

**TEAMSTERS****1150 News**

www.teamsters1150.org

Official Publication of International Brotherhood of Teamsters Local 1150

**"Working Families Need A Fighter Like John Kerry"****Teamsters Union Proudly Endorses Senator John Kerry For President**

**E**ager to remain a leading voice in bringing positive changes to the White House this election year, the International Brotherhood of Teamsters recently joined with 18 other unions affiliated with the national Alliance for Economic Justice (AEJ) in endorsing Democratic Massachusetts Senator John Kerry for President in 2004.

"American Working families need a fighter like John Kerry in the White House," IBT President Jim Hoffa said in making the announcement. "With President Kerry, we will develop a pro-worker agenda and defeat President Bush's assault on America's jobs and America's working families."

**Teamsters Rally Behind John Kerry for President**

The IBT's endorsement of John Kerry comes on the heels of Democrat Richard Gephardt withdrawal from the 2004 race. Gephardt, endorsed by the Teamsters earlier this year, dropped out after his disappointing fourth place finish in the Iowa caucuses. The union then polled its membership about the remaining candidates. As a result of that poll, the IBT's General Executive Board followed the membership's advice and unanimously voted to endorse Kerry.

In citing the Teamster endorsement of



**Senator John Kerry stands in front of the aircraft carrier USS Yorktown, emphasizing his credentials as a decorated Vietnam war hero. Teamsters support John Kerry because he has a proven record of fighting for working men and women.**

Kerry, President Hoffa said there were several important factors which helped the union make this decision:

- John Kerry has a 90 percent voting record on Teamsters' issues;
- Kerry was the first Senator to sign on to the Employee Free Choice Act;

- Kerry will put labor protections into future U.S. trade agreements;
- Kerry will put all future trade agreements under a 120-day review by a blue ribbon commission;
- Kerry has a plan to improve the U.S. health care system.

Continued on page 4

# UNION PERSPECTIVES

— BY SECRETARY-TREASURER ROCCO CALO —

## The Medicare Mess Is A Crisis Facing All Working Families

**A**s we look ahead to the future, and the negotiation of another contract, I have tried to make clear to all of you the struggles that we will likely face concerning medical costs. This is a national crisis that is of great importance to working families and retired and disabled Americans alike.

Most retirees and people with disabilities rely on the Medicare system to provide medical insurance coverage. It is becoming increasingly apparent that our government's most recent attempts to fix Medicare fall far short of being the benevolent initiative that the authors claim.

### Is This First Step Toward Dismantling Medicare?

Under the new Medicare Prescription Drug Plan, passed by the Senate and signed into law by President Bush on December 8, 2003, millions of current Medicare beneficiaries could lose benefits or incur higher costs. Senator Ted Kennedy (D-MA) called it "the first step towards a total dismantling of Medicare."

What most people don't understand is that Medicare is not free health care. The cost of your coverage under Medicare depends on what plan you choose (yes, you do have choices under the plan), whether or not you have additional coverage through an employer or retirement plan, and how often you visit a doctor or hospital. Most everyone pays for Medicare, and the new overhauled plan will increase that cost for millions.

The new Medicare plan does nothing to control the cost of prescription drugs, nor does it add drug coverage to basic Medicare benefits. Rather, it encourages HMO's and private insurance carriers to offer prescription drug benefits to Medicare recipients, thereby

bringing into question who would actually qualify for coverage and what would be covered. The only certain benefactors of the new plan are the private insurance companies, HMO's and big pharmaceutical companies, who stand to see tens of billions of dollars in increased revenues. In addition, employers who currently extend drug coverage and other medical benefits as part of a typical retirement plan will be encouraged to discontinue that coverage.

This privatization of Medicare causes far too much uncertainty. In addition to handing over key decisions to the HMO's and private insurers, the plan relinquishes the government's right to negotiate costs directly with the drug companies and prohibits using international sources, which can provide as much as a 50% reduction in cost.

HMO's are not new to Medicare. Under the Medicare+Choice program (it's managed care option) HMO's have provided weak and uncertain coverage to millions of seniors for many years. Between 1998 and 2001 HMO participation in the Medicare+Choice program dropped almost 50% from 346



**Rocco Calo**  
Secretary-Treasurer

HMO's to 178, leaving more than 2 million seniors without the coverage that they signed up for. During the period between 1999 and 2001 the out-of-pocket expenses for Medicare recipients enrolled with HMO's rose by 43% for those in good health, 53% for those in fair health and 62% for those in poor health. This scenario will certainly repeat itself if the new plan proves to be unprofitable for HMO's.

The new prescription drug plan is set to be fully in place in 2006. Until then participants will be able to purchase a discount card for \$30, which will provide them with a 10 to 25 percent discount off of retail drug prices. The down side of this is that participants will have to choose from a list of government approved companies who's list of drugs and prices will vary greatly.

In 2006, everyone covered by Medicare will be required to choose to either

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## Teamsters Local 1150



### EXECUTIVE BOARD OFFICERS

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# Teamsters Continue Supporting VH-92 Proposal In The Name of Job Growth

Ever since September of 1957, when President Dwight D. Eisenhower boarded a Sikorsky UH-34 for the first ever Presidential flight, Sikorsky Aircraft has served the Commander in Chief as the exclusive manufacturer of Marine One helicopters. This is a tradition that we, as Teamsters, are proud of and one that we strive to continue.

As the current squadron of VH-3D aircraft continues to fly, the focus is now on replacing the aging fleet. In mid-January the VH-3D's that have transported every president since Gerald Ford, reached the milestone of 100,000 flight hours. The current fleet entered service in 1976 and has been joined by the VH-60N, a derivative of the Blackhawk, which has added 40,000 hours of service itself. All told, Sikorsky helicopters have flown and estimated 250,000 hours in service to the president. The government made its intentions official on December 18, 2003 when it issued a Request for Proposal for replacements.

## Fighting For Good-Paying Teamster Jobs

The quest to retain the presidential transport contract has been vehemently supported by Teamsters Local 1150 as well as the IBT and General President Hoffa. Hoffa has visited members of government on behalf of this effort, and has written letters to President Bush urging him to choose the Sikorsky helicopter. Why? The simple answer is JOBS.

Currently, the VH program provides approximately 300 jobs for Teamsters. However, it is the prestige that the program brings and its value as a sales tool that is most important in terms of translating into job growth. The success of the VH-92 will be the largest factor in establishing the S-92 as the next generation of Sikorsky helicopters, thus providing job security for Teamster members for the years to come.

In early January Sikorsky president Steve Finger announced the formation of an all-American VH-92 team to compete for the presidential helicopter. The team's main competition is an international consortium that will offer an aircraft designed and developed in Europe. The formation of the all-American team means that the proposed aircraft will be 100% manufactured in the United States.

Members of the team include: Sikorsky Aircraft (Connecticut), Flight Safety International (New York), L-3 Communications Integrated Systems (Texas), Northrop Grumman (Illinois and California), Rockwell Collins (Iowa), Vought Aircraft Industries (Texas) and General Electric Aircraft Engines (Massachusetts).

"The success of the VH contract bid is vital to the continued prosperity of Sikorsky Aircraft and thus the maintenance and growth of a solid workforce," Secretary-Treasurer Rocco Calo said. "We will stand behind any effort that means long-term job security for the membership."

The VH-92 team submitted its final proposal to the government on February 2<sup>nd</sup>. The proposal, drafted by around 200 employees, includes thousands of pages of text and over 1,500 charts and graphs. A decision is expected from the Department of the Navy in late spring or early summer.



**Teamsters Local 1150, joined by IBT President Jim Hoffa, are lobbying the government to select the Sikorsky VH-92 helicopter when it updates its fleet of Presidential helicopters.**

## 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 below, 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 \_\_\_\_\_

## NALC National Food Drive Planned for May 8<sup>th</sup>

The National Association of Letter Carriers annual National Food Drive is the largest single volunteer event in America and will hold its 12th event on Saturday, May 8, 2004.

To date the NALC Food Drive has collected over one-half of a billion pounds of food to help the hungry, 61.7 million pounds of it during last year's one-day drive.

Everyday hungry Americans are forced to make the difficult choice of paying bills or buying food. Supporting the NALC National Food Drive is one way to help ease the pain. The summer months are especially difficult on families with hungry children, because this is the time when school meal programs are suspended.

The Food Drive works in partnership with the AFL-CIO, the United States Postal Service, the United Way of America and America's Second Harvest. Please support this event by leaving bags of non-perishable food items next to your mailbox on Saturday, May 8, 2004.

Together we can beat hunger in America.

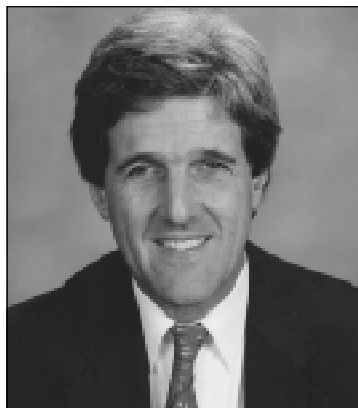


## Teamsters Endorse Senator John Kerry for President

*Continued from page 1*

Local 1150 Secretary-Treasurer Rocco Calo reiterated his call for membership involvement in political action. He stressed that given the significance of the 2004 presidential election, it is vital that all rank-and-file members get involved, make sure they are registered to vote, and educate themselves on the issues, and where each candidate stands on issues important to Teamster families.

"As members of the labor movement, we must do our part to ensure the election of a President who is a friend of labor," Calo said. "Working families will play a pivotal role in this year's election. Universal health care and controlling skyrocketing medical costs, reforming or repealing of harmful free trade agreements, protecting workers' rights to bargain collectively, maintaining good-paying jobs and quality pensions, and stabilizing job security in this country are all issues that will greatly impact our future. These are the issues we need to keep in mind when going to the polls to cast our votes on election day, November 2, 2004."



Teamsters Support Senator John Kerry

## Scholarship Application Deadlines Draw Near

If you have a son or daughter who is a senior in high school and plans to attend college, be sure to apply for all Teamster scholarships today!

Scholarships are available from Teamsters Local 1150, Joint Council 10 and the International Brotherhood of Teamsters. However, deadlines are near and you need to act immediately. The deadlines for returning applications are as follows:

Local 1150 — March 31, 2004

Joint Council 10 — April 9, 2004

IBT Hoffa Scholarship (see below) — March 31, 2004

Applications for all scholarships are available at Union Hall and you can download applications for IBT and Local 1150 scholarships online at [www.teamster.org](http://www.teamster.org) and [www.teamsters1150.org](http://www.teamsters1150.org).

## James R. Hoffa Memorial Scholarship Helps Expand Educational Opportunities

Applications for the James R. Hoffa Memorial Scholarship Fund Award, for use in the 2004 - 2005 Academic Year, are now available. The Application Deadline is March 31, 2004.

Applications should be turned in to the Local by March 19, 2003 to allow time for membership verification, the signature of the Secretary-Treasurer and to be forwarded to the Scholarship Fund.



James R. Hoffa

The Scholarship Fund awards scholarships annually to outstanding high school seniors. Due to the great number of applicants and because the program is extremely competitive, all applicants must comply with the following eligibility and application criteria. Each applicant must:

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

For full eligibility details and to download an application form go to [www.teamsters1150.org](http://www.teamsters1150.org) and click on the link under the news section. You can also go directly to the IBT website at [www.teamsters.org](http://www.teamsters.org) and click on the link for James R. Hoffa Scholarship.

# Teamster Privilege Offers Consumer Benefits To Members

Local 1150 members are advised that the International Union has introduced the Teamster Privilege program, a consumer benefits program designed to offer consumer benefits and services to members and their families at work and at home. Most any member in good standing, whether active or retired, can enjoy Teamster Privilege benefits, often at rates below those that are available to the general public.

Some of the benefits and services provided by the Teamster Privilege program are:

**Insurance** - offering accident insurance, Term-Life insurance, Team-to-100 insurance (for retirees and their spouses) and Hospital insurance.

**Health Discounts** - offering a Medicare supplement program, a discount prescription drug program and dental and vision care discount programs.

**Mortgage and Real Estate** - offering mortgage counseling, mortgage loans, first time buyer programs, Real estate agent referral, mortgage payment assistance program for workers who are unemployed due to layoff, disability or union-sanctioned strike.

**Everyday Savings** - offering discounts on credit reports and scores, discounts on Dell and IBM computers and accessories, union made checks and address labels, discounted interstate moving services and discounts on hotels, rental cars and flowers.

**Legal Service** - offering free and discounted legal services through more than 1,900 law offices nationwide.

**Credit Card** - offering a skip payment option for members who are unemployed due to a union sanctioned strike or anti-union lock out.

**Loan Program** - offering consolidation loans, home equity loans and personal loans.

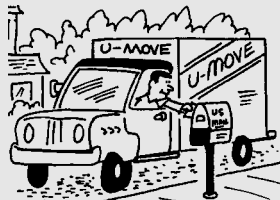
**Education Services** - offering student scholarships, student loans, education planning, entrance test preparation and financial aid counseling.

**Vacation Tours** - a full service travel agency offering worldwide tour itineraries, travel consultation and member savings.

For more detailed information go to [www.teamster.org](http://www.teamster.org) and click on the Teamster Privilege Program.

## Are You Moving?

If so, contact Local 1150 right away with your new address. This way, we can keep sending you the **Teamster 1150 News** and other important local union information.





## Local 1150 Spotlight



# Outstanding Member Sandy Bennett

Teamsters Local 1150 and **1150 News** proudly salute **Sandy Bennett** as this issue's Outstanding Member.

Sandy is one of Local 1150's outstanding volunteers. For over 26 years, Sandy has been and continues to be involved in community services activities. These volunteer activities include but are not limited to: Connecticut Food Bank, Mail Handlers Union Food Drive, 1150's Emergency Food Fund, Local Red Cross, Fairfield United Way, People with Aides, 9-11 emergency food/clothing distribution, Neighborhood Advocacy, Thanksgiving Food Drive, Christmas Toy Drive, Walk against Women's Cancers and Veterans Outreach.



**Sandy Bennett**

Sandy is an active member of 1150's Community Services Committee, Scholarship Committee and the Women's Committee. She is involved in, and supports, many human rights organizations including the International Teamsters Women's Caucus, The Teamsters National Black Caucus, The Teamsters Hispanic Caucus, Joint Council 10 Women's Coalition and the Coalition of Labor Union Women. She has past service on the Executive Board for 1150 and was a long time Steward in composite blades.

She is truly a model for all union volunteers and thus, our outstanding member.



# Politics Is A Grassroots Game

**T**he off-year elections of 2002 revealed a continuing trend that is of concern to working families and needs to be dealt with in a realistic manner. Corporations outspent working families making contributions through their unions by a 12-to-1 margin. The \$709 million to \$62 million disparity clearly illustrates the need for working people to become creative with their politics.

It is impossible to imagine being able to contend with, never mind outspend, big business. The drug companies alone contributed more than \$18 million directly to candidates in 2002 and spent another \$16 million on television issue ads, that amounts to 55% of labor's total contributions from just one industry. And remember, this was an off-year election. In the 2000 presidential election, business outspent labor by a 17-to 1 margin.

## Grassroots Campaigns Empower Workers

How do we overcome these apparently insurmountable odds? With good old grassroots activism. Being an activist has been given a bad name over the years, but it doesn't have to mean throwing yourself in front of a bulldozer or handcuffing yourself to a tree to make a grand statement. It simply means caring about something enough to take real action. The question you have to ask yourself is; do I care enough about maintaining my standard of living and preserving my rights to do something about it? If the answer is yes, then let's get started.

Beginning in the 1996 election year, the AFL-CIO began to use voluntary contributions to fund voter registration and education programs around the country rather than contribute these dollars directly to candidates. The result was that by election year 2000, almost 5% of union households registered new voters. These voters added to the rolls translated into an increase in union represented households at the polls from 19 percent of the vote in 1992 to 26 percent in 2000. During that 2000 election year, more than eight million phone calls were made from union member to union member to talk

about the issues that are important to working families.

It is not difficult to be motivated by the issues in this year's presidential election. The attacks on overtime pay that continue, the stripping of the collective bargaining rights of nearly 800,000 federal workers, the reversal of job safety laws and the passage of trade agreements that cost our nation as many as three million jobs are all issues that are difficult to ignore. These are issues that perpetuate passionate conversations at worksites and union meetings, and should continue to do so especially in this election year.

If you are not inclined to participate in an organized grassroots political movement, you can still do your part to ensure the election of a labor-friendly President, and win the fight against corporate control of our government. The first thing that needs to be done is register to vote and encourage your friends to do the same. Once you are registered, plan to exercise your right to vote. See this as an obligation more than a right. You have been given a voice...use it!

The key to grass roots success is education. Know the issues and know where to find out about the issues. Educate yourself on all of the issues, focusing on those that are important to you and all working families. There are two websites that are dedicated to educating voters to make informed decisions on Election Day: [1stpolitics.com](http://1stpolitics.com) is a news related website using more than 400 news sources and includes an index of political headlines to search, [Vote-smart.org](http://Vote-smart.org) is a web library with information on over 11,000 elected officials including candidates. The information on this site includes biographies, campaign finances, issue positions and voting records.

This election is possibly the most important for labor and working families that we have seen in our lifetime. Talk to friends and co-workers about the issues and the candidates, become familiar with them, encourage one another to vote and let's win this battle with big business in the trenches. Let's elect a president who will respect the rights of workers and fight for working families...together.



## Stay In Touch With Union News... Get "On-Line" With Local 1150

Information is vital to being a productive member of your local union. Don't rely on secondhand information or rumors. When you want to know what's really going on, the fastest way to stay informed is via the World Wide Web.

Visit [www.teamsters1150.org](http://www.teamsters1150.org) for the latest Teamster news, labor union updates, upcoming meeting information and other special union events. Get up-to-date information on Local 1150's Community Services Committee, the EAP, and everything else you need to know to become an informed member.



# UPCOMING MEETINGS

## Connecticut Stewards

March 10<sup>th</sup>  
1:00 p.m. and 4:00 p.m.

April 14<sup>th</sup>  
1:00 p.m. and 4:00 p.m.

May 12<sup>th</sup>  
1:00 p.m. and 4:00 p.m.

## Connecticut Members

March 17<sup>th</sup>  
1:00 p.m. and 4:00 p.m.

April 21<sup>st</sup>  
1:00 p.m. and 4:00 p.m.

May 19<sup>th</sup>  
1:00 p.m. and 4:00 p.m.

## Alabama Stewards

March 22<sup>nd</sup> @ 4:00 p.m.  
April 26<sup>th</sup> @ 4:00 p.m.  
May 24<sup>th</sup> @ 4:00 p.m.

## Alabama Members

March 23<sup>rd</sup>  
2:00 p.m. and 4:00 p.m.

April 26<sup>th</sup>  
2:00 p.m. and 4:00 p.m.

May 25<sup>th</sup>  
2:00 p.m. and 4:00 p.m.

## Florida Stewards

March 24<sup>th</sup> @ 4:00 p.m.  
April 27<sup>th</sup> @ 4:00 p.m.  
May 26<sup>th</sup> @ 4:00 p.m.

## Florida Members

March 25<sup>th</sup>  
12:30 p.m. and 4:00 p.m.

April 28<sup>th</sup>  
12:30 p.m. and 4:00 p.m.

May 27<sup>th</sup>  
12:30 p.m. and 4:00 p.m.

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



## Local 1150 Connecticut Membership Christmas Party Spreads Cheer

**T**eamsters Local 1150's annual Christmas party was held at a filled to capacity Fireside Inn for the second straight year on December 20, 2003.

Tickets to this year's event sold out in only ten days, as members were anxious to fill the Newtown, CT banquet facility. Members enjoyed a full course dinner, dancing and open bar and the Yule Tide cheer was evident all night.

"This is one event that I look forward to each year", said one member, "to have this many people together to celebrate the holidays, and they're all your friends... you can't beat it."

The executive board wishes to thank all those who helped make this event possible, especially the membership, for whom its appreciation is constant. "All of our strengths are due to the strength of the members", said Rocco Calo, "this is just one way that we try to thank them."

## Secretary-Treasurer's Report

*Continued from page 2*

remain in traditional Medicare thus opting out of any drug coverage, remain in traditional Medicare and buy into a stand-alone drug plan, or enroll in a private health plan that offers drug coverage and Medicare services.

Enrolling in a drug plan is no bargain for everyone. Those enrolling who have an annual income of \$12,123 or more will be required to pay a monthly premium of \$35 and a \$250 deductible. Medicare will then cover 75% of the drug cost between \$251 and \$2,250. There is a gap in the coverage between \$2,251 and \$5,100, which means patients will have to pay all drug costs within that range. When the cost exceeds \$5,100 (the catastrophic limit) Medicare will pay 95%. Patients will be responsible for a co-pay of \$2 for generic drugs and \$5 for brand names.

### Will This Plan Help Or Hurt Medicare?

This "doughnut plan" can devastate many who think that the system is providing them with relief. Under the above plan a Medicare patient can spend as much as 32% of his or her annual income on prescription drug coverage. This is relief? For the HMO's and drug companies maybe, but not for needy seniors. It is projected that 123,000 Connecticut seniors will have drug costs that fall within the doughnut's hole costing them an average of more than \$3,100 out-of-pocket annually.

Because this plan is executed through HMO's and not as a benefit of basic Medicare, the availability of coverage is questionable. In 2001, only 64% of Medicare recipients had access to HMO's, which means that even if they wanted to take part in the drug plan more than one third could not.

The AARP executive council endorsed this plan and many think that the benefits are not good enough but are a good starting point. However, some estimate that as many as 61% of AARP members either oppose the plan or view it as unfavorable. There are no numbers available to indicate the level of satisfaction in the Health Maintenance industry, but you can bet that it is high.

**If you are age 65 or older or are approaching age 65 and have questions about your Medicare coverage, please call union hall. Remember to read all of your Social Security and Medicare literature so as to fully understand your rights and benefits.**

**Do Your  
Part To  
Help Keep  
America  
Strong...**



**Look for the "Made in the USA" Label**

# Drinking & Driving

By Deb Johnson — LAP

Over 40,000 people die in car crashes each year. Of the 40,000, over half involve alcohol. Last year alone, the cost of alcohol related accidents reached over \$114 billion.

Alcohol is a powerful drug, medically classified as a depressant. It is absorbed quickly into the bloodstream because it does not need to be digested, slows thought processes into the brain, numbs brain cells and affects all major organs, and is collected and processed slowly by the liver until it is removed. It is also a toxic drug that can cause:

- Tolerance: a need for more to feel the same effect.
- Dependence: needing regular doses in order to function mentally and physically.
- Withdrawal: mental and physical problems that occur when a person reduces or stops drinking.

Why does Alcohol affect your driving? Because it affects the central nervous system, Alcohol causes:

- Loss of concentration: **Drinking can cause drowsiness decreasing alertness and increasing the chance of a crash.**
- Visual problems: **Double to multiple vision and blurring, reducing side vision makes it hard to judge or see on coming cars.**
- Poor judgment: **Alcohol dulls areas of the brain that enable people to make safe decisions.**
- Slower reaction time: **Drinking slows reflexes and interferes with coordination, reducing critical reaction time.**

Driving while intoxicated is illegal in all 50 states. Most laws are based on blood-alcohol concentration (BAC)-the amount of alcohol in the blood expressed as a percentage, and also a person's driving behavior before being stopped. A BAC equal to or greater than a certain limit (Connecticut, Florida, Alabama, are .08 as are most of the states; see [www.whatsdrivingyou.org](http://www.whatsdrivingyou.org)) is legal evidence that a person is mentally and physically incapable of driving safely, regardless

of driving behavior. The higher your BAC, the more your chance of getting into an accident increase. At a level of .05 %, a person is one-and-a-half times more likely to have an accident. At .10% it increases to 7 times more likely and at .15% you are 25 times more likely to have an accident.

There is no template that fits everyone for measuring the increase of BAC. It depends on your body weight and type, your mood, if you've eaten and the drink itself. 12 oz. Of beer, 5 oz. Table wine and one-and-a-half ounces of 80-proof liquor all have about the same amount of alcohol content. But the amount of alcohol in mixed drinks varies considerably. The below chart gives one a general idea of a BAC, but again



Blood Alcohol Concentration (%) Within 1 Hour\*

	Number of Drinks				
	1	2	3	4	5
100	.04	.09	.15	.20	.25
120	.03	.08	.12	.16	.21
140	.02	.06	.10	.14	.18
160	.02	.05	.09	.12	.15
180	.02	.05	.08	.10	.13
200	.01	.04	.07	.09	.12

\* National Clearinghouse for Alcohol Information

it is dependent on the recipe of the drink and the physical makeup and the psychological mood of the person drinking.

Sobering up takes quite some time. Your BAC drops about .015% per hour if you have no more drinks. For example, if an average 140 pound person had three drinks in one hour, it would take more than three hours for the BAC to dip below .05% and more than six hours before all alcohol was eliminated. If you have more drinks, then you must calculate accordingly. The elimination time period extends itself from the time of the last drink, building on an already established alcohol level in your system. Nothing but time will sober you up. The liver processes the alcohol in your system at the same speed no matter how much coffee you drink, how much fresh air you breathe, or how many cold showers you take.

The best and safest advice is DON'T DRINK! Insist on your right not to drink. Ask for juice, soda or other nonalcoholic drinks. There is no need to apologize. If you choose to drink, take steps to protect yourself and others.

- Set a limit and stick to it.
- Choose a driver who agrees not to drink.
- Drink slowly.
- Eat before or as you drink.
- Know what you are drinking.
- Stop in time.
- Be honest with yourself.
- If a friend has had too much to drink, don't let them drive.
- If you've been drinking, have a sober friend drive you home, take public transportation or stay overnight.

Drinking and driving threatens everyone. Driving while intoxicated is dangerous, illegal and irresponsible. Do your part to prevent injuries and deaths. Be smart; drive sober!

If you find your drinking is beginning to, or has been causing problems in your life, please contact Deb 6-3516 or Harry 6-4489 for a confidential consultation. Help is just a phone call away!

Resources: **National Clearinghouse for Alcohol Information; Channing L. Bete C; MADD; SAMHSA; NIDA**

# Glad You Asked...

By Deb Johnson — LAP

## Q. Who is AdvancePCS?

A. AdvancePCS is our prescription benefit program manager for Cigna. You can access their website by going to 1150's website, [www.teamsters1150.org](http://www.teamsters1150.org), link to Cigna and link to AdvancePCS (prescription drugs).

The website will give you access to the entire formulary list of commonly prescribed drugs. This list will also tell you which co-pay tier your medication falls under as well as other drugs used for the same condition that may be generic and less expensive. You need to consult with your doctor regarding all your prescription needs.

The three-tier co-pay system works as follows:

- **Generic:** lowest 1<sup>st</sup> tier co-pay at \$7 per prescription filled at your local in-network pharmacy or \$7 for a three month supply from AdvancePCS mail order (three for one)
- **Brand-name drug on formulary list** (for which there is no generic substitute): Second tier co-pay at \$15.00 per prescription filled at your local in-network pharmacy or \$30.00 for a three month supply from AdvancePCS mail order (three for two)
- **Brand named drug not on formulary list:** 3<sup>rd</sup> tier co-pay at \$25 per prescription filled at your local in-network pharmacy or \$50 for a three month supply from AdvancePCS mail order (three for two). These drugs usually have a generic substitute.

The HR resource center in your plant should have the mail order forms if you wish to take advantage of the savings offered for your maintenance drugs.

## Plant Your Garden Early

By Deb Johnson — LAP

### PLANT THREE ROWS OF PEAS:

Peas of heart  
Peas of soul  
Peas of mind

### PLANT FOUR ROWS OF SQUASH:

Squash gossip  
Squash indifference  
Squash grumbling  
Squash selfishness

### PLANT FOUR ROWS OF LETTUCE:

Lettuce be faithful  
Lettuce be kind  
Lettuce be happy  
Lettuce really love one another

### NO GARDEN SHOULD BE WITHOUT TURNIPS:

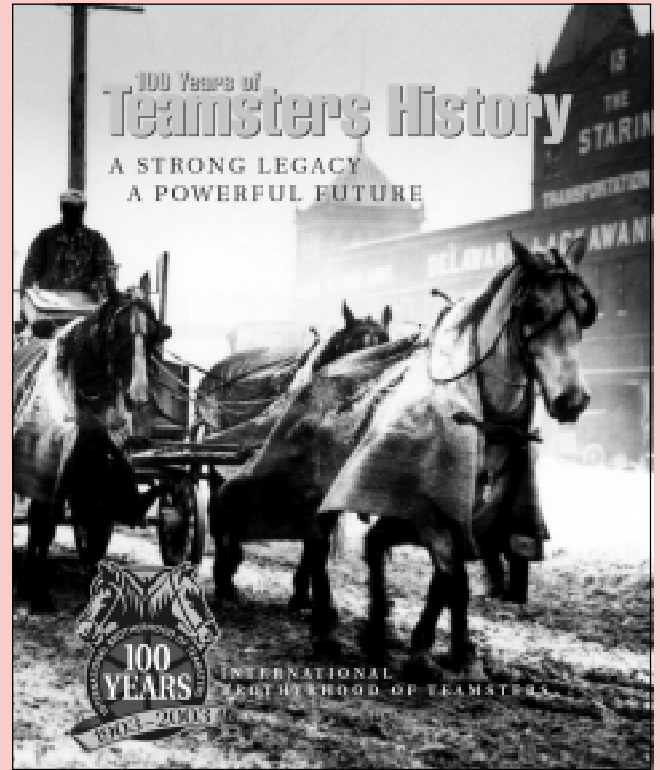
Turnip for service when needed  
Turnip to help one another  
Turnip the music and dance  
  
Water freely with patience and cultivate with love.  
There is much fruit in your garden.  
Because you reap what you sow.

### TO CONCLUDE OUR GARDEN, WE MUST HAVE THYME:

Thyme for fun  
Thyme for rest  
Thyme for ourselves

**Pass it on! Pretty nice garden, don't you think?**

## A TEAMSTER CENTURY



## Teamster History Book Available

Celebrate the Teamsters Union's heritage with a special history book. This 156-page book, entitled "A Strong Legacy; A Powerful Future" details the proud 100-year history of the IBT, using hundreds of historical photos. This book stands as a lasting testament to the strength of American working men and women, and to all that the Teamsters have accomplished during the last century of service.

For more information, or to order one of these books, visit <http://www.teamster.org/centennial.htm>

## Teamsters Local 1150's Labor Assistance Program



**Help Is Just A Phone Call Away!**  
*If you need assistance call:*

**DEB JOHNSON 386-3516 OR 381-9240**

**HARRY TESTANI CONTRACTOR - 386-4489**

# A New Kind Of Poverty

By Anna Quindlen

Winter flits in and out of New York City in the late fall, hitching a ride on the wind that whips the Hudson River. One cold morning not long ago, just as day was breaking, six men began to shift beneath their blankets under a stone arch up a rise from the water. In the shadow of the newest castle-in-the-air skyscraper midwifed by the Baron Trump, they gathered their possessions. An hour later they had vanished, an urban mirage.

There's a new kind of homelessness in the city, and a new kind of hunger, and a new kind of need and humiliation, but it has managed to stay as invisible as those sleepers were by sunup. "What we're seeing are many more working families on the brink of eviction," says Mary Brosnahan, who runs the Coalition for the Homeless. "They fall behind on the rent, and that's it, they're on the street." Adds Julia Erickson, the executive director of City Harvest, which distributes food to soup kitchens and food pantries, "Look at the Rescue Mission on Lafayette Street. They used to feed single men, often substance abusers, homeless. Now you go in and there are bike messengers, clerks, deli workers, dishwashers, people who work on cleaning crews. Soup kitchens have been buying booster seats and highchairs. You never used to see young kids at soup kitchens."

## The Great American Myth About Work

America is a country that now sits atop the precarious latticework of myth. It is the myth that work provides rewards, that working people can support their families. It's a myth that has become so divorced from reality that it might as well begin with the words "Once upon a time." According to the U.S. Department of Agriculture, 1.6 million New Yorkers, or the equivalent of the population of Philadelphia, suffer from "food insecurity," which is a fancy way of saying they don't have enough to eat. Some are the people who come in at night and clean those skyscrapers that glitter along the river. Some pour coffee and take care of the aged parents of the people who live in those buildings. The American Dream for the well-to-do grows from the bowed backs of the working poor, who too often have to choose between groceries and rent.

Even if you've never been to the Rescue Mission, all the evidence for this is in a damning new book called "The Betrayal of Work" by Beth Shulman, a book that should be required reading for every presidential candidate and member of Congress. According to Shulman, even in the go-go '90s one out of every four American workers made less than \$8.70 an hour, an income equal to the government's poverty level for a family of four. Many, if not most, of these workers have no health care, sick pay or retirement provisions.

We salve our consciences, Shulman writes, by describing these people as "low skilled," as though they're not important or intelligent enough to deserve more. But low-skilled workers today are better educated than ever before, and they constitute the linchpin of American industry. When politicians crow that happy days are here again because jobs are

on the rise, it's these jobs they're really talking about. Five of the ten occupations expected to grow big in the next decade are in the lowest-paying job groups. And before we sit back and decide that that's just the way it is, it's instructive to consider the rest of the world. While the bottom ten percent of American workers earn just 37

percent of our median wage, according to Shulman, their counterparts in other industrialized countries earn upwards of 60 percent. And those are countries that provide health care and child care, which cuts the economic pinch considerably.

## The NEW Face of Poverty

In America we console ourselves with the bootstrap myth, that anyone can rise, even those who work two jobs and still have to visit food pantries to feed their families. It is a beloved myth now more than ever, because the working poor have become ever more unsympathetic.

Almost 40 years ago, when Lyndon Johnson declared war on poverty, a family with a car and a Dutch Colonial in the suburbs felt prosperous and, in the face of the president's call to action, magnanimous. Poverty seemed far away, in the shanties of the South or the worst pockets of urban blight. Today that same family may well feel impoverished, overwhelmed by credit-card debt, a second mortgage and the cost of the stuff that has become the backbone of American life. When the middle class feels poor, the poor have little chance for change, or even recognition. Does anyone think twice about the woman who turns down the spread on the hotel bed?

A living wage, affordable health care and housing, the bedrock understanding that it's morally wrong to prosper through the casual exploitation of those who make your prosperity possible. It's a tall order, I suppose. The lucky thing for many Americans is that they don't even have to see or think about it. The office hallways get mopped somehow, the shelves get stocked at the stores. And on Thanksgiving Day, children will be pushed up to the table for a free meal in a church basement or a soup kitchen, with the understanding that that is the point of the holiday—a day of plenty in a life of want.



## A LOOK AT LABOR HISTORY

# The Molly Maguires

**T**he history of the Molly Maguires is a long and controversial one, wrought with accusations of intimidation tactics and even murder. The retelling of their story should not be seen as advocacy of their methods, rather it should illustrate the desperation that laborers felt about the conditions under which they worked in the early days of the American labor movement. It should be made clear that the absolute guilt of the 19 men who were put to death as a result of the Molly Maguire trials has been legitimately questioned and much evidence exists accusing mine owners and their subordinates of committing some of the crimes themselves, blaming the Mollies.

Mostly Irish immigrants and almost exclusively members of the Ancient Order of Hibernians, a secret fraternity in Ireland, these coal miners working in the anthracite coal region of Pennsylvania were dubbed the "Molly Maguires" after an association in Ireland who organized against oppressive landlords, dressed as women to harass their adversaries and had a reputation as murderers. Mine operators used the term "Molly" to describe anyone who was pro-union in an effort to discourage the labor movement.

### Coal Miners Fight For Workplace Safety

The conditions of the mines in which these men worked were inhumane. No safety provisions addressing fires, explosions or cave-ins, and no ventilation in the pits themselves, made for an extreme rate of death and injury. In Schuylkill County alone (the area where the Mollies operated), 566 miners were killed and 1,665 were maimed in a seven-year period.

The workday was long, sometimes as long as 16 hours, and the wage earned for this work was miserable, thus making for extremely poor living conditions. Many mine operators used the "bob-tailed check" method of payment, which consisted of goods from the overpriced company operated store in lieu of money.

In 1868, 20,000 miners struck for the eight-hour workday. But the strike was pitifully unorganized and it failed. This was followed by the organization of the Workingmen's Benevolent Association (WBA). John Siney was the WBA's first president, a conservative man who demanded that the organization be a law abiding body operating without resorting to violence. The union's first strike in 1869 for a minimum wage in the industry did little more than display solidarity. A signed agreement including a sliding wage scale did result, however the pact also included language that prohibited the union from allowing membership to "violent and raucous-causing miners."

Mine operators hired the Pinkerton Detective Agency, a company already notorious as labor spies, to infiltrate the union out of fear that the Mollies would resort to violence in reaction to the harsh conditions at work. James McParlan assumed the alias of James McKenna and successfully gained membership not only in the union, but in the Ancient Order

of Hibernians as well. During his time inside the Mollies' world, McParlan commented on the suffering he had to endure as a mineworker and the horrible conditions of the mines themselves. In 1874, McParlan became a member of the Shenandoah branch of the Molly Maguires.

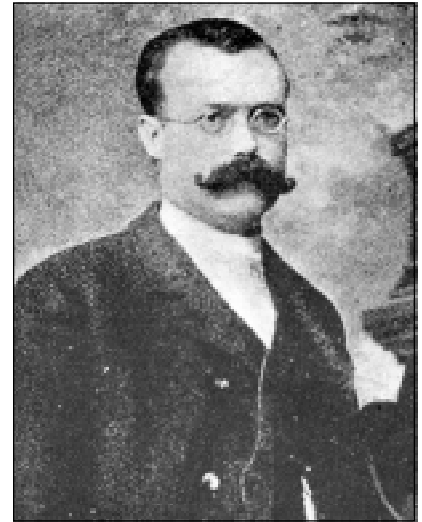
The first significant confrontation between labor and management in the Pennsylvania coal region was known as The Long Strike of 1875. The Anthracite Board of Trade (ABT) was the management consortium representing mine operators. The ABT formed a coal and iron police force known historically as the "Pennsylvania Cossacks", a group reported to have been responsible for many crimes, even murders, that were blamed on the Mollies.

The strike was a failure. The weak union leadership relented easily after corrupt politicians, who had their hands in the back pockets of mine operators, passed legislation making trade unionism a crime, punishable by jail. What resulted was a decline in union membership and a series of wage cuts that crippled the workers. The good that came from the strike was a nationwide labor-based support for the coal miners. The Industrial Congress of the US adopted an official resolution in support of the miners and it resulted in much greater support in future disputes.

Following the strike, the miners returned to their AOH roots for protection and as a means of reorganizing their union. The mine operators launched an all out offensive, using McParlan and other Pinkertons to infiltrate the Mollies, sensing that the miners were close to total defeat. McParlan, who was already an admitted murderer, would not hesitate to commit crimes and charge the miners if he could not find anything on them. The mine owners used the media and clergy to associate the name Molly Maguire with a supposed "reign of terror" and called anyone who sympathized with labor a "Molly."

Using mostly circumstantial evidence and clearly refutable testimony from intimidated mine workers and Pinkerton agents, 19 men were tried, convicted and put to death in 1877 for their involvement with the Molly Maguires. There is no doubt that the Mollies were a tough and even violent group, guilty of much wrongdoing. There is also no doubt that innocent men were put to death by a kangaroo system committed to supporting the greed and oppression of ruthless business owners.

It is unfathomable to think that such atrocities could have been committed in reaction to and for the sustaining of the unashamed mistreatment of workers. May we all learn from the tragedy that is the history of the Molly Maguires.



***Pinkerton spy James McParlan (above) infiltrated and eventually took down the Molly Maguires.***

# OSHA Alliance Nets Immediate Benefits

The historic alliance signed last September between Teamsters Local 1150 and the Occupational Safety and Health Administration (OSHA) has already begun showing positive benefits.

As part of the agreement, OSHA has offered to "provide Local 1150 members with information, guidance, and access to training resources that will help them protect employees' health and safety...." This is coming to fruition as Executive Board members, EH&S Stewards, and some Labor Stewards have completed a training course administered by OSHA. Completion of this course (a five part, ten-hour circuit presented over a three week period) will give attendees an OSHA 10 hour training card in worker safety training in general industry.

The course provided students with introductory information in a varied curriculum: Introduction to OSHA & Walking and Working Surfaces, Means of Egress & Electrical, Haz Com - MDS Training & Flammable and Combustible Liquids, Machine Guarding & Personal Protective Equipment, Blood borne Pathogens & Safety and Health Programs.

There are plans in the near future to expand this training to include the requirements for the OSHA 30 hour card, as well as more in depth training on selected topics.

**OSHA Rep. Leona May (standing) conducts one of the five requisite courses for the OSHA ten-hour card. This program has already begun to show positive benefits.**



## Second Annual Educational Chance Dance Raises Over \$3,000 For Scholarships

Mother Nature relented and stopped dumping snow on us for long enough to make room for the second annual Educational Chance Dance at Local 1150's Union Hall on Saturday, February 7<sup>th</sup>.

More than 100 members, friends and family came out to enjoy a fun night of dinner, dancing and musical entertainment, while also raising money for Local 1150's Scholarship Fund. Over \$3,000 was raised to help fund the continued education of our members' children.

Each year, Local 1150 gives away \$10,000 in scholarships to college-bound high school



***Dancing the night away during Local 1150's second annual Educational Chance Dance.***

seniors whose parents are members of Local 1150. The Executive Board, the Scholarship Fund Committee, and the entire membership are extremely happy that we are able to offer this support, and events like the Educational Chance Dance are the primary reason we are able to continue this very worthwhile program.

"Serving the membership is what a local union is all about", said Secretary-Treasurer Rocco Calo. "The scholarship fund is one of the largest member benefits our local union extends to the membership, and it is something that we intend to continue for the foreseeable future."

Special thanks to all those who organized, planned and attended this year's dance. Your generosity helps us keep our union goals of educational advancement for Teamster families alive and strong.

## International Brotherhood of Teamsters Local 1150

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