

Local Contracts Updates



The Teamster

Let us not forget where the Teamsters started. They were men who could handle a “Team” of up to 6 or 8 horses to haul goods in the old West. They were tough and capable and there have been some notable people who were Teamsters. A couple of them would be **Wild Bill Hickok** and **Wyatt Earp**. Today we have women and all races of people and backgrounds. This is a testament of our legacy of adapting and keeping what we stand for in the front of our minds and deep in our hearts. We should never let this heritage slip far from our minds.

Construction

Upcoming Negotiations

- 1: CEMEX Central (August 2015)**
- 2: Staker and Parsons (August 2015 Tucson)**
- 3: Century Materials (August 2015)**
- 4: CEMEX Buckeye Plant (October 2015)**
- 5: BHP Copper Mines (Ongoing)**

All of these companies will be going into negotiations around the same time. I will be holding proposal meetings. In the near future and will notify all the members through a posting of the time, date and location of the proposal meeting for each of these Companies. It is shaping up to be a busy 2015. Thank goodness the economy has improved from where it was. I will keep you informed on any news regarding these negotiations.

Cemex

We will be holding a proposal meeting very soon for CEMEX Central Division. This includes all of the Metro Phoenix area as well as Flagstaff. So far work has been steady for this company and hopefully improves in the year to come. This contract will be a very important one for all the members at CEMEX. Everyone should make an attempt to be there when we set a date.



**30+ year Teamster Ray Sandoval getting
Getting loaded at 19thAve plant**



**19th Ave Steward Marco Garcia 20+ year
Teamster**



**Tower Collapse at 19th Ave Redi Mix Plant for
CEMEX. This occurred while a truck was being loaded**



New 2015 mixer before silo collapse.



The Silo collapsed on the cab of the truck. This just shows how dangerous our jobs can be. Fortunately the driver wasn't hurt and will be able to return to work when he is released from the Doctor. Everyone has a part to play in safety. We all want to go home and see our families and loved ones at the end of the day. Stay aware and let your stewards or Business Agent know of any safety concerns you may have.



Before silo collapse



After silo collapse.

CEMEX 7th Street

CEMEX has created a program for job sight safety called **Job Safe**. The two individuals responsible for seeing it through and spreading it throughout the company as well as the country are two long term Teamsters shown below. The member in this photo was being loaded when the silo collapsed. Thank God nobody was hurt



Lance Morgan and David Conkllin created the job safe program(right) and Marco Garcia (Left;Union Steward) was fortunate enough to not be injured in the Silo collapse. His truck was the one being loaded when collapse.



These kind of photos show why safety is a priority in the work place as well on the jobsite.



Cemex 7th Street plant

Congrats to Lance and Dave for all the work they put into the Job Safe program. This was created and presented by Members of Teamsters Local 104. Since then it has been adopted and/or modified to be used in other companies and industries. Again good Teamster work

Cemex Prescott

This plant is now at 100% Membership. Below is a pic of some of the employees. We very much appreciate the hard work that has been done in the Verde Valley in regards to membership.



Second from left is Steward Jimmy Glassell



Just another member getting loaded At CEMEX Prescott



Steward Jim Slifer and the Rock Truck he runs

Staker Parsons

This company is in the process of being bought by Vulcan Materials. We currently have a contract with them and don't see any big issues in the future. We have already held our proposal meeting and intend to keep what we have already worked for. The sale has not finalized at this time but we should have info in the next few weeks. We are looking for a seamless transition and a continued good relationship.



Staker and Parsons Mixer waiting to be loaded



Washing down at Slump Rack



Trucks being loaded at the INA Plant for Staker and Parsons

Calportland We are working hard to improve not only membership but issues in the work place. Steward Maureen Fitzgerald has been very involved with this This process. Thanks Maureen



Maureen has helped greatly and is becoming more involved week by week. We have a great focus on this company at this time and want to improve the overall conditions and situations that arise for these members.



Checking the slump for a load and getting job info.



CPC trucks waiting to be loaded at the Orange Grove Plant and others washing down on the left. I can't stress enough what's being done by the Local as well as Maureen at the Orange Grove Plant and Gideon at the Swan Plant in getting membership up and active. Thanks to you all

Below are some pictures from Swan Plant as well as the Joint Council 3 Truck that was in town for the Teamsters Picnic, held on April 25th. We had a lot of fun and a good turnout.



CPC Swan plant operations



Joint Council 3 Truck

Multi Craft. Upcoming Contracts

Veolia Bus Comp.	June	2015
Sysco Foods	July	2015
Hertz Rental car	October	2015

As you can see with the contracts up in construction along with the ones above we will be very busy. I will get proposal meeting info out and hope to have successful negotiations for our members. The economy has improved which should help in these upcoming negotiations.

Reliance Metals

We just ratified a new contract with economic improvements throughout. Work has picked up here and looks good. The company just purchased a 1.4 million dollar machine that can do some pretty amazing things with steel. Below are some pics of the members and the equipment in the shop.



Moving steel beams to be loaded



Members Steward John Marks on the right



Member moving steel to be loaded



Truck in plant being loaded



Trucks at Reliance getting ready to go on their deliveries

Smith Pipe and Steel

We have completed negotiations with this company. We were able to secure Health and Welfare and get good raises to wages and pension. We held our Ratification meeting and it was a unanimous YES. The members received wage and pension increases as well as retaining their fully paid Teamster Health and Welfare. Some language changes were made that benefited both parties.



One of the Trucks operated by our Teamsters



2 of our Members Steward (Mac) on the right



Member moving steel with overhead crane



Steel cutting saw at Smith Pipe and Steel



One of our Members moving pipe to be loaded

Hertz Corporation

We are going through some changes at this company. Mainly some policies that had not been enforced are now being enforced. The problem is that members had been working under one method for years and that can't be changed overnight. I have met with the Regional V.P. as well as all of the local management to work on a way to implement things in a fair fashion for the members. I have also met with the members in groups as well as individually. I will keep you posted on any progress. Below are a couple pictures of our members at Hertz.

On 4/15/15 we met to discuss time standard issues at the Board of Adjusters. We also have a grievance pending on unilateral changes with the mechanics.



Hertz VSA'S and Mechanics in the shop at Hertz. Middle is Mike one of the Shop Stewards



VSA'S doing their work on the line

Veolia Transportation

Veolia has changed their name to Transdev at this point. We have already held our proposal meeting and our looking forward to starting negotiations soon. The committee will be the Stewards Carol, Mark and Tony.



Carol North yard Steward and employee at CNG PUMP



Mark Bruntmyer North Parts and Steward



CNG tanks for new buses



New canopy at the North Yard which was part of the



New CNG Bus being operated by Company

Veolia Transportation, which runs the North and South yards for the City of Phoenix received 60 new CNG New Flyer buses. These buses run exclusively out of the North facility which was recently renovated after a 14 month City of Phoenix project. The employees now have a newly renovated facility to work out of, which a great relief considering the age and the

condition of the building before the refurbishment. The City of Phoenix plans on adding 40 new buses into the fleet over the next several years. Receiving new buses is always an advantage for our members as it adds the need of employee training on the advanced mechanisms and it also provides a more comfortable ride for the customers!

Sysco Foods.

As you may be aware SYSCO has not been successful in their attempt to merge with U.S Foods. We continue to stay informed and relaying any news to our members regarding any details regarding this issue.



Sysco Warehouse Employees





Sysco Warehouse Night time meeting after



flying colors in break room



Expansion at SYSCO FOODS in the beginning



Expansion coming to completion and becoming operational

This expansion is due to the possible merger between Sysco and U.S. Foods. Currently the merger hasn't gone through and all are waiting on any updates. We will keep you posted as we get more reliable information. The following pictures show Freshpoint Produce Trucks that are now working out of the new expansion. This potentially will lead to 15-20 new members. The Union has been working with the company to get this off the ground and protect our members at the same time.



Freshpoint Trucks at the docks.

Almost all of these employees became New Members. Welcome aboard.



Sysco loading dock getting ready for trucks and our members taking care of business

The Union Steward

Who are these of lowly pay
With haggard look and hair of grey?
They get no rest by day or night.
They're always wrong. They're never right.
They do not have a law degree,
But go to bat for you and me.
Though seldom have they been to college,
They must possess the widest knowledge,
Of labor grades and when to grieve,
Vacation pay and sickness leave,
Of overtime and who's to do it,
Of coffee time and who's to brew it,
The how and which and why and when,
And all the problems of women and men.
If, with forepersons they agree,
Then they're rats who've got weak knees.
If to the workers they try to cater,
They're branded as agitators.
Those who have to take this slop
Are called the Stewards of your shop.

This is for all the Stewards out there that don't get the recognition they should. Keep your heads up and we at Teamsters Local 104 appreciate all you do. From me and the rest of the Business Agents

THANK YOU!!!