



## WHAT'S AHEAD?

**PA. General Election Day  
November 6th**

Make your vote count!



**Stewards Training Seminar  
November 10**



**Thanksgiving Day  
November 22**

A time to  
reflect and  
give thanks



**Christmas for Kids Party  
December 1**

A Local 776  
Community  
Services  
Project



**Children's  
Christmas  
Party  
December 8**

Member's  
Children and  
Grandchildren  
invited!



## Christmas For Kids Local 776 Community Services Project

As the holiday season approaches Local 776 is again helping to insure a brighter Christmas for kids in the York area. Again this year the Local is collaborating with the York County WIC program (Women, Infants, Children) to provide a "Christmas for Kids" party. This project helps some of the most needy families in the York County area have a brighter Christmas for their kids.

This community services project began in 1992 by Local 430 of York. After the merger of Local 430 with Local 776 the program continued. To date over 3,900 kids have enjoyed a brighter Christmas due to the generosity of the membership.

The process begins with the WIC program handing out papers to the parent/guardian, they then have to call the Local Union and register the children for the party along with what the child would like for Christmas. If it wasn't for the party many of these kids might not have a Christmas. Many ask for a toy or a game but



*Kids, Gifts, smiling faces it must be Christmas*

for some it's asking for new shoes, a warm coat, or a hat and gloves. The desperation of their situation coming through by asking for things we take for granted. The names are put on "ornaments" and hung on a tree at the Union Hall where the members can choose as many kids as they want to help out. Next the members buy the presents and wrap them before bringing them to the Hall. This year the ornaments will be available beginning Monday October 8th. They will also be available at the monthly membership meeting on Sunday October 14th in Harrisburg.

The party will be held on Saturday De-

cember 1st from 11:00 AM until 1:00 PM at the York Union Hall. The day of the party the Hall is decorated for Christmas, Santa arrives with all of the brightly



*This guy has his hands full!*

wrapped gifts spread before him. Each child gets to visit with Santa, talk to him about how they are and receive their gift from him. Next each child receives a "goody bag" filled with holiday treats for them to enjoy. Area employers under contract with Local 776 graciously donated many of the items in the bags. While the kids are waiting their turn to visit with Santa there are drinks, cookies, and other snacks available to make the party complete.

The party committee, chaired by Local 776 executive Board Trustee Rob Smiley, along with Local 776 TITAN operators Mandy Day and Teri Silar work throughout the year to make sure the party is a success.

So how can you help? Many members pick up an ornament and then return with a gift. If you would prefer, monetary donations are graciously accepted, then the Local 776 "elves" will shop for you. Please make any checks payable to Teamsters Local 776 and in the memo area of your check please mark "Christmas for Kids party".

This community service project could not take place without strong support from the members. This holiday season help put a smile on a child's face by making their Christmas a little brighter. Please find it in your hearts to help in any way that you can by supporting this worthy project for these kids.

The Organized Labor Ticket Promotion still has tickets available for Penn State Senior Day on November 24th. All Teamsters, including their families and friends, will be able to purchase discounted tickets to the final home game of the year against Maryland.

Last year, Teamsters and union workers throughout the state purchased over 250 tickets. To purchase your discounted tickets, please visit [www.gopsusports.com/teamsters](http://www.gopsusports.com/teamsters) (all lower case).





## A Message From Local Union 776 President Ed Thompson



Please  
find it in  
your hearts  
to help in  
any way  
that you  
can by  
supporting  
this worthy  
project for  
these kids

As I'm writing this letter to you the days are getting shorter, the nights getting colder, I hope everyone had an enjoyable summer and got the chance to vacation with family and friends.

The last issue of the Local 776 Review contained an article on the growth of Union membership in 2017. I'm happy to report that at Local 776 the same is true. Thanks to tireless and aggressive work by the Local's organizer, Mark Cicak, our Local continues to build Teamster Power. Please see the article on organizing on page 7 of this issue for more details. While the recent Supreme Court Decision in the Janus vs. AFSCME case is a hindrance to organizing the Local Union is committed to meeting the challenge head on; continuing to fight for workers to have a voice in the work place.

As we move into the Holiday Season a Community Services project of the Local Union comes to the forefront. Again this year the Local is collaborating with the York County WIC program (Women, Infants, Children) to provide a "Christmas for Kids" party. This project helps some of the most needy families in the York County area have a brighter Christmas for their kids. Full details on the party can be found on page 1. Please find it in your hearts to help in any way that you can by supporting this worthy project for these kids.

This past year has been busy with ongoing negotiations for three national contracts, UPS, UPS Freight, and ABF. While these negotiations received most of the attention on our website rest assured that no matter the size of your bargaining unit the Local Union quickly addressed any issues that were brought to our attention with the same dedication and commitment you have come to rely on from us.

November 6th is Election Day in Pennsylvania. This election cycle a Governor will be chosen as well as State and Local officials. This year Senator Scott Wagner is challenging Governor Tom Wolf. Make no mistake Wagner has long been a foe of organized labor, repeatedly stating that it is his goal to make Pennsylvania a right to work state. There is no secret that in any state when right to work is implemented, wages drop and benefits drop. At a right to work rally held on the state capitol steps in July of 2017 Governor Wolf stood proud with organized labor and spoke out against the legislation at the rally, denouncing the attack on working Pennsylvanians." There is a concerted effort by many at the national and

state level to damage working men and women's ability to fight for wages they deserve, benefits they have earned, and protections that are fair," Gov. Wolf said. "The constant threat of legislation like right to work, like paycheck protection, is an assault on the market and the economy. Any legislation that makes it harder for employees to organize in turn makes it harder for businesses to provide quality products and services to their customers." This is an important election for working people please let your voice be heard; make your vote count; vote your job, your paycheck, and your conscience.

The Local Union continues to strive for open communication with the members. The Local's website is update frequently with news and events of importance to the members. Additionally the website is being used to send E-mail alerts to the membership, whether to the membership in general or to specific bargaining units as the need arises to disseminate information rapidly. Members continue to register with the website as a Local 776 member to be included in the E-mail alert system. Our website continues to receive increased traffic across the Internet and has been used by workers looking to form a Union at their workplace to contact us. The Local Union regularly mails our newsletter, "The Local 776 Review" to all members to keep them informed on the news, events, and activities at the Local.

Before closing, I would like to issue a thank you to member Rich Stover. When disaster struck North Carolina, the Red Cross called to have supplies rushed to the stricken area, Rich made two trips with the Local's truck to deliver aid to the area.

Negotiating and enforcing your collective bargaining agreement remains at the forefront of what we do, along with everything else we do at the Local Union from training seminars, educational seminars, to fellowship events are geared toward the members. Take a moment to reflect on your life, what you have accomplished for yourself and your family, what being a Teamster means to you, and be proud to be a part of our great Union: The International Brotherhood Of Teamsters!

Fraternally,

Ed Thompson, Teamsters Local 776 President

## A "Hershey Hero"



Recently Local 776 member Bob Krotser was recognized as a "Hershey Hero" by the Hershey Medical Center. The center received the following comment from a Pediatrics Patient Experience Specialist: "I was walking the main hallway when I saw an elderly woman. Her hands were full and she walking slowly. Bob from transportation was wheeling a wheel chair down the main hallway when he approached her and said, 'Hi I'm Bob from transportation can I give you a lift somewhere?'" You could see an instant sense of relief on her face. She was so thankful and hopped right into the chair. He helped her get on and wheeled her to where she had to go. Such an excellent act of kindness, he could have walked right by her as many people did, but chose to help her. It probably made her day, it definitely made mine!

Bob is a sixteen-year member of the Teamsters, having spent eight years working at UPS before moving to Hershey Medical Center. Bob is active in Local 776, serving as a Union Steward and also Sergeant at Arms at Local 776 monthly meetings. Commented Local 776 BA Dave Vrona, Bob is a sixteen-year Teamster who takes the slogan on the side of the Local's tractor trailer "PEOPLE HELPING PEOPLE" to a level that should make us all proud to say we are TEAMSTERS!

## National Contracts Update

**ABF Freight:** On July 25, 2018 the last of the ABF Supplemental agreements was ratified, signaling the ratification of the agreement nationwide. ABF implemented the new agreement beginning Sunday July 29. Increases in wages and benefits were retroactive to the beginning of the new agreement, which runs for five years.

## UPS Freight Class Action Grievance

A recent decision concerning UPS Freight's handling of medically disqualified drivers rate of pay got Local 776 UPSF Business Agent Spencer Dearth thinking out side the box. Dearth and Local 776 BA Ed Sutton, both of who worked for UPSF and are knowledgeable on the issue, worked together on how to apply the decision to the members Local 776 represents. In an attempt to have Local 776 UPSF members made whole for any lost wages Dearth has filed two class action cases against UPSF. Any driver currently working as medically disqualified or has worked as medically disqualified in the past is urged to contact BA Dearth at the Union Hall to be added to the case.



Local 776 BA's Spencer Dearth (left) and Eddie Sutton work on the class action grievance





## THE WEINGARTEN RULE

### *An employee's right to representation*

#### WEINGARTEN RIGHTS

An employee may be represented by the union at an investigatory interview with his or her supervisor when the employee reasonably believes that the interview may lead to a disciplinary action.

#### U.S. Supreme Court ruling:

The rights of employees to the presence of union representatives during investigatory interviews was announced by the U.S. Supreme Court in 1975 in *NLRB v. J. Weingarten, Inc.* Since that case involved a clerk being investigated by the Weingarten Company, these rights have become known as Weingarten Rights.

#### What is an investigatory interview?

Employees have Weingarten rights only during investigatory interviews. An investigatory interview occurs when a supervisor questions an employee to obtain information, which could be used as a basis for discipline or asks an employee to defend his or her conduct. If an employee has a reasonable belief that discipline or other adverse consequences may result from what he or she says, the employee has a right to request union representation.

Investigatory interviews usually relate to subjects such as:

- absenteeism
- sabotage
- drinking
- work performance
- fighting
- damage to state property
- poor attitude
- falsification of records
- violation of safety rules
- lateness
- accidents
- theft
- drugs
- violation of work procedures
- insubordination

#### Weingarten rules:

Under the Supreme Court's Weingarten decision, when an investigatory interview occurs, the following rules apply:

##### RULE 1

The employee **must make a clear request for union representation** before or during the interview. The employee cannot be punished for making this request.

##### RULE 2

After the employee makes the request, the employer must

choose from among three options. The employer must:

Grant the request and delay questioning until the union representative arrives and has a chance to consult privately with the employee; or

Deny the request and end the interview immediately; or

Give the employee a choice of: (1) having the interview without representation or (2) ending the interview.

##### RULE 3

If the supervisor denies the request for union representation and continues to ask questions, he or she commits an unfair labor practice and the employee has the right to refuse to answer. The supervisor cannot discipline the employee for such a refusal.

#### Rights of union representatives

Supervisors often assert that the only role of a Union representative at an investigatory interview is to observe the discussion, i.e., to be a silent witness. The Supreme Court, however, clearly acknowledged a union representative's right to assist and counsel workers during the interview. Decided cases establish the following procedures:

When the union representative arrives, the supervisor must inform the representative of the subject matter of the interview; i.e., the type of conduct for which discipline is being considered (theft, lateness, drugs, etc.).

The union representative must be allowed to take the worker aside for a private pre interview conference before questioning begins.

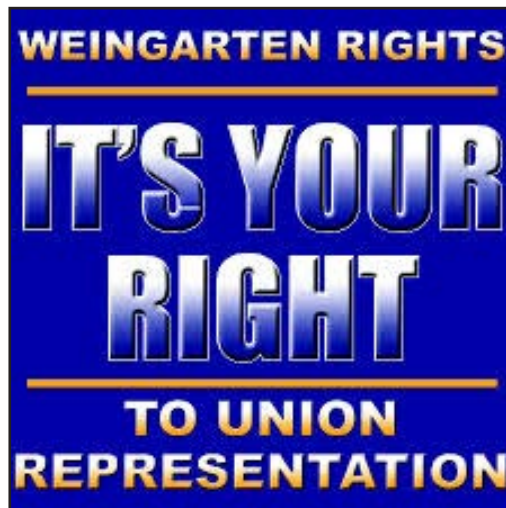
The union representative must be allowed to speak during the interview. The union representative, however, does not have the right to bargain over the purpose of the interview.

The union representative can request that the supervisor clarify a question so the worker can understand what is being asked.

After a question is asked, the union representative can give advice on how to answer.

When the questioning ends, the union representative can provide information to the supervisor.

It must be emphasized that if the Weingarten rights are complied with, union representatives have no right to tell workers not to answer questions or to give false answers.



## Local 776 Golf Tournament The Local's best Tee it up!



776 members prepare for the starting word

Local 776 held their annual members golf tournament on Sunday August 5, 2018. Sunny skies and temperatures as hot as the friendly competition greeted the players as they teed it up for Local 776 bragging rights. When the last put dropped and the scores tallied up the members were treated to a steak dinner as they discussed what shot could a, should a, would a, gone farther, straighter, or in the cup sooner. In addition to door prizes awards were issued in the following categories:

### Championship Flight

**1st Place-** Jim Handley, Mike Baten, Robert Ride and Lynn Whitesel (New Penn)

**2nd Place-** Drew Cielinski, Jason Seidel, Chris Shrawder and Tim Will (UPS)



During dinner; To the victors go the spoils!

**3rd Place-** Dave Nipple, Chris Heistance, James Toms and Ryan Watts (UPS)

### First Flight

**1st Place-** Tim Jumper, Daniel Shughart, Brandon Cerzullo and Tim Hoffman (ABF)

**2nd Place-** Joe Gaiski, Bill Milke, Quinn McLaughlin and Chris Fortenbaugh(ABF)

**3rd Place-** Mike Mizerak and Tom Colburn (YRC)

### Second Flight

**1st Place-** Paul Avery and Kirby Booher (Stroehmann) Ron Mangus (ABF) and Jeff Showers (YRC)

**2nd Place-** David Pond, Ben Houtz, Ron Miller and Gary Johnston (UPS)

**3rd Place-** John Beaston, Doug Goodine, Gary Martin and Dwight Snyder (ABF)

**Closest to the pin #3-** Al Swope (YRC)

**Closest to the pin #7-** Mike Sellers(YRC)

**Closest to the pin #13-** Lars Cline (ABF)

**Closest to the pin #16-** Doug Goodine (ABF)

**Longest drive #18 White Tees-** David Pond (UPS)

**Longest drive#18 Senior Tees-** Dan Strain (ABF Retired)

## Hurricane Florence Disaster Relief

Hurricane Florence pummeled North Carolina with record rainfall amounts, and consequently record flooding in September 2018. Major highways were shut down as the floodwaters surpassed previous record highs levels. Utz Foods of Hanover, PA stepped up, donating two trailer loads of non-perishable products through the Red Cross. The Red Cross



UTZ Foods donated enough product to create two full trailer loads for Rich to transport

again knew who to call for disaster relief transport; they didn't hesitate to contact Local 776. As soon as Local 776 Driver Rich Stover could get the truck fueled he was on his way to the Utz Foods warehouse and then to North Carolina. Rich made two trips to Fayetteville NC to deliver the needed supplies. Like the side of the truck says "People Helping People". Thanks for all your dedication and hard work Rich!



Local 776's driver Rich Stover is ready to roll!



## Teamsters Local 776

2552 Jefferson Street  
Harrisburg, PA 17110

Phone: 717-233-8766

Fax: 717-233-6023

[www.Teamsterslocal776.org](http://www.Teamsterslocal776.org)

## ELECTED OFFICERS

### PRESIDENT

Ed Thompson

[Ethompson776@gmail.com](mailto:Ethompson776@gmail.com)

### SECRETARY-TREASURER/ BUSINESS AGENT

Ron Hicks

[Local776@comcast.net](mailto:Local776@comcast.net)

### VICE-PRESIDENT

Dave Pogue

[David.pogue18@gmail.com](mailto:David.pogue18@gmail.com)

### RECORDING SECRETARY

Dave Wolf

[Dgwolf776@gmail.com](mailto:Dgwolf776@gmail.com)

### TRUSTEE

Lindsay C. Depew, III

[ldepew@teamsterslocal776.org](mailto:ldepew@teamsterslocal776.org)

Patrick Hollingshead  
[phollingshead@teamsterslocal776.org](mailto:phollingshead@teamsterslocal776.org)

Rob Smiley  
[rsmiley@teamsterslocal776.org](mailto:rsmiley@teamsterslocal776.org)

### BUSINESS AGENT

Spencer Dearth

[spencerdearth@gmail.com](mailto:spencerdearth@gmail.com)

George Goodling  
[ggoodling@teamsterslocal776.org](mailto:ggoodling@teamsterslocal776.org)

Dave Licht  
[dlicht@teamsterslocal776.org](mailto:dlicht@teamsterslocal776.org)

Bill Olmeda  
[WAolmeda61@comcast.net](mailto:WAolmeda61@comcast.net)

Eddie Sutton  
[eddiesutton776@hotmail.com](mailto:eddiesutton776@hotmail.com)

John Taylor  
[jtaylor@teamsterslocal776.org](mailto:jtaylor@teamsterslocal776.org)

Tim Turek  
[tturek@teamsterslocal776.org](mailto:tturek@teamsterslocal776.org)

Dave Vrona  
[dvrone@teamsterslocal776.org](mailto:dvrone@teamsterslocal776.org)

## York County News

### Local 776 Business Agents work together to thwart County contract proposals

Local 776 represents the following members who work for York County: Prison Correction Officers, Prison Maintenance, Prison Counselors, Court Appointed Professional, Court Appointed Non-Professional, and Court Related Non-Professional. Two Business Agents, Tim Turek and Dave Wolf, represent these Local 776 members. The above listed agreements expired at the end of 2016, and subsequently were scheduled and heard through the arbitration process.

The County's number one push during the arbitration and executive session process that followed was to change the retirement benefit for new hires from the current 1/50th to 1/80th. This change would have diminished the new hires retirement benefit by 1/3rd. Teamsters Local 776's negotiating committee's and Legal Council would not fold on this proposed change.

Teamsters Local 776 is pleased to announce the County of York was unsuccessful in achieving their goal. Without the strong backing and the assets of Local 776, the County might have prevailed.



Business Agents Tim Turek (L) and Dave Wolf worked together throughout the negotiations for the various York County contracts to make sure they were united against the County.

Fraternally,

Tim Turek  
Business Agent

Dave Wolf  
Business Agent

## TEAMSTERS LOCAL UNION NO. 776 WITHDRAWAL REQUEST CARD

Name: \_\_\_\_\_ Social Security No.: \_\_\_\_\_

Phone number: Home \_\_\_\_\_ Cell \_\_\_\_\_

Last Day of Work: (Date) \_\_\_\_\_

Reason for leaving: \_\_\_\_\_

*Quit, laid off, terminated, etc*

Signature: \_\_\_\_\_

Dues must be paid current to issue a withdrawal card. Add 50¢ for the cost of Withdrawal Card.

Bring or mail to: Teamsters Local Union No. 776

2552 Jefferson Street, Harrisburg, PA 17110 • Phone: 717-233-8766 Fax: 717-233-6023

\*\*\*please be sure to notify us when you return to work\*\*\*

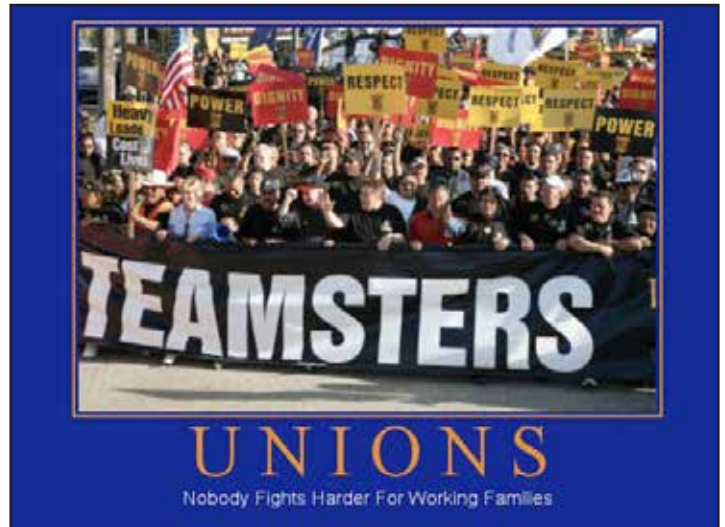


## Organizing Update

Organizing is the lifeblood of our Union. The more you grow, the stronger you become. The more unionized members across industries the more power there is in those industries. All this influence, and power leads to better contracts and a stronger Union to better serve the members. In the war on workers, the best defense is a good offense, and Teamster Organizing is on the offensive! We're winning power for workers across industries. Recent Local 776 organizing victories include municipal workers, police departments, public works, surgical technologists, school bus drivers, warehouse drivers and inventory control workers.



Local 776 has a tireless and aggressive organizer, Mark Cicak. Mark is a second generation Teamster who grew up in a union household and saw first hand the trials and tribulations workers face. He also saw the positive aspects of unions when workers organized for a say in the workplace. Since



assuming the position of Local 776's organizer Mark has been responsible for bringing 364 new members to the Local Union. If you have a friend, a neighbor, or a relative interested in having a say at work have them contact Mark at the Union Hall or they may send an organizing request through the Local's website at [WWW.teamsterslocal776.org](http://WWW.teamsterslocal776.org)

## Youth Development Center Family Night

On August 21, 2018 Local 776 BA's Tim Turek and Eddie Sutton, along with Organizer Mark Cicak were on hand at the York County Youth Development Center to help with the Center's family night. It's a night where the families of kids who are at the Center get together and enjoy carnival games, bouncy houses, and food and drinks. The Center's Gym takes on a carnival atmosphere for the evening. This year Local 776 provided pizza, soda, and water to help make the night a success.



*A carnival atmosphere took over the YDC gym for the evening*



*Local 776's BA's Tim Turek (Left) and Eddie Sutton were on hand helping out*



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## Teamsters Local 776

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## IBT Local 776 2018-2019 Membership Meeting Dates

Sunday, November 11

Sunday, January 13

Sunday, December 9

Sunday, February 10

*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 2018-2019 Meeting Dates

Saturday, November 10

Saturday, March 9

Saturday, January 12

## Teamster Horsemen Teamster Brotherhood for Bikers

Do you have a motorcycle? Do you like to ride and socialize with others that share your passion? If so you should consider joining the Teamster Horsemen. The Horsemen provide help to charitable organizations and are always there to support Teamster causes.

For years members of Teamsters Local 776 along with other Central Pa. Locals had expressed an interest in joining The Teamsters Horsemen but due to the distance to the nearest chapter it would have been impossible to actively participate. In July of 2017 Local 776 took the initiative and Teamster Horsemen Chapter 53W was formed in Central PA.

Commented Chapter 53W President Rob Smiley, "The Teamster Horsemen are a local motorcycle association made up of approximately thirty Teamster members and their spouses/family members. We are a nonprofit group whose main goal is to sponsor and participate in charity events to help raise money for worthy causes. As a nonprofit any money we raise goes directly back to local organizations, individuals or groups who have needs. In the past few months we have participated in several events including Protection

for Paws, which provides safety gear for police canines, Operation God Bless America to support military veterans, and Sacrifice and Service to support homeless veterans and deployed troops. We have also donated money to sponsor a golf tournament for a local girl with SDS.



*A long line forms up for a recent horsemen ride*

This past July, Chapter 53W celebrated their one-year anniversary with a ride and a bar-b-que. All who participated had a good time. We are always looking for new members. You DO NOT have to own a motorcycle to join, just a love for adventure. Monthly meetings are held on the third Sunday of each month at 11:00 AM at the Teamsters Local 776 Union Hall in Harrisburg." Rob can be reached at 717-649-4856 for additional information.



*Proud to be Teamster Horsemen (and women!)*

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