**SUMMER FUN FROM LOCAL 100**

Greetings. Happy Fourth of July. The Officers, Agents and staff at Local 100 hope that you are having a great summer. Please remember that on July 12th, we are holding the annual Teamsters Stricker's Grove Picnic. The gates will open at noon, the rides start-up at 1 PM and the food is served at 2 PM. There are small toys for every Teamster child that enters the picnic. But those are available on a first come first serve basis.

We have also negotiated special discounts for our members at Kings Island, the Beach Waterpark and Coney Island-Sunlite pool. Members can enjoy discounts any day of the year, by purchasing their tickets online and using the Teamster Discount Code provided on page 6 of this newsletter. We also have all the discounts listed and explained on the Teamsters Local 100 website, www.teamsterslocal100.com.

Secretary-Treasurer Sam Bucalo has again purchased about $800 worth of small toys and stuffed animals for the Teamster Picnic. Each Teamster child is allowed to pick a small toy upon arriving at the Picnic. Toys include small stuffed animals, jump ropes, squirt guns, yo-yos, soft-mini footballs and other small toys. The larger stuffed animals will be awarded at the DRIVE booth to Teamster members that update their contact information, register for the Teamster Website, register to vote or join DRIVE. The Teamster Picnic is July 12th at Strickers Grove.

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**Financial Report**

Bucalo Endorses Sylvester-Zuckerman United Slate

**Teamster Discounts**

Kings Island

Tickets only $38.00

$35.00 + $3.00

Page 3

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**Local 100 went “dark” for the summer months, our next Monthly Membership Meetings**

- September 1st 7:00 PM
- October 6th 7:00 PM
- November 3rd 7:00 PM
- December 1st 7:00 PM


Food will be served after each meeting.

Summer Picnic at Stricker’s Grove

July 12th

Contact Local 100 for more information 513-769-5100.
Webster and Bucalo Lead Local 100 to Financial Records

Over the past four years, the financial security of Teamsters Local 100 has improved to the point where we are now setting new records for financial stability and prosperity for this local union. Over the 102 year history of Teamsters Local 100, this union has never had liquid assets that compare with the

officials. Bucalo continues to publish the financial records in the newsletter and provides clear reports to the membership at every monthly membership meeting.

"It is our intention to maintain transparency of our financial records for our members. By keeping the information transparent, we protect the members against abuses and miss use of your union funds", explained Bucalo. The accompanying report and charts disclose the current financial standing of the union and compare them to the past years and to the "low-water" mark of March 2010, when the local had merely $124,000 in total liquid assets. As you can see from the report below, $124,000 was not even a full month of expenses for the local union. At that time Local 100 was nearly bankrupt.

Bucalo also encourages members to contact

$1.2 Million accumulated under the current leadership. President Webster and Secretary-Treasurer Bucalo have established policies that have attempted to control spending by Union

the information transparent, we protect the against abuses and miss use of your union funds", explained Bucalo. May 2015

Sam Bucalo / Secretary-Treasurer Financial Report

May 2015

May History of Income and Expenses

May History of Liquid Assets

May 2015 Trustee Report is summarized as follows:

- **Total Liquid Assets:** $1,200,000; up 3% since April 2015
- **Checking Account:** $39,000; transfer to savings
- **Savings:** $191,000; two accounts (report below)
- **CDARS:** $600,000; amort. CDs (report below)
- **Total Revenue:** $224,797; up 6% from April 2015
- **Total Expenses:** $215,296; up 3% from April 2015

**Largest Expenses:** 76% for wages, 59% for per capita fees, 59% for health care and pension benefits, 44% for health care and plan costs, 44% for legal and professional fees, 8% for travel and meeting expenses, 7% for other expenses (which includes building maintenance in the attorney fund).

**Financial Improvements:**

- Since May 2014 (109%)
- Since May 2013 (109%)
- Since May 2012 (109%)
- Since May 2011 (109%)
- Since May 2010 (109%)

**Monthly Report on Savings Accounts and Investments:**

In May we moved $100,000 from checking to savings, depositing $50,000 in the Kemper savings account and $50,000 in the US Bank savings account. These balances as of May 31st were:

- Kemper $191,445.09 and US Bank $200,600.50 Total Savings $392,045.61

We currently have 6 one-year $100,000 CD's with the Huntington bank CDARS program.

The maturity dates for those CD's are:

- 5/31/15, 10/1/15, 12/1/15, 3/31/16, 6/30/16, 9/30/16

**May 2015 Major Expenses**

- **Travel and Meeting Expenses:** 3%
- **Steward's Dues Expenses:** 2%
- **Office Admin Expenses:** 3%
- **Legal and Professional Fees:** 6%
- **Car Allowance:** 3%
- **Benefits:** 12%
- **Health Benefits and Pensions for the Officers, Agents and Staff at Local 100:** 28%

**36% Wages (Paid to the Officers, Agents and Staff at Local 100)**

**28% Per Capita (per capita is the portion of union dues paid to the IBT, Joint Council and Ohio Conf.)

EDITORIAL BOX

Teamsters News was created by Teamsters Local 100 Secretary-Treasurer, Sam Bucalo as an unofficial newsletter for the members of Teamster Local 100. The articles and opinions expressed in this Newsletter do not represent the official statements or positions of Teamsters Local 100 or the IBT. The opinions expressed here are protected by IBT regulations and by Federal Law. This newsletter and the associated web pages are intended to inform and educate the members of Teamsters Local 100.

No Union Funds were spent on this publication or for the sponsorship of the associated web pages.

This newsletter and the associated web pages are sponsored and published by Teamsters Local 100 Secretary-Treasurer, Sam Bucalo. Bucalo is an elected officer at Local 100 and a Candidate for election on the Teamsters United State in the 2016 Local 100 elections. If you have questions or comments about this newsletter, please contact us at:

sambo1245@aol.com

www.TEAMSTERSLOCAL100.COM
**SAM BUCALO ENDORSES TIM SYLVESTER and FRED ZUCKERMAN**

"THE TEAMSTERS UNITED”

Tim Sylvestor is the President of one of the largest and most successful Teamster Locals in the nation. During the 2013 contract negotiations, our leadership in Washington was giving UPS concessions. Tim, as the President of Local 804 was getting concessions from UPS. He stood up to the Brown Dogs and he won. That means his members won. The membership of Local 804 won guaranteed increases to their pensions because Tim Sylvester demanded it. The membership of Local 804 won guaranteed new full-time jobs because Tim Sylvester demanded it. The members of Local 804 won stronger language to protect them against UPS management abuses, because Tim Sylvester demanded it.

I have known Tim Sylvestor for probably 20 years, maybe more" states Local 100 Secretary Treasurer. "Back when we were both drivers for UPS, we’d call each other to talk about contract enforcement stated Bucalo. Back then his Local President was Ron Casey and ours was Bill Wright. UPS feared both of them, strong Teamster leaders.

Fred is respected and even feared by the Hoffa people in Washington DC, because they know what kind of smart, tenacious and driven person he is.

"FRED UES for a couple of years, but Fred won my respect and my admiration by the way he battled UPS and the Teamsters in his efforts to get a better contract for the workers in Louisville during the 2013 contract negotiations.

After the first UPS contract vote, where though the national agreement passed (barely) under some questionable conditions, the Central Conference Agreement failed. Fred immediately contacted each of the significant locals about moving forward and trying to win back better health benefits and better language in contract vote - round two. He went to the Central Region chair and demanded that the leaders from the key locals be included in the negotiating committee for round two.

"Fred called me and asked that I join the committee to help negotiate better language for our UPS members. I admitted to him that I had never been asked to sit on such an important committee and that I had negotiated contracts, never one of such magnitude. His answer gives me chills. Fred told me, ‘that’s ok, you can sit right next to me and I’ll show you how it is done.’ Fred is a leader that is smart and assertive, but also confident enough in his abilities to invite another leader to learn from him. Fred is a great leader, Teamster workers need him in office at the International Union," stated Bucalo.

Tim and Fred have taken the lead. They are being joined by strong Teamster leaders from throughout the nation to form a coalition slate, you can say groups of TEAMSTERS UNITED. Their goal is to take back Teamsters.”

**Up-Dated Listing of Agent Assignments**

<table>
<thead>
<tr>
<th>Employer</th>
<th>Assigned BA</th>
<th>Employer</th>
<th>Assigned BA</th>
<th>Employer</th>
<th>Assigned BA</th>
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<tbody>
<tr>
<td>ADF FREIGHT</td>
<td>Ali ‘Bud’ Krogner</td>
<td>First Student (Cincinnati)</td>
<td>Gary Abraham</td>
<td>Pateman (Clermont NE)</td>
<td>Dave Hibbard</td>
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<tr>
<td>ARAMARK</td>
<td>Sam Bucalo</td>
<td>First Student (Owensville)</td>
<td>Dave Hibbard</td>
<td>Pateman (Akota)</td>
<td>Dave Hibbard</td>
</tr>
<tr>
<td>Air Products</td>
<td>Ron Butts</td>
<td>Forest Park (city)</td>
<td>Sam Bucalo</td>
<td>Pateman (Middletown)</td>
<td>Dave Hibbard</td>
</tr>
<tr>
<td>Air Gas</td>
<td>Sam Bucalo</td>
<td>Franklin (city)</td>
<td>Al ‘Bud’ Krogner</td>
<td>Pateman (W Clermont)</td>
<td>Dave Hibbard</td>
</tr>
<tr>
<td>Allied Building</td>
<td>Gary Abraham</td>
<td>Gootite Inc.</td>
<td>Al ‘Bud’ Krogner</td>
<td>Printing Plant</td>
<td>Dave Hibbard</td>
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<td>Barrett (Brewer Coat)</td>
<td>Dave Webster</td>
<td>Cincinnati Water Works</td>
<td>Dave Webster</td>
<td>Ryder Logistics</td>
<td>Brian Sizemore</td>
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<tr>
<td>Blue Lick</td>
<td>Brian Sizemore</td>
<td>Hamilton Township</td>
<td>Dave Webster</td>
<td>Solvay</td>
<td>Sam Bucalo</td>
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<tr>
<td>Bright Local School</td>
<td>Dave Hibbard</td>
<td>David J. Jurgensen Co.</td>
<td>Sam Bucalo</td>
<td>Sun Chemical</td>
<td>Ali ‘Bud’ Krogner</td>
</tr>
<tr>
<td>Buckeye Transfer</td>
<td>Gary Abraham</td>
<td>KDKR</td>
<td>Ron Butts</td>
<td>Tube City</td>
<td>Ali ‘Bud’ Krogner</td>
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<tr>
<td>Butler County Engineers</td>
<td>Al ‘Bud’ Krogner</td>
<td>KDKR</td>
<td>Dave Webster</td>
<td>UF Holland</td>
<td>Dave Hibbard</td>
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<td>Citi Assc. for the Blind</td>
<td>Dave Webster</td>
<td>Kohlackers Const</td>
<td>Dave Webster</td>
<td>UPS Gist Street</td>
<td>Brian Sizemore</td>
</tr>
<tr>
<td>PMC Civics Specialities</td>
<td>Gary Abraham</td>
<td>Landstar Ranger</td>
<td>Brian Sizemore</td>
<td>UPS Hamilton</td>
<td>Gary Abraham UP</td>
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<td>Chromatics</td>
<td>Gary Abraham</td>
<td>Lifit Equipment</td>
<td>Gary Abraham</td>
<td>Kentucky View</td>
<td>Brian Sizemore</td>
</tr>
<tr>
<td>Cincinnati Steel Products</td>
<td>Gary Abraham</td>
<td>Maxum Corp</td>
<td>Sam Bucalo</td>
<td>UPS Sharonville</td>
<td>Ron Butts</td>
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<td>Clermont Northeastern</td>
<td>Dave Hibbard</td>
<td>Maxim Crane</td>
<td>Dave Webster</td>
<td>UPS CSI</td>
<td>Brian Sizemore</td>
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<td>DHL Express</td>
<td>Brian Sizemore</td>
<td>McGraw Koboson</td>
<td>Dave Webster</td>
<td>UPS Freight</td>
<td>Ron Butts</td>
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<td>Dear Park (city)</td>
<td>Ron Butts</td>
<td>Miami Township</td>
<td>Al ‘Bud’ Krogner</td>
<td>York</td>
<td>Dave Hibbard</td>
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<tr>
<td>EMD Chemical</td>
<td>Dave Hibbard</td>
<td>Monro (city)</td>
<td>Al ‘Bud’ Krogner</td>
<td>Zenith Logistics</td>
<td>Sam Bucalo</td>
</tr>
<tr>
<td>Fenton Rigging</td>
<td>Dave Webster</td>
<td>Monro (city)</td>
<td>Al ‘Bud’ Krogner</td>
<td>York</td>
<td>Sam Bucalo</td>
</tr>
<tr>
<td>George E Farm Co.</td>
<td>Gary Abraham</td>
<td>PFG Auto Glass</td>
<td>Al ‘Bud’ Krogner</td>
<td>York</td>
<td>Sam Bucalo</td>
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</table>
Afgas: As we start to prepare for contract negotiations, Afgas has started to fight with the International Union at facilities throughout the nation. This is no surprise to the workers in Local 100. We have been facing management retention and discrimination for the past three years. Our group is ready to stand-up to management and ready to use a good contract. Steward Barry Parker has done an excellent job protecting the members rights. Members: Steve Rottinghouse and Bob Oestreich have been leading the way, filing grievances and enforcing the contract.

ABRAMC: The company hired a new employee in our work group and failed to report it to the union or include him in their roster. Steward “Buck” Black threatened a grievance, and the company quickly made the needed corrections. Great job by our steward enforcing the contract.

Forest Park: We will be meeting in August or September to review contract proposals.

GCWW: The city finally came through with the “me too” wage increases. The members were given the added wage increases retroactively back to October. Steward John Dethel has been active. He has been working on getting the City to expand the opportunities for workers to take time off, when the call volume allows. The City is looking at a policy allowing for time off under those circumstances, without pay. And, congratulations are in order for about seven members of the part time contact center, who have been promoted to full time jobs with the City.

Masco: We met a number of times with the City and have a tentative agreement in place that includes a couple of minor language changes and wage increases of 3% per year for the maintenance workers group (about 70% of the workforce) and 5%, 5%, 2% increases for the mechanics and water treatment plant workers. We are still waiting on the lawyers for the City and the Union to decide on a date for a disciplinary arbitration.

Solvac: We are looking forward to setting a date for the Solvac Contract negotiations. We met with the entire workgroup on June 11th. The group discussed issues and proposals. 18 proposals are being typed out to present to them Company. We held a strike authorization vote. It passed unanimously. The negotiating committee will include: Sam Bucalo (Sec-Treas), Steve Carmin (Chief Steward), Ben Marsh, Delmar Nowell, Keith Wright, and Committee Alternates Chuck Campbell (former Chief Steward).

UPS: We still have a huge backlog of grievances to be heard in Sharonville Hub. We have been trying, to get the company to meet. The sort side line grievance was placed on Committee hold by the panel. The company has told us that they are working to replace the mats. Just last week the Company notified the union that the mats have been ordered, but they have told us that before. The grievance will not be resolved until either mats are back or the panel hears the grievance. Thank you for your patience with regard to this matter.

We have had a rash of new terminations for attendance, job abandonment and workplace violence.

Attendance: Please call in every time you are going to be absent. The No Call-No Shows are the fastest way to be terminated. It has always been that way. We are fortunate to get many of these recent attendance terminations reversed and workers are back to work. But, there is not much of a defense for not coming to work.

Job Abandonment: Despite the poor advice some in the warehouse are getting about just clocking out and leaving when you want. You cannot just leave whenever you want. Even if you’re already worked your 3 1/2 hours. You will be fired, if you just clock out and leave.

Four Teamster workers that were fired for work abandonment told the union that the 22.3 steward, Mike Simonds told them they could clock out and leave after 3.5 hours, if they want to leave. He is dead wrong. If you just clock out and leave you will be fired.

If you are sick, if you have an emergency you must communicate that to your boss. He will tell you if you can clock out. If he says you still cannot go, ask for your steward.

Workplace Violence: UPS is on a new kick nation wide. They are pressing the “zero tolerance” for workplace violence. Around the nation, dozens, if not hundreds of employees have been terminated for cursing, yelling back at supervisors and throwing packages. If the supervisor gets in your face, raise his voice to you or curses at you, ask for your union steward. Call the union hall and report every incident of management violating their own “zero tolerance” workplace violence policy. It is tough to not yell back at these supervisors.

Even Secretary-Treasurer Sam Bucalo was targeted by this new management program. In mid-April, while Bucalo was patrol the building documenting supervisors stealing union work. He was approached by a UPS Supervisor. The supervisor harassed and threatened Bucalo.

As the discussion got heated and the supervisor screamed at Bucalo. In response, as Bucalo walked away, he told the supervisor that he was a “piece of shit.” Immediately, Bucalo was escorted out of the building and he was denied access for nearly a month. For those who might question his leaving without a fight, Bucalo called the local union’s attorney who recommended he not contest his removal or force the company to call the police. He suggested that the labor charges were a better vehicle to resolve this matter.

Bucalo filed Labor Charges and the company rescinded their ban. Bucalo is back in the building.

UPS is not playing with regards to the “violence policy.” Maintain your professional attitude and ask for your steward. You need a witness. We all know that UPS supervisors are the most arrogant and aggressive jocks anyone will ever meet. We need to document their program of fear and intimidation. Whenever they raise their voices or speak rudely to you, you need to file grievances. It is time to end the fear, intimidation and abuse in the UPS warehouse.

Part-time Stewards: Nick Warriscott (day shift), Kevin Bellcourt (Twilight) and Dan Gorne (night shift) have been leading the fight against supervisors working. Respectively, they filed 18, 12 and 21 grievances during the past couple of months. Kevin performed a great job as the twilight sort steward, but he has moved to the day sort, leaving the steward job open. We held an election and Kenny Ribar has been elected as the new Part time steward on the Twilight sort. Kenny has been with the company for 14 years. Congratulations to Kenny and we know you will do a great job.

Zenith Drivers: This driver group is waiting for the opportunity to vote on the referendum to be moved from the Central States Pension fund to the IBT-Kroger Consolidated Pension fund. Over the past year the IBT and Kroger have been negotiating the national Kroger Warehouse contract which now moves those 150 Kroger workers into the new pension plan. Kroger and the IBT have offered to move the Third Party Logistics (TPLs) warehouse-transportation operations into the new pension too. After meeting in Washington DC with the IBT Warehouse Division on May 26th, the IBT has slowed the process. We have packets and ballots.
- Continued from previous page

ready to vote, but the IBT has asked us to wait while they try to resolve some issues. The Central States Pension Plan (CSP) has explicitly said that they would not allow the Kroger group or the TLs to leave the pension plan. But, in a notice sent this past week, Central States has indicated that if any company is willing to pay their withdrawal liability, then the CSP cannot force them to stay in the plan.

**Zenith Warehouse**: We held a plenary hearing several times since the last union newsletter. The no fault attendance policy still seems to be the reason for most of the terminations. We have been successful in obtaining second chance agreements for several of the workers. But, members must be careful about playing the numbers game with their attendance. Those that allow their points to get too high are endangering of losing their jobs and when something unexpected happens. More than once, the worker had a near emergency or a broken down car. But, they pointed out and the concept of a no fault plan is once you go over the point line, you are out. They terminated since the last newsletter, one was for workplace violence, one for overall week record, and four for attendance. The Executive Board voted in each case to not proceed to arbitration.

The warehouse group is waiting for the opportunity to vote on the referendum to be moved from the Central States Pension fund to the IBT-Kroger Consolidated Pension fund.

In a second referendum, the Members will be voting on an addendum recommended by the negotiating committee in response to the charges by E-Board members against Secretary-Treasurer Sam Bucalo for negotiating language in the contract allowing the union and the company to pay equal shares of the lost time wages for the negotiating committee in 2019. The addendum merely clarifies that in 2019, the business agent must get the E-Board’s approval to pay 1/2 of the lost time wages of the negotiating committee. That was the intention of the language, negotiated by the committee. The addendum has been signed by the company and each member of the negotiating committee.

**Active and Retired Teamsters (mostly retired) traveled to Rosenmont, Illinois to protest the upcoming cuts to the Central States Pension**.

The Cincinnati Retired Teamsters sent a van full of protesters. The Central States has claimed that they need to cut the pensions of active members and those already retired.

The law was changed in December 2014 to allow for such cuts.

Although the Pension Plan has not been clear about the amount of the pending cuts, it is widely believed the cuts will be about 30% of the current level of benefits.

Meanwhile, it has been reported that Central States Director Thomas Nyhan earns about $656,000 per year and more than 100 members of the CSF staff earn over $100,000.

No cuts to their (CSF staff) wages or benefits have been announced.

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**Local 100 Newsletter Under New Management, Coming Soon**

You will be receiving a special email soon from Local 100. This colorful newspaper you’ve received over the past year and half is being replaced. Citing political differences and a need for editorial control, the E-Board removed Bucalo as the editor of the newsletter and assigned Dave Hibbard as the new editor.

Hibbard was the campaign manager on the Lewis-Meyer slate that was responsible for those slanderous and dishonest flyers about Dave Webster and Sam Bucalo in the last local election. Hibbard also slandered UPS, Steward, Darin Stone, and other members of the Teamsters United Slate in the past years he produced. The last election was the closest and most disgusting in the history of the Local 100 elections.

Hibbard was the editor of the Local 100 newsletter under the Lewis and Meyer regime. Hibbard was also the editor of the 100 Year anniversary magazine. It was never published.

The editorial change by the E-Board followed their receiving notice that Bucalo had filed charges against them for holding the illegal and improper trial. Abraham, Butts, Couch, Hibbard, Lane and Simonds have been charged with a variety of violations, some of which are criminal charges. They are each subject to Racketeering charges, Embezzlement charges and varied other violations of the IBT Constitution. This editorial change was simply retaliation for Bucalo having filed internal charges against six officials at the Union for their illegal and improper actions. These same persons removed Bucalo as the editor of the Local 100 Newsletter. Retaliation for filing charges is also illegal under the UMDRA and the IBT Constitution.

During the discussion about the editorial change they discussed the 2016 election. “This change in editor was done so that they “First Slate” gang can use the Union’s newsletter to enhance their public image,” explained Bucalo. “They will not like the Teamster News, because we will print the truth and the facts to Local 100 members”, stated Bucalo.

The new newsletter will be sent fed and printed locally at an increased cost to the membership. Both printing and mailing costs of the smaller newsletter are higher. “The newsletter costs are cheaper to produce and cheaper to mail. It is also a larger format, so more information can be communicated with the membership,” explained Bucalo.

Where the Color newsletters produced over the past two years (newspaper) have cost the local about $2.500 to produce and about $1.500 to mail. The new format will cost about $5,000 to produce and about $1,500 to mail. That represents a 100% increase in production costs and a 61% overall increase in cost. Does the new format and the new editor justify these increased costs for our membership? The answer is NO“, stated Bucalo.
Sam Bucalo Negotiates Local Discounts

Secretary-Treasurer Sam Bucalo has contacted local entertainment venues and negotiated discounts for the members of Teamsters Local 100. We are proud to bring discounted entertainment and discounted bank services for our members. Keep up to date on the discounts available by checking in on the Teamsters Local 100 website: www.Teamsters.Local100.com

Bucalo explained, “as of the printing deadline for this newsletter, we are still working on scheduling a Teamster Day with the Florence Freedom”. In May Bucalo presented the Teamsters-Reds’s day information to the Executive Board. The Executive Board did not want to pursue a Teamster Day with the Reds. In 2012, when Local 106 sponsored a Teamsters day with the Reds, it resulted in the local purchasing nearly $5,000 of tickets at the last minute. Most of those tickets went unused. The Reds require that Local 100 guarantee that 1500 tickets be purchased by our members in order to obtain the discount and to have a sponsored day. Dave Couch is again trying to get the Local a deal on Kentucky Speedway tickets. The past couple of years, Dave has negotiated a discounted price and the local has purchased tickets to pass out to members.

“We are also working to obtain discounts at the Cincinnati Zoo, the Newport Aquarium and the Museum Center”, explained Bucalo.

Local Deposits funds in Three Banks, Benefits for Members

Local 100 has deposited funds into three different banks in order to maintain FDIC protections for all funds. But, an added benefit of opening these additional accounts is that these three institutions will be offering our 4500 members special perks and savings.

Each of these institutions offer special deals and as members of Teamsters Local 100, they will be offering special promotions through the union directly to our members. We will be adding links to these bank’s websites on the Teamsters Local 100 website so, that it will be convenient to search the discount and service options available through these institutions”, explained Secretary-Treasurer Sam Bucalo.
The International Union Creates a Program of Discounts for Teamster Members and Their Families

The International Union has used the buying power of 1.3 million Teamsters to create a national discount program which it calls Teamster Privilege. The Teamster Privilege package offers benefits and services for Teamster members and their families. The International Union used the buying power of the Teamsters membership to obtain discounts for you that the general public cannot get.

The Teamster Privilege program offers benefits that extend above the benefits negotiated with your employer under your Teamster contract. These benefits are available to you and your family for as long as you are a union member. Below is an outline of some of the services and discounts offered under the Teamster Privilege program.

Please visit www.TeamstersLocal100.com (Teamster Discounts Button) to get more information.

Or, visit the International Union’s website: www.Teamster.org for updated information.

**Teamster Privilege Home/Auto Ins.**

As a member of IBT you now have access to valuable features and benefits, including special group discounts on auto and home insurance offered through MetLife Auto & Home — a leading provider of quality auto insurance coverage. This new program offers money-saving discounts not available through many other insurance programs, like:

- Teamster member discount of up to 15%
- Length of membership discount of up to 20%
- Extra savings with automatic payment options
- Multi-policy, multi-vehicle, good driver and anti-theft discounts
- Special discounts for RV, condo or boat insurance

It’s very easy to save money! Just call MetLife Auto & Home, mention the Teamsters Discount Code B6J, and you could lower your rate in minutes! 1-877-491-5085 FREE

**Teamster Privilege Accident Life Ins.**

These Teamster Privilege insurance plans help to provide financial security for you and your family at affordable premiums.

**TEAMSTERSHIELD Accident Insurance**

Round-the-clock, accident insurance protection at no cost to you. $10,000 of workplace and $2,000 of all-accident protection is paid for by the International Brotherhood of Teamsters. You also may purchase up to $200,000 of additional protection for you and your family. Benefits include:

- No cost coverage
- Optional coverage to protect your spouse and dependent children
- 3% cost of living benefit
- Premiums waived during strikes and lockouts

**TEAMTERM Life Insurance**

Affordable term life insurance protection for Teamster members ages 18 to 64 with benefit amounts up to $250,000. Benefits include:

- Special strike and lockout premium waiver
- Coverage from $50,000 to $250,000
- Optional spouse coverage
- Living payout option

**Team-to-100 Insurance**

Affordable supplemental life insurance with benefits guaranteed for life for Teamster members, retirees and spouses ages 50 to 90. This protection is NOT intended to replace life insurance you already have. The purpose of this insurance is simple: to help pay your final expenses. Benefits include:

- No medical exam required
- Benefit amounts of $5,000 or $10,000
- Premiums never increase
- Benefits never decrease

**Hospital Income Program**

Provides as much as $60 per day if you, your spouse or dependent children are hospitalized. You are paid regardless of any other insurance coverage you may have. Benefits include:

- Daily benefit paid directly to you
- Family coverage is available
- Skilled Nursing Facility and Home Health Care benefit
- Renewable for life

To enroll in any of these insurance programs call 1-800-303-0868 FREE or go to www.unioncare.com

Who’s eligible?

U.S. Teamster members, their spouses and their dependent children.
First Transit (MRDD) Decertifies

Citing in their "petition to decertify" that their Business Agent had not been effective and had not improved their wages, benefits or working conditions. On June 11th, the members of the MRDD voted to decertify as Teamsters. In a statement obtained from one of the former members, who asked to remain anonymous, both business agents were totally ineffective. Agents Tim Montgomery and Dave Hibbard had not held grievance hearings or visited this group over the past two years.

Local 100 Faces $2,500 Fine

In a warning received by the Union, from the Hamilton County Board of Health, the Union has ordered to take the required corrective actions or be fined $2,500. One of the persons working in the building (The Local has four parties that rent offices in the building generating more than $2,500 per month in rental income) has filed a complaint with the Hamilton County Board of Health stating that one of the Teamster Agents (Dave Hibbard) continues to smoke in his office and in the bathrooms. His continued smoking inside the office building could subject the Union to a $2,500 “fine.” It should be noted to Hibbard about this before he moves his office location and "traffic" in the building. Not only is this a violation of state law, but we spent about $7,600 of union funds to repair the inside to the building, and this smoking in the bathroom and in his office leaves a coat of ash on the walls," stated Secretary-Treasurer Sam Bucalo.

Executive Board Votes to Maintain FICA Reimbursement

The Executive Board reviewed the standard annual resolutions. They again discussed the policy of reimbursing the FICA for each officer, agent, and staff member. Under the long-standing policy, the Union pays the added 6.5% FICA tax for the officers, agents, and staff members. "Essentially, the kids at UPS being paid less than $15,000 per year are paying the FICA for the Officers at the union hall that are being paid nearly $100,000 per year," questioned Bucalo? There was no such discussion and the resolution passed by voice vote (Bucalo was against. With this measure, the Local members pays about $45,000 per year total from their union dues to pay the FICA for the Officers, agents and staff.

Machinist Union Raids Cummins

Earlier this year, the Machinist Union circulated a petition with the Teamster mechanics at Cummins-Endgeway in West Chester. In a vote organized by the Labor Board, the group voted to join the Machinist. Across the nation, the Machinist have been raiding Teamster Mechanic's groups and have been successful in stealing our members. Several other Cummins locations around the country have moved from the Teamsters to the Machinists during the past couple of years. The Machinist promise things they cannot provide. Steward, Steve, explained: "this in nothing the Teamster or our BA Sam Bucalo did wrong, we (as a group) just feel as mechanics that the Machinist Union can better represent us.

The Teamsters represent the drivers and warehouse workers at UPS, but the mechanics at UPS are represented by the Machinist.

Over the last 2 years, we estimate that contract Cummins workers enjoyed more than $2 per hour in wage increases. There was no one grievance or termination during the past three years. I'm not mad at the workers they pay less than me, I'm mad at the Machinist for raiding our unit," stated Bucalo. "I wish these workers the best of luck. I expect in a couple years after they realize the Machinist lied to them, they may want to join the Teamsters again," explained Bucalo.

Executive Board Votes Against Hiring Union Electrician

President Webster and Secretary-Treasurer Bucalo introduced a resolution to hire a union electrician, referred to Local 109 by the IBEW to replace inside lights and ballasts. Inside the union hall, there are more than 200 lighting bulbs and about 2500 ballasts needing replacement. The inside bid was about $2,200. "We also obtained a bid to replace the outside lights which have not been working for several months," stated Bucalo. The outside bid includes repairing and replacing some of the lights with LED lights, which are brighter and use less electricity. The outside bid was about $4,000. The Local currently has more than $12 million in the bank. The Executive Board voted down the resolution, directing Webster and Bucalo to bring them more bids.

Executive Board Votes to Purchase New Laptops for Officers and Agents

President Webster and Secretary-Treasurer Bucalo introduced a poll vote resolution to the Executive Board to purchase six (6) new laptop computers for the Officers and Agents employed at the Union hall. Secretary-Treasurer Sam Bucalo has already provided a desktop computer per the union. And, Bucalo had already purchased a computer for his own use. By a unanimous vote the Executive Board authorized the purchase of the lap tops for the Officers and Agents.

In 2014, each officer and agent was given the opportunity to have a smart phone and a tablet. "We are trying to catch-up with 2015 technology," explained Secretary-Treasurer Bucalo.

Executive Board Votes to Increase Stipends of Trustees and Recording-Secretary

Vice President Ron Blitts and Trustee Mike Lane introduced a resolution to increase the wages of the Trustees and Recording-Secretary by 10%. After a lengthy discussion the resolution passed. This is the first increase in these stipends in several years. The new stipend for the Recording-Secretary is $519 per month. As part time officials at the Union hall, the Recording-Secretary and the Trustees are required to attend the Monthly Membership meetings and the monthly Executive Board meetings. Typically each meeting lasts about an hour or two.

Executive Board Votes to Increase Wages for Officers and Agents

Vice President Ron Blitts and Trustee Mike Lane introduced a resolution to increase the wages of the Officers and Agents by 10%. The Officers and Agents are paid 60 hours per week. Secretary-Treasurer Bucalo voted against this increase. "I feel that the wages and benefits are already extremely generous. These guys put in their own hours and schedules and they want UPS feeder wages," explained Bucalo. With the new wage scale, the President earns $1,761 per week, the Secretary-Treasurer earns $1,706 per week, the Vice-President earns $1,685 per week and each of the Business Agents earn $1,576 per week.

E Board Removes Bucalo as Editor of Union Newsletter, Threatens Closing Website

At the May E-board meeting, Ron Blitts, Dave Couch, Gary Abraham, Dave Hibbard, Mike Lane and Mike Samoens each voiced their concerns about Bucalo being the newsletter editor. They had just learned days before this meeting that Bucalo had filed internal charges of racketeering, violations of the LMERA and the IBT Constitution against them. They removed Bucalo as editor and installed their campaign manager, Dave Hibbard.

They also aired their concern that members registered on the Local 100 website can see the email addresses of their fellow registered members. Brian Sizemore complained that in the last election, Bill Davis had used those email addresses to send mass campaign messages. Vice President Ron Blitts demanded that the email addresses be hidden from registered members. Blitts threatened that if the email addresses cannot be hidden from other members registered on the website, the website should be taken down altogether. Bucalo pointed out that there is a lot of useful information on the website that benefit the members.

Executive Board Votes Against Landscaping Project

President Webster and Secretary-Treasurer Bucalo introduced a resolution to hire a local Union electrical company, referred to Local 109 by the IBEW to replace inside lights and ballasts. Inside the union hall, there are more than 200 lighting bulbs and about 2500 ballasts needing replacement. The inside bid was about $2,200. "We also obtained a bid to replace the outside lights which have not been working for several months," stated Bucalo. The outside bid includes repairing and replacing some of the lights with LED lights, which are brighter and use less electricity. The outside bid was about $4,000. The Local currently has more than $12 million in the bank. The Executive Board voted down the resolution, directing Webster and Bucalo to bring them more bids.
Local 100 DRIVE Funds Secure

Despite all the whining and crying about the DRIVE fund. The fund is safe and healthy. There was a delay as the Union worked to get Huntington Bank to change the names on the account. Jimmy Meyers finally got the account information and agreed to turn over the passwords and records for the account when he lost his bid for re-election. That coupled with changing banking regulations, caused by the Patriot act and rampant identity theft issues, caused delays in transferring the names on the account.

However, with the names transferred and the account secured. We have more than $4,000 in DRIVE funds available for political campaigns. When Local 100 members donate money to DRIVE the Teamboss Education and Political Action Fund, 50% of those donations will be rebated back to Local 100 to spend on local political campaigns. Local 100 is one of about 60 Locals that run manage their own DRIVE funds. At smaller Local unions, 100% of their DRIVE funds are matched.

The big campaign on the horizon will be the "right to work" fight. It is good that we have a decent amount of money saved up for the big fight. if it comes", stated Secretary-Treasurer Sam Bucalo.

Jimmy Meyers did improperly access the account and charge $30 of bank fees on the account after July 21st. The fees were illegal and unauthorized, but he did so to prove a point and to support his frivolous charges filed against Webster and Bucalo.

"I believe that both Meyers and Huntington Bank could have a Federal.case with 'fraud charges", stated Bucalo. Adding, "We have a good relationship with Huntington. They were taken in by Meyers. Meyers' unethical actions have been reported to the IRS. We believe an investigation on his activities is pending. No criminal charges have been filed.

UPS: 223 Workers Want The Truth

In 2015, about 30 grievances were docketed for the Ohio State Panel regarding the company's refusal to allow 223 workers to work on the Special Sunday Sorts. The 30 grievances were tied to two pilot grievances.

The grievances had been filed by members of the 223 PM work group. Iceve President Jimmy Meyers had made the issue with UPS. Meyers was not sure how to proceed with this type of grievance. Meyers had never worked as a part-time UPSer or as any inside jobs at UPS.

On the date of the hearing in Columbus. Meyers was on vacation. The union should have taken a hold on these grievances. But, Steward Mike Simonds wanted to prove his worth and asked to present the grievances at the Panel.

However, the night before Mike Simonds wanted to know at what point was ready to hear these grievances. Simonds was not there. He was not out of bed yet.

Simonds has blamed Meyers for not being there. And, then Meyers should have been there or placed the grievances on hold.

Simonds also blamed Gary Abraham for not presenting the case. It was not Abraham's case. He was not prepared for these grievances, it was Simonds' cases to win or lose. He was a no-show.

When he did finally arrive, the panel was not open to allowing him to speak. "Several members of the panel have advised me that Simonds wanted to carry his grievances to the next day", responded Meyers.

Thousands of dollars were lost when these grievances were not presented to the panel.
**THE TRUTH ABOUT THE INTERNAL CHARGES**

**Three Charges Filed Against Bucalo**

Charge 1: When Butch Lewis, Jimmy Meyer had lost their bid to be re-elected, they filed what should be considered Sour-Grape charges against Secretary-Treasurer Sam Bucalo. They claimed that he and his pro-DRC friends had tried to get them to Washington D.C. to file an an Officially-IAF approved observer, that he misused union funds. First thing is that 309 members signed a petition asking Bucalo to attend the vote count. Second, the Local Policies and procedures have two rules about travel. Travel must be by either the Secretary-Treasurer or the President (or S-Core-Treas) and that this was travel more than 75 miles from the Union building. The third, that he used the Union credit card for fuel purchases and hotels. There were no votes taken. Just Sour-Grapes which makes the IAF rule against Bucalo citing the content of the Teamsters News. In 2012, Bucalo published the Teamsters News and urged UPS members to vote NO on the UPS contract, which angered Hoffa. That decision is under appeal to the Convention and eventually will be reviewed by the Department of Labor. Charge 2: Judge IP, Jimmy Meyer filed a complaint against EVP Dave Webber and S-Core-Treas Sam Bucalo because the names on the drive fund were not changed. In order to change the year-end financial report with the Ohio Secretary-of-State regarding the Local 100 DRIVE fund for July-December 2013, the Treasurers of the drive fund were found to be paying themselves to write checks. And, some months later, only check they wrote was to the one to themselves for a writing check. Explained Bucalo. “I called the union attorney to see if this was illegal and if not, I would turn it to the IRS. I was told not only illegal, it is a common practice,” continued Bucalo. “I told Lewis and Meyer that they could run the DRIVE fund. But, if they tried to pay themselves for writing checks, I’d report them to the members,” explained Bucalo. “To their credit, during the three years they did not take any money from the DRIVE fund,” explained Bucalo. Meyer, who was assigned by Lewis as the DRIVE fundtreasurer, did not occasion fail to make timely reports to the State of Ohio. This is not covered in the Your Union Dies Wasted, $30,000 on Frivolous Trials and Deliberations.

**HAVE YOU EVER BOUGHT A $100 STEAK DINNER?**

During one of his many unnecessary trips, January 2015 in Chicago, Ron Butts purchased a $100 steak dinner at Morton’s Steak House using your union funds. A month later he was back in Chicago and bought a $144 dinner at Harry Carey’s Steak House with your money.

**YES, YOU HAVE!**

The Executive Board raised the amount of per diem for meals for officials when they travel on official union business to $50 per day. Butts has spent union funds on meals and the $100 steak dinner is a good example of his excessive spending habits.

We currently have three officials who have been spending, and despite Secretary-Treasurer Bucalo and President Webber asking them to cut back, they continue to over spend your money. They have new Spending Champions at Local 100. There have been many months where these three over-spend your union money on food and have been in their worst months.

In January 2014, Dave Hibbard spent $2,570.30 with his Union Credit Card (travel and food expenses). In April 2014, Ron Butts spent $10,935.19 (travel and food expenses). In December 2014, Butts went to John Sizemore who spent $2,433.77 in December 2014 on food and travel.

**Abraham, Butts, Couch, Hibbard, Lane and Simonds discuss the charges they’ve filed, prosecuted and ruled on at trial against your elected Secretary-Treasurer Sam Bucalo. Sam says, “Oh Very!”**

**Your Union Dies Wasted, $30,000 on Frivolous Trials and Deliberations**

Kicking aside, the leadership of Local 100 is so politically divided and every elected official is involved in these disputes. So much that any charges between members of the Local 100 leadership is required by the IFT Constitution to be deferred to the Joint Council or the Ohio Conference. In the DRIVE Charges, despite four of the seven elected Executive Board members being involved, Dave Couch (chairing the meeting) refused to defer the charges and the trial to the Joint Council. Mike Simonds was both a witness in the case and a jury member. With the costs of this bogus trial added to the costs of the Sour-Grape trial, more than $30,000 of your hard earned union dollars have been spent to pay these ‘leaders’ (and we use the word leaders loosely) thousands of dollars in lost time wages and to pay court reporters and staff wages. And, your union money was wasted to pay for these leaders meals while they sat in trial and sat in deliberations. They test three times to deliberate the DRIVE charge costing thousands of dollars. Remember no money was lost because of the delay in changing the DRIVE fund over to Webber and Bucalo. If there had been money lost or taken, charges would have been filed against Jimmy Meyer, who failed to file the timely report with the State of Ohio and failed to properly turn in union property as required by the IFT Constitution and the Local By-Laws. In pointing out that these “leaders” have spent (on themselves) more than $30,000 to prosecute these frivolous charges, Sam Bucalo stated, “that it is not good business to spend that much. The UPS contract ratification vote trip to Washington DC cost only about $470, who would spend $30,960 to collect it?”

Nick Wernscott, UPS stewards angrily pointed out two things:** 1. They aren’t concerned about the union’s money, this is not their $30,000. They are spending union member’s money on themselves. 2. They aren’t concerned about the $470. Their fear is that their goal is to get rid of Bucalo and get access to the $12 Million dollars that has been bought up while Bucalo watches over and limits their wasteful spending.”

If they get rid of Sam Bucalo, that money will disappear as they waste it on themselves at will. Think of the party they will have with more than a million dollars of your union money?

**Ron Butts Wasting Your Union Fund in His Quest for More Charges**

Ron Butts has involved himself in the frivolous charges against Bucalo. Although Butts was a witness in the DRIVE charges and was therefore recused from the Trial Board, he traveled to Sacramento, CA to speak to Ken Hall about getting rid of Sam Bucalo. The UPS National Panel Bearings were being scheduled in his 2014. Butts did not have any cases to be heard or any real business going to the National Panels, except that he wanted to speak to Ken Hall about obtaining Hoffa’s and Hall’s assistance.

In a late night conversation between Mike Simonds and Bucalo, Simonds disclosed that Butts had told trial panel members that Hall recommended that they suspend Bucalo at least two months, that was the same day as the last report office again in the future. “One night I was on the phone and Mike Simonds sent me a text message on his phone, he was bragging about how the trial panel discussed that matter,” explained Bucalo. “He said that the reason Butts went to Sacramento was to talk to Ken Hall told Butts that I would need to be suspended for two months,” explained Bucalo. Bucalo has not supported Hoffa or Hall in the past elections. And, Local 100 has never supported Hoffa. Hoffa and Hall would like nothing better than to eliminate Bucalo’s influence in Cincinnati. In the 2013 UPS Contract, Bucalo lead the “Vote No” Charge, printing a series of newsletters explaining the issues and asking members to vote NO. 84% voted no. At the Vote count they (IFT) threatened to throw Bucalo out for challenging the process. And, in the Hoffa decision to uphold the Sour-Grape charge, Hoffa cited in his decision the Teamster News Articles as the reason for the suspension. That decision was pure political retaliation, which is illegal under the UMWA. Bucalo has that decision under appeal.

(Right note - picture above.) The same week that Hoffa declared Sam Bucalo was guilty for driving to DC for the UPS contract vote count, spending $470, a photo of Hoffa and Hall exiting a private Lear Jet in Philly was posted online. They had flown 26 minutes between Washington and Philly, costing $10,000.

Back to the issue at hand. Butts spent thousands of Union dollars to travel to Sacramento and speak with Hall. In March, the improper panel imposed their 60 day suspension on Bucalo. Immediately, Butts filed a letter to IFT Legal Counsel Gary Witten, asking to file amended charges on Bucalo and asking if they could be paid additional wages if he took over Bucalo’s duties in Bucalo’s absence. Dave Webber pointed out that Butts had asked the Local’s attorney the same questions and said Bucalo had done nothing wrong. Butts was wanting to file more charges against Bucalo. Butts was the shark tasting the blood in the water, he wanted to kick Bucalo while Sam was down. “It’s all about the money, explained Bucalo. “These jerks want the money.”

The IFT attorney, Witten is a pretty decent guy, he never responded to Butts letter, so Butts bought a plane ticket (with your union money) to DC. There was DHL meeting that week, but Ron Butts does not represent DHL and never flew. It was reported to the Teamster News, that Butts sole reason to travel to DC was to speak to Witten about filing the added charges against Bucalo. It is our understanding that Witten told Butts there was no violation by Bucalo.
TEAMSTERS

UNITED STATES

July 2015

Teamsters News

SECRETARY-TREASURER Sam Bucalo purchased new decorations to dress-up the building for the Fourth of July. These flag-fans help to demonstrate our national pride at Union Hall from Memorial Day thru Labor Day.

BUCALO SUBMITS HIS CONCERNS TO IRB INVESTIGATOR CHARLES CARBERRY

SECRETARY-TREASURER Sam Bucalo has asked Internal Review Board Chief Investigator Mr. Charles Carbvery to come to Cincinnati and to investigate the charges that have been filed against him. “I don’t think I’ve done anything that will violate the law or the IET Constitution”, stated Bucalo. “If I’ve made a mistake, show me when and how to fix it, but these continued charges are hurting our union and costing our members time and money,” explained Bucalo. “The slanderous accusations by my detractors have had an adverse effect on my health”, he continued. “There is a lot of unnecessary stress. These frivolous charges interfere with my ability to do my job for the union and for its members”, explained Bucalo.

In his letter sent to Mr. Carbvery, Bucalo outlines the charges against the representatives of the parties. Bucalo asked that the IRB to rule on these charges. “I want to be exonerated”, says Bucalo. But admits that, “in the nearly 30 years of the IRB investigations, I have never seen anyone exonerated in the back of the magazine.”

Bucalo also reported to Mr. Carbvery about the activities of some former and current union officials. “I know that some of our past Officers and Agents violated a number of laws and IET rules. I have conducted my own investigation into the improper expenditure of union funds during the previous administrations. Some of the violations were serious and should warrant an IRB investigation.”

The Untold Story About Bucalo’s Bad Spending Habit

Although political opponents have been chatting about charges against Secretary-Treasurer Sam Bucalo. Bucalo has been very effective in controlling the excessive spending of elected officials at Teamsters Local 10. And, Bucalo has spent a considerable amount of his own money in the process of his job as a leader. “Each year I put the car allowance money and the FICA money off the side.” stated Bucalo. “After taxes it comes to a considerable amount of money.” About $10,000. Bucalo has long opposed those special perks for union officials. Sam uses that money to help the union. He used this money to do all sorts of things for the union hall. Bucalo purchased T-shirts and distributed them among the membership for free. He purchased Reds tickets for his stewards. He printed and distributed newsletters to communicate with the membership. For example this newsletter will cost about $3,000 to print and mail to every member. Bucalo pays for the newsletter on his own.

Some of those elected leaders have wrong pointed the finger at Bucalo, while they overspend union funds. Bucalo does not waste union money.

The members have entrusted me to watch over their money and to be smart and honest with it. I am honored and humbled by the members trust in me. “I usually think of my oath of office. It says something to me. I am trying to do the right thing on a 10 cent receipt and expecting the Union to write me a check.” explained Bucalo.

Webster and Bucalo have spent the least of Union funds of any officials at the Union hall. Both usually use their own funds to pay for meals when they travel and neither travel unless it is important or necessary. Other officials have become wasteful in spending, unnecessary travel, over-spending on meals, and being cheap. “Hobard just turned in receipts for toll-roads near Chicago. 80 stinking cents? We pay him a $610 per month car allowance, he should be ashamed of himself turning in a 80 cent receipt and expecting the Union to write him a check.” grumbled Bucalo.

Listed along side this report are a number of the things that Bucalo has purchased over the past four years while in office. Secretary-Treasurer Sam Bucalo has spent about $30,000 of his own money.

BUcalo Personal Expenditures:

No specific order:

- Popcorn-Maker Cart for Membership Meetings
- Christmas Decorations for the Union Hall
- Fan Flag Banners for the Union Hall
- Paid for Potholes in Parking Lot to be Filled
- Prior to the 100 Year Event
- Several Bulletin Boards in the Union Hall
- Document Display Rack for Union Hall
- 600 T-Shirts for Members in 2012
- 1000 T-Shirts for Members in 2013
- 1000 Calendars for Members in 2015
- Contributed Cash of More than $3400 to varied Teamster Members and Teamster Events
- Purchased 300 Red Sox Tickets in 2012 for Stewards and Members
- Published 6 Newsletters in 2013 to inform Teamster Members about UPS Contract and Election Issues
- Purchased four Bicycles and two Flat Screen TVs to be raffled at the Teamster Picnic in 2012
- Purchased two Flat Screen TVs to be raffled at the Teamster Golf Outing in 2012
- Rented a Car to Drive a Member to JAC Panel Hearing Out-of-State
- Paid for Numerous Meals and Travel Expenses for Stewards and Members
- Paid Member’s Traffic Violations
- Paid for Medical Expenses for a Couple of Members
- Paid For STFA Attorney to Come to Cincinnati and Speak with Freight Drivers
On Thursday, June 17, 2015, Teamsters retirees from across the mid-west went to a senate committee meeting in Washington to protest the planned pension cuts and to support the legislation being introduced which would rescind the MRPA, which allows pensions to be reduced after the worker has already retired.

Seated in the front row are Tom Kreider, Secretary-Treasurer of the Cincinnati Retired Teamsters and Butch Lewis, former Local 100 President.

### Local 100 Executive Board Votes Against Purchasing Anniversary Year Pins

President Dave Webster and Secretary-Treasurer Sam Bucalo submitted a resolution to the Executive Board to purchase anniversary pins to recognize those workers who have attained seniority as Teamsters. The International Union sponsors a program where the Local Unions can purchase anniversary pins. "The IBT pins are really nice. It is a nice way to tell our members that we recognize their efforts and their seniority," stated Bucalo.

In the resolution, Webster and Bucalo asked that the Executive Board approve the purchase of 1000 pins: 10 year pins, 15 year pins, 20 year pins, 25 year pins, 30 year pins, 35 year pins, and 40 year pins. The IBT pins become more decorative as the number of years increase. For instance, the 45 year pins is a cluster of diamonds (not real) surrounding the Teamster Logo. Each pin (regardless of year) cost $4.95 each.

The four opposed to the pins include Ron Betts, Dave Couch, Mike Lams and Mike Simonds. These four have voted against just about every proposal presented by Webster and Bucalo over the past 18 months. "The only time they vote for something is if they personally benefit from it," stated Bucalo.

Bucalo tells the Teamsters News that he will present this same resolution to the members at the September membership meeting.

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### Teamster Milestone Anniversaries (Jan 2015)

If you know of any Teamster Local 100 Members with a significant anniversary date (January or February) not included in the list below, please contact Sam Bucalo at 513/584-3233 or email sam@teamsters100.org to have them included on the anniversary list in the next issue.

<table>
<thead>
<tr>
<th>Year</th>
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<th>Role</th>
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### Get a Withdrawal Card

**IF YOU LEAVE YOUR JOB FOR ANY REASON**

Name: 
SS # (last 4 digits): 
Address: 
Employer: Last Day Worked: 
Reason For Leaving (quit, laid off, terminated, injured, etc.): 
Signature: 
Date: 

Call Local 100 513-769-5100 ext 325 (Lisa) for more information about getting a withdrawal card.

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### Teamster Milestone Anniversaries (Feb 2015)

If you know of any Teamster Local 100 Members with a significant anniversary date (February) not included on the list below, please contact Sam Bucalo at 513/584-3233 or email sam@teamsters100.org to have them included on the anniversary list in the next issue.

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### Teamster Milestone Anniversaries (March 2015)

If you know of any Teamster Local 100 Members with a significant anniversary date (March) not included on the list below, please contact Sam Bucalo at 513/584-3233 or email sam@teamsters100.org to have them included on the anniversary list in the next issue.

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### Teamster Milestone Anniversaries (April 2015)

If you know of any Teamster Local 100 Members with a significant anniversary date (April) not included on the list below, please contact Sam Bucalo at 513/584-3233 or email sam@teamsters100.org to have them included on the anniversary list in the next issue.

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<th>Role</th>
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<tbody>
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<td>Member</td>
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<td>John Doe</td>
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<td>25 y</td>
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<td>30 y</td>
<td>John Doe</td>
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<tr>
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<td>Edward Brown</td>
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<td>25 y</td>
<td>John Doe</td>
<td>Member</td>
<td>30 y</td>
<td>John Doe</td>
<td>Member</td>
</tr>
</tbody>
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### Teamster Milestone Anniversaries (May 2015)

If you know of any Teamster Local 100 Members with a significant anniversary date (May) not included on the list below, please contact Sam Bucalo at 513/584-3233 or email sam@teamsters100.org to have them included on the anniversary list in the next issue.

<table>
<thead>
<tr>
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<th>Role</th>
<th>Year</th>
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<th>Role</th>
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</tr>
<tr>
<td>45 y</td>
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<td>25 y</td>
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<td>30 y</td>
<td>John Doe</td>
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</tr>
<tr>
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<td>John Doe</td>
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<td>John Doe</td>
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### Teamster Milestone Anniversaries (June 2015)

If you know of any Teamster Local 100 Members with a significant anniversary date (June) not included on the list below, please contact Sam Bucalo at 513/584-3233 or email sam@teamsters100.org to have them included on the anniversary list in the next issue.

<table>
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<td>John Doe</td>
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<td>Member</td>
<td>30 y</td>
<td>John Doe</td>
<td>Member</td>
</tr>
</tbody>
</table>