

TEAMSTERS**1150 News**

Official Publication of International Brotherhood of Teamsters Local 1150

Putting Teamster Political Action To Work For Members**Local 1150 Leadership Flexes Political Muscle During Washington, D.C. Visit**

The Teamsters Union has long been recognized as one of the most powerful and influential unions in the world. This fact was highlighted once again recently when Teamsters converged upon Washington D.C. in June with an impressive show of political and legislative clout.

Local 1150 Secretary Treasurer Rocco Calo and President Harvey Jackson joined a delegation of Teamster leaders, led by International Brotherhood of Teamsters General President Jim Hoffa, in what can only be described as an unprecedented and historic flexing of union political muscle.

Politics Is Teamster Business

"Local 1150 takes political action very seriously," declared Secretary-Treasurer Rocco Calo. "We are politically active not because we want to be — but because we HAVE to be. It is critical that we let our elected officials know where we stand on issues important to workers. If we are not involved, then we give anti-union forces free reign to take away our rights and benefits."

Making a political statement like this in Washington is a rare occurrence for Local 1150, or at least that has been the case until now. This was the first time in Local 1150 history that our union's leadership has been invited to a meeting at the White House. However, it will likely not be the last.

"Our union has entered the political



Pictured during the recent lobbying trip to Washington, D.C. are (left to right): IBT Government Affairs Assistant Director Chuck Harple, Local 1150 President Harvey Jackson, U.S. Senator Joseph Lieberman and Secretary-Treasurer Rocco Calo.

Pictured (at right) during the Washington, D.C. visit are President Jackson, Congressman Curt Weldon (R-PA), Congressman Robert Simmons (R-CT), and Secretary-Treasurer Calo.



arena like never before, and we are making our collective voices heard loud and clear," Calo said. "In this election year and beyond, Local 1150 intends to remain political and make sure lawmakers never break their promises to working men and women."

Following a briefing with President George W. Bush, Secretary-Treasurer Calo and President Jackson met personally with Democratic Party Leader Dick

Gephardt (D-MO) and lobbied for support of the helicopter industry and for more work for Local 1150 members. Gephardt outlined his concern for homeland security and strengthening our country's defenses.

Later that day, at a private luncheon with Senator Hillary Rodham Clinton

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UNION PERSPECTIVES

— BY SECRETARY-TREASURER ROCCO CALO —

Workers' Compensation: Understanding Your Rights

For most of us, getting injured on the job means losing the main source of income for our family and putting ourselves at the mercy of a daunting and confusing system in order to recover that loss. This, however, should not be the case. Fully understanding your rights and responsibilities under the Worker's Compensation Act of the Connecticut General Statutes is the best way to ensure that you are properly benefiting from the system. Even if you have legal council, the more that you know personally, the better off you will be.

Understanding The System

You first need to know the system and if you are covered. The Connecticut Worker's Compensation system covers almost all employees, including minors, non-citizens, and part time employees, regardless of occupation, business size, duration of employment, or number of hours worked per day. The workers' compensation system is a no fault system, which means even if your accident was your fault or you were born with a medical condition which predisposed you to the injury or increased it's severity, you are still entitled to benefits. Exceptions to the rule are injuries that result from alcohol or substance abuse.

The system is designed to help workers injured on the job, or with occupational illnesses, by providing all necessary medical treatment; weekly benefits while disabled (income replacement); vocational rehabilitation; and benefits for scarring, disfigurement, and permanent physical impairment.

What To Do If You Are Injured

As working men and women, you need to know what to do in the event an injury or occupational illness affects you. Most commonly, what affects an employee's receiving his or her benefits

is the prompt and proper reporting of the injury or illness. This means more than simply telling your supervisor.

You must report the injury to the medical department or, in cases at off-site facilities with no medical department, to the security guards. Be sure that an accident report is filled out. It is important to know that you must accept initial medical treatment from the company or a doctor that the company designates; failing to do so will likely affect your ability to collect benefits. Remember, you are obligated to accept treatment from the company medical department or their designated doctor for the first treatment only. You have the right to choose a doctor from the PPO (Preferred Provider Organization) list for any subsequent treatments. You do not have to continue to use the company's doctor, nor does the company have the right to dictate what doctor from the PPO list you must use.

One fact that is not commonly known is that your employer does not file your claim for you. The company is obligated to file an "Employer's First Report of Occupational Injury or Illness." This should not be relied upon to begin the claim process — that is YOUR



Rocco Calo
Secretary-Treasurer

responsibility. Be sure to file an official claim as soon as possible. This claim must be filed with both your employer and with the Workers' Compensation Commission District Office that has jurisdiction over the city or town in which you were injured or became ill, NOT where you live. Always file a claim, even if the company tells you that you don't need to.

Claims must be filed within one year of an injury, and within three years of the first manifestation of a symptom of an occupational illness. To obtain a claim form (*Form 30C*) go to <http://wcc.state.ct.us> and click on the *Forms/Pubs link* in the left column. You may also get forms at the Union Hall, at any Connecticut Workers' Compensation District Office, or at the Sikorsky Medical Department-Stratford facility.

In order to begin benefits payments, the insurance carrier will need the following: The Employers First Report of

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Teamsters Local 1150



EXECUTIVE BOARD OFFICERS

Secretary-Treasurer	Rocco Calo
President	Harvey Jackson
Vice President	Rick Rollinson
Recording Secretary	Josip Racan
Trustee	Dan Tuozzola
Trustee	Mitch Cairns
Trustee	Bob Duncan
Business Agent	Carlos Clavarino

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Secretary-Treasurer's Perspective

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Occupational Injury or Illness; a wage statement from the company; a medical report confirming that your injury or illness is work-related and that you are disabled by it; your tax filing status and the number of exemptions shown on your federal return.

Important Tips For Filing An Injury Claim

If you are injured on the job, or have been diagnosed with an occupational illness or disease, you should adhere to the following procedure:

1. **Report your illness or injury to the company promptly, and get the proper medical attention.**
2. **File a written notice of claim (Form 30C) as soon as possible. (Always send claims by return receipt certified or registered mail to ensure delivery).**
3. **Contact CIGNA if you do not receive a benefits check within two weeks of becoming disabled.**

What If The Company Contests Your Claim?

If the company disputes your workers' compensation claim, you must prove that your illness or injury is work related. To do this you must request an Informal Hearing from the District Office in the town in which you were injured or became ill. This hearing will be presided over by the Compensation Commissioner, an official appointed by the Connecticut General Assembly to preside over disputes in the Worker's Compensation System. Scheduling of this hearing is your responsibility. If you do not schedule a hearing when the company contests your claim your benefits will be denied. The Union will assist you in preparing for and, in some cases, accompany you to an Informal Hearing. If the dispute is not resolved at such hearing, you will need to obtain legal counsel. During the period your claim is being disputed you may file for benefits under your health insurance or disability insurance. Your health insurer is obligated to pay benefits under your health insurance policy until such time as the dispute over your claim is settled.

The Facts About "Voluntary Agreements"

When the company agrees to pay you benefits under the Workers' Compensation System they must sign a Voluntary Agreement. Issuance of this document can take place immediately following the filing of a claim, or it may be delayed by hearings, etc. If you are receiving workers' comp benefits, make sure you have been issued a Voluntary Agreement. When you receive it, verify that all of the information is correct and accurate, sign it and return it to the appropriate District Office as soon as possible. Remember to retain a copy for your records. This is the most important document (*after the 30C*) in protecting your rights under the Workers' Compensation Act.

While it is true that the Workers' Compensation system can, sometimes, be involved and complicated, understanding your rights and knowing what you need to do when you enter the system can go a long way to ensuring that you receive fair and proper treatment. The bottom line: **Don't put your livelihood in the hands of strangers.**

Local 1150 Talks Politics During Washington Lobbying Visit

Continued from page 1

(D-NY), Local 1150's leaders once again made clear their goal of increasing budgetary spending in the helicopter industry. Senator Clinton responded that, while she has political differences with the president, she supports his desire for a strong homeland defense. She also outlined her concerns with the recent collapse of Enron and WorldCom and, specifically, the impact on working families who lost so much.

President Hoffa Leads Teamster Campaign

General President Hoffa's relationship with Local 1150 was evident as he spent a great deal of time escorting Calo and Jackson to Teamster and Congressional events, introducing them as "the future of the Teamsters Union." Hoffa made his entire staff available to Calo and Jackson 24-hours-a-day and pledged to use his political relationships in Washington to benefit Local 1150 membership. We have already witnessed what President Hoffa can do for us when he brokered a deal to build an additional 12 Blackhawk helicopters this year.

Hoffa's message during this visit was that the Teamsters would no longer be an ATM machine for the Democratic Party — meaning Democrats could no longer take Teamster support for granted just because they are Democrats. Secretary Treasurer Calo and President Jackson echoed this feeling as they spent an entire day on Capitol Hill meeting with officials from Connecticut and Florida.

"Our political support is contingent not upon party affiliation, but upon a candidate's support of our agenda," said Secretary-Treasurer Calo. During meetings with Connecticut's delegation, Calo succeeded in persuading a vote against Fast Track legislation, a trade bill allowing the President to circumvent Congress and negotiate trade deals directly with foreign countries. Senator Joseph Lieberman (D, CT), a member of the Armed Services Committee, Representative Rob Simmons (R), and Representative Jim Maloney (D) all pledged support to Local 1150. Meetings with E. Clay Shaw Jr. (R-FL) and support staff of Alan Boyd (D-FL) focused on bringing more work into the West Palm Beach facility.

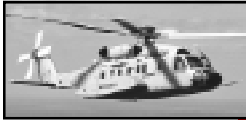
The Power of Teamster Political Action

Overall, the Washington, D.C. trip was a huge success as the voices of Local 1150 members were heard loud and clear.

"We are pleased that homeland security and national defense are high priorities in Congress," President Jackson said. "Being able to sit down, one-on-one, with our elected officials is a powerful way to put Teamster political action to work. Furthermore, tapping into the IBT's influence will strengthen us both now, and into the future."

Secretary-Treasurer Calo said that the union intends to form a full time political delegation to address local and national issues that affect rank-and-file members.

"This is the beginning of a new Teamster political drive, and Local 1150's leaders and members are at the forefront of that campaign," he said. "Thanks to the power of the IBT, Local 1150 now has the ear of the nation's leaders. As a result, your voice no longer fades away beyond 150 Garfield Avenue in Stratford. It is heard, loud and clear, all the way up to 1600 Pennsylvania Avenue in Washington".



Shelton O&R Begins Overhaul Of Its Own

This past June, demolition and construction crews began reporting to their new job site at 33 Platt Road in Shelton, Connecticut to begin transforming the Sikorsky Aircraft Overhaul and Repair Facility from an outdated and rundown factory to a modern, state-of-the-art Overhaul and Repair Operations Center.

The O&R Management team, lead by Director Robert Leavitt, met for over a year to discuss ways to improve process flow, material flow, and, in general, the quality of life at the Shelton III facility. After careful review, it was decided that a new layout and an upgrade of facilities and equipment was the proper solution.

The \$3 million project will feature construction of two state of the art assembly areas, which will house the build-up processes for Rotor-heads and Transmissions. Climate control and new equipment will combine to make these areas not only more efficient and capable of accepting the complex operations of today's technology, but they will make for a much more comfortable and enjoyable workplace, a fact which is not lost on Bob Leavitt.

"These folks produce the finest aircraft in the world," Leavitt said. "The only resource that really matters is people."

Improvements Designed To Help Workers

Creature comforts are evident throughout the plan. Aside from the more than 19,000 square feet of new air conditioned space that the rotor-head and transmission cells will provide, the new layout calls for break rooms in the factory, complete with microwave ovens, refrigerators, tables, chairs and vending machines to provide a quiet and clean place for members to enjoy a break. Also, in the plan are expanded restrooms with locker room facilities included.

Of course, improving the workflow and planning for the influx of more business are the focal points of the project. Recapturing more than 10,000 square feet of manufacturing space will give workers some much-needed elbow room. The purchase of two new grinders, three new lathes and a power washer, as well as new work benches throughout the factory will provide long-overdue modernization. According to Leavitt, the purchase of a shot peen booth and bonding room are awaiting Capitol approval and have been provided for in the new floor plan.

Sikorsky's Overhaul and Repair business is not limited to the Shelton facility. There is a significant operation for overhauling blades in Bridgeport, also directed by Bob Leavitt.

"We want to take a look at doing the same thing over there," he said, "possibly as early as 2003."

Understanding Your Weingarten Rights Is Vital To Strong Union

It is often said that knowledge is power. This is especially true when talking about unions. Knowing your rights under the law, and under the contract, is your most powerful tool in ensuring that you are treated fairly and consistently in the workplace.

The Weingarten decision is a U.S. Supreme Court ruling assuring the right to union representation whenever a supervisor, manager or any other member of management, including a Human Resources Representative (Personnel Advisor), approaches you for an investigatory interview. This means that when management questions you to obtain information that you reasonably believe could result in the administration of discipline, you have the right to request union representation before answering any questions.

Your Weingarten Rights

What seem like harmless question or conversation can lead to trouble for you or someone else. Local 1150 recommends that you contact your Shop Steward or Business Agent immediately if you find yourself in a situation with management that you don't feel comfortable with.

To protect your rights on the job, follow the tips below:

Demand union representation

You MUST ASK for representation before or during the interview. Management does not have to inform you of this important right.

Refuse to proceed without union representation

A questioner must be told of your desire for union representation. Your refusal to cooperate can be viewed as insubordination. If management refuses to allow you representation, stay in the room but remain silent.

Don't make any written/verbal statement

You cannot be forced to make a statement. The best response is NO statement. Claiming innocence is considered a statement.

Do not waive your right to representation

If you begin questioning without representation, you have waived your rights and any statements made can be used against you.

Below is the Interrogation Rights Statement. This is what you should say to the person conducting the questioning:

INTERROGATION RIGHTS STATEMENT

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my Union Steward or Business Agent be present at this meeting. Without representation, I choose not to answer any questions."

✂ *Clip and keep with you at all times*

Troy Alabama Steward Training

As part of the Executive Board's goal to better serve the membership and keep Local 1150 unified, the training of Stewards continues to be a top priority.

On June 20th, 2002, Chief Job Evaluation Steward Joe Mazzucco and Local 1150 Vice President Rick Rollinson traveled to SSSI in Troy Alabama to conduct a training class for Stewards at that facility.

Assistant Business Agent Jimmy Owens, Job Evaluation Steward Jennifer Spear, Shop Steward Donny Parker, and Safety Steward Dave Walters took part in the eight-hour session covering both the grievance procedure and job evaluations.

Vice President Rollison spoke about what constitutes a grievance and how to properly write a grievance. Topics such as Just Cause, Progressive Discipline, Past Practice, Past Precedent, Direct Dealing, the Weingarten Act, Stewards Rights, and the National Labor Relations Act were also discussed at this meeting. Open discussion regarding issues that our Stewards face in Alabama on a day-to-day basis was an important portion of the program.

Steward Joe Mazzucco talked about the Hourly Job Rating Plan and job evaluations, explaining the system of factors and degrees given to each job description and how jobs are rated. He explained the difference between being misclassified as opposed to the essential duties of a job that may have changed over time, which would require a job evaluation. He also addressed paths of progression for promotions.

The Executive Board agrees that all Local 1150 Stewards should be fully trained in both Labor and Job Evaluation grievance processing. This is essential to building a network where Labor and Job Evaluation Stewards would be able to work closely together in a unified manner to better serve the membership. Everyone who participated in this training session found it very positive and educational.

When the training was complete, each Steward was given an evaluation form and asked to critique the program. The response was overwhelmingly positive. Joe and Rick both said it was very rewarding to get such a positive response. In closing, the Executive Board assured Jimmy, Jennifer, Donny, and Dave that they have the full backing and support of Executive Board. GREAT WORK!



Pictured (left to right) are Job evaluation Steward Jennifer Spear, Assistant Business Agent Jimmy Owens, EH&S Steward Dave Walters and Shop Steward Donny Parker.



WPB Family Picnic Set for September 21

Teamsters Local 1150 WPB members will enjoy a traditional southern barbecue for this year's family picnic on Saturday, September 21st from 11:00 a.m. until 6:00 p.m.

The Gumbo-Limbo Pavilion at Carlin Park in Jupiter is the location for the outing, which will feature barbecue chicken, country ribs, hot dogs and hamburgers with all the fix'ns as well as beer and soda.

Live entertainment will be provided by the band "Dalton" from 12:00 noon to 5:00 p.m.

The cost of the picnic is only \$10 per family but, get this, if you bring a covered dish or appetizer you will get your \$10 back! What a deal.

Thanks to all who helped plan this event: Cliff Carrier, Andy Cox, Frank Raucci, and Rick and Sally Patchin.



Website Input Needed from Florida and Alabama

Members in Florida or Alabama who have visited Local 1150's website recently will notice that the Florida and Alabama pages have not contained any news or information since their inception.

Webmaster Stephen French calls upon members in the southern states with useful and helpful for members in Florida and Alabama to get involved.

If you would like to help with the Local 1150 website, please contact Stephen French at the Union Hall on any Thursday during regular business hours. Keep in mind that you DO NOT need computer skills to help, just an idea of what the membership in your plant is interested in seeing on the website. This way, we can make sure everyone stays informed of activities within their union.

In Memory of our Beloved Sister Martha Stevens 1951-2002



Help Keep America Strong.
Look for the Union Label.

Local 1150 Youth Receives 2002 Scholarship Award

Teamsters Joint Council #10 has selected Monika Bialik, daughter of Local 1150 member Teresa Bialik, as one of its 2002 Scholarship Award winners. During a Boston luncheon held August 24th to honor the winners, Local 1150 Secretary Treasurer Rocco Calo presented Monika with a Scholarship Plaque honoring her achievement. Monika, a senior at Shelton High School, was chosen as one of 25 recipients of a \$1,000 scholarship. Her mother, Theresa, is a first shift employee in Department 3300 at the Stratford plant.

Teamsters Joint Council #10 New England awards scholarships to the sons and daughters of Teamster members from the 28 Local Union affiliates throughout New England. Scholarship Awards are issued for high school seniors who have been accepted to and are entering accredited Universities, Colleges and Junior Colleges. Joint Council #10, New England represents over 60,000 Teamsters and their families in the New England Area, which includes Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont.

Local 1150 Embraces School-to-Career Program

During the month of April, representatives from the CT Central Labor Council of the AFL-CIO, Howard Seat and Fletcher Fisher met with Secretary Treasurer Rocco Calo, EAP Coordinator Deb Johnson and Chief EH&S Steward Joe Grabinski to discuss creating an internship for high school students modeled after a School-to-Career program the IBEW conducted in 2001. Calo embraced the chance to give something back to our community, and details of the intern/mentor program were designed. Joe Grabinski and Jimmy Coverson were tapped to be the Union Co-Coordinators for the project.

A partnership between Local 1150, the company and area high schools was developed and each partner had their own unique piece of the program. The union selected the mentors, the company selected the positions for the interns, and the schools selected the interns themselves.

Jimmy Coverson, whose function was to solicit mentors, selected strong Local 1150 members who could not only teach interns their trades, but also enlighten them as to the importance of union membership. Each was given training on how to be quality mentors. John Uhelsky, Frank Cimino, Pete Levesque, Tim Murphy, Darnell "Dave" Weaver and Stanley Janeczek volunteered and were ultimately chosen to mentor the students.

On June 24th, three high school students joined Local 1150 as dues-paying members. Ashleigh Siter (Bullard Havens RVTS), Justin Lebel (Platt RVTS), and Nick Gorske (Platt RVTS) began their work as Local 1150/Sikorsky School-to-Career Program interns. They are part of our family for eight weeks in the summer, between June 24th and August 16th, and will see first-hand how fortunate we are to be Teamster members.



Intern Nick Gorske (center) with co-coordinators Joe Grabinski (left) and Jimmy Coverson (right).

Family Fun For All During 2002 Quassy Membership Picnic

Mother Nature more than cooperated by providing a perfectly sunny day as more than 1,000 Connecticut Teamsters converged on Lake Quassapaug in late July for the 2002 Connecticut Membership Outing.

Members and their families enjoyed a full day of thrill rides, amusements, swimming, and plenty of food and drink. But the real thrill is the opportunity to come together as brothers and sisters and enjoy the camaraderie that is the Teamsters Union.

"This was the best one yet" one member said, "it had a real closeness about it, a real family feel".

Unity is a priority with the leadership of our local and the hard work they have put in toward that end was evident in the membership's demeanor at the outing. Lots of laughs and folks just spending time with one another.



Local 1150 members and families gather for a day of fun in the sun.



12 Tips For Helping Your Child Stay Drug Free

By Deb Johnson — Union EAP Coordinator

1. Make parenting a priority-be there.
2. Accept the role of parent as your responsibility — let others be your child's friends.
3. Educate yourself about the problems facing today's children—they are different than the problems you faced.
4. Give clear messages about expectations — be specific about how you expect your child to behave.
5. Clearly state the consequences of failure to follow family rules.
6. Enforce consequences when family rules are broken — children who don't follow family rules today may break society's laws tomorrow.
7. Be aware that many in the community put other priorities above children's well-being — don't expect the community to reinforce family values.
8. Don't assume that the parents of all your child's friends have the same rules you do-some don't have any.
9. Believe that children want rules to guide them — allow them to paint you as the "bad guy."
10. Remember that teenagers need parental supervision as much as toddlers do — just a different kind.
11. If necessary, love your child enough to let them hate you — for a while.
12. Know that children are never too big for a hug — even when they are grown.

OUTSTANDING MEMBER

Albert Cubbellotti, Jr.

Teamsters 1150 News salutes Albert Cubbellotti Jr. as it's Outstanding Member. Al has done, and continues to do, a fantastic job of supporting union activities.

A 16-year Local 1150 member, Al has been a key volunteer force for the Connecticut Special Olympics for over 15 years. He has done everything from volunteering on the field to running entire venues within the games. For the past three years, he has worked as the Director of Track and Field Events, a volunteer position that requires more than 200 hours of time prior to the games and, of course, a presence the entire time the venue is open. He is always there to greet you with a smile and tell you how much he loves these games and the athletes who participate in them. You need only see how much the athletes love him to see what an impact Al has had.

Given his tireless and selfless efforts on behalf of the union, it is easy to see why Al Cubbellotti Jr. has been selected as the *Teamsters 1150 News* Outstanding Member.



Community Services Committee Update

Holding On To The Feeling

By Deb Johnson — Union EAP Coordinator

Who could have ever imagined the horror that struck us on 9/11? None of us in our worst of nightmares. However, in the mist of this catastrophe, a Phoenix rose from the ashes — a Phoenix which delivered a message of Unity, Pride and Strength to our great nation.

This message has had a strange ripple affect on our country. Our Unity and Strength manifested itself in ways of compassion, caring, hope and action. The call to volunteerism has never been louder and the response never stronger. People from all walks of life, from many races and creeds have come together in one common bond, to help our fellow Americans.

As we approach the first anniversary of 9/11, let us continue doing our part to keep up the momentum of helping people in need. Take the time to volunteer on this special day of caring, whether it be a full day community project, or a phone call to a sick friend. It could be a donation to your favorite charity, or mending a broken fence between you and someone you had a disagreement with. Spend special time with your family and celebrate life. Let us rise, like the Phoenix, to carry on the message.

The Executive Board would like sincerely thank all members in Connecticut, Alabama and Florida for their support. This includes our Stewards, Office Staff, and Retirees, who have given so much of their time to serve on the Community Services Committee. We also extend a "THANK YOU" to our sister union at Sikorsky: Fire Fighters Local Union I-68. These members work together with us on key programs. We will be thinking of all of you this day.

Anyone interested in being part of the Community Services Committee, please contact Joe or Mitch at the Union hall, 381-9240, or Deb on 6-3516. Let's keep this list growing. We know you're out there! So come on and join the Local 1150 Community Services Committee!

Teamsters Local 1150's Union Assistance Program



Help Is Just A Phone Call Away!

If you need assistance contact:

DEB JOHNSON - 386-3516 OR 381-9240
HARRY TESTANI, CONTRACTOR - 386-4489

Adoption In Process

The Community Services Committee is very pleased to announce our new "ADOPTION PROGRAM." During our experience of service, we have found there are certain programs and organizations that our members gravitate to in their communities. For the Valley area, the Birmingham Foundation is one of those organizations.

The Birmingham Group Health Services is a non-profit collection of organizations that address the following issues:

- Home and Job Skill Rehabilitation Services
- Case Management Services
- Valley Substance Abuse Action Council
- Outpatient Clinical Services
- The Umbrella for victims of domestic violence.

Among the special programs listed, the committee has focused on the Shelter Program under The Umbrella.

The Umbrella offers a temporary, emergency Domestic Violence Shelter for women and children who are fleeing from psychological abuse and are at high risk. Individuals/families can stay at the shelter for up to 90 days and receive supportive services such as counseling, medical attention, court advocacy, and financial and/or house referrals in a safe and anonymous and confidential environment. Tutoring, art therapy and counseling are also offered to children who stay at the shelter. *All services are available to individuals in both Fairfield and New Haven Counties who have had their lives disrupted by family violence.*

Those Programs created to help support The Umbrella include the Annual Bowl-To-Benefit; The Holiday Adopt-A-Child/Family Program; The Back-To-School Adopt-A-Child Program; The Hats, Scarf's and Gloves Program; and My Sister's Place (a special family thrift store that accepts donations of gently used clothing and household items.) All proceeds from these fundraisers go directly to benefit the Domestic Violence Services offered through The Umbrella.

Beginning this fall, Local 1150 will be involved in all of these programs. A collection bin will be placed in the great meeting hall where members will have the opportunity to contribute clean, gently-used clothing and household items. Retirees will adopt the Hats, Scarf's and Gloves Project. Members of our committee, and all those who want to become involved, will participate in the Adopt-A Programs and will help begin the formation of our Bowling Teams. We are continuing to ask for volunteers from Florida and Alabama who would like to establish a linkage with their local communities.

Anyone interested in being part of this fine group of folks, please contact Joe or Mitch at the hall, 381-9240 or Deb at 6-3516. We know you're out there! Come join us!

2002 CHRISTMAS PARTY SET

The Connecticut Membership's 2002 Christmas Party has been scheduled for Saturday, December 21st from 7:00 p.m. to 12:00 a.m. at the Fireside Inn on South Main Street in Newtown.

Tickets will be available at Union Hall sometime in November and will cost \$20 per person. This price includes dinner (choice of a fish, chicken or steak meal), an open bar and entertainment.

Log on to www.teamsterslocal1150.org regularly for more information and details.

UPCOMING MEETINGS

Connecticut Members

September 18
1:00 p.m. and 4:00 p.m.

October 16
1:00 p.m. and 4:00 p.m.

November 20
1:00 p.m. and 4:00 p.m.

Connecticut Stewards

September 11
1:00 p.m. and 4:00 p.m.

October 9
1:00 p.m. and 4:00 p.m.

November 13
1:00 p.m. and 4:00 p.m.

**DON'T BE LEFT
IN THE DARK**



Alabama Members

September 17 @ 4:00 p.m.
October 15 @ 4:00 p.m.
November 19 @ 4:00 p.m.

Alabama Stewards

September 16 @ 4:00 p.m.
October 14 @ 4:00 p.m.
November 18 @ 4:00 p.m.

Florida Members

September 19
1:00 p.m. and 4:00 p.m.
October 17
1:00 p.m. and 4:00 p.m.
November 19
1:00 p.m. and 4:00 p.m.

Florida Stewards

September 18 @ 4:00 p.m.
October 16 @ 4:00 p.m.
November 20 @ 4:00 p.m.

Get A Withdrawal Card When You Leave Your Job

Be sure you request a withdrawal card when being laid-off, going on leave of absence, lengthy medical leave or terminating your employment. The charge for a withdrawal card is still only 50¢, but all initiation fees and back dues must be paid before the withdrawal card is issued.

Stop by Local 1150's office, or complete the form on the right, and mail it to our office along with your check or money order for 50¢. It is your responsibility to obtain a withdrawal card after leaving the company so that you will not be obligated to pay extra dues. Failure to request a withdrawal card may cause you to pay back dues.

Mail to: Teamsters Local 1150
150 Garfield Avenue
Stratford, Conn. 06615-7101

Please enclose 50¢ check,
money order or coin

WITHDRAWAL CARD REQUEST

NAME _____

SOCIAL SECURITY # _____

LAST DAY OF WORK _____

NAME OF EMPLOYER _____

REASON FOR LEAVING _____

(quit, laid off, terminated, etc.)

Signature _____

New Grievance Database To Improve Service

Teamsters Local 1150 President Harvey Jackson brought with him a vast array of skills when he began his union service in January, 2002. Those included an expertise in the areas of computers and Information Technology.

Before brother Jackson was sworn in as a member of the Executive Board, he was busy developing software to create a grievance database. Jackson's plan was to develop a database to revolutionize the way the union tracks the thousands of grievances processed every year.

"This database is a user-friendly system that not only organizes the grievances but also gives us the ability to categorize and analyze them in ways that were not possible before," President Jackson said. "The system can identify problem issues, who is involved in them, how and when they are being resolved and by whom. The possibilities and functionality of this database are endless."

Jackson added that not only can the union track how the company is dealing with members by breaking down the body of grievances into all possible categories, but they are also able to use it as a checks and balances system for the union's own internal performance.

Union Database Focuses On Improved Service

"It helps us see where we, as Stewards and Business Agents are possibly making mistakes, and does so instantly so that the issues can be identified and corrected before they become problems," he said. "This database will not only benefit our office staff and Executive Board by making their jobs easier, it will help to better serve the membership through quicker and more efficient resolution of their grievances. Going from a system of filing cabinets where data collection and analysis is



Local 1150's Information Technology Dept. Pictured are (left to right) Mitch Cairns, Stephen French, Harvey Jackson, and Charlotte Orrell.

impossible to track, to being able to press a button and instantly see every issue and trend and make necessary adjustments will make this a stronger union."

Development and maintenance of a system like this is very costly. In the past, Local 1150 has spent thousands of dollars on generic databases that did not fit the union's specific criteria. Since this system was developed by, and is maintained by, Local 1150 personnel, the cost savings are immeasurable. Also, since it was developed with Local 1150's needs in mind, it contains every feature that we require.

The impact of the database was never more evident than when Secretary Treasurer Rocco Calo requested information pertinent to an arbitration hearing on mandatory overtime. Within minutes of his request, the information was provided which resulted in Secretary Treasurer Calo successfully reaching a tentative agreement on this two-year old issue.

As this issue of *Local 1150 News* was going to press, the Executive Board had resolved a total of 816 grievances, and had an additional 109 still pending.

Local 1150's Executive Board continues to make representing members in the grievance procedure a top priority. Achieving the best representation for the membership is accomplished in many ways, including the development and implementation of this new computer system.

"Our Executive Board continues aggressively pursuing difficult termination cases, bypass promotions and other issues," Secretary-Treasurer Calo said. "We remain committed to bringing the grievance backlog current by the early part of 2003. This database will help make this goal a reality."

Anyone who may have a question concerning a grievance can contact their area shop steward or call union hall.



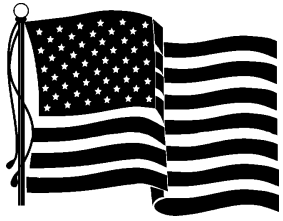
1150 Members Offered No Cost Dental Care

Local 1150 members can get complete dental coverage at little or no cost to them. Drs. James and Michael Caserta have been providing dental care to our members for more than 20 years. Their offices have been working closely with our insurance plan, and they accept our coverage as payment in full for most services.

Cleanings, x-rays, examination	No Copay
Fillings	No Copay
Single Crowns	No Copay
Root Canals	No Copay
Surgery	No Copay

If you are in need of dental treatment or are looking for a dentist, we encourage you to call one of their offices.

Shelton 190 Coram Ave. (924-4115) **Bridgeport:** 633 Clinton Ave. (384-2261)



Veterans' Corner

Iwo Jima Remembered

Located 660 miles south of Tokyo lay a tiny island known to Americans for the bloody battle, which bears its name. More than 110,000 soldiers on 880 ships sailed from Hawaii to Iwo Jima to launch an attack on the island that was protected by 21,000 Japanese troops. The 74,000 marines who landed on Iwo Jima experienced one of the bloodiest battles in Corps' history. The U.S. Air Force hit the island with the longest sustained aerial attack of WWII, barely making a dent in the Japanese defenses.

A massive underground fortress system which included a seven story structure built inside the mouth of Mount Suribachi, an extinct volcano, housed everything from weapons caches and headquarters to luxuries such as a sauna and allowed the defenses to survive the aggressive American attack.

The Battle of Iwo Jima, which began on February 19, 1945 lasted 36 days and saw the deaths of over 6,000 U.S. Marines, Sailors and Soldiers. In addition to the dead, another 18,000 were wounded and 500 presumed MIA.

The famous raising of the flag took place nearly a month before the Americans finally took control of Iwo Jima. Most people know of the Iwo Jima memorial in Washington, D.C., but few are aware that Connecticut has its very own National Memorial to the great battle right in New Britain.

On February 23, 1995, the 50th anniversary of the historic flag raising, the Iwo Jima Memorial Monument was unveiled and dedicated by the Iwo Jima Survivors Association to the 6,821 military personnel (98 from Connecticut) who lost their lives. The memorial is an impressive 40 foot bronze statue located on Ella Grasso Blvd. in New Britain, Connecticut and is open 24 hours a day.



The Iwo Jima Memorial

Members Help Restore Union Hall Flagpole

What started as a simple observation from union Steward, and Local 1150 Veterans Affairs Director, Sam Ranno at the July Stewards Meeting in Connecticut, resulted in a full-scale union restoration project.

Sam pointed out to the Executive Board that the Union hall's flagpole had not been used for several years and was in need of repair. Being the proud patriot that he is, Sam declared that he and the Veterans Affairs Committee would like to see that changed and the pole used once again.

Responding to Sam's request, the Local 1150 Executive Board wasted no time in developing an action plan. They began a renovation program which they felt was not only reasonable, but was necessary — especially during this time of national unity and pride in the wake of last year's terrorist attacks in New York, Pennsylvania and Washington, D.C.

During the next few weeks, the 20-foot flag pole was stripped, sanded, and given a fresh coat of paint. It was equipped with new pulls, attachment hardware, and lights for illumination at night.

To help celebrate our freedom, and remember those who have fought and died to preserve democracy, Sam Ranno and his dedicated Veterans Group generously donated "old glory" and a POW/MIA flag to complete the project.

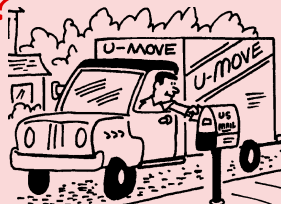
"What better way to celebrate our American freedom than by flying the American flag," Ranno told Local 1150 News. "I want to thank everyone who worked hard to help reach our goal of restoring the pride and patriotism to Local 1150's Union hall."



(LEFT) Local 1150 members begin the restoration of the union flag pole. (RIGHT) After the restoration is complete, members and the Local 1150 Executive Board gather for a ceremony as they raise the flag for the first time on the new pole

Are You Moving?

If so, then please contact Local 1150 right away so we can continue sending you the *Local 1150 News* and other Local Union information.



Walk & Enjoy the Swim?

The Swim Across the Sound ("Swim") was inspired by people whose lives had been touched by cancer and who were determined to turn that experience into positive, active steps to help others. Of the different programs that are offered in the nine-month long yearly campaign process, members of our local appear to gravitate to two major events: "The Swim" and "The Walk to Prevent Women's Cancers". This year is no different. "The Swim" (held on August 10th), is a relay swim of some 44 miles across the sound. "The Walk" takes place on September 22nd and is a 4+ mile walk starting at Captain's Cove.

Our members are involved as competitors, volunteers, sponsors or fans! The fact is, **EVERYONE KNOWS SOMEONE** whose life has been changed by cancer. Being involved with the Swim affords all folks an opportunity to get involved and help. The Swim is committed to breaking down barriers to access for cancer screening programs. It is committed to provide education about what people can do to minimize risks for cancer or to improve their chance of surviving cancer. The Swim is dedicated to providing support activities and services for cancer patients and their families.

One hundred percent of proceeds raised goes directly to services to help those with certain financial needs, such as:

- ✓ FREE mammography screening for any woman in Fairfield County
- ✓ FREE prostate screening for men over 50
- ✓ FREE cervical screening
- ✓ FREE transportation for non-ambulatory cancer patients
- ✓ FREE Medications Assistance Program
- ✓ FREE circus for children with cancer and other life-threatening diseases
- ✓ FREE wigs and prostheses for women undergoing cancer treatment
- ✓ FREE nutritional supplements for patients under going cancer treatment
- ✓ FREE mobile-unit mammography that travels to set locations to help the medically underserved
- ✓ FREE skin cancer screening programs
- ✓ FREE home care assistance for hospice patients.
- ✓ Daycare scholarships for preschoolers of mothers with cancer

Supports groups, buddy programs, Endowment funds, memorial tree plantings, cancer resource guides, etc. We could go on and on. Our point being? BY A BUTTON! For a minimum \$2.00 donation, you can wear your TEAMSTERS WALK AGAINST CANCER button and show you care. You can see Joe, Mitch or anyone at the union hall and they will sell you a button. You can also see the following folks:

STRATFORD: Sharon Evon, Deb Johnson, Ed Smith, Sandy Bennett

SHELTON 3: Steve French, Sam Ranno

WEST HAVEN: Mary Poleio, Cheryl Thompson

BRIDGEPORT 1: Tom Maloney, Larry Demenia

All monies collected will be donated in the name of the Members Of Teamsters Local 1150. Also, the sponsor forms are in the information centers for those who will be walking. Don't miss out on this great opportunity to participate because **EVERYONE KNOWS SOMEONE**.



LABOR HISTORY

Fannie Sellins — *Angel of Mercy*

On August 26, 1919, Fannie Sellins did something that most of us would never dream of; something most of us would never think was necessary. She gave her life for the labor movement.

Born Fannie Mooney in 1872, she married Charles Sellins, a St. Louis garment worker. Charles died when their four children were still young, forcing Fannie to take a job in a garment shop to support the family. She moved to Chicago where she got active in the labor movement helping organize the United Garment Workers of America. Fannie became Secretary of her local and, in 1911, took part in her first major strike.

Fannie quickly gained a reputation as an able organizer and went to work for the United Mine Workers of America working to organize miners in West Virginia. Her aggressive style landed her in prison where she spent six months on charges of "inciting a riot" before she was pardoned by President Woodrow Wilson.

The real trouble started in 1917 when Sellins moved to Pennsylvania to assist the UMWA in organizing miners in the Allegheny Valley. The Black Valley, as it was known to unionists because of the violent anti-union tactics used by the mine owners and operators, saw thousands of miners organized at the hands of Fannie Sellins. She was an "angel of mercy" according to the United Mine Workers Journal. During a strike she would often go to the homes of striking miners and take care of the women and children while the men walked picket lines and staged rallies.

Sellins was passionately hated by mine owners and operators to the point that they were willing to pay her handsomely to leave. However, no amount of money would convince her to desert the working men. The owners vowed to "get her" and made good on this promise one night in August, 1919.

Miners at the Allegheny Coal and Coke Company were on strike and, as usual, Fannie was there with them carrying a picket sign. According to eye witnesses, as many as a dozen deputy sheriffs on duty that night to keep the peace rushed the striking miners following the lead of a mine official. The deputies fired several shots into the crowd, mortally wounding miner Joseph Strzeleski. When they began clubbing Strzeleski, Sellins intervened, begging them not to kill him.

According to a written account, the mine official turned his club on her, bringing her to the ground. When she attempted to drag herself to safety, the mine official yelled, "kill her!" Three shots were fired and Fannie Sellins was dead. After a fourth shot was fired into her lifeless body, she was dragged to the back of a truck and taken away while the mine official and deputies taunted the stunned crowd of miners and their families.

While no one was ever convicted of the murder, suffice it to say that, as it says on her headstone at the union cemetery in Arnold, Pennsylvania, Fannie "was killed by the enemies of organized labor."



Local 1150 President Harvey Jackson Praised For His Service IBT National Black Caucus Connecticut Chapter Celebrates Third Anniversary

The Connecticut Chapter of the Teamsters National Black Caucus will celebrate its third year of charter recognition by attending the National Education Conference in Houston, Texas August 22-25.

The chapter was established in 1999 by former Local 1150 President Ray McMorrin and Lindsey Townsend. The Connecticut Chapter of the TNBC made history by becoming the first Executive Board to be sworn in by an IBT General President. After being sworn in on April 6, 2000 by General President James P. Hoffa the chapter quickly distinguished itself by becoming the 5th largest chapter in the country.

President Harvey Jackson To Become State Chairperson

Local 1150 President Harvey Jackson was appointed to the position of President of the Connecticut Chapter of the Teamsters National Black Caucus in November, 1999. This position was previously held by former Steward Dennis Soares who was instrumental in starting the chapter.

The chapter's current Executive Board members are: State Chairperson Ray McMorrin, President and National Spokesman Harvey Jackson, Vice President Ivan Ingram, Recording Secretary James Parker, Treasurer Fred Nowling, Trustee and founding member Lindsey Townsend, Trustee Mike Brown, Trustee Jerome Nelson, Chairman of Associate Membership Dennis Skurjo, and Chairman of Community Affairs Bessi Fisher. President Jackson



TNBC Connecticut Chapter Executive Board with General President Hoffa.

will assume the position of State Chairperson in January, 2003 when current Chairperson Ray McMorrin vacates the position.

The hard work and commitment of President Harvey Jackson has not gone unnoticed within Teamsters Joint Council #10. Jackson was recently appointed by Joint Council #10 President George Cashman to the position of Co-Director of Trade. In this position, Jackson's responsibilities will include reporting to the Council on human rights issues and other labor issues as they relate to the Teamsters National Black Caucus.

"The chapter's goals for the coming year will be to continue our active community service projects," President

Jackson said. "This will include raising scholarship money to benefit children of members and upholding the principles and philosophies of the International Brotherhood of Teamsters."

The Connecticut Chapter of the TNBC's work in both labor circles and the community was recently recognized by the Connecticut General Assembly when it received a citation recognizing April 6th as Teamsters National Black Caucus Day in the State of Connecticut. The chapter's civic work will continue in September, when they become one of the sponsors of the upcoming Walk Against Cancer.

Jackson, who's own father is a cancer survivor, as well as other members of the chapter, will take part in the walk.

International Brotherhood of Teamsters Local 1150

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