

# Teamsters Local 995

## Shop Steward Newsletter

December 26, 2007

Mike Magnani Secretary-Treasurer

300 Shadow Lane- Las Vegas, NV 89106

Tel. (702) 385-0995 Fax (702) 385-4410

www.teamsters995.com



### Important Dates:

#### ✓ Shop Steward Training

Thursday, January 3, 2008

9:00 a.m. & 6:00 p.m.

#### ✓ General Membership

Tuesday, January 22, 2008

10:00 a.m. & 7:00 p.m.

# HAPPY NEW YEAR!



©2007, UCS



©2007, UCS Huck

### Inside This Issue:

- Secretary-Treasurer's Report
- Scholarship Available
- Shop Steward Training
- What Makes a Good Shop Steward?

**"TEAMSTERS DON'T HURT TEAMSTERS"**

**Scholarship Available:** The James R. Hoffa Memorial Scholarship Fund is offering a 2008-2009 academic year scholarship. Applications may be picked up at the Local Union offices or online at [www.teamster.org](http://www.teamster.org) under Member Resources and the James R. Hoffa Memorial Scholarship Fund. To be eligible for one of these scholarships applicants must:

1. Be the son, daughter or grandchild of an active, retired, disabled, deceased or laid-off Teamster member who has had at least twelve months of consecutive membership in good standing in the Teamsters Union;
2. Be in his/her last year of high school and may not apply if he/she has already graduated from high school;
3. **Be in the top 15% of his/her high school class;**
4. Plan to submit excellent SAT or ACT scores for evaluation (U.S. only);
5. Plan to attend an accredited four-year college or university. Those who plan to attend non-academic or certificate programs or community college, may not apply;
6. The deadline date for receipt of applications is March 30, 2008.

Please advise your coworkers of the availability of this scholarship.

## **Note: To all Stewards and their Alternates**

Much of the information contained in this document has not been shared with our entire membership. This "Shop Steward Newsletter" is only mailed to our Local Union's Shop Stewards and Alternate Shop Stewards. I would ask you to share any information contained herein with your coworkers if it is something you feel your coworkers need to know.

\*\*\*

*"It's not true that nice guys finish last. Nice guys are winners before the game even starts."*

*-- Mort Walker - Cartoonist --*

\*\*\*

## **Important Shop Steward Training Session**

The International Brotherhood of Teamsters is sending us its Assistant Director of the Education Department, Sally Payne, to instruct our Local Union's Shop Stewards, alternate Shop Stewards and interested members on the principles of contract negotiations and the roles of members, Shop Stewards and alternate Shop Stewards and officers of the Local Union during contract negotiations. Every member of this Local Union has an obligation to play a role in contract negotiations. No member is exempted from this process and every member's role is important. Shop Stewards and their alternates are strongly encouraged to attend. We would also encourage our members to attend. These sessions will prove to be very informative to everyone.

Meeting particulars:

Date: Thursday, January 3, 2008  
Time: 9:00 a.m. and 6:00 p.m. Sessions  
Place: Teamsters Local 995 Offices  
(300 Shadow Lane, Las Vegas, Nevada)

See you there.

\*\*\*

*"A little experience upsets a lot of theory."*

*-- S. Parks Cadman - Cleric --*

\*\*\*

## **Secretary-Treasurer's Report, by Mike Magnani**

It's hard to imagine that 2007 is nearly over, where did it go? Though we were successful in obtaining successor labor agreements for all of those that expired in 2007 (except one - Alamo/National Car Rentals), we do have several

first-time labor agreements being negotiated at this time. Some of those first-time labor agreements that we are still working on include Painted Desert Golf Course, Durango Hills Golf Course, Hooters Hotel and the Cancun Resorts Hotel. Alamo/National (ANC) Car Rentals Labor Agreement negotiations have been scheduled for January 29, 30 and 31, 2008. Our Strip hotel contract proposals meeting is scheduled to take place on Thursday, January 24, 2008, 9:00 a.m. and 6:00 p.m. at Cashman Center, meeting rooms 1 through 4.

MGM Properties is creating a new call center to receive calls for room reservations for all of its properties out of one location. Approximately 84 of our current Teamster members will be transferring to that call center. All of those transferring to the call center have assured me that they will assist the Local Union in organizing that facility as soon as they get there. That facility, depending on who you are speaking to, will house somewhere between 450 and 600 room reservationists - a good size unit for our Local Union.

Our next Local Union Shop Steward training session is scheduled to take place on Thursday, January 3, 2008 with 9:00 a.m. and 6:00 p.m. sessions at the Local Union offices. International Brotherhood of Teamsters instructor Sally Payne will be facilitating the training session. For any of those that may be familiar with Sally Payne through past education seminars held here at the Local Union, you will recall that she is a very dynamic speaker and she knows her business. Shop Stewards and alternate Shop Stewards and all members that can possibly attend are encouraged to do so. Sally will be focused on contract negotiations and the roles of every member, every Shop Steward and their alternates and everyone on the Local Union's office staff. I would note that only eight Shop Stewards in the Local Union are eligible for the drawing for one of two round-trip, all-expense-paid trips to San Diego, California. Those eligible include Kathy Avant, Excalibur Hotel; Shirley Coleman, Flamingo Hotel; Sue Drobot, Zenith Administrators; Anthony Dukes, Caesars Palace; Carolina Enriquez, Circus; Arlene Fitterer, Caesars Palace; Carmen Ybarra, Luxor and Sara Zimmerman, Rio Hotel. The drawing to determine which of these eight Shop Stewards will be the winner of one of these two grand prizes will take place at our Local Union's January 22, 2008 General Membership Meeting, 7:00 p.m. session.

I would like to note that our Local Union just received a banner that is approximately 3' x 5' from the Marine Corps thanking our Local Union for our participation in the gift packages that were rounded up by Teamsters Local 63 in Covina, California. If you get a chance to stop by the Local Union offices, ask to see that banner, you will be impressed.

Let me take just a moment to thank those members that took time out of their busy schedules to attend our Local Union's December General Membership meeting. More than 160 Local Union members participated in that General Membership meeting.

I would also like to thank all of our members for being members of the Local Union and to wish all of you a happy and safe holiday season. See you next year.

\*\*\*

*"If government is big enough to give you everything you want, it is big enough*

*to take away everything you have."*

*-- Gerald Ford --*

\*\*\*

*"What a strange thing is memory, and hope; one looks backward, the other forward. The one is of today, the other is of tomorrow."*

*-- Grandma Moses --*

\*\*\*

## **Laid-Off Workers Lose Benefits**

### **Teamsters Blast Republican Senate Leadership for Blocking Trade Adjustment Assistance**

(Washington, D.C., Dec. 19 /PRNewswire-USNewswire/) - Thousands of workers who lost their jobs because of bad trade policies won't get government help because of Senate inaction on Wednesday.

Senate Republican leadership blocked a three-month extension of the Trade Adjustment Assistance program, which provides financial assistance and training for workers who lose their jobs when their employers move off shore. The Senate will adjourn without deciding this matter.

"This is a slap in the face to workers who have lost their jobs because of bad trade agreements," said Teamsters General President Jim Hoffa. "Without extending Trade Adjustment Assistance, thousands of workers won't be able to support their families.

"The Republican leaders are sending a message that they don't care if jobs go overseas and U.S. workers are left with nothing. How can these senators go back to their home state during the holidays and look workers in the eye?"

The U.S. House of Representatives passed a three-month extension of Trade Adjustment Assistance and a much-needed overhaul of the program.

"It's bad enough that we won't get real reform of the Trade Adjustment Assistance program," Hoffa said. "But because of the opposition of Senate Republicans, laid-off workers won't get help from the current Trade Adjustment Assistance program.

\*\*\*

*"There comes a moment when you have to stop revving up the car and shove it into gear."*

*-- David J. Mahoney --*

\*\*\*

## **MGM/Mirage Opens New Contact Center**

**By Helen Green, President / Business Representative, 385-0995 (ext. 210)**

Happy Holidays Shop Stewards! And let me start by saying that I hope your Christmas was great and best wishes for a Happy New Year!

Most of you have already heard that, like Harrah's, the MGM/Mirage has decided to open a "contact center" for Room Reservations. The good part of that decision is that the MGM/Mirage, like Harrah's, has chosen to keep that contact center in Las Vegas; and, by current departmental seniority, transfer the existing Room Reservation employees from all of its properties to the new contact center. Consequently, none of our members shall be out of a job as a result of the opening of the contact center.

The bad part is that 84 of our members from the Room Reservation Departments at Luxor, Excalibur and Circus Circus shall be going over there without a contract. Which means, no pension contribution, their health and welfare shall change, and amongst other things, they shall be "at will" employees once they arrive at the contact center; which means, that those employees shall no longer enjoy "just cause" nor a grievance procedure for any disci-

pline or discharge that the Company may choose to issue, or for any other issue that may arise in the work place.

However, Local 995 is committed to organizing the new MGM/Mirage contact center and securing a new contract at the contact center for our members and the other employees at the contact center. We have been advised that the new contact center shall house approximately 600 reservation employees as soon as all of the transition and hiring of new employees is complete. We have also been advised that our members shall start moving over to the new contact center the first of April 2008. At which time, Local 995 shall began its organizing drive for that property.

If any of you or your co-workers would like to help out as volunteer organizers for the new MGM/Mirage contact center please contact myself at 385-0995, ext 210 with your name and a telephone number that you can be reached at and I will make sure that you are placed on Local 995's volunteer organizing list and we will contact you as soon as that organizing drive begins.

\*\*\*

*"Sometimes the best things are right in front of you; it just takes some time to see them."*

-- Gladys Knight --

\*\*\*

## **What Makes a Good Steward?**

What makes a good union steward? Dozens of qualities go into the mix, obviously, but while discussing this question one night in a leadership training class, a warrior-steward from CWA Local 2106 in Salisbury, Maryland, came up with something unique. She said that a good steward brings in information from outside the workplace about the union movement as a whole, exposing members to bigger issues and broader fights. She specifically mentioned local political activities, area labor battles, union organizing campaigns and even a boycott list.

Everyone else in the class, including the Wise Instructor, realized the importance of this good quality because it put the role of a steward in a whole new perspective.

A steward often gets locked into handling only day-to-day problems in a particular workplace - dealing with the contract, with a specific workforce, with a narrow set of problems. A somewhat broader definition of a steward's job description includes building the union: increasing membership involvement, creating group grievances, even signing up new members - but, still, focused only on the steward's particular workplace.

### **Unionism is a Movement**

In itself, a concentration upon building the union is a dramatic expansion of a steward's responsibilities. Looking at unionism as a movement, however, opens up a much larger opportunity. Unionism, as many of our members have forgotten, is a movement founded upon solidarity: one worker joining with others to form a group, and groups helping out each other. As the percentage of union dues-payers declines, the need to cling together for mutual aid grows. In order to begin this process, however, a couple of things have to occur:

- Workers have to learn about other workers in trouble and understand the most basic point of unionism: an injury to one is an injury to all. A good steward will constantly stress this point.
- Workers need to participate both in boycotts and in the "please buy" lists, helping out our brothers and sisters. A good steward will con-

stantly provide information about current campaigns, encouraging co-workers to use their consumer power to build the movement.

- Workers have to learn across different workplaces, and among different unions, that there are common problems which confront us all - a lousy health care system, for example, or falling wages. A steward who provides discussion about other workers' contract negotiations, for example, will help out this process.
- Workers need to appreciate the importance of new organizing and to understand that organizing is the responsibility of every member. A sharp steward will create a list of nearby non-union operations, and begin to create contract lists of likely pro-union operations, and begin to create contact lists of likely pro-union workers.
- Workers have to learn about other struggles around the world. In a global economy, our sense of solidarity should also become global. Multinational corporations should have to deal with truly international unions. A steward can distribute information about workers' movements in many countries.
- Workers have to become self-reliant. As the CWA steward so clearly demonstrated, we need to gather and distribute new information, rather than waiting for a mailing from the union office. She regularly posts the meeting schedule for the Central Labor Council, for example, and urges all members to attend.
- Stewards need to begin to look around for effective methods of distributing information. Some are starting electronic educational lists; some are setting up Lunch-and-Learn sessions on a regular basis.

Finally, workers need to learn a proactive attitude from other workers. A good steward - no, make that a great steward - will not only emphasize this point but will be a real role model.

Information is great but only if it helps build your organization. A good steward is at the center of the organizing movement.

\*\*\*

*"A person can run for years but sooner or later he has to take a stand in the place which, for better or worse, he calls home, do what he can to change things there."*

*-- Paul Marshall --*

\*\*\*

## **Level-Headed, Good Workers**

By Bill Burgos, Business Representative - 385-0995, ext. 209

Good Stewards realize what they do speaks volumes more than what they say. They honor the contract, put in a good day's work, work cooperatively on the job with co-workers and management, and don't seek any special favors because they are Stewards.

\*\*\*

*"When a fellow says it hain't the money but the principle o' the thing, it's th' money."*

*-- Kin Hubbard --*

\*\*\*

## **A Poem**

By Debra Miller, Business Representative - 385-0995, ext. 208

I found this on the internet and thought you might enjoy it.

A shop steward knocked at the heavenly gate, his face was scarred and old. He stood before the decider of his fate for admission to the fold. What have you

done, Saint Peter said, to gain admission here? I've been a shop steward, Sir he said for many and many a year. The pearly gate swung open wide, St. Peter touched the bell. Come in and choose your harp, he said you've had your share of hell. --Author Unknown

Wishing you a Happy and Prosperous New Year!

\*\*\*

*"The purpose of an education is to replace an empty mind with an open one."*

*-- Malcolm Forbes --*

\*\*\*

## **Oh No - A New Boss!**

By Beverly Williams, Business Representative - 385-0995, ext. 207

Here we go again! We have another boss!

It makes no difference whether you are working for new ownership, or a new management team, things will change in your workplace. New policies will be distributed and/or rules will be posted. Your new manager might even want to hang your picture from the ceiling!!!

Often it is a new young boss trying to make a good impression. This new young boss has probably never dealt with unions and just doesn't understand how a unionized workplace operates. On the other hand, you might have a new boss that respects a unionized workplace and is truly willing to do everything possible to handle issues without filing grievances. This is rare, but it does exist.

Whichever your new boss may be, the one that wants to impress, or the one that respects the unionization of the workplace, respect for his workers and our members should be established. Don't let your new boss disregard or disrespect your contract.

\*\*\*

*"A wise man will make tools of what comes to hand."*

*-- Thomas Fuller --*

\*\*\*

## **Teamsters and Politics in 2008**

By Salvador Carrillo, Lead Organizer - 385-0995, ext. 215

Among the many issues that affect our Union, the Bush administration's decision to allow Mexican trucks unrestricted passage to the U. S. freeways is a key fight taking place in Capitol Hill. Recently, Congress voted overwhelmingly to stop funding for a program that threatened to serve as a foothold for the unrestricted access to Mexican trucks. President Bush took no action because he knew that he did not have enough votes to override a veto. The Teamsters have continued the court battle to stop the program since its inception. Teamsters have rallied in several cities to show they oppose letting unsafe trucks from Mexico drive on U.S. highways. James Hoffa, Teamsters President said:

"If Congress won't act to protect drivers on U.S. highways, the Teamsters will convince the court to do so, American motorists shouldn't have to pay the price for George Bush's recklessness in pushing this program forward. We filed hundreds of pages of legal arguments in the past few months that show the Bush administration broke the law in dozens of ways with this so-called "pilot project". Mexican trucks driving on our roads have to be as safe as U.S. trucks. That's the law, but the Bush administration just ignores the

law. Mexican drivers don't have the mandatory training that U.S. drivers have. Mexican drivers don't have to meet the same strict drug-testing requirements that U.S. drivers do. Mexican drivers don't have to comply with U.S. rules on how long they can drive.

James Hoffa also said that the Union totally rejects the argument that the Teamsters are against Mexican truck drivers, "We are against the companies that exploit them and the governments that don't live up to their responsibilities to make sure the highways are safe."

The battle for fairness and justice is far from over and it will continue well into 2008 and beyond.

Another very important event will be the Presidential Caucus in Nevada in January 19, 2008. Nevada will be the third state to hold a caucus and it will be a key stop for all the presidential candidates. Regardless of your party affiliation, it will be essential that we all participate and make our voice heard and you as shop steward have the added responsibility to remind your co-workers and encourage them to also participate.

\*\*\*

*"A solid rock is not shaken by a strong gale, so wise persons remain  
unaffected by praise or censure."*

*-- Buddha --*

\*\*\*

## **Matters of the Heart**

By Mark Ranger, Organizer - 385-0995, ext. 214

Understanding how co-workers would feel if they knew you were being taken to lunch by the boss, how do you think they would react by knowing you were hanging out with him or her. Your life is your life, but try to avoid these relationships. You accepted the steward's role to serve your co-worker, and to do that you need their confidence and trust. Having a social relationship with their supervisor will detract from that in a huge way. You do not want it to look like you are on the supervisor's side. So you need to stay away from that kind of relationship.

\*\*\*

*"I wish we could put up some of the Christmas spirit in jars and open a jar  
of it every month."*

*-- Marlan Miller --*

\*\*\*

### ***EVERY MEMBER IS AN ORGANIZER***

\*\*\*

*"Conscience warns us before it reproaches us."*

*-- Comtesse Diane --*

\*\*\*



---

"... if you'd like to hear all of your options again, press 49. If you've forgotten why you called in the first place, press 50."

---

*SEASONS GREETINGS FROM ALL OF US AT THE LOCAL UNION*

**Teamsters Local 995**

**REQUEST FOR NAME/ADDRESS/BENEFICIARY CHANGE**

300 Shadow Lane, Las Vegas, Nevada 89106 (702) 385-0995 phone, (702) 385-4410 fax

Should you have a name, address, phone number or beneficiary change, please fill out this form and return it to the Local Union offices as soon as possible. Beneficiary changes should be turned in to the pension and health insurance offices also. Those forms are available at the Local Union offices.

\_\_\_\_\_  
Last Name First Name Initial

Social Security Number \_\_\_\_\_

**ADDRESS CHANGE**

\_\_\_\_\_  
New Street Address City State Zip Code

New phone number including area code (\_\_\_\_\_)\_\_\_\_\_

**NAME CHANGE ONLY**

New Name \_\_\_\_\_

**BENEFICIARY CHANGE**

Note: The beneficiary designation below cancels all my prior beneficiary designations.

\_\_\_\_\_  
Beneficiary Last Name First Name Initial

Relationship \_\_\_\_\_

\_\_\_\_\_  
Street Address City State Zip Code

Signature \_\_\_\_\_ Date \_\_\_\_\_

*Would you like us to mail you address and beneficiary change forms for our insurance office?  
\_\_\_\_\_ yes \_\_\_\_\_ no, and/or our Pension Trust Fund office? \_\_\_\_\_ yes \_\_\_\_\_ no.*

**Withdrawal Cards**

Should you hear of a coworker who is leaving the jurisdiction of our Local Union for any reason, to include a promotion to a position outside of the bargaining unit, moving out of the area, starting their own business, etc., please have them contact the Local Union to obtain a withdrawal card. Just call 385-0995, ext. 7 or come by the Local Union offices.