



WHAT'S AHEAD?

**Worker's Memorial
Day**
April 28, 2023



**Local 776 Family
Picnic**
**Knoebels
Amusement
Park**
June, 2023



**Local 776 Golf
Tournament**
August 6, 2023



ties in Action: Building a Better Pennsylvania," where they shared how the unveiling of the Trucking Action Plan by the Biden administration earlier this year led to Local 776 members teaming up with Yellow Freight to form the new training program in Carlisle, PA.

Teamsters General President Sean M. O'Brien said the new training is an example of how the public and private sector can work together to fill a need for more truckers nationwide. In addition, he is confident the effort will not stop in the Keystone State.

"This country badly needs more trucking jobs that pay high wages and big benefits, and we need more Teamster truck drivers out there keeping store shelves full and the supply chain moving," O'Brien said. "The apprenticeship program offered by Local 776 provides

Local 776 Members Talk Training at the White House

Two members of Teamsters Local 776 involved in a new Teamster-affiliated apprenticeship program in Pennsylvania told White House officials that programs like theirs provide quality training for the next generation of drivers to fill good-paying Union jobs.

Yellow Freight drivers Chuck Blake and Austin O'Brien, Jr. participated in "Communi-

a roadmap for other Locals and Companies to follow. The Teamsters are up to the challenge to help expand these educational and economic opportunities."

Local 776 President Ed Thompson said Chuck Blake and Austin O'Brien were selected to attend the White House event because they know the inner workings of the apprenticeship program. Thompson is proud that his Local is at the forefront of this effort for the Teamsters. "Local 776 is located in a prime area for trucking transportation, so the creation of this apprenticeship program is providing a real opportunity for workers to train up for a job that can support a middle-class lifestyle," he said.

O'Brien, the lead shop steward at Yellow Freight in Carlisle, worked with the Company to set up the training facility at his job site. He said while the effort is still new, the initial results are encouraging. "The driving academy in my community has demonstrated a 90-to-95 percent success rate of completion for qualifying commercial drivers," he said. "That

equates to jobs with higher wages and better benefits for those who choose to apply themselves."

Blake, who has worked for Yellow Freight for more than 30 years, is the lead trainer at the new driving academy. He said the trucker training offerings expanded by the Biden administration is a boon for the industry. "The apprenticeship program that came from the administration has helped the industry with driver shortages," Blake said. "With our training, it will help someone have a safe professional career with great pay and benefits and give them the ability to provide for their family."



Local 776 Members Austin O'Brien (L) and Chuck Blake at the White House



A Message From Local Union 776 President Ed Thompson



"We aim
to meet these
employers
head-on,
stead-fast in our
determination
to secure the
best contracts
possible."

Hello, and happy holidays! As the year winds down and we find ourselves amid another holiday season, I hope everyone is enjoying themselves as we all finish our holiday preparations.

As the year draws to a close I would like to reflect on the state of Local 776. This past year there has been much uncertainty in the investment world due to inflation, rising interest rates, and the global influence of the Russian invasion of Ukraine. Due to the prudent investment protocols followed by the Local 776 Executive Board, our resources remain in "safe" investments that are not affected to the same extent as the stock market. Our financial picture remains strong. Our membership continues to grow due to the tireless efforts of our organizer Ashley Cerzullo. Along with Ashley's efforts approximately 750 new members were added to the Local with the opening of a new UPS facility in Middletown. Due to a Business Agent's retirement and the growth of the UPS membership, we added a Business Agent this year. We are ending the year with a strong treasury, and a strong membership. This year we again negotiated approximately 20 "White Paper" Local Agreements in-house, the largest being the Hershey Medical Center agreement. Regardless of the size of the unit, having over 1200 members or just a handful, the same thought and effort went into all of the agreements to provide you with the best contract possible.

On the social side of your Local, we again hosted the family picnic at Knoebels, where a record number of members and their families turned out for a day of food, fellowship, and camaraderie. The Local again held our modified Christmas Party, opting to be proactive regarding safety, and had a Christmas "Drive-thru." Judging by the smiling faces as the kids received their gifts and treats from our "Santas" they didn't seem to mind. With three national contracts due for renewal next year; ABF Freight, T-Force Freight, and UPS, the Local Union again took a proactive approach and held a "Strike Preparation Seminar" to educate the members on the workings of a strike in the event a work stoppage is called. Additionally, we again held CPR/AED training classes so our members have the knowledge and skills to perform these life-saving procedures should the need arise at home, on the job, or in the general public.

Due to the tireless dedication and work of our Business Agents, their efforts were recognized by the IBT with additional appointments to important area committees. Appointments were bestowed upon Secretary-Treasurer Ron Hicks, Business Agents Dave Licht, and John Taylor. There's more information in the newsletter as to their appointments, along with some information on our newest Business Agent, Jason Kraft. No stranger to the

Union environment, Jason is a second-generation Local 776 member. His father, Mike Kraft, was a UPS member. If you see Jason at one of the employers he represents, or around the Union Hall welcome him to Local 776 and make him feel at home! While on the subject of appointments I should mention I was appointed to the position of Eastern Region Freight Coordinator by IBT general President Sean O'Brien. The Freight Division has been revamped to ensure our members receive the best representation possible. The restructured Freight Division has implemented a regional approach to serving the membership. The entire point of restructuring is to hold our leaders accountable so we are more responsive to our members. The new structure will also allow us to refocus our organizing efforts as we gear up to negotiate the strongest contract we've ever seen in this industry.

As 2022 winds down and we close another chapter in Local 776 history we are already looking ahead to 2023. Next year will bring new challenges, and new opportunities, with the result being stronger labor agreements. As I mentioned earlier three National contracts will be negotiated next year. ABF Freight, TForce Freight, and UPS are large corporations; negotiations with them are never easy but with the members' support, we aim to meet these employers head-on, stead-fast in our determination to secure the best contracts possible. Along with the National Agreements, we will again negotiate approximately 20 "White Paper" agreements in-house. The largest employer group is Pleasant Acres Nursing Home in York.

It's been another busy year at Local 776 but the one constant is you, the members are part of a successful, financially sound, and united Local Union. We are 100% committed to providing you with the best possible representation you deserve in the workplace, along with social activities for you and your families to enjoy with each other and your Union Brothers and Sisters.

As we move through the season of caring, the season of sharing please remember those less fortunate than us. If you know of someone hungry, share your meal with them. If you know of someone alone, share your friendship with them. On behalf of the Officers, Business Agents, staff, and myself, I would like to wish everyone a Merry Christmas and a Happy New Year!

Faternally,

Ed Thompson,

President, Teamsters Local 776

Business Agent's Reports



Dave Wolf: Americold Logistics: The Americold agreement expires on January 6, 2023. The Company has been notified of our intent to bargain and have agreed to upcoming dates to start negotiations.

Cumberland County Court Appointed Professional: Cumberland County CAP received their Arbitration Award for a new three (3) year agreement on June 3, 2022. Increases were retro back to January 1, 2021.

Dauphin County Court Appointed Professional: Dauphin County CAP received their Arbitration Award on July 20, 2022. It is a four (4) year Award. Members received an hourly increase for 2022, retro to 1/1/2022. On January 1, 2023, they will receive another hourly increase.

York County Court Appointed Non-Professional: Received their Arbitration Award in February of 2022. All wage increases were retro to January 1, 2021. All employees received a market adjustment increase plus a general wage increase for 2021.

York County Court Related Non-Professional: Received their Arbitration Award in February of 2022. All wage increases were retro to January 2021. For 2021 all employees in the bargaining unit received across the board general wage increases. On 1/1/2022 our members received a market adjustment depending on the classification they were in on 1/1/2022.

ABF/Carlisle: The ABF National Master Freight Agreement expires on June 30, 2023. Contract proposal forms were sent to the ABF members and proposal meetings were held with the members on November 12th & 13th.

ABF/Camp Hill: ABF opened a new "end of line" terminal in Camp Hill, PA in March of 2022. Currently, this operation continues to grow and now has forty-one drivers. ABF National negotiations will begin the last week of January 2023.

Many thanks to all our Stewards and Negotiating Committee team members who have worked hard to serve the members of Teamsters Local 776 during the last few years.



Mark Andreozzi: On October 11, 2022, the Dauphin County Court Related Unit received their much anticipated Interest Arbitration Award. The award included excellent wage increases, a reduction in parking costs, and parity with regard to insurance costs. The Gettysburg Police Department recently negotiated a successor agreement that resulted in the officers being able to memorialize and maintain their shifts and schedules, a matter that was very important in this negotiation. The contract also included good wage increases and enhancements to the healthcare plan. The newly-organized New Cumberland Borough Police Department received their interest arbitration award on 11/1/22. The award included wage increases beyond what was offered in negotiations as well as a mandate to trial a new schedule that will utilize twelve (12) hour shifts, a very important item to the officers in this department. The Union won a grievance arbitration involving Wilsbach beverage on

11/14/22. In this case, the Employer, Wilsbach beverage, disciplined one of our members outside of the contractual disciplinary progression. Local 776 prevailed in this matter and was able to have the member made whole for all of his losses. The Steelton Borough Police Department and Borough as an entity are under new leadership which is causing some growing pains that continue to result in differences of opinion and more grievances than we have ever had in the past. The Borough of Penbrook Police Department continues status quo, with no issues to report this cycle. In closing, I would like to thank all of the Stewards for their continued dedication and assistance in making sure our contracts are being followed. Your service to the Union is greatly appreciated.



Mark Cicak: Over the past year, the respective negotiating committees and I were in negotiations with Piedmont Airlines on the Mechanics and Related Employees and the Stores Clerks contracts along with the Lower Swatara Township Non-Uniformed contract. In May, the non-uniformed members at Lower Swatara ratified their new four (4) contract that included wage increases, license reimbursement and full retro pay back to January 1, 2022. In September, the Piedmont Stores members voted unanimously to approve their new four (4) year contract which includes wages increases, increased premium pay, improved overtime language, and a signing bonus. In October, the members in the Piedmont Mechanics and Related contract ratified their new four (4) year contract. The new Mechanics and Related contract include hourly wage improvements, increases to license premiums, increases to employer 401k base and match and a signing bonus. With 2023 fast

approaching, it will be another busy year. Lockers Portable Toilets, Lower Swatara Police Department, Perry County Court Appointed Professional and Non-Professionals and Perry County Commissioners Residual Unit of Professionals contracts all expire in 2023. We are gearing up for these negotiations in 2023 and look forward to the fight on behalf of our members. I would like to thank all of the Stewards for their hard work day in and day out as well as all the members of our great Local for their hard work and commitment.



Christmas Party "Drive-Thru"

It wasn't like the Parties that were held at the Union Hall but judging from the smiles the kids don't seem to mind!



Local 776 Appointments



Spencer Dearth



John Kraft



John Taylor

Spencer Dearth: Spencer was recently appointed as the T-force Freight Eastern Region Representative by IBT General President Sean O'Brien.

Ronald Hicks: Ron was recently appointed as Chairman for the Central Pennsylvania ABF Freight Supplement. He will be responsible for negotiating the Central Pennsylvania ABF Freight Supplement for the new contract in 2023. He will also be responsible for Chairing the Central Pennsylvania ABF Area Grievance Committee. Ron's appointment was made by International General President Sean O'Brien.

Jason Kraft: With the opening of a new UPS facility in Middletown PA, resulting in approximately an additional 750 members for the Local Union the Local 776 Executive board has appointed Jason Kraft as a Business Agent. Jason is a 21-year Teamster at UPS in Harrisburg, PA. Jason served as a Package Car Shop Steward from 2006-11, and again from 2014-2022. He is a former Business agent at Teamsters Local 776 from 2012-2014. As a Business Agent, Jason Represents Members at UPS Harrisburg Package Car, Preload and Customer Counter, UPS Carlisle Package Car and Preload, UPS EZRPA (Hershey Center) Package Car, Preload and Customer Counter, UPS York, UPS Market Street, and UPS Gettysburg. Additionally Jason represents 776 Members at East Pennsboro Township, Bimbo Bakeries Harrisburg, Bimbo Bakeries York, and Pipeline and Building Trades.

Dave Licht: Dave was recently appointed as chairman of the UPS Central PA grievance committee and also the negotiating committee. Dave, along with Dennis Hower of Local 771 will equally share the duties and responsibilities of the chairman's position for the grievance committee and the negotiating committee and will be responsible for the UPS Central PA supplemental negotiations scheduled to begin in February, 2024. Dave's appointment was made by International General President Sean O'Brien.

John Taylor: John was recently appointed as Chairman of the Yellow Freight Central PA Supplemental Agreement panel. John will be responsible for negotiating the Central Pennsylvania YRCW Freight Supplement for their new contract in 2024. He will also be responsible for Chairing the Central Pennsylvania YRC Freight and New Penn Motor Freight area Grievance Committee. John's appointment was made by International General President Sean O'Brien.



Ronald Hicks



Dave Licht

Don't Mess with Part-timers!

When Local 776 Business Agent Spencer Dearth found out that TForce Freight failed to recall the single part-time dockworker employed at the Harrisburg terminal, he immediately filed a grievance. Infuriated when the Company stated they didn't want part-timers anymore, Business Agent Dearth moved the grievance through the grievance procedure and conducted an audit to determine how much time Grievant Bernard Perry lost. Before presenting the case at the Eastern Region Panel, the Company agreed to pay the 240 hours the Grievant lost and offered him a full-time position with his seniority restored.



Local 776 BA Spencer Dearth (L) presents multiple checks to Local 776 Member Bernard Perry to cover all the hours he lost due to TForce Freight not recalling him to his part-time position.



Gettysburg Police Dept. Discharge

Local 776 Member Michael Carricato, an officer for the Gettysburg Police Dept. was improperly discharged in November 2017. Local 776 President Ed Thompson, who was present at the Carricato discharge hearing, explains: "The Loudermill Hearing was held at the Gettysburg Borough Hall with Gettysburg Borough Manager Charles Gable, former Gettysburg Borough Mayor Ted Streeter, Officer Michael Carricato and myself. "I told Gable immediately they were conducting this hearing improperly and it was going to come back to haunt them," said Thompson. "I have been through many of these hearings, and I knew they were conducting it improperly. I voiced my objections to assure my client's rights were protected." Following the hearing, Local 776 filed a grievance. The grievance was denied by the borough and scheduled for arbitration. The arbitrator sustained the grievance on May 9, 2019, stating the borough did not have just cause to fire Carricato.



Local 776 Business Agent Mark P. Andreozzi presents a check to Brother Michael Carricato in the amount of \$120,000 for his losses.

The arbitrator ordered Carricato reinstated with respect to pay or benefits (minus interim earnings). The arbitrator concluded the borough did not provide a proper hearing for the officer to defend himself, they denied Carricato his right to due process and failed to meet their minimal obligations. The borough did not accept the arbitrator's decision and filed appeal after appeal. Local 776 fought and defeated Gettysburg Borough in arbitration, The Court of Common Pleas (Adams County, Pennsylvania), The Commonwealth Court of Pennsylvania, and the Pennsylvania Labor Relations Board. President Thompson commented, "While we prevailed in this case and Brother Carricato was compensated for his financial loss, what the Borough did

to him is appalling. We will fight in any venue to protect our Members contractual and federally guaranteed rights. Good Luck to Brother Carricato with his future endeavors."

PA Misclassification of Employees Task force

Earlier this year representatives from the Pennsylvania Conference of Teamsters addressed the Pennsylvania Joint

Task Force on Misclassification of Employees. The task force, began in 2021, was charged with assessing the impacts of worker misclassification in the state and coming up with recommendations for the Pennsylvania General Assembly to address the issue.



Local 776 Business Agent Dave Licht addresses the Task Force

The task force presented its initial findings, which correctly identified many of the harms misclassification brings to workers, communities, and businesses. Teamsters Local 776 Business Agent Dave Licht presented before the task force. Dave spoke to new forms of misclassification that the preliminary report did not address, especially at employers like Amazon. "Misclassification robs workers, hollows out communities, erodes tax bases, and punishes employers who do the right thing," said Licht. "By allowing employers to get away with misclassification, lawmakers are creating a race to the bottom." "We hope when the General Assembly receives the final misclassification report, they take swift action to address these abuses," said William Hamilton, President of the Pennsylvania Conference of Teamsters and International Vice President. "Pennsylvania lawmakers will soon have the choice to stand either with workers or with corporations taking advantage of communities and taxpayers."

Local 776 Member Training

Strike Preparation and Picket Line Training Seminar: was held at the Harrisburg Union Hall for Stewards and members employed at ABF, TForce Freight, and UPS on Saturday, October 8, 2022. The purpose of the training seminar was to discuss and prepare the members in the event a strike or work stoppage is called and to ease the stress on our members and their families.

Business Agent Mark Cicak spoke on different types of strikes and ways members can prepare themselves and their families. Trustee Patrick Hollingshead spoke on signs a strike may be called. Business Agent Spencer Dearth spoke on what to expect after the strike has been called, preparations that must be made, and conduct on a picket line.



Instructor Gerry Fretwell has everyone's attention as he conducts the class

Ed Thompson summed it up by commenting: "The training these members received today could make the difference when they are confronted with a life or death situation involving a loved one, a co-worker, or the general public. The Local remains committed to providing our members with the tools and information they need to enhance their lives as well as the people around them."



After the instruction, the members got "hands-on" training under Gerry's watchful eye



Members' attention is focused on the podium

In the end, after all the questions were answered, the well-attended seminar gave the members some insight into preparing for a strike and what to expect after a strike is called. The Union also gained a group of members that can be called on to assist if needed.

CPR and AED Training: Local 776 conducted a life-saving skills training seminar on November 12, 2022. With training provided by One Heartbeat Away, LLC all of the participants were trained and certified in CPR (Cardio Pulmonary Resuscitation), and AED (Automatic External Defibrillator).

At the conclusion, Local President

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IBT Local 776 2023 Membership Meeting Dates

Sunday, January 8, 2023 Sunday, April 2, 2023*
Sunday, February 12, 2023 Sunday, May 7, 2023^*
Sunday, March 12, 2023

^ Meeting scheduled for the York Union Hall

- 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 Local 776 Steward's Meeting Dates

Saturday, January 7, 2023 Saturday, May 6, 2023
Saturday, March 11, 2023

Welcome to the Teamsters!

This past July employees of the Mifflin County Correctional Facility (MCCF) contacted Local 776 Organizer Ashley Cerzullo concerning representation by Local 776. At the time, the employees were represented by an association known as ICOP but were dissatisfied with the representation they were receiving. Once the employees had signed authorization cards requesting Local 776 as their bargaining agent ICOP relinquished the representation rights of their members to Local 776. Upon joint certification by the Labor Board of the change, Mifflin County recognized the Local as the members' new bargaining representative. The new Teamster members number approximately 45 and include correctional officers, sergeants, corporals, and the maintenance dept.

Local 776 Business Agent Shane Weaver then went to work as the new members' Business Agent. No stranger to corrections, Shane currently represents Local 776 members



at Dauphin County Prison, Perry County Prison, and York County Prison. The current MCCF collective bargaining agreement will remain in place until it expires in 2024. The parties agreed to follow the grievance procedure as circumstances dictate until the members ratify a new agreement. Shane is currently working on having Union Steward elections so the members will have Union representation on site.

On behalf of everyone at Local 776 welcome to the Teamsters!

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