



## WHAT'S AHEAD?

Steward's CPR  
Certification  
March 9, 2019



Zembo Shrine Circus  
March 13-17, 2019  
Check Website  
for more  
information



D.R.I.V.E. Dinner/Dance  
April 6, 2019



Local 776 Family Picnic  
June 9, 2019



Local 776 Golf Tournament  
August 4, 2019



## Backpacks for Veterans Local 776 In Support of our Veterans

Last Fall the York-Adams County Central Labor Council AFL-CIO partnered with the United Way of York County to prepare and distribute "Backpacks of Blessings" to benefit area Veterans in need. Local 776 Business Agent Bill Olmeda, Metals USA Union Steward Jason Myers, and members of the United Way of York County's Labor Advisory Committee became involved to help make the project a success. The Local Union donated the backpacks and Jason enlisted the help of the members at Metals USA to donate the funds needed to supply the articles for the backpacks.

Each backpack contained a tarp, a 50 foot length of para-cord, playing cards, hand warmers, foot warmers, 2 pair of winter socks, winter beanie, gloves, wash cloth and hand towel, pen and paper, snack items, slim jims, chewing gum, toothpaste, toothbrush, deodorant, bar soap, shampoo, Advil, razors and shaving cream, and instant coffee. Thanks to the members generosity,



The backpacks were assembled at the United Way prior to being transported to the Veteran's Center. L-R: Lisa Shelly; Metals USA sales dept. and her son Riley, Local 776 Steward "Mac" Miller, Local 776 Retiree Kittie Hake, Local 776 BA Bill Olmeda, Local 776 Steward Jason Myers (kneeling)

once the backpacks were filled there was a box full of items left over that went along with the backpacks to be distributed as needed at the Veterans Center.

On December 10th the backpacks were delivered to Mr. Sandy's Homeless Veterans Center in York. The center provides emergency services for Veterans in conjunction with the Department of Veterans Affairs. Sandy Walker, a Vietnam Veteran whom the center is named for, started the service as a drop in center where Veterans in need could find non-perishable food, canned goods, clothing, coats, and shoes. In addition the center also provides emergency shelter from three to five days and has shower and laundry facilities. "There are approximately 1400 homeless Veterans in York County, many are transients or living temporarily with family members" stated Sandie Walker, daughter of the founder and president of the board of directors who oversees the day to day operations of the center. The center is funded primarily through donations, as the Holidays approached the backpacks were a welcome addition for Veterans in need.



Local 776 BA Bill Olmeda stands among the backpacks as they are delivered to the Veteran's Center



## A Message From Local Union 776 President Ed Thompson



As 2018  
came to a  
close over  
all the Local  
Union is  
larger,  
stronger,  
and more  
secure  
financially,  
ready to  
meet the  
challenges  
of 2019  
head on.

Happy New Year! I hope everyone had a happy and safe Holiday Season. A new year is upon us; a new year with new challenges; when we meet those challenges with determination and full force often-times new opportunities present themselves.

I would like to congratulate Governor Tom Wolf on his re-election this past November and wish him well in his second term as Governor. It is to our advantage to have a friend of Organized Labor in Harrisburg and I hope to continue the open dialog we established with Governor Wolf.

I would like to start the year with a short "State of The Union" message. Due to the tireless work of our organizer, Mark Cicak, the Local Union's membership increased last year. There is strength in numbers and Mark is intent on building those numbers! Our financial resources again grew last year due to the diligent work of Secretary-Treasurer Ron Hicks and our Executive Board. Together, their prudent allocation of funds allowed our resources to grow while maintaining our service to the membership, grounds, buildings, vehicles, and people. 2018 was a trying time for our members employed by the County of York who work at the Pleasant Acres Nursing Home. After numerous public meetings the commissioners voted against the voice of the people who elected them and got out of the nursing home business by selling the facility to a private operator. The Local Union is in the process of negotiating a new agreement with the owners for our members who work at Pleasant Acres. Additionally last year the Local Union was involved in three separate national contract negotiations: ABF Freight, UPS Freight, and UPS. 2018 saw a change in format for our annual family picnic. After much discussion it was decided to broaden the scope of the picnic from a picnic/baseball game to a picnic/amusement park activity. The change was made with the hope the family picnic would appeal to a larger group of the membership. Response to the picnic being held at Knoebels was overwhelming, the number of registrants for the picnic doubled over previous years. Everything was set for a fun-filled day at the park-until the rains came. Despite the bad weather over 3000 members, family, and friends came out to support the picnic and each other. The Local also was active in the communities where our members work and live, helping out when called upon with man power and equipment when needed. When disaster struck the Local responded by providing our tractor-trailer and drivers to move urgently needed supplies to the affected areas of the country. To close out the year were our Holiday activities. From our community services project "Christmas for Kids" to the

Christmas Party for member's kids and grandkids, it's all about the Holiday and the kids. Be sure to look over the holiday photo spread on pages 4-5 of this issue of the newsletter. Our roaming photographer may have caught you or your kids at one of the events. Additional photos from our holiday events can also be found on our website.

As 2018 came to a close over all the Local Union is larger, stronger, and more secure financially, ready to meet the challenges of 2019 head on.

Looking ahead at 2019 another group of national contracts will be negotiated: YRC, Holland, and New Penn. Preliminary meetings took place the end of last year and we will continue this year to negotiate a new national agreement with these respective employers. For approximately eight years, the companies have been operating under a series of MOUs (Memorandum of Understanding) designed to address the YRCW's companies' financial distress in the wake of the recession and to allow it to restructure. Those MOUs expire on March 31, 2019. We want to get these companies back to a normal NMFA-style contract and we made it clear to the companies that we are not interested in concessions in these negotiations. Negotiations will be complex and multiple issues will need to be addressed, particularly when the parties discuss economics. Negotiations are scheduled to resume in early January. A number of Local "White Paper" contracts will also be negotiated this year. Among the "White Paper" contracts to be negotiated will be the Local's largest one; the Hershey Medical Center Contract. We have additional training scheduled for Union Stewards throughout the year. Both new Stewards and "Seasoned Veterans" can benefit from the training provided. Based on feedback we received after last year's family picnic I'm happy to report that the picnic will again be held at Knoebels Amusement Park. Full details will be announced on the Local Union Website and through bulletin board postings.

No matter who you work for or what you do if you are Teamster you are part of our unique "Family" a true Brotherhood of men and women banding together to stand up for fairness and equality in the workplace. May everyone have a Happy, Safe, and Prosperous New Year!

Fraternally,

Ed Thompson, Teamsters Local 776 President



## Teamster Retiree News: Combined 113 Years of Teamster Membership

**JOE DEEGAN** was looking for a secure, long-term job. What could be more secure than delivering your favorite beverages to your local distributor, restaurant, or tavern? It seemed like a recession proof job so in 1978 Joe went to work for Wilsbach Distributors and became a member of Local 776. Joe settled into his job and became a Local 776 Union Steward, a position he has held for the past 27 years. Joe recently retired after 40 years at Wilsbach. He and his wife Linda have some land trips planned to see the country but have also been talking about a cruise to Alaska. Joe also plans to spend more time fly fishing, hunting, doing carpentry work, and relaxing at their self-



Joe Deegan (Left) receives congratulations and a Teamster Watch from Business Agent George Goodling

built log cabin in the mountains. Joe would like to thank the Teamsters for the great pension he earned that will allow him to enjoy retirement.

**KEITH KELLENBERGER** recently retired after 30 years with the Teamsters. Keith started his Teamster membership with Teamsters Local 430, working at the former P.A. and S. Small Company of York. Keith became a member of Local 776 after the merger of Locals 430 and 776 and continued his time with the Union working at the Americold Warehouse in Manchester where he was a Union Steward. Keith and his wife Sandra plan on taking it easy, relaxing, doing some traveling and devoting time to his other love; his love of horses!



Local 776 Recording Secretary-Business Agent Dave Wolf (R) congratulates Keith Kellenberger on his retirement

**JR. (JUNIOR) PICKNEY** retired from UPS after an amazing 43 years. Junior started at UPS working in the Hub. After a stint working in the carwash he drove a package car delivery vehicle for 4-5 years before moving to Feeders, driving the big rigs where he worked until his retirement. Junior enjoyed his time going to work, driving his truck, and being a Teamster, always having a big smile on his face! Looking back on some of his accomplishments Junior became a member of the UPS Circle of Honor for obtaining 25 years of safe driving and was the first African-



Local 776 President Ed Thompson (R) congratulates JR. Pickney on his retirement and extraordinary length of service.

American to obtain the #1 seniority position in UPS Feeders. Junior and his wife Sandy have been married for 42 years; they have 2 children, 8 grandchildren, and 2 great-grandchildren to keep them busy. Junior is active in his church, where he is the church secretary, and community. Junior and Sandy have a large family in South Carolina and are looking forward to visiting them as well as traveling the country seeing the sites. When asked about his working life Junior put on that big smile and added "It was great to be a Teamster!"

Congratulations to all of our retirees may your retirement be as long as the time you spent working earning it!

## Penn State Basketball Tickets

Due to the enthusiastic response to the ticket offers for Penn State football games Penn State is now offering discounted tickets for basketball games for Teamster Members. Get your family and friends together and head to University Park to cheer on the men's and Lady Lions basketball teams. Go to the website below to purchase discounted Teamster Tickets [www.gopsusports.com/teamsterbasketball](http://www.gopsusports.com/teamsterbasketball)



**TEAMSTERS, FAMILY, & FRIENDS  
AT THE  
BRYCE JORDAN CENTER**  
TICKET OFFERS FOR PENN STATE BASKETBALL



**LADY LIONS:**  
VS. MICHIGAN | SUN, FEBRUARY 10  
VS. NEBRASKA | SAT, MARCH 2



**MEN'S BASKETBALL:**  
VS. RUTGERS | SAT, JANUARY 26  
VS. ILLINOIS | SUN, MARCH 10

**BUY NOW**  
OR VISIT: [WWW.GOPSUSPORTS.COM/TEAMSTERBASKETBALL](http://WWW.GOPSUSPORTS.COM/TEAMSTERBASKETBALL)  
FOR MORE INFORMATION, PLEASE CONTACT AUSTIN LOFTS WITH PENN STATE ATHLETICS AT 814-863-6000 OR AUSTIN@PSU.EDU



## 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.



**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.



**Local 776 Children's Christmas Party:** The Local's Party for Members and Retirees Kids and Grandkids is always popular!



**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.



**Christmas Gift Donations:** At the conclusion of the Holiday Parties the Local had some remaining gifts that were donated to the Hershey Medical Center's Children's Hospital and the Union Lutheran Church in York.

Union Lutheran Church York, PA's "Operation Pinch-hitter Holiday" matches last minute donors with at-risk or in crisis families needing a Christmas. The unexpected heroes in the 11th hour? Teamster Local No. 776. Thank you from the bottom of our heart Ed Thompson and the local 776 Executive Board. Your incredibly generous donation of toys and clothes had moms in happy tears this morning. ❤️





## Teamsters Local 776

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## ELECTED OFFICERS

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## National Contract Update

### UPS Freight Negotiations

Last Fall Teamster UPS Freight Members rejected the tentative agreement reached with UPS Freight. Once negotiations resumed UPS issued a LBFO (Last, Best, Final Offer) to the Teamsters negotiating committee that contained additional improvements. Voting results issued by the IBT indicate 77% of the UPS Freight membership who voted approved the new offer and the agreement was implemented.

### UPS Negotiations

Voting conducted last year indicated that the National UPS tentative agreement was rejected by the membership. Per the IBT constitution the required percentage of members voting did not reach the threshold required to reject the National Agreement, forcing the IBT to accept the agreement as ratified. Additionally six Local Supplements, including the Central PA Supplement, were rejected by the membership by the required number of votes to bring the parties back to the table. Negotiations resumed on the supplements, tentative agreements have been

reached in Central PA and Western New York State, while the remaining four supplements continue negotiations.

### YRCW, Holland, New Penn

Preliminary negotiations began late last year on a new national agreement for these companies. Updates will be posted on the Local's website as they become available.

## An Active Local 776 Member

Many retirees attend our membership meetings and events, staying active and up to date on Union Business and seeing old friends. One retiree in particular deserves recognition. Floyd Thompson and his wife Iva are regulars at Local Union events. Floyd doesn't let being confined to a wheelchair slow him down. He's regularly seen at the monthly meetings throughout the year, the Local's family picnics and just



Front: Floyd Thompson, Rear L-R: Local 776 president Ed Thompson (no relation), Floyd's wife Iva, and their son Phill

last month was seen visiting with Santa at the Christmas for Kids party in York, attending the Children's Christmas Party in Harrisburg, and at the December monthly meeting/Christmas dinner with Iva and his son Phill, a second generation Teamster, and his family. As active as Floyd is that chair will soon be in the shop for new tires!

## J.R. Hoffa Scholarships

The James R. Hoffa Memorial Scholarship Fund  
2019 Academic or Vocational Training Program Scholarships

EDUCATION is the Foundation of the Future

File Your Application TODAY for an Academic or Vocational Scholarship  
Deadline: March 31, 2019 | [www.jrhmf.org](http://www.jrhmf.org)

Additional scholarship information can be found on the Local 776 website under "Member Resources/Teamsters Scholarships"



## Americold Contract Update

Recently Local 776 members employed by Americold ratified a new five-year collective bargaining agreement. The negotiation process was long and difficult; the Union proposals took a hard line on management rights, grievance procedures, hours of work, overtime, wages, vacation, holidays, and sick leave.

The Employer's proposal was to institute a Company mandated PTO policy (Paid Time Off), which was considerably less than what our membership already had in place with the current agreement. The Company sponsored PTO took away Holidays, Sick Leave, Personal Time, plus none of the time taken under this policy would go toward the computation of overtime, which we have now in the current collective bargaining agreement. The Union committee stood their ground on the PTO issue and the proposal was withdrawn. When negotiations resumed, the Union committee focused on their proposals and prevailed on many issues. Language was added to protect the lunch and break period for eight/ten-hour shifts, plus additional breaks for every two hours of overtime worked. The overtime article was completely revamped outlining a procedure on how end of shift and weekend shift overtime was awarded. The Company agreed to pay double time for any employee that works a seventh consecutive day. Prior to this, all time over forty (40) hours was paid at the time and one-half rate. The committee was

also able to negotiate show-up pay; if an employee is not contacted two hours prior to his start time and shows up for the start of his/her scheduled shift, the employee is guaranteed four (4) hours pay. Hourly wages were increased across the board over the five-year agreement, with a signing bonus paid upon ratification. New hire rates were increased each year of the agreement, with the wage progression to get to the top rate reduced from every three (3) months to every six (6) months, all within the first year of employment. The vacation policy that currently exists was added to the contract, with additional language added to protect the members during "black-out" weeks and language to protect the members from being mandated to work weekend overtime if the employee has a vacation day scheduled for the last or first day of their scheduled work-week.

Upon ratification by the members Local 776 Business Agent Dave Wolf commented: "I would like to thank the members of the negotiating committee for their dedication and hard work in arriving at this agreement. The bargaining unit negotiating committee for the Union was made up of Stewards, Keith Kellenberger, Mike Newcomer, Jason Miranda, Adam Sheetz, and Missy Shultz. Also I would like to thank the members who stayed the course and refused to accept a sub-standard agreement."



The Union Negotiating Committee reviews their recently ratified agreement. L-R: Stewards "Missy" Shultz, Adam Sheetz, Local 776 Recording Secretary/Business Agent Dave Wolf, Stewards Jason Miranda, and Keith Kellenberger

## Union Steward Training

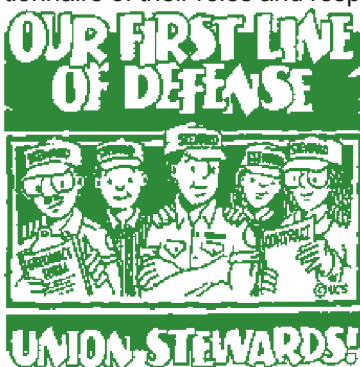
Last November Local 776 hosted a Stewards Training Seminar presented by the IBT. After opening remarks by Local 776 President Ed Thompson Bill Munger, the IBT Eastern Region Training coordinator, was introduced by Ed. Bill had a full day planned for the Stewards; they began by working on a questionnaire of their roles and responsibilities as Stewards. Next, the Stewards were given 10 scenarios and using a mock contract, determine if contract language had been violated. Lastly, using a case study the Stewards applied their knowledge by role-playing the first step grievance meeting.

Commented President Thompson; "Often Stewards are the members' first

line of communication with the Local Union. It is important that Stewards understand their rights under the law and their responsibilities and rights under their respective collective bargaining agreement. The training offered to the Stewards by the Local Union is another continuing effort to do the job we were elected to do"



IBT training coordinator Bill Munger has the Stewards attention





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## IBT Local 776 2019 Membership Meeting Dates

Sunday February 10, 2019	Sunday April 14, 2019
Sunday March 10, 2019	Sunday May 5, 2019
Sunday April 14, 2019*	Sunday June 9, 2019**
Sunday May 12, 2019	Sunday July 14, 2019 **

\* Meeting held at 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 Steward's Meeting Dates

Saturday March 9, 2019	September 7, 2019
Saturday May 4, 2019	

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

## United Way Day of Caring

Recently Local 776 participated in a York County United Way Day of Caring event focusing on pre-kindergarten through third grade literacy. Local 776 Business Agent Bill Olmeda, the Local's representative to the United Way, arranged to have two cases of books that the IBT had published donated to the United Way for the event. A large number of volunteers, among them Local 776 member Bree Wilson, a patrol officer with the West York Borough Police Department, and Lisa Olmeda, wife of BA Bill Olmeda stressed the importance



*These kids are all smiles after hearing Officer Bree Wilson read to them!*

of learning to read by reading the stories to children at local day care centers in the York area. Commented Local 776 President Ed Thompson; "I would like to thank both Bree and Lisa for taking the time to sit and read to the kids. These kids are our future leaders, work force, and members. It's up to us to see that they are prepared to meet the challenges of the future".



*Lisa Olmeda has the kid's attention during this story!*

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