

**TEAMSTERS****1150 News**

www.teamsterslocal1150.org

Official Publication of International Brotherhood of Teamsters Local 1150

**Walkout Called After Company Presents Unacceptable Offer****Strike In Alabama**

**J**ustice prevailed, the call for a fair and equitable contract was heard and, after a five-week work stoppage, members of Teamsters Local 1150 in Troy, Alabama obtained a new, four-year contract. The new offer was ratified during an afternoon meeting on November 15th by a slim margin.

On Sunday, October 13th our brothers and sisters employed at Sikorsky Support Services International voted to go on strike, rejecting the company's last, best and final offer. The vote was overwhelming as members took mere minutes to come to the 83-to-1 conclusion in favor of the first strike in the 40-year history of Local 1150.

At issue was a medical benefits package that was not only unacceptable to members but unaffordable as well. The package offered by the company included the highest medical co-pays and premiums in United Technologies. This, for a workforce that is, by far, the lowest paid in the corporation. More than 25% of the hourly workers at SSSI made less than \$20,000 last year and 50% made less than \$30,000.

"As a single parent I couldn't afford to pay these higher premiums," said Angela Pritchett, a four-year employee and 1150 member. "I'm so proud to be a member."

Sikorsky Aircraft reported \$1.83 billion in revenue in 2001, a fact that the strikers were fully aware of. "Sikorsky makes a multi-million dollar product

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**Striking workers use every means available to spread the word about the strike. This includes adorning their vehicles with slogans to show Teamster unity in this labor dispute.**



**Pickers are able to convince truckers to honor the strike by turning around without delivering their freight. Even the notoriously anti-union Overnite Trucking supported Local 1150's picket.**

# UNION PERSPECTIVES

— BY SECRETARY-TREASURER ROCCO CALO —

## Union Values: Membership Transcends the Workplace

As the holidays approach, we all begin our preparations for the shopping crunch. Most of us like to put some time and thought into the gifts we buy for our friends and family. We think about what they would like, what they need, and what would make their lives easier and more enjoyable. After all, these are our mothers, our fathers, our brothers and sisters, and we want our gift to have a positive impact on their lives.

As workers who are fortunate to have the representation of a great union like the International Brotherhood of Teamsters, we have an obligation to be equally as thoughtful about where we shop as what we shop for. We must actively support those companies and corporations who have respect for the workers who produce their products and services. We are members of a labor movement that calls for the fair and equitable treatment of workers worldwide, and this is why we cannot — we MUST not — allow our money to support organizations that refuse to abide by that simple philosophy.

### Don't Shop At Wal-Mart

One such company is Wal-Mart. Plain and simple... I am urging Local 1150 members not to patronize or shop at Wal-Mart! They are a bad corporate citizen that does deserve our support.

During 2001, Wal-Mart made \$218 billion in sales, more than the Gross National Product of many countries. On November 23rd, 2001 — in one single day — it sold more than \$1.25 billion in products, a good month for any major American company.

Wal-Mart is now the world's largest employer and the largest food retailer in the United States. Given this kind of corporate prosperity you would think that their employees would see some

fruit for their labor. Well, wait until you hear how Wal-Mart became # 1.

The average Wal-Mart employee makes \$15,000/year. Full-time workers (if you can call them that) work only 28 hours a week. The EEOC has filed more claims of sexual and racial discrimination against Wal-Mart than against any other company in the nation. The working conditions are so bad that the employee turnover rates (the percentage of employees who leave and are replaced with new employees) at some stores is 100% per year.

Wal-Mart is also ranked #1 in another category that you won't hear them bragging about on their commercials or on their website. They are the #1 target of lawsuits in the country.

Records show that people sue Wal-Mart at an average rate of 13 times a day, that's 4,700 times a year over issues such as customer injury and employee discrimination. How do they fair in those suits? Well, in the past six years federal judges have imposed more sanctions for destroying, altering and hiding evidence against Wal-Mart than against all of the other Fortune 500 companies combined!



**Rocco Calo**  
Secretary-Treasurer

Employees in Wal-Mart's payroll departments report that managers delete hours from time cards to avoid paying overtime. This is violation that Wal-Mart claims is not prevalent, but is one that they cannot deny occurs since they settled a \$50 million court case in Colorado covering 69,000 workers. Wal-Mart faces suits in 28 states over charges of refusal to pay overtime.

In February 2002, meat cutters at the Wal-Mart in Jacksonville, Texas voted for union representation. Eleven days after the vote, the company announced that it was closing the meat cutting departments in all of its stores, worldwide. Coincidence? I don't think so.

Wal-Mart provides jobs that the community needs, right? Wrong! A ten year study by Iowa State University economist Kenneth Stone on the devastating affect Wal-Mart has had on communities indicates that for every

*Continued on page 3*



## 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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150 Garfield Avenue, Stratford, Conn. 06615-7101 Editor: Stephen French

# Local 1150 Supports Holiday Toy Drive

Upholding a long Teamster tradition, Local 1150 is once again lending its full support to this year's Holiday Toy Drive. This annual program is designed to help needy children have a Merry Christmas.



Beginning on Monday, December 2<sup>nd</sup>, members will find donation boxes set up at key entrances to the factory. Please help make a needy child's holiday one to remember by donating a new, unwrapped toy. The children who benefit from this effort, in many cases, will not receive any other gifts this holiday season.

This drive will continue through December 16<sup>th</sup>. If you cannot locate a donation receptacle, please contact your facility representative to Local 1150's Community Service Committee. Representatives names can be found on the Local 1150 website, on the Community Services page, or by calling the Union Hall.

## Secretary-Treasurer's Report

*Continued from page 1*

two jobs the company creates, it destroys three. The study says that between 1983 and 1993 Wal-Mart was responsible for the shut down of more than 7,300 businesses.

Brothers and sisters, we cannot continue to fuel the fires of this corporate hell. Your union works to ensure that you are treated with dignity and that you are compensated fairly for your hard work. Please do not spend your hard-earned money at Wal-Mart. Doing so only makes you an accessory to the anti-union, anti-worker tactics that they employ.

The AFL-CIO currently lists Wal-Mart at the top of their list of companies and products to boycott. Please use the link on Local 1150's Internet website home page to view the AFL-CIO Boycott list. You can also read more about Wal-Mart on the Wal-Mart Watch website at [www.walmartwatch.com](http://www.walmartwatch.com) (a link is available on our website) or at the Teamsters Joint Council 42 website at [www.teamsters.info](http://www.teamsters.info).

Don't allow this corporate giant to continue to climb to the top on the backs of its workers. Money talks, and its time we tell Wal-Mart that we will not spend our union wages on the funding of union busting and worker oppression. Say yes to fair treatment for workers by saying NO to Wal-Mart.



**WAL-MART**  
*Always Lower Wages*  
**ALWAYS**

# HAPPY HOLLY DAYS

*The holiday season brings out the kid in all of us. When children of Local 1150 members were asked "What gift do you want this year," here is what they said:*



**Trevor Babin**

*"A Power Ranger with the motorcycle with bad guys that turn into animal Megavor... because its cool!"*



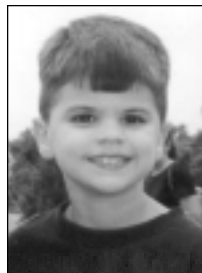
**Vincent Diaz**

*"A wood chipper, so I can chop up trees."*



**Marissa Ferrante**

*"I want my own Twister Braid, that thing you see on TV you put your hair in and push the button to braid. And my own set full of glitter and stuff, diamonds and jewels."*



**Connor French**

*"I want an X-Box with a Spiderman game that comes with it. And I want Santa to get Mommy a Donny Osmond CD."*



**Bethany Greenlaw**

*"A Barbie Oven and a candy cane."*

# Local 1150 Shows Strong Presence At Safe Kids Fair

**T**he Sikorsky Safe Kids Fair took place on Saturday, September 21 at Pine Crest in Shelton and was a big success as everyone who came out, both the young and the young at-heart, had a truly terrific time.

Hundreds of parents and children enjoyed the day, which was filled with learning, exploring, food and just plain fun. Teamsters Local 1150 sponsored a booth where kids could receive glow-in-the-dark trick-or-treat bags and glow sticks to make their Halloween safer.

Many of the Local 1150 members who volunteered to help accomplish the tasks necessary to make this day possible also made contributions. Even Local 1150's Office Staff got involved as Evelyne Spigarolo (*shown at left*) staffed the kids face painting booth.

A sincere "thank you" to everyone whose hard work helped make this year's Kids Fair a total family success.



**Local 1150 Office Staff member Evelyne Spigarolo supervises the face painting booth at the 2002 Safe Kids Fair.**

## Understanding Your Union Contract

**T**here has been some confusion over the language in the Contract concerning member's rights and entitlements on Veterans Day and Martin Luther King Day.

Section 9.20 sets the guidelines for perfect attendance. In section 9.20(a) it states "an absence to observe Martin Luther King Day and/or Veterans Day provided the employee has notified supervision... shall not be considered an absence for the purposes of this section." This means that taking either day off will not affect your perfect attendance.

Article XIV covers the company's attendance policy. On page 59 of the contract book, under the heading Guidelines for Excusing Full-Day Absences, item 11 identifies Martin Luther King Day / Veterans Day. This means that no points will be charged for an absence on either day.

Further, Local 1150 and the company have reached a mutual agreement to also excuse partial day absences on Veterans Day and Martin Luther King Day. This agreement will not include employees who are late for work by a nominal amount of time.



## Martin Luther King Day

**January 20, 2003**



Martin Luther King, Jr. is known as our nation's foremost civil rights advocate. To some, Dr. King is known also as a Baptist minister. Rarely mentioned in biographical profiles is the fact that he was also an outspoken advocate of unions.

Dr. King was shot and killed on April 4, 1968 in Memphis, Tennessee. King was in Memphis that day to lend his support to a strike by the city's sanitation workers.

When asked about the value of union representation, Dr. King said the following: "Union meant strength, and union recognition meant the employer's acknowledgment of that strength, and the two meant the opportunity to fight for further gains with united and multiplied power. As contract followed contract, the pay envelope fattened, and fringe benefits and job rights grew to the mature work standards of today. All of these started with winning, first, union recognition."

As we celebrate Dr. Martin Luther King, Jr.'s birthday on January 20<sup>th</sup> let us celebrate his dedication to the civil rights movement. This was his greatest accomplishment and indeed his life's passion. In addition, as union members, let us not forget the passionate support he also gave to our fight, the American labor movement.

## International Teamsters Women's Caucus Unites Women For Common Goals

**T**he primary purpose of the International Teamsters Women's Caucus (ITWC) is to unify women members of the IBT through an International Network. Women, who comprise over one-fifth of the IBT membership, represent a powerful resource for the union. The ITWC believes that active participation of women members in the IBT at all levels will enhance our union's strength at the bargaining table, in organizing campaigns and in the political arena.

The ITWC was an idea born during the 1991 Constitutional Convention. The objectives of the ITWC are to unite women for the purpose of promoting: economic, cultural, civic, legislative, political, educational, charitable, welfare, social and any other activities which further the interests of the Union, directly or indirectly.

The ITWC is recruiting members in a grassroots effort to build a stronger nationwide network. Membership dues are just \$12.00/year and members receive a quarterly newsletter on women's issues and networking opportunities with other Teamster women. As union women, we know there is strength in numbers and we need your assistance, input and support. We will work, help, educate and achieve together because: Women Change The World

If you are interested in joining the International Teamsters Women's Network Contact Deb Johnson, Sandy Bennett, Bessie Fisher, or Mary Poleio for further information. Call the union hall (203) 381-9240, extension #32 to leave a message and someone will contact you.

Local 1150 members are also invited to visit the IBT Teamsters Web Site ([www.teamster.org](http://www.teamster.org)) and link to ITWC under the Human Rights Department to view the ITWC Web Site.



## Strike In Alabama

*Continued from page 1*

and they were nickel and diming us," said Local 1150 Secretary-Treasurer Rocco Calo.

On just the second day of the strike Sikorsky Aircraft took their case to the local courts in Alabama, seeking an injunction against picketing. The presiding judge ruled in favor of the union, rejecting the company's request to stop picketing or limit the number of picketers on the line. In the Deep South, notorious for its anti-union sentiment, a favorable ruling such as this is rare. Continuing its assault on members in an attempt to end the strike in their favor, the company sent letters to each member stating that the strike effort was futile and would not reap any changes in the financial structure of the contract offer. The membership didn't even blink, as they remained united throughout the five-week walkout.

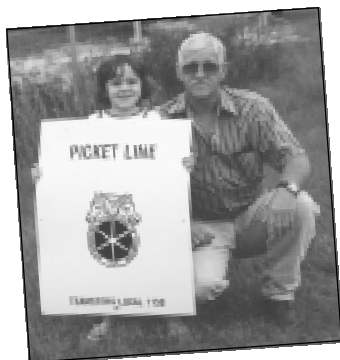
"The company didn't think we would last this long," said Business Agent Carlos Clavarino, "the truth is, these guys would have stayed out another five weeks if they needed to."

Bolstered by an increased strike benefit (a result of the work done by the IBT's Blue Ribbon Commission), weekly donations from the Connecticut and Florida membership, donations from Lodge 2003 of the I.A.M., as well as donations from local businesses of food and drink on the picket line, strikers were able to withstand the extended work stoppage.

Highlights of the new deal include a 16% pay increase over the life of the contract, an increased severance package, increases in medical benefits, increases in AD&D insurance, increases in T&PD insurance, a \$1,000 ratification bonus, a significant increase in the pension benefit, and improved contract language. One thing is certain, the financial dynamics of the company's offer changed since the original offer was made, something that Sikorsky Aircraft officials vowed would not be the case. This can only be attributed to the determination of the members.

"Our entire membership needs to sit up and take notice of what has happened here," said Rocco Calo. "When you show the kind of solidarity that has been displayed here in Alabama, you get results."

There is no question that the resolve of the Local 1150 Executive Board and its membership in Alabama was tested throughout this strike. Clearly, all passed with flying colors.



*Walking the picket line at Sikorsky is a family affair.*



*"The Chief" on the line joining the fight for a new contract.*



*Secretary-Treasurer Rocco Calo and several other members of the Executive Board join the picket for justice.*

## UPDATE FROM FLORIDA

### Run For The Whole Family!



The Gumbo-Limbo Pavillion provided the site for what turned out to be a day of great food, great music and lots of fun for the whole family. The 2002 West Palm Beach Family Picnic was a hit!

Elected Business agent Carlos Clavarino and Business Agent Bob Duncan joined Assistant Business Agent Cliff Carrier and the West Palm Beach membership on September 21st for a day of union camaraderie. "The membership down here really takes the idea of brotherhood seriously" said Clavarino, "which makes for a great time at a function like this".

The kids enjoyed several activities, such as sack races and egg toss, while the adults were entertained by live music from the band Dalton. However, food was by all means the focus of the day. "This was some of the best food I've ever tasted" said Duncan, who was finding time to sample it all while recording the event on film.

Thanks to the folks who made this great day possible, the entire West Palm Beach membership. We are proud of and grateful for your brotherhood.

### Information Still Needed

Information for the Florida page on the website as well as for this column in the newsletter is desperately needed. Please contact Stephen French at Union Hall if you have any information or even an idea as to what you or the other members would like to see.

# Cancer Walk 2002 A Complete Success As Local 1150 Members Raise Over \$6,000

Local 1150 members raised over \$6,000 for the Swim's Sikorsky Walk to Fight Women's Cancer held at Captain's Cove in Bridgeport on September 22, 2002. Local 1150 Recording Secretary Joe Racan and Vice-President of Human Resources for Sikorsky Aircraft, Beth Amato, co-chaired this event. All funds were raised by individual donation and selling the Teamsters Walk Against Cancer buttons.

The event began with the traditional tree planting ceremony by cancer survivors. Then, for the first time, Local 1150's Veterans Affairs Director Sam Ranno and his color guard troop led the march with a dedication service.

Members, Executive Board Officers and Office Staff volunteered in all aspects of the walk. Their duties included: selling pins, delivering chairs and tables, picking up and delivery of food, and staffing the volunteer tents.

The entire Executive Board thanks the following members for their tireless efforts in this worthwhile event:

**STRATFORD PLANT:** Jim Bender, Sandy Bennett, Donna Cairns, Stephanie Dahr, Sharon Evon, Bessie Fisher, Cindy Gilmore, Elaine Grant, Ivan Ingram, Deb Johnson, Fred Nowling, Joe Mezzatesta, John Mizeski, Ed Smith, Dennis Skurjo, Katie Wilson, Lenny Walker.

**SHELTON III:** Gary Bluette, Stephen French, Bob Greenlaw, Sam Ranno

**BRIDGEPORT I:** Lee Dimech, Larry Dimenna, Tom Maloney, Frank Sansone

**WEST HAVEN:** Cheryl Thompson, Mary Poleio

**OFFICE STAFF:** Mary Ann Orrell, Evelyne Spigarolo, Charlotte Orrell

**RETIREE:** John Vena

**EXECUTIVE BOARD:** Rocco Calo, Harvey Jackson, Rick Rollinson, Joe Racan, Dan Tuozzola, Bob Duncan, Mitch Cairns and Business Agent Carlos Clavirino

Our thanks also to the following organizations for their contributions to this collection: New England Teamsters Joint Council 10; Teamsters Locals 145, 191, 493 and 1150; Teamsters National Black Caucus (TNBC); the Local 1150 Retirees Club; Old Corner; Aflac; D&D Liquors; and The Windsor Republican Committee (Louise Hernandez).

If there are any members we have overlooked, please let us know so we may thank you add you to our Community Services Committee. Contact Joe or Mitch, or Deb at 6-3516.



*Teamsters Local 1150 members participated in the 2002 Sikorsky Walk to Fight Women's Cancer. Thanks to a strong union team effort, ocal 1150 members raised raise over \$6,000 for the fight against this deadly disease.*

## Dinner Celebrates School-to-Career Program



*Secretary Treasurer Rocco Calo and School to Career Co-coordinators Jim Coverson and Joe Grabinski are presented with a Connecticut Post article on the program.*

Members of Local 1150's Executive Board, along with representatives of Sikorsky Aircraft, welcomed School-to-Career interns Nick Gorske, Ashleigh Siter, Justin Lebel and their parents to a dinner celebrating the success of the first year of the School-to-Career program.

The dinner, held at 500 Blake Street Café in New Haven, featured the awarding of certificates to the program's interns and mentors, as well as recognition of those individuals who make the program possible.

All those present from both the union and the company expressed their pleasure with the program's success and the hope that it will continue in the future.

"It's a win/win situation for everybody," declared Local 1150 Secretary-Treasurer Rocco Calo. "The youth gain invaluable job experience at a young age, the company gets top notch summer help, and we are able to show young people the value of union membership. Given this success, I don't see why we would not continue this in the future."

# Union Assistance Program Update

## What is the ADA?

By Deb Johnson — Union EAP Coordinator

**T**he Americans with Disabilities Act (ADA) is an American federal law that prohibits discrimination against people with disabilities. It is considered an equal opportunity law and guarantees people with disabilities the same opportunities as other people in terms of earning a living, using public accommodations, traveling by bus or train, taking advantage of state and local government programs and services, and communicating by telephone.

The folks who are basically covered by the ADA are:

- Those who have a physical or mental impairment that seriously limits at least one major life activity (such as walking, seeing, hearing, speaking, breathing, learning, working, doing manual tasks, caring for oneself).
- Those who have a record of such impairment (such as a person who has been treated for a mental illness).
- Those who are regarded as having such impairment even though this person does not, in fact, have a limitation. For example, if you are perceived as having impairment although none exists, being denied an opportunity because of this perception allows you protection under the ADA.



The ADA covers all employment practices, the most common being: hiring and firing, raises and promotions, job training, and insurance and other benefits. An employer cannot discriminate against you if you have the experience, education and training to do the job and may need a reasonable accommodation(s). This accommodation may require changes in the job or work environment that will help the person do the job. It may include:

- Modifying equipment needed to do the job;
- Adjusting the employee's work schedule (to allow time off for medical appointments);
- Providing readers for people with vision impairments;
- Providing interpreters for the hearing impaired;
- Modifying examinations, training materials or policies.

If the accommodation would create significant difficulty or expense as determined by ADA guidelines, the employer may be waived from making the accommodation. The employer is

not required to hire someone who poses a significant risk to the health and safety of other employees. The employer must prove, however, that there is a significant risk based on medical evidence.

**The ADA Ensures Equal Opportunity To People With Disabilities. It Does Not Require An Employer To Favor People With Disabilities.**

The ADA requires that public accommodations must be handicapped accessible. Places that serve food and drink, offer lodging, provide entertainment, areas of public gathering, recreation or exercise, education and social services are some examples.

If the establishment already exists, it must remove existing barriers and redesign access ways. If this isn't possible, either because of undue expense or architecture, the law provides for alternative ways of providing goods and services, such as delivery services. But newly-constructed buildings must be accessible. Some public places may need to provide large printed materials for visually impaired folks, or interpreters or closed-caption decoders for the hearing impaired. Most rail systems have remodeled their stations and cars to provide access. However, main stations have until 2020 to comply and intercity stations have until July 26, 2010 to comply.

Under the ADA, Automobile Insurance companies cannot deny insurance or impose different requirements based on the disability alone, if the disability does not increase risks.

All state and local government programs and services must be accessible to people with disabilities including telephone relay services for the hearing impaired.

The ADA does cover people who formerly used illegal drugs. It does not cover people who currently use illegal drugs.

Private clubs and religious organizations are exempt from the law, but may choose to make a building accessible.

The ADA also makes it illegal to discriminate against someone who has a relationship with a person with a disability. Example: Being refused for employment because your spouse or child is disabled and the employer fears a rise in health-care costs.

To learn more about the ADA, check out the Local 1150 web site for links to the most commonly accessed agencies.

## 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

# Local 1150 Connecticut Members' Christmas Party



Local 1150's Connecticut Christmas party is planned for Saturday, December 21st at the Fireside Inn in Newtown.

Members will enjoy a night of celebration from 7:00 p.m. until midnight.

This includes a DJ, open bar all night, hot and cold hors d'oeuvres, and dinner (choice of stuffed chicken, fish or steak).

Tickets are \$20 per person and are now available at the Union Hall.

## 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 \_\_\_\_\_

## 2003-2004 James R. Hoffa Scholarship Applications Are Now Being Accepted

The James R. Hoffa Memorial Scholarship Fund is now accepting applications for the 2003-2004 scholarship awards. A total of 75 scholarships are available to high school students who graduate during the 2002-2003 academic year and who are the son, daughter or grandchild of a Teamster member.



**James R. Hoffa**

The Scholarship Fund has established guidelines to help students decide whether or not they should apply:

- ✓ Applicants should be ranked in the top 15% of their class, should have excellent SAT scores and should demonstrate a financial need.
- ✓ In order for the student to be eligible the Teamster parent must have been a member in good standing during the 12 consecutive months preceding the application deadline.
- ✓ Additionally, the parent must not have been a Teamster officer or employee during this period.

The 75 individual James R. Hoffa Memorial Scholarship awards are divided up as follows:

- 25 scholarships are \$10,000 awards disbursed at a rate of \$2,500 per year.
- The remaining fifty awards are in the amount of \$1,000 and are one-time grants disbursed to the college or university at the beginning of the student's freshman year.

Applications are available at Local 1150's Union Hall and from the Scholarship Fund. Members may download an application from the Teamster website [www.teamster.org](http://www.teamster.org).

Completed applications should be forwarded to Union Hall, and then Local 1150 will forward to the Scholarship Fund (the Scholarship Fund will not accept applications directly). **Applications must be received by the Scholarship Fund by March 28, 2003 so if you will be applying make sure that Local 1150 receives your application well before.**

A brochure outlining the complete guidelines and rules is available at Union Hall or at the IBT Internet website.



# SMILE

You're on  
Corporate Camera

remember, you could be  
watched by means of video  
surveillance at any time

# First Major Protections for Patient Privacy

**B**ack in 1996, Congress recognized the need for national patient privacy standards and, as a part of the Health Insurance Portability and Accountability Act of 1996 (HIPAA), set a deadline to enact such provisions.

The final regulation on the patient privacy rule (part of HIPAA titled Standards for Privacy of Individually Identifiable Health Information), which takes affect April 14, 2003, will ensure strong privacy protections without interfering with Americans' access to quality health care. This privacy rule is part of a set of standards required under HIPAA's "administrative simplification" provisions.

The federal privacy regulation empowers patients by guaranteeing them access to their medical records, giving them more control over how their protected health information is used and disclosed, and providing a clear avenue of recourse if their medical privacy is compromised. The rule will protect medical records and other personal health information maintained by certain health care providers, hospitals, health plans, health insurers and health care clearinghouses.

Under the privacy rule:

- Patients generally will be able to access their personal medical records, request copies and request changes to correct any errors. In addition, patients generally could request an accounting of non-routine uses and disclosures of their health information.
- Patients must give specific authorization before entities covered by this regulation could use or disclose protected information in most non-routine circumstances-such as releasing information to an employer or for use in marketing activities. Doctors, health plans and other covered entities would be required to follow the rule's standards for the use and disclosure of personal health information.
- Covered entities generally will need to provide patients with written notice one time of their privacy practices and patient's privacy rights. The notice will contain information that could be useful to patients choosing a health plan, doctor, or provider. Patients would generally be asked to sign or other wise acknowledge receipt of the privacy notice from direct treatment providers.
- Pharmacies, health plans and other covered entities must first obtain and individual's specific authorization before sending them marketing materials. At the same time, the rule permits doctors and other covered entities to communicate freely with patients about treatment options and other health-related information, including disease-management programs
- Specifically, improvements to the final rule strengthen the marketing language to make clear that covered entities cannot use business associate agreements to circumvent the rule's marketing prohibition. The improvement explicitly prohibits pharmacies or other covered entities from selling personal medical information to a business that wants to market its products for services under a business associate agreement.

The information provided in this article is a brief overview and was obtained through the U.S. Department of Health and Human Services (HHS). Log on to [www.hhs.gov/news](http://www.hhs.gov/news) for the complete text and other valuable information. Accessing the Department of Labor at <http://www.oalj.dol.gov> will give you access to the United States DOL Office of Administrative Law Judges Internet Law Library where you will find extensive information on HIPAA and other laws.



## Local 1150 Spotlight



## Outstanding Member Anthony C. McClendon

**T**eamsters Local 1150 and *Team 1150 News* are proud to salute Anthony C. McClendon as this month's Outstanding Member.

Tony is a 21-year employee of Sikorsky Aircraft working as an Assembler/Balancer in the Drive Shaft Fabrication department in the Stratford plant. He has been a member of the Teamsters since 1990.



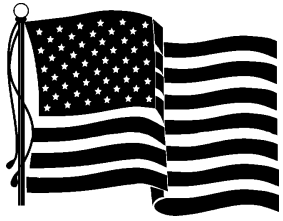
Through his membership in Living Word Ministries in West Haven, Connecticut, Tony has become involved in many activities with the youth in his community. He is a youth basketball coach, a leader in the Pioneer Club (a Christian based scouting organization), and was a volunteer clown for Symphony on Ice.

Brother McClendon's community involvement does not stop there. His involvement in city beautification projects, which included the planting of flowers on the West Haven green and the nature walk in Painters Park, show the boundless dedication and love he has for the community.

Member Anthony C. McClendon is truly a credit to our brotherhood and we are proud to call him our Local 1150 Outstanding Member.



Here's wishing you and your family the happiness of New Years in 2003.



# Veterans' Corner

## Department of Veterans Affairs Launches VONAPP

The Department of Veterans Affairs has launched a new website for veterans and some active service members to apply for VA compensation, pension, education, and vocational rehabilitation benefits.

The site, called VONAPP (Veterans On Line Applications), consists of a collection of interactive benefits application forms designed for use by people who are applying for benefits for the first time. The advantages of VONAPP are simple. Not only does it offer quicker processing of your application by taking the mail delivery out of the equation, but it assists you in filling out what are sometimes confusing and lengthy forms. The site is equipped with help topics on each form, which you can access if you don't understand a question. This can save time and money, as it will eliminate the need to call a help line to answer your questions.

VONAPP should not be used if you have an active, pending application already in the VA system. The site can, however, be used to reapply for a benefit for which a previous application was denied and there is no pending appeal. Likewise, you should not use the site to apply for an increase to a current benefit. The website can be accessed through a link on the Department of Veterans Affairs website at <http://www.va.gov/index.htm> or directly at <http://vabenefits.vba.va.gov/vonapp/main.asp>.

If you are unsure weather or not you should use VONAPP for your benefits application you should contact the VA at 1-800-827-1000. You can also send your questions via email to your local VA regional office through the following web page: <http://www.vba.va.gov/benefits/address.htm>.



# Local Hosts Labor Education Classes

Local 1150 Executive Board is constantly looking for new ways to serve the membership. Once again, Secretary Treasurer Rocco Calo has led the charge, this time by leading a group of 29 members into the classroom.

On Tuesday nights the Local 1150 Union Hall is transformed into a satellite classroom for the University of Connecticut's School of Labor Education. Rocco, the rest of the Executive Board, and a group of members made up mostly of Stewards, are enrolled in a course on Contemporary Labor Issues. The class, taught by James Howell, is a 16-week program that covers, through examination of history and current events, the issues facing the labor movement.

Mr. Howell is a part time instructor for the UCONN School of Labor as well as being a Police Officer for the city of New Haven. Howell has been a member of the Executive Board of his local union for the past 10 years, which gives him the experience as well as the passion to teach the subject.

Those enrolled in the course will receive three credits upon completion. The University of Connecticut has expressed interest in continuing to hold classes at the Union Hall each semester. If you are interested in taking a class in Labor Studies, watch your union bulletin board and Local 1150's website for further information on upcoming classes.

## UPCOMING MEETINGS

### Connecticut Stewards

- December 8<sup>th</sup>  
12:00 noon
- January 8<sup>th</sup>  
1:00 p.m. and 4:00 p.m.
- February 12<sup>th</sup>  
1:00 p.m. and 4:00 p.m.

### Connecticut Members

- December 18<sup>th</sup>  
1:00 p.m. and 4:00 p.m.
- January 15<sup>th</sup>  
1:00 p.m. and 4:00 p.m.
- February 19<sup>th</sup>  
1:00 p.m. and 4:00 p.m.

### Alabama Stewards

- December 16<sup>th</sup> @ 4:00 p.m.
- January 20<sup>th</sup> @ 4:00 p.m.
- February 17<sup>th</sup> @ 4:00 p.m.

### Alabama Members

- December 17<sup>th</sup> @ 4:00 p.m.
- January 21<sup>st</sup> @ 4:00 p.m.
- February 18<sup>th</sup> @ 4:00 p.m.

### Florida Stewards

- December 18<sup>th</sup> @ 4:00 p.m.
- January 15<sup>th</sup> @ 4:00 p.m.
- February 19<sup>th</sup> @ 4:00 p.m.

### Florida Members

- December 19<sup>th</sup>  
1:00 p.m. and 4:00 p.m.
- January 16<sup>th</sup>  
1:00 p.m. and 4:00 p.m.
- February 20<sup>th</sup>  
1:00 p.m. and 4:00 p.m.

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



## A LOOK AT LABOR HISTORY

# The Haymarket Riot

American labor history is filled with stories of violence and injustice. The struggles of our predecessors to overcome these obstacles are evident when we recount the events of the infamous **Haymarket Riot**.

In 1884 the Federation of Organized Trades and Labor Unions (later, the American Federation of Labor) convened to plan one of the greatest labor struggles in history. At the time the standard work day for tradesmen was 10 to 12 hours, even as much as 16 hours for some and the Federation was prepared to fight for reform. The plan called for a two-year fight to obtain a standard eight-hour workday and would end with a May 1, 1886 deadline, when all workers nationwide who were not on an eight-hour schedule would strike.

Some employers gave in, largely due to the massive public speaking campaign that the union organizers launched. However, many more did not. On May 1, 1886, just as planned, demonstrations and protests took place all over the country. Chicago saw the largest of these demonstrations as an estimated 80,000 workers gathered in the streets. Prominent city businessmen panicked and called for the police to crack down on the participants for fear of an all-out worker revolution.

Police took hold of the city, breaking up any and all gatherings of strikers or their supporters. Eventually, these clashes became violent and some strikers were injured and killed at a protest at the McCormick Reaper plant. A mass meeting was called and hastily planned for in the city's Haymarket to protest the police action.

As the meeting came to an end an estimated 200 police showed up, demanding that the participants disperse and the meeting end. An unnamed protester threw a bomb at police, killing one officer. Panic and confusion ensued as police fired shots into the crowd, killing at least four strikers and several of their own officers.

Eight men who were present at the riot were arrested and prosecuted in a kangaroo trial. None of the eight were accused of throwing the bomb, but were held responsible because their criticism of American industry and politics was said to have perpetuated the act. None were allowed to speak in their own defense.

On November 11, 1887, four of the convicted men were hanged and one subsequently committed suicide in prison. It was not until seven years later that then Governor John Peter Altgeld pardoned those who were still in prison.

The five men who died (the Haymarket Five) paid with their lives for their courage to voice opposition to the working conditions of the day. The fruits of their sacrifices were not seen until 48 years later when the Fair Labor Standards Act of 1935, which included the standard eight-hour day, was passed and signed into law by President Franklin Roosevelt.



**The Haymarket Five, the men who were sentenced to die in the kangaroo trials after the riot.**



**(ABOVE) A drawing depicting the bloody exchange between workers and Chicago police during the 1886 Haymarket Riot.**

## IBT Turns 100 in 2003

The IBT was born in 1903 when two rival unions, the Team Drivers International Union and the Teamsters National Union of America, merged their strengths to improve working conditions for team drivers and warehousemen. The advent of industrialized America meant that team drivers faced long hours and grueling work. By banding together the two unions were able to achieve better pay and working conditions.

The newly-formed organization met for the first national meeting in Niagara Falls, New York in August, 1903. On October 3, 1903, the new International Union opened its doors for business, headquartered at 147 East Market Street, Indianapolis, Indiana.

Responding to a wider diversification of membership and growth, in 1909 the IBT changed its name to the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers. That name would change in 1940 when "warehousemen" was substituted for "stablemen." At the 1991 IBT Convention, the Union's name was shortened to the International Brotherhood of Teamsters, the name it holds today.

As America changed, so did the Teamsters. Motor driven vehicles began to replace the horse, and this new mode of transportation created new problems and new needs. It was during these early years that the Teamsters earned a reputation for being a dynamic and courageous union that would fight for its members. Membership rolls grew rapidly, as workers recognized the advantages of being members of the Teamsters.

The 1920s and 1930s were periods of transition and growth. Ever expanding and strengthening its base, the IBT affiliated with the Canadian Trades and Labor Congress, and with the National Building Trades Department of the American Federation of Labor.


In 1952, the headquarters was moved from Indianapolis to Washington, D.C. This gave the Teamsters greater visibility and strength in the heart of America's government.

In 1963 the IBT's DRIVE fund was organized to give Teamsters greater political influence. During this same time, hundreds of freight contracts were consolidated and the National Master Freight Agreement was born.


**Today, thanks to positive thinking and a strong vision, the Teamsters Union is the most diversified union in America.**



# Season's Greetings



**Teamsters Local 1150's Executive Board  
Officers wish all members and families a  
Merry Christmas and a Happy New Year!**



International Brotherhood  
of Teamsters Local 1150

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