



## WHAT'S AHEAD?

Worker's  
Memorial Day  
April 28, 2023



Local 776  
Family  
Picnic  
Knoebels Amusement Park  
June 11, 2023



Local 776 Golf  
Tournament  
August 6, 2023



Children's  
Christmas Party  
December 9, 2023



## Teamster History: A Glimpse Into The Past

The saying on the Local's truck says it all; "Our History Creates Our Future" our history reflects serving working men and women, as we continue to do so now. Evolving and adapting to the changing economic times to provide workers a voice in the workplace.

The International Brotherhood of Teamsters was founded in 1903 by the merger of The Team Drivers International Union and The

Local 926 in Pittsburgh working at Breeze Clamp. In 2000 he became a member of Teamsters Local 776 and has worked for the last 22 years as the Executive Assistant to the President of the PA Conference of Teamsters. His collection is considered the largest Teamster collection in existence with many extremely rare and one-of-a-kind items and includes items dating back to 1809. The collection contains items from the Teamsters National Union, Team Drivers International Union, very early 1903-1920 IBT, United Teamsters of America, early Brotherhood of Locomotive Engineers 1800s, and items from the Knights of Labor which are extremely rare. Many of his items come from auctions, eBay, and farms in Central PA. Tom recently bought the collection of an individual who was a competitor of Tom's for 25 years, often bidding against each other for items at auction. Among the



An early Teamsters Magazine extensive collection.

Teamsters National Union. The Teamsters Union traces its roots back to the early 1800s, originally representing horse team drivers and stable hands. Over time, the Union branched out and now represents a diverse membership of blue-collar and professional workers in both the public and private sectors in a wide variety of occupations. The Teamsters Union is intertwined in American history; as early as the Civil War Teamsters transported munitions and supplies to the battlefield.

One of the ways to learn about the past is to study items from the past. The Teamster Archives at George Washington University in Washington, DC is home to many items from throughout the Teamsters' past. Local 776 Member Tom Felice is the owner and curator of the largest private collection of Teamster history in the Country. Tom's collection surpasses the number of articles found at GWU. Tom started his collection in 1978 when he was initiated into Teamsters Local Union No. 30 working for the Car Haulers at M&G Convoy in New Stanton, PA. Tom was chief Steward at M&G Convoy and also a Trustee on the Health and Welfare Fund for Local 30. He was also a member of Teamsters



Tom is holding his favorite ribbons, including the first Teamster Ribbon (4th from the left). Behind Tom are items from his extensive collection.

many items in his collection, a few of his favorites are a leather whip from the Gettysburg Battlefield, the original Teamsters Constitution, along with the original Constitutions of the Team Drivers International Union and the Teamsters National Union, all from the years 1902 and 1903. Additionally, Tom has a badge from 1809 "Team Wagon Driver" slave tag from Chicora Wood Plantation in Georgetown, SC, and a Ribbon Badge from Louisville Kentucky dated 1886 where the Union was first referred to as "Teamsters"

As the history of the Teamsters Union grows, so does Tom's extensive collection.

To view photos of additional items from Tom's collection visit the "Photo Gallery" on the Local 776 website.

To view a video of Tom's collection follow the link below: <https://www.facebook.com/100058006535479/videos/331087945793571/>



## A Message From Local Union 776 President Ed Thompson



"I am  
extremely  
proud of the  
way numerous  
Business Agents  
have been  
recognized by  
the IBT for their  
dedication  
and hard work  
by assuming  
positions  
on National  
and Local  
Committees and  
Panels"

Hello and happy spring! Although the past winter was relatively mild it's good to see flowers poking up through the ground and the trees showing signs of rebirth!

Lately, there has been much information on our website and the IBT website concerning the ongoing National Contract Negotiations for ABF, TForce Freight, and UPS. In addition to these national contracts, we will also negotiate 13 "Whitepaper" contracts in-house this year. All of these contracts share one thing in common: no matter how large or small, National Agreement or "White Paper" agreement: From meeting the employers head-on, steady-fast in our determination to secure the best contract possible, the same thought and effort go into all of the agreements: to provide you with the best contract possible.

Last fall, with three national contracts on the horizon for this year, the Local Union again took a proactive approach and held a "Strike Preparation Seminar" to educate the members at ABF, TForce, and UPS on the workings of a strike in the event a work stoppage is called. In February of this year with the Americold, and the City of York contracts under negotiation, we held a second Strike Preparation Seminar for members employed at these employers in the event their respective negotiations break down and the possibility of a work stoppage looms. I'm happy to report the City of York Members ratified a new collective bargaining agreement while Americold Members rejected a contract offer. The Local Union will continue to meet with Americold to reach an equitable agreement the members support.

The front page article of the newsletter deals with our Union's illustrious history; from humble beginnings in the Civil War era to the present day, the Teamsters Union has been a shining beacon for working people. As our country evolved so did our Union, adapting to the changes from a primarily agricultural society to an industrial and technological one. It is important to understand our history, as the slogan on our truck states: "Our history creates our future" With this in mind I would like to reflect on Local 776 for a moment. When my team and I assumed office in 2015 your Local Union was in disarray, like a ship without a rudder adrift at sea. The Business Agents have tirelessly worked to provide

you with the representation you deserve. Working through expired contracts, unresolved grievances that were left to languish, and loss of pride in their Local Union from the Members we have turned things around. Contracts are up to date and are timely renegotiated, grievances are routinely processed. The Local is once again admired by other Teamster locals. Members again show pride in their Union by participating in our social functions. I am extremely proud of the way numerous Business Agents have been recognized by the IBT for their dedication and hard work by assuming positions on National and Local Committees and Panels: Ron Hicks: Local 776 Secretary-Treasurer is the Chairman of the ABF Central PA Negotiating Committee and also a Member of the National Negotiating Committee. Spencer Dearth Local 776 Business Agent is the TForce Freight Eastern Region Representative for National Negotiations.

Dave Licht: Local 776 Business Agent is the Co-Chair of the Central PA Grievance Committee and the Negotiating Committee and also a member of the UPS National Negotiating Committee. In addition, Dave sits on various UPS National Committees about specific contract articles. John Taylor: Local 776 Business Agent is Chairman of the Yellow Freight Central Pennsylvania Supplemental Agreement Committee. Lastly, myself: I was appointed Eastern Region Freight Director prior to the beginning of the National Freight Negotiations.

It's shaping up to be another busy year at Local 776 but the one constant is that 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.

Fraternally,

  
Ed Thompson  
President, Teamsters Local 776

## Business Agent's Reports



**Spencer Dearth:** TForce Freight: Last Fall we prepared for contract negotiations. Proposal forms were sent out to the members and reviewed locally during meetings in October 2022. At the final contract proposal review meeting on Thursday, February 9, 2023, the proposals were unanimously approved by the Local Unions in attendance. With the Master Agreement set to expire on July 31, 2023, negotiations began in March 2023.

Navistar: The Local has been successful in arbitration on issues over Navistar's implemented productivity and quality policies and the reasonableness of the policies. Our recent win was awarded in August of 2022, with the two discharged members receiving full reinstatement and all lost wages. The Company continues to issue discipline to members who cannot meet the Company productivity expectations, and there is an expectation that we will arbitrate again. The City of York contract was subject to negotiations,

and 16 sessions were scheduled. Ultimately, the Local filed for fact-finding mainly based on economic issues. The fact finder's recommendation was received on January 30, 2023, and the members voted on and ratified a successor agreement on February 22, 2023.

Pennsylvania American Water Company: This unit consists of the members the City of York employed before the sale of the Wastewater Treatment Plant. After negotiating a stand-alone contract, the Company posted several jobs and has continued to add to the seniority list since taking ownership.

Arsenal Road Logistics: The two stewards do a great job at handling business, and generally, the building is doing well.

Dover Township: after the two stewards moved on to other endeavors, an election resulted in two new stewards in the building that I have complete confidence will do a good job, and I look forward to working with them.



**Jason Kraft:** I am currently representing the following bargaining units: Carlisle Preload and Package Car. UPS Harrisburg, York City, Market Street, and Gettysburg: Preload, Package Car, and Local Sort. I also represent the Preload and Package Car Members at the Hershey East Zone Regional Hub. Additionally, I represent the Members at Bimbo Bakeries and East Pennsboro Township.

UPS: We continue to face the same problems that are common to many UPS Teamsters across the country. Forced 6th punches from the ongoing staffing shortages in certain package car operations within our local have been ongoing for far too long and will be addressed along with many other issues during contract negotiations. We started negotiations for our local supplement in February, the negotiating committee and the company will meet monthly for one week until we have an agreement to bring back to the

members. The supplemental negotiation committee now has rank-and-file members involved in negotiations so our members have a better voice and can participate actively in their contract. Bernie Wanyo, Andy Stoklos, and Patrick Hollingshead are our rank-and-file members on the committee. We will be out at all UPS Buildings this spring and summer so when you see us make sure you stop and interact with us.

Bimbo bakeries: The Bimbo Harrisburg and York contract expires this summer. Proposal forms will be mailed to the members in April. I am looking forward to working with the Stewards and Members to negotiate a good contract for them.

East Pennsboro Township: Things are running smoothly for our Township Members at East Pennsboro. It's been a mild winter, with the lack of snow it's been a quiet winter as well.

## Are You Missing Out on Important Events? Get on the Local E-Mail Alert list

If you aren't signed up to receive Local 776 e-Mail Alerts, you're probably missing out on important opportunities and vital information.

Did you and your family know about just the events in this Local 776 REVIEW? Plenty more happened we didn't have space for in the REVIEW. If not, sign up for Local 776 E-Mails Alerts. It's easy. It's fast. And you only have to do it once to get near instant information. It's simple:

1. Visit [www.TeamstersLocal776.org](http://www.TeamstersLocal776.org)
2. Click on "Members Resources"
3. Go to "Log In" at bottom of column
4. Complete the e-mail section and you're signed up\*

**YOUR EMAIL ADDRESS WILL NEVER BE SHARED WITH ANY OTHER PERSON OR PERSONS.**

*\*New or Non Members should go to Members Resources to sign up, too. There's a protocol to ensuring we get it right.*





## National Contracts Update



**ABF Freight:** There are approximately 8000 Teamster Members employed by ABF Freight, with approximately 702 Local 776 Members. IBT General President Sean O'Brien, and Teamsters National Freight Director John A. Murphy, will chair the Teamsters National Negotiating Committee. The committee consists of representatives from Locals representing ABF Members. Local 776 Secretary-Treasurer Ron Hicks is a member of the Teamsters National Negotiating Committee and also the Chairman of the Central PA Supplemental Committee. For these negotiations, the IBT has included rank-and-file bargaining unit members as part of the Teamsters Negotiating Committee. Our Local Members who will be participating are Union Stewards Chalmer Edgin, and Matt Craig. Both Members bring a wealth of knowledge to the committee and will play an integral part by offering their opinions on how any proposed changes by the employer would affect the Members daily.

Last fall ABF Members submitted proposals for both national and supplemental language changes. The proposals were categorized by national or supplemental language and article number. On March 17, 2023, each Local's two-man committee met in Washington, DC to approve the proposals before the beginning of negotiations. Our Local's two-man committee was comprised of Chalmer and Matt. The first set of negotiations began with the employer on March 27, 2023, and continued until March 31st. Both National and Supplemental negotiations will take place simultaneously in Washington. Any additional sessions would be scheduled based on the progress made during the first week of negotiations.

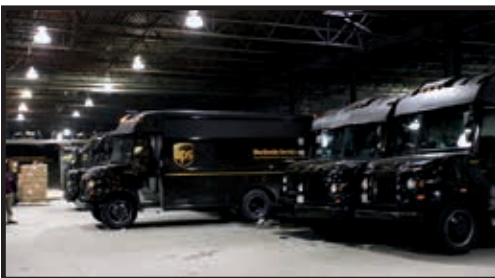


**TForce Freight:** There are approximately 9000 Teamster Members employed at TForce Freight, with approximately 406 Local 776 Members between the Mechanicsburg, and York Terminals. The TForce contract expires on July 31, 2023. IBT General President Sean O'Brien is chairing the negotiating committee and has stated that there would be no contract extension if talks bogged down. The IBT has added rank-and-file members from across the country to the negotiating committee. Local 776 Trustees and TForce Freight employees Dipan Patel and Rob Smiley are representing Local 776 in negotiations.

Contract proposal meetings were held in the Fall of 2022 at both the Harrisburg and York Union Halls. On February 9, 2023, the proposals were reviewed and approved by a two-man committee comprised of representatives of Locals with

TForce members. Negotiations began on March 6, 2023, and continued for the rest of the week. After the parties reviewed the proposals there was a general question and answer session to clarify certain issues raised by both sides. An additional negotiating session is scheduled for the week of April 10, 2023.

"We will negotiate the strongest contract possible at TForce so we can protect our members and restore pride in the freight industry," said Teamsters General President Sean M. O'Brien.



**UPS:** There are approximately 350,000 UPS Teamster Members nationwide, with approximately 2,777 Local 776 Members. The current UPS contract expires on July 31, 2023. Central PA supplemental negotiations began the week of February 6, 2023, with the exchange of proposals and counterproposals. Additional sessions were held at the end of February for four days, and March 21-23. National negotiations begin April 17, 2023.

The International Union launched a Contract Unity Pledge Drive to build bargaining power at UPS to get tens of thousands of UPSers to take the pledge. UPS Teamsters across the country by the thousands are signing contract unity pledge cards to build bargaining power at UPS and Local 776 is no exception. Business

Agents Dave Licht and Jason Kraft visited UPS locations to get pledge cards signed. Management needs to see that members are informed, involved, and united behind our bargaining demands and our negotiating committee to win the contract they deserve. The company knows that the members are ready to take militant action to win the strong contract they deserve! Higher part-time pay, catch-up raises for all, paid time off, more 22.3 full-time jobs - and no more 22.4, subcontracting, PVDs, driver-facing cameras, excessive overtime/forced 6th punch and harassment! Teamsters President Sean O'Brien pledged to win a contract that will "reset the standards for wages and benefits in this industry by August 1, 2023. We'll either have a signed agreement that day or be hitting the pavement." No more concessions. No more givebacks.

## Strike Preparation Seminar

With three National contracts being negotiated in 2023 the Local Union held two “Strike Preparation Seminars” for Members at ABF Freight, TForce Freight, and UPS. 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.

On Wednesday, February 8, 2023, a second strike Preparation and Picket Line Training Seminar was held at the York Union Hall for members employed at Americold and the City of York. The message was clear: If the employer is unwilling to engage in good faith bargaining, the Union has no choice but to organize an unfair labor practice strike if we believe our cause is truly important. As with the prior seminar Business Agent Mark Cicak, Trustee Patrick Hollingshead, and Business Agent Spencer Dearth spoke to educate our members in the event a strike is called and to prepare our members on what to expect after the strike has been called and the picket line is established. After the seminars when all the questions were answered, the well-attended seminars 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.



*The speakers had the attention of the Members in Harrisburg (L) and York.*

## CBD In The Workplace



On Saturday, January 8, 2023, Local 776 held an important training seminar about the “Impact of CBD in the Workplace” The training was presented by attorney Wendy Pongracz, and attorney Joseph Richardson from the Law Firm of Willig, Williams, and Davidson.

In 2018, the passage of the Farm Bill made hemp legal in the United States. The Farm Bill removed all hemp-derived products, including CBD, from the Controlled Substances Act, which criminalizes the possession of drugs.

CBD comes in many forms, including oils, extracts, capsules, patches, vapes, and topical preparations for use on the skin. The biggest concern is that CBD is not regulated in the United States and purchasing these items is a risk. Because it is not regulated, the buyer doesn’t know what is in the CBD products and they could contain THC, which could trigger a positive drug test.

*Attorneys Richardson (L) and Pongracz from the Law Firm of Willig, Williams, and Davidson, along with Local 776 Organizer Ashley Cerzullo, present the materials to the Members*





## Sysco Foods Strikelines



Local 776 Member John Brownawell (L), and Austin O'Brien (R) on the Syracuse picket line

After weeks of contentious contract negotiations with the company, more than 230 workers represented by Teamsters Local 317 went on strike on Wednesday, September 28, 2022, at a Sysco distribution warehouse in Syracuse, NY. Local 317 filed an unfair labor practices case against Sysco with the National Labor Relations Board on Sept. 21, a month after its contract expired and a few days before calling the strike.

Less than three days later, more than 300 workers at Local 653 took to the picket line at Sysco Boston.

In a show of solidarity for the striking members, Local 776 dispatched their tractor-trailer to Syracuse to join the striking Local 317 members on the picket line. Local 776 Members John Brownawell, and Austin O'Brien, both Union Stewards from YRC, arrived at the strike line on Monday, October 3rd. Previously, Teamster Trucks from Local 120 in Minnesota and Joint Council 25 from Boston were there to lend support to the striking members. "Teamster trucks from Minnesota, Pennsylvania, including Local 776, New York, and throughout New England showed up in the early hours of Monday, October 20, 2022, as a show of support to Teamsters Local 653 and Sysco Boston Teamsters in their fight against Sysco. Local 776 Members Rich Stover, and Kevin Weagle, both from TForce Freight, drove the Local's truck to Boston to join in the show of solidarity.

Local 653's strike lines were supported by Local 104 members at Sysco Arizona and Local 317 members at Sysco Syracuse. More locals promised to honor the line if pickets appeared at their facilities.

After seeing coordinated, universal resistance from workers at nearly every Sysco-branded facility across the U.S., the company requested to meet with O'Brien to ask for a change in its relationship with the Teamsters. "Corporations will fear the Teamsters. Their ability to hold down our members is over. The Teamsters are ending it," Teamsters General President

Sean M. O'Brien said. "Any company that bullies workers will be met with the full firepower of this union. Our momentum cannot be stopped. We still have open contracts around the country, and we will strike again and again to protect our members."



Local 776's truck gets in line for the trip to the Boston strike line

"An injustice to one is an injustice to all," Commented Local 776 President Ed Thompson. "I want to commend the striking members for standing tall and united, not being intimidated by this ruthless employer. Supporting other Teamster Locals is another way we send a message to the employers that we are strong, united, and determined to win the best contracts possible for Teamster Members!" Also, thanks to John, Austin, Rich, and Kevin for taking time away from the families to spend time supporting their Union Brothers as Sysco!

## Organizing Update



**Local 776 Organizer Ashley Cerzullo: Penn State Hershey Medical Center:** During the summer of 2022, a petition for representation was filed with the National Labor Relations Board on behalf of the Building Operations Coordinators at Hershey Medical Center. Ballots were counted on Thursday, September 22nd, 2022 and the majority of the BOCs voted for representation by Teamsters Local 776. The Hershey Medical Center is the biggest white paper contract that local 776 represents. There are approximately 1200 members under that contract.

**Mifflin County Correctional Facility:** During July of 2022 employees of the Mifflin County Correctional Facility contacted Local 776. At that time the Correctional Officers, Sergeants, Corporals, and maintenance staff were grouped together and represented by an association known as ICOP and were dissatisfied with the representation they were receiving. After the employees had signed authorization cards requesting Local 776 as their bargaining agent, ICOP assigned the representation rights of their members to Local 776. Once we received the joint certification from the PA labor Board, back in October of 2022, Mifflin County recognized Teamsters Local 776 as the members' new bargaining representative.

During the representation process, Local 776 knew about the "meet & discuss" unit of Lieutenants that fell under this ICOP agreement with Mifflin County. We met with the Lieutenants, got their authorization cards signed, and filed a separate joint request for certification on their behalf through the PA Labor Board. We filed that petition in January 2023 and received the certification on February 8th, 2023. With these new groups, we welcomed approximately fifty new Teamster members!

## Truck Driving Rodeo

Last June 24th and 25th, Local 776 Business Agents David Licht and Spencer Dearth cheered truck drivers represented by Teamsters Local 776 and other Local Unions participating in Pennsylvania's 35th annual Truck Driving Championships hosted by Pennsylvania Motor Truck Association in Pocono Manor, PA. During the two-day event, drivers were judged in three areas: a written test, pre-trip inspection, and of course, their driving skills. The drivers showed off their driving skills in nine classes, including Straight Truck, Twins, Three-Axle, Four-Axle, Five-Axle, Sleeper, Tanker, Flatbed, and Step Van.

John Brownawell from Yellow Freight recorded a high score in the Pre-Trip Exam portion of the competition.

Also placing in various categories were:

1st place Straight Truck: Leonard Monette, UPS

1st place Twins: John Brownawell, Yellow Freight,

1st place in Sleeper: James Campbell, TForce Freight,

2nd place in Tanker: Douglas Lang, Yellow Freight,

1st place in Step Van: T.J. Altland, UPS

Participating Teamsters from Yellow Freight included: Earl Confer, John Brownawell, Wesley Hoch, Chase Carignan, Don Sauter, Ron Ringler, Wayne Mahler, Wendall Taylor, and Doug Lang.

From TForce Freight: Stacey Lane, Jimmy Campbell, Rick Biesecker, Kevin McCauley, Daniel Bailey, Bill Bennett III, and Chris Sutton.

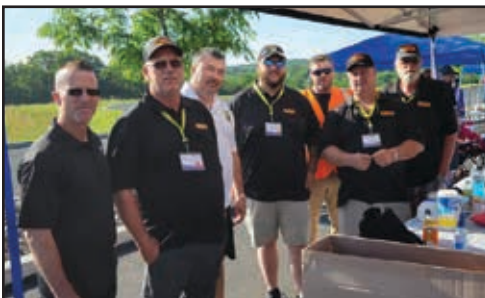
From UPS: Cody Celio, Ron Kreiger, Colt Seltzer, John Cataldi, Roberto Esquivel, Tyra French, Joe Green, Robert Springer, Bernard (Bernie) Wanyo, TJ Altland, Irene Rosario, Leonard Monette, Daniel Bachman, Jason Pecho, and Shawn Shanahan. The event was a family affair, the drivers brought the next generation of truck drivers with them as their families cheered them on!



TForce Freight Members



UPS Members



Yellow Freight Members



Family members cheer on their favorite driver!

To view additional photos from the Truck Driving Championship, please visit the "Photo Gallery".

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## IBT Local 776 2023 Membership Meeting Dates

Sunday, May 7, 2023\*      Sunday, November 12, 2023  
Sunday, September 10, 2023      Sunday, December 11, 2023  
Sunday, October 8, 2023

*\*Meeting held at the York Union Hall*

*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, May 6, 2023      Saturday November 11, 2023  
Saturday, September 9, 2023

## Youth Development Center Contract

Recently Local 776 members at the York County Youth Development Center approved a new four-year agreement. The center provides emergency and immediate care and custody of the youth. The program the center follows intends to keep the youth safe and secure, it ensures that they are treated with dignity and respect.

The new agreement took effect on January 1, 2023. Historically negotiations with the County drag on past the expiration date of the contract and eventually went to arbitration. With the recent restructuring of the County's HR department, Local 776 Business Agent Shane Weaver and the negotiating committee were able to get the negotiations completed well before the expiration of the current agreement. Shane was so successful in negotiating with the county that the members approved the new agreement by a 95% margin. Along with wage increases beginning in 2023, Shane and the committee were able to hold the line on insurance co-pays for the life of the agreement.



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