



## WHAT'S AHEAD?

### Zembo Shrine Circus

March 11-15, 2020

Check website for  
more information



### DRIVE Dinner-Dance March 28, 2020



### Worker's Memorial Day April 28, 2020



### PA Primary Election Day April 28, 2020

Make your  
vote count!



## Pleasant Acres Nursing Home Employees: Welcome Back to the Teamsters!

In 2018 York County sold Pleasant Acres Nursing and Rehabilitation Center to Premier Healthcare. With the sale and transfer of the facility taking place during the term of the current collective bargaining agreement, Local 776 Pleasant Acres Business Agent Dave Vrona negotiated a severance package with the County for the affected members totaling \$1.4 million dollars.

When Premier took over the facility on October 3, 2018 employment was offered to everyone who was interested. Many



members opted for their York County retirement, some decided to seek employment elsewhere, with the majority continuing their employment at Pleasant Acres.

Negotiations began with Premier in October 2018 and after several sessions a new collective bargaining agreement was reached in September of 2019, covering what had become two distinct groups: Premier Pleasant Acres Operating LLC, and Lucent Group. Pleasant Acres Operating LLC covers members consisting of all full time and part time Certified Nursing Assistants (CNA's), Licensed Practical Nurses (LPN's) Unit Clerks, Central Supply, Maintenance Assistants, Therapeutic Recreation Aids, Hospitality Aids, Receptionist as well as all Recognized Casual Employees. Lucent Group covers members working in laundry, dietary, and housekeeping.

During negotiations the employer agreed to honor all members' seniority earned with York County, and also honor the established pay rates negotiated with the County. Along with classification percentage raises, a one time ratification signing bonus of \$500 for full-time employees, and \$250 for part-time employees was negotiated. In voting that took place on October 1, 2019 the tentative agreement was approved by more than 90% of the membership that participated in the vote. The new agreement runs from October 1, 2019 through September 30, 2023.



It's thumbs up for a new Pleasant Acres Contract!



## A Message From Local Union 776 President Ed Thompson



"I'm proud  
to say that  
there is a  
different  
atmosphere  
around the  
Local that can  
be seen and  
heard."

Happy New Year! I hope everyone had a happy, joyous, and safe Holiday Season. Here at Local 776 it was a busy time of the year beginning with our Children's Christmas Party, sharing extra gifts from the party with others, and helping others in need during the holiday season with our Christmas for Kids community services project. Details on these activities can be found in the newsletter and also on the Local's website at [www.teamsterslocal776.org](http://www.teamsterslocal776.org).

I would like to take this time, at the start of another new year, to share with you the state of our Local Union. Looking back 2019 was a very busy year for contract negotiations. National contracts were negotiated and ratified for UPS, UPS Freight, YRC and New Penn. A large portion of our members work under these agreements and throughout the process the Local Union had Business Agents involved at the national level of negotiations insuring that our members concerns were addressed. Additionally The Local Unions "white paper" contracts with Hershey Medical Center and Pleasant Acres Nursing Home were successfully negotiated and ratified. Both of these contracts cover over 1600 of our members and were successfully negotiated locally by their Business Agent Dave Vrona, supported by the respective bargaining committees. Strength is in numbers, and our numbers continue to grow. Due to the tireless efforts of organizer Mark Cicak we have added new members to our fold covering workers employed in job classifications from law enforcement to line clearing tree trimmers. Our financial resources, managed by Secretary-Treasurer Ron Hicks and the Local Union Executive Board, again grew last year due to their diligent work and prudent allocation of our resources while maintaining our service to the membership, grounds, buildings, vehicles, and people. 2019 saw our total assets grow by approximately 12% over 2018. Again in 2019 our family picnic was held at Knoebels Amusement Park, but something was different in 2019; the weather gods cooperated! Providing us with a sunny, mild day; with just enough of a breeze to make it comfortable. Over 5,000 members, spouses, kids, grandkids, and retirees had registered for the picnic, making it one of the Local's largest member events! When natural disaster struck the country the Local Union was again called on to transport needed supplies to our fellow Americans in need. The Local's truck could be seen heading up and down the highway carrying out our mission of "People Helping People" As 2019 came to a close the Local is larger, stronger, and more united; ready to meet the challenges of 2020 head on with full force and determination.

Looking ahead to 2020 twenty three white paper contracts will be negotiated for our members with the same drive and determination as was exhibited in 2019. We will continue to fight for our members rights in the workplace and provide valuable training as well as social activities for the members.

The Local has recently undertaken the task of digitally cataloging all grievances. A dedicated computer is being used for this task; as grievances are received at the Local Union they are being entered into a database that can then be sorted by employer, member, date filed, article number, etc. Additionally past grievances are being digitally scanned and entered into the database to provide a history of past grievances that is quickly accessible to the Business Agents.

Through desire, determination, dedication, and hard work the Local Union is again looked upon with respect by other

Locals and the IBT. Our Business Agents again hold positions on important Area and International Committees that directly affect our membership. Your Leadership Team is focused on one goal: providing the membership with the best possible representation we can deliver day in and day out.

In this last paragraph I mentioned respect with regard to the Local's interaction with other Locals and the IBT. What is respect, how do we garner it and use it positively? Oxford defines respect as: a feeling of deep admiration for someone or something elicited by their abilities, qualities, or achievements.

The Officers and Business Agents demonstrate their *abilities* daily in the course of their job. It is their ability to handle difficult situations and arrive at a fair and equitable resolution for the members that leads to respect being garnered. The *qualities* they demonstrate daily as leaders of this Local Union; always above board and with the members' best interests in mind leads to respect being garnered. And lastly it is their *achievements* they obtain by their hard work, be it getting a discharged member back on the job, resolving a seniority issue, or negotiating an excellent contract agreement, that garner respect from their peers at other Locals and the IBT. It is with all of the above traits, their drive and determination exhibited daily, that again earned the Local Union the respect it once held and has again justly earned. One example of this is UPS Business Agent Dave Licht. Dave is currently wearing so many different hats that I'll have to get him a hat rack for his office! Along with his appointment as Union Co-Chair of the Central PA Grievance Committee and Negotiating Committee Dave also sits on the National Grievance Committee, the Article 26 Competition Committee, and the Article 43 Premium Services Committee. These appointments didn't just happen, Dave was observed by IBT officials locally at Central Pa hearings as well as national hearings and they liked what they saw. It was through Dave's hard work and determination that he was offered these appointments. The same can be said about Business Agent Spencer Dearth and the UPS Freight Negotiating Committee position he holds as well as Secretary-Treasurer Ron Hicks and his position on the ABF National Negotiating committee.

I'm proud to say that there is an atmosphere around the Local that can be seen and heard. The Local continues to grow Teamster Power and also Teamster Pride! Members can be seen wearing Local 776 T-Shirts, hats, caps, and jackets around town, proudly displaying their membership in the Teamsters. Teamster Pride can be heard by talking to the members, and also listening how they speak to each other; noticing the pride they display talking about their Local Union. With all of the above happening at our Local Union I've never been more inclined to say: I'm Proud to be a Local 776 Teamster! Best wishes for a Happy, Safe, and Prosperous New Year!

Fraternally,

Ed Thompson, Teamsters Local 776 President



## Local 776 Retiree News: Members Combine for 75 Years of Service!

Terry Freed started working at the former York Industries as a machine operator in January of 1979. Time passed, York Industries became York Precision Machining and Hydraulics, and forty plus years later Terry retired on July 18, 2019 as a journeyman machinist. Prior to this job Terry had worked at other companies in the area but once he became a Teamster at York Industries he knew he found a home. Terry and his wife Linda, who have been married for twenty-six years, have three boys, grand kids, and one great grandchild to keep them



Retiree Terry Freed (left) receives congratulations and a Teamster Watch from Local 776 BA John Taylor

Linda have a Condo at Daytona Florida where they like to spend time relaxing. Commenting on his long career Terry states he just "amazed at how fast time went by!"

Congratulations Terry, hope you have forty years of retirement to make up for the forty years you worked earning it!

busy in retirement. Terry is a golfer, and even though he's retired he says he still doesn't get out on the course enough! He enjoys working around the house, keeping up on that "honey do" list that he never seems to reach the bottom of. He and

Steve Heidlebaugh retired from Springettsbury Township in September 2019 after thirty five years of employment.



Local 776 BA Bill Olmeda congratulates Terry on his service and presents him with his Teamster Watch

Prior to starting his tenure at the Township, Steve worked for Wherley Equipment and at a family business. Time went by and in that time Steve saw Springettsbury Township grow with the addition of more housing, more commercial space, and more recreational areas, all which need the services of the Township.

Steve and his wife Nanette have been married for forty-five years; they have 3 children and four grand-children. Now that he's retired they have time to do some traveling, starting with working their way up the east coast to Maine.

Steve plans on enjoying their lives together in retirement, and to devote more time to his hobbies of antique cars, trucks, and military vehicles. Steve enjoyed his time at Springettsbury Township saying that he had a great bunch of guys to work with over the years. Congratulations Steve, enjoy that well earned retirement!



LOCAL 776 BA Bill Olmeda (Right) joins with Terry's coworkers at the Township for a luncheon held in honor of his retirement

## Executive Board appointment

On September 8, 2019, Local 776 announced the resignation of Lindsay Depew as a Trustee of the Local 776 Executive Board. The Local would like to thank Lindsay for his service to the Local Union and wishes him great success in his organizing position with the IBT to help make our Union stronger.

Pursuant to the IBT Constitution the Local Union Executive Board appointed Dipan Patel to fill the vacant Trustee Position on the board. Dipan has been employed by UPS Freight for eight years as a road driver and has been a Local 776 Union Steward for the past two years.





## Holiday Happenings: A Special Time of the Year!

What better way to celebrate the Holidays than by sharing. We share with our Brothers and Sisters in the labor community. We lend a hand to aid other's charitable works. We bring assistance to many in the communities where we live and work who are less fortunate so they and their kids do not go without. As a service organization, the Local realizes and tries to fulfill its responsibility to our members in the workplace as well as a responsibility to the members of our community throughout the year.



**Local 776 Children's Christmas Party:** The Local's Party for Members and Retirees Kids and Grandkids brings out smiles



**Monthly Membership Meeting Dinner:** At the conclusion of the December membership meeting the members in attendance were treated to a Christmas Dinner



**Holiday Helping Hand:** The Local Union helped Dauphin County Human Services move to the Farm Show for their Annual Holiday Celebration for needy families.



**York Christmas For Kids Party:** The Local's Community Services Project helps some of the neediest families in the York Area have a brighter Christmas.



Marine Corps Toys for Tots



**Christmas Gift Donations:** At the conclusion of the Holiday Parties the Local had remaining gifts that were donated to: Access York, HMC Children's Hospital, Marine Corps Toys for Tots, Shriners Hospital, and York County K9 Assoc. Christmas for Kids



## Teamsters Local 776

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## ELECTED OFFICERS

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Dave Vrona

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## Local 776 Golf Tournament Bragging Rights on the Line!

Some of Local 776's finest teed it up on Sunday August 4, 2019 for some friendly competition at Eagle Crossing Golf Course in Carlisle. After a stormy Saturday the golfers were treated to a warm sunny day with a gentle breeze. There was plenty of competition on the course as members vied



50/50 winner Ralph Santo receives his prize from Local 776 Vice President Dave Pogue

for first place in their respective flights, close to the pin competition, and longest drive. While the scores were tallied the members enjoyed a steak dinner while they talked about what coulda, shoulda, woulda happened on the course!

As is the custom at Local 776 events a 50/50 drawing was held in support of the 776 Scholarship Fund. This year's winner was Ralph Santo. The 50/50 drawing Consolation Prize of an Eagles Crossing Golf Club Gift Card was won by Chris Fortenbaugh.

To view the winners in the various golf categories and for more photos from the golf tournament please navigate your browser to:

[teamsterslocal776.org/golftournament](http://teamsterslocal776.org/golftournament)

## Local 776 Steward's Banquet



Sean O'Brien addresses the Stewards

Local 776 Union Stewards and their guests were treated to a banquet in their honor in

featured speaker after the dinner. Sean addressed the Stewards on the strength of our



Local 776 Secretary-Treasurer Ron Hicks, Intl. V.P. Sean O'Brien, Local 776 Pres. Ed Thompson (L-R)

appreciation for their commitment and service to the Local Union. IBT International Vice-President and President/Principal Officer of Teamsters Local 25 Sean O'Brien was the



A good crowd of Steward's and guests were on hand

Union and the importance of remaining united in the face of continuing efforts by employers and anti-union politicians to weaken us.

## Republic Services Strike

On Friday, September 13th, 2019 Local 776 Business Agent Spencer Dearth and Trustee Rob Smiley walked the picket line with striking workers from Republic Services in Marshfield MA. The Republic Services workers, members of Teamsters Local 25 in Boston, MA were in day 16 of a strike called when the contract negotiations failed on wages, health care, and retirement benefits. While at the site Spencer and Rob presented the striking workers 25 bags of provisions and supplies for the strike line that were packed by Local 776 staff at the Harrisburg Union

Hall. The bags for the striking members contained basic food stuff including bread, peanut butter and jelly, cereal, cans of soup, and beans.



Local 776 BA Spencer Dearth (Holding a food bag) presents the striking Local 25 members with the donated items and then supported the Local 25 members by walking the line with them.



## Law Enforcement News

### Lower Swatara Township Police

A secret ballot election was held for representation of Lower Swatara Township's full- and part-time police officers by Teamsters Local 776. The Township police officers had been represented by the Lower Swatara Township Police Civic Association. All but one of the eligible employees voted in favor of representation from Local 776, and the Teamsters were certified as the officers' collective bargaining representative.

Lower Swatara Township officials filed an objection to the certification with the Pennsylvania Labor Relations Board,

with The Board rejecting the township's argument. The Township then appealed the decision to the PA. Commonwealth Court. On May 2, 2019 the court upheld the Pennsylvania Labor Relations Board's decision, ending the lengthy standoff and recognizing Local 776 as the officers bargaining representative. As this issue of the Local 776 Review went to press Local 776 was awaiting a date for interest arbitration on the Officers Contract under PA Act 11; the Policemen and Firemen Collective Bargaining Act.

### Steelton Police National Night Out



Steelton Patrol Officer / K9 Handler Scott Schaeffer with K9 Beny and Local 776 BA Eddie Sutton

Steelton Borough Police held a National Night Out event from 6-8 p.m. at the Steel-High Cottage Hill Football Field on Tuesday August 6, 2019. National Night Out is sponsored by the National Association of Town Watch, and is celebrated on the first Tuesday in August. National

Night Out provides a great opportunity to bring police and neighbors together under positive circumstances. Local 776 Business Agent Eddie Sutton and organizer Mark Cicak attended to show support for the Steelton Police Dept. whose Officers and detectives are represented by Local 776.



Local 776 BA Eddie Sutton, Steelton Patrol Officer / K9 Handler Cody Webster with K9 Noro

### Littlestown Borough Police

Recently the Littlestown Borough Police Dept. moved into a new expanded location to better serve the Borough residents. The Police Department, whose officers are represented by Local 776 Business Agent Bill Olmeda, is a full service police department which operates 24 hours a day, seven days a week providing the bor-



Officers Anthony Lupian (Left) and James Spielman, both Local 776 Union Stewards, are now based at the new location in the Borough

ough's citizens with protection using the latest in technology, equipment, and continuing education and training. The Police Department is responsible for patrolling the community, responding to calls from citizens, and investigating and enforcing criminal and traffic laws of the Commonwealth and the Borough of Littlestown.

### West York Borough



Local 776 President Ed Thompson, Officer Bree Wilson, Local 776 BA Bill Olmeda (L-R)

Officer Bree Wilson of the West York Borough Police Dept. takes her job and involvement in the community seriously. Recently on a hot summer day while on patrol in the Borough she saw a community member struggling with her lawn mower to get her grass cut. Recognizing a need and an opportunity to help someone she turned her cruiser around and parked in front of the lady's house.

Bree took over the mowing, telling the resident to sit down in the shade. While she was finishing up word of her act of kindness was already spreading through the community, with one individual offering water and another filming the event to spread positivity through the community. Once posted on social media the video went viral prompting Women's World Magazine to pick up the story. Officer Wilson commented: "My job is to look at the world around me and see where there might be a need or an opportunity to help someone." To view the Women's World Article navigate to this link:

[Teamsterslocal776.org/wilsonarticle](https://www.teamsterslocal776.org/wilsonarticle)



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## IBT Local 776 2020 Membership Meeting Dates

Sunday January 12, 2020	Sunday May 10, 2020*
Sunday February 9, 2020	Sunday June 14, 2020*
Sunday March 8, 2020	Sunday July 12, 2020*
Sunday April 12, 2020*	Sunday August 9, 2020*

*\*Pending Membership Approval*

*Local 776 Membership meetings are held the second Sunday of each month. Meetings are held at the Harrisburg Union Hall unless noted and begin at 10 AM.*

## IBT Steward's Meeting Dates

Saturday January 11, 2020	Saturday May 9, 2020*
Saturday March 7, 2020	

## Teamster Pride

Got Pride? Got Teamster Pride? There's no better way to show Your Teamster Pride than by proudly wearing Teamster Gear! Local 776 has T-Shirts, Baseball Caps, and Beanie Hats customized with the Teamster Logo available for purchase. From the Traditional Horse heads/ Wheel Logo to a custom shirt of a gear jammer skeleton displaying his spine

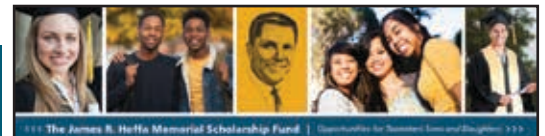


there's one for you. Top it off with a sporty Baseball Cap and/or a Beanie for cold days and you are set to display your Teamster Pride! Teamster Gear is available at both the Harrisburg and York Union Halls during normal business hours.

## Scholarship Information

The application process for the James R. Hoffa Memorial Scholarship Fund has opened for 2020. The deadline for submission is March 2, 2020. The Fund is established solely to provide scholarships to the child or dependent of a member of the International Brotherhood of Teamsters.

Detailed instructions on the Hoffa Scholarship fund as well as additional scholarships provided by Local 776 can be found under the "Member Resources" page on the Local Union website.



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