week to make a living, and many more must work two or three jobs just to pay the rent and put food on the table. Meanwhile, the corporations they work for, many of which are foreign owned, make large profits and shell out lavish compensation to their CEOs.

The SeaTac Good Jobs Initiative seeks to address those inequities. It calls for paid sick leave, a \$15-an-hour minimum wage, job security when your employer loses a contract, and tip security so that servers in hotels and restaurants get the full amount of the tip instead of it going to management.

The support in the community has been very strong, and workers throughout the City of SeaTac are coming to the union asking how they can help get this passed.

The opposition has also been rallying. Corporate interests in the City of SeaTac and outside the City have already contributed more than \$250,000 to prevent workers from winning these basic rights. We believe that this is just the beginning.

How did it come to this? Good jobs at SeaTac Airport were once strong union jobs with good middle class wages. Today they are non-union poverty-wage jobs.

The simple answer is greed, driven by a war on workers, and an attack on the middle class. Teamsters Local 117 is on the front lines in that fight, and members are stepping up to help win it. ●

GET INVOLVED!

- ✓ Endorse the initiative online at www.YesForSeatac.com.
- ✓ To volunteer, contact Leonard Smith at 206-441-4860 ext 1237 or visit www.teamsters117.org.

117 Soccer Tournament

Safeway Azteca - 2013 Champs



LOCAL 117 EVENTS - MARK YOUR CALENDARS!

October 19, 2013 - BTU Casino Night Planning Meeting

November 5, 2013 - Election Day

November 16, 2013 - Local 117 Blood Drive

December 19, 2013 - Local 117 Quarterly Membership Meeting

Sign up online to receive an electronic copy of Teamster Talk at www.teamsters117.org.