



WHAT'S AHEAD?

PA Primary
Election Day
June 2, 2020



Make Your Vote Count!

Local 776
Family Picnic



Knoebels Amusement Park
June 14, 2020

TENTATIVE

Local 776 Golf
Tournament
August 2, 2020



Pennsylvania
General Election
Nov 3, 2020



Children's Christmas
Party

December 12, 2020



Lower Swatara Twp. Police Officers Awarded Medal of Honor Officer shot while responding to domestic incident

On Jan. 15, 2020 two Lower Swatara Township Police Officers; Timothy Shea and Josh Malott, both Local 776 Members, were honored by State Representative Tom Mehaffie and Dauphin County District Attorney Fran Chardo during the Township Board of Commissioners meeting.

The duo had responded to a "domestic incident" police call to a home in the Township on Oct. 14, 2019. Once on the scene the ex-boyfriend of the resident shot Shea during a brief confrontation. Officer Shea was struck in the right leg and applied a tourniquet himself to stem the bleeding. Officer Malott put his own body in front of Shea's as they got out of the house and Shea got the woman to safety. Once outside the house the assailant then barricaded himself inside for several hours until he surrendered.

Chardo awarded them the District Attorney's Medal of Valor, which he said is the

highest award his office bestows on law enforcement officers. "It was true heroism what they did in responding to what appeared to be a routine burglary call," Chardo said. "They exposed themselves to gunfire." Chardo called their actions "incredible acts of valor." The pair exemplifies the incredible officers in the community, "But what they did on that evening went above and beyond anything that we see on a day-to-day basis."

Mehaffie, R-Lower Swatara Township, presented the officers with certificates from the state House of Representatives and flags that flew over the capital. "You can't really give enough and say enough about how wonderful they were in saving that young lady's life," Mehaffie said.

After they were presented with the awards, Shea and Malott thanked Mehaffie and Chardo "I don't think words can really describe it. We're just doing our job,

but at the same time we're glad that we're being recognized and for the support from the community," commented Officer Malott. "There's nothing we can really say to show our gratitude for these awards. We're just here doing our job, so thank you very much," Shea added.



Photo courtesy of: Laura Hayes, Press & Journal, Middletown, PA

Dauphin County District Attorney Fran Chardo (L), Officers Tim Shea and Josh Malott, Rep. Tom Mehaffie, and Lower Swatara Police Chief Jeff Vargo



A Message From Local Union 776 President Ed Thompson



"I could not
be more proud
of the strength,
determination,
and
creativity
that our team
has exhibited
in dealing with
the pandemic"

As I am writing to you our lives have been affected by the Coronavirus. Due to the nature of many of our members' jobs, 80% of our members are working despite the stress and anxiety that comes from not knowing how just going to work could affect you and also your family members when you arrive home. For this I want to extend a thank you to all and remind you that your Local Union is doing everything possible with the employers to keep you safe in the workplace. Please review the many job specific COVID-19 updates we have posted on the Local Union website "COVID-19 Resource Page" and if you feel your employer is not following the recommended CDC guidelines notify your Business Agent immediately.

As the New Year progressed COVID-19 started its march across the globe, affecting lives everywhere, and as it entered the United States changed our lives immensely. Being a service organization the Local has daily contact with members; face to face at the Union Hall, meeting with a member and his employer, either individually or collectively, and at various functions. When Governor Wolf halted all non-essential business operations in the state our way of representing the membership changed dramatically. I am in constant contact with all of our BA's on a daily basis, reviewing the changes with employers in the business climate we are in today. Changes have come in some cases: several in one day and at times almost changing hourly. Our Business Agents remain in contact with the members and the employers. With an internet connection, a computer and a cell phone we are staying in touch despite social distancing. I could not be more proud of the strength, determination, and creativity that our team has exhibited in dealing with the pandemic. In my last message to you I reported the Local Union had 23 contracts due to expire this year; the Business Agents are working diligently with their respective negotiating committees via phone and e-mail to keep the process on track. The employers, recognizing they have a responsibility to keep the lines of communication open and continue to bargain are doing what they can, such as video conferencing, to keep the process moving forward. The Local's Business Agents will be reporting to you on their activities on pages four and five of the Newsletter.

Please keep in your thoughts and prayers our many members who are facing layoff or reduced hours and our members who are working 24-7 to serve and protect the public. The Local Union represents many first responders: police departments, fire departments, and EMT's. Prison Correctional Officers continue to work, as well as our members working in health care services for the prisons. Many of our members work

in health care such as Hershey Medical Center and Pleasant Acres Nursing Home. Additionally public transport workers continue to operate for the public's needs. Last but not least, our members in freight and small package; working to keep the necessary goods and materials moving through our supply system to keep the store shelves stocked.

If you have been following the COVID-19 updates we have been posting on the Local's website you're aware that information and government mandates change daily, sometimes within hours of being distributed. Informational articles concerning the crisis quickly filled the home page of the Local's website and were becoming intermixed with other equally important articles. A new main page titled "COVID-19 Resources" was created and now contains all of the previously posted material plus any new ones added. This information is easily accessible through a drop down menu box and will remain on the website as long as needed.

Due to time constraints in publishing and delivering a newsletter a certain lead time has to be established. While writing this article to you in early April by the time you read it the COVID-19 pandemic could have changed dramatically and what I am discussing with you may be dated. For this I apologize but as a group the Officers and Business Agents felt it vital to continue to communicate with you via the newsletter.

Though we are adhering to the Governor's CDC guidelines vital functions must go on. The bills must be paid and the large amount of incoming and outgoing mail the staff handles on a daily basis must still be processed in order to preserve the time lines with regard to grievances and contract negotiations our various contracts contain. Also the buildings and grounds must be maintained being all the more vigilant for proper cleaning and disinfecting to keep ourselves safe as we continue to serve you.

During this time of uncertainty all Officers and Business Agents remain committed to providing our Members the high quality representation to which they have become accustomed. The safety of our Members, and their families, are the top priority of our Union.

Faternally,

Ed Thompson

Teamsters Local 776 President

Local 776 Members lost in Highway Fatality

On Sunday January 5, 2020 UPS Feeder Drivers Dennis Kehler and Daniel Kepner lost their lives while operating a team tractor. The chain reaction accident on the PA Turnpike claimed the lives of three other individuals and injured sixty other people. As news reports of the tragic accident circulated the Local started receiving calls from all over the country, people wanting to help; asking how to make donations for the members' families. The Local Union set up a fund and collected \$54,000.00 in donations. The funds were split equally and given to the wives of the two members. Local 776 and both families would like to thank all of those who contributed:

International Brotherhood of Teamsters
 Pennsylvania Conference of Teamsters
 Teamsters Joint Council No. 9
 Teamsters Local Union No. 8
 Teamsters Local Union No. 30
 Teamsters Local Union No. 89
 Teamsters Local Union No. 107
 Teamsters Local Union No. 191
 Teamsters Local Union No. 229
 Teamsters Local Union No. 249
 Teamsters Local Union No. 251
 Teamsters Local Union No. 261
 Teamsters Local Union No. 312
 Teamsters Local Union No. 331
 Teamsters Local Union No. 355
 Teamsters Local Union No. 391
 Teamsters Local Union No. 397
 Teamsters Local Union No. 401
 Teamsters Local Union No. 413
 Teamsters Local Union No. 429
 Teamsters Local Union No. 633
 Teamsters Local Union No. 676
 Teamsters Local Union No. 688
 Teamsters Local Union No. 769
 Teamsters Local Union No. 771
 Teamsters Local Union No. 773
 Teamsters Local Union No. 776

Teamsters Local Union No. 822
 Teamsters Local Union No. 926
 Teamsters Horsemen Chapter 40
 Teamsters for Teamsters
 Electrical Workers Local Union No. 201
 A.F.G.E Local 2809
 Allegheny County Labor Council
 UPS Members
 Metals USA Members
 Alen Chesbro
 Brian Swope
 Charles Deaner
 David F. Licht
 David G. Wolf
 David J. Vrona
 Dean Weaver
 Dipan B. Patel
 Edgar H. Thompson
 Edward F. Sutton
 Garry / A. Leona Teter
 George A. Goodling
 Glenn / Mary Gauker
 Iva / Floyd Thompson
 Jefferson / Gina Wilkes
 Jerzy Stasiak
 John B. Taylor
 Joshua Ingram

Kevin / Diane Sheridan
 Lee / Donna Bilger
 Mar Houck / Cindy Rigg
 Mark J. Cicak
 Mark P. Andreozzi
 Mary / William Teitz
 Michael Stank / Margaret Moore
 Patrick J. Hollingshead
 Paul Weidman
 Randall / Patricia Wilsbach
 Rhonda / Michael Johnson
 Robert / Barbara Gormas
 Robert J. Smiley
 Robert Lawrence
 Ronald W. Hicks
 Ross / Jill Seltzer
 Ryan Dunkleberger
 Shane Weaver
 Shawn / Susan Ruby
 Spencer / Susan Dearth
 Stanley / Monica Puskar
 Timothy J. Turek
 Valerie / David Pogue
 William A. Olmeda
 William Armstrong

ABF Profit Sharing Bonus

Teamsters employed at ABF Freight System received a 1 percent profit-sharing bonus after the company reported fourth-quarter results on January 30th. Under the Teamsters 2018-2023 ABF National Master Freight Agreement, if ABF Freight achieves an annual operating ratio of 96.0 or below for any full calendar year, each Teamster-represented employee will receive a bonus based on their earnings. ABF Freight reported a 95.2 percent operating ratio in 2019,



which resulted in a 1 percent bonus. For example, if a member earned \$75,000 in 2019, he will receive a bonus of \$750.

"Our National Negotiating Committee worked hard to negotiate a strong contract for our members, including this bonus, said Ernie Soehl, Director of the Teamsters National Freight Division. "This is the first time our ABF members have received the bonus."



Officers/ Business



Local 776 Secretary-Treasurer/ Business Agent Ron Hicks

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Cell phone: 717-385-0623

"Since the COVID-19 pandemic changed everyone's lives I've had more contact with employers concerning work place safety. Along this line are more contacts with our stewards to make sure the employers are following prescribed guidelines to keep our members safe. I have handled many calls from members concerned about their health on the job and have followed up when necessary. I have been making decisions for the Local that keeps everyone employed here safe from Covid-19. Like every other employer I'm busy trying to locate supplies for our staff and members. Additionally I have been trying to limit my travel in order to keep everyone safe while at the same time representing our members."



Local 776 Recording Secretary/ Business Agent Dave Wolf

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"I have kept in constant contact with all our Stewards, Members and Employers via phone calls, conference calls, emails and texts; making sure all daily and weekly changes to the workplace are conveyed to all. I am also working on four agreements that expire December 31, 2020, working with the negotiating teams of those agreements via phone and email to finalize the contract proposals to present to the Employer."



Local 776 Business Agent Spencer Dearth

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"I have been working with the managers of the employers to identify potential exposure and establish control to minimize the risk of exposure. We have requested the managers implement training procedures on social distancing and place an emphasis on personal hygiene including hand washing. I also made worksite visits to UPS Freight Mechanicsburg and York, Navistar, and the City of York to check for an adequate supply of cleaning products. This was also done at Arsenal Road Logistics via phone conversation, and the Stewards were involved at Dover Twp. Additionally I addressed sick leave policies and pay for time lost related to the Virus with all of the employers."



Local 776 Business Agent George Goodling

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Cell Phone: 717-824-7815

"Since the onset of the pandemic, while practicing social distancing, we still had our annual bids at YRC and New Penn. I've been negotiating work rules for the maintenance department at YRC. My top priority is making sure our members are safe by staying in contact with our stewards and companies on a daily basis. As a majority of our members are still working due to being essential workers, I have many conversations with our members through out the day who have many questions and concerns which we are able to resolve. Also sometimes they just need to talk to someone in this time of unknown."



Local 776 Business Agent Dave Licht

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"While we all endure through the pandemic I have been actively doing my job: participating on conference calls with the other Central PA Panel members and with the IBT daily. I have been meeting daily with UPS to insure the members are protected from the virus and helping on policies to ensure the members safety. Additionally I've been meeting daily at the Hubs for virus related issues that arise. Also I meet with the Labor Dept. at UPS to address discharges, major issues, and protecting Union jobs at UPS."



Local 776 Business Agent Bill Olmeda

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"In light of the uncertainty in the upcoming months we recently ratified a 2 yr extension agreement for the Littlestown Borough Police Dept. with pay increases each year of the extension, all other provisions of the CBA shall remain in full effect. Public sector employees are working on a modified work schedule; crews were split to minimize contact. I am in constant contact with Public and Private sector employers to ensure that the developed precautions to provide a safe work environment are adhered to. As a member of the Labor Advisory Board for the United Way I urge Members who find themselves in need of services (rent, food assistance or dealing with coping issues) to contact the United Way by dialing 211."

Agents Reports



Local 776 Business Agent Ed Sutton

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Cell phone: 717-903-0836

"I have been fielding calls from all of the Piedmont bases about the virus. Piedmont is offering voluntary leave and paying the employee's health insurance. Juniata County has indicated they would like to extend both contracts for 1 year (Court and Residual). They offered a wage increase with no other changes, including health care. I'm currently working with the negotiating committees for both groups to explore this option. I have been working with both groups from Perry County to prepare for the upcoming negotiations. The Ryder committee and I have been preparing for upcoming negotiations. I have had conversations with the state mediators assigned to the contracts that I will be negotiating and we have dates set that protect the timelines for Act 195. Additionally I have been preparing for negotiations with Marysville Borough employees and the police department."



Local 776 Business Agent John Taylor

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"YRC management agreed to install electric hot water heaters in the driver's room bathrooms and put out sanitizer sprays so that drivers could sanitize their trucks. YRC also put sanitizer bottles by the drivers Chronos clocks. I met with YRC Freight to discuss the annual bid. We had to reconfigure the yard and conference room to be compliant with CDC warnings. We had to limit the number of people in the conference rooms at one time and create space to keep all members 6 feet apart for social distancing."

"During the YRC garage bid I met with all YRC garage shifts and voted on new work rules. The work rules passed with 92% approval, with 85% of the members voting. I have spoken with members and employers from sun up to sun down, discussing lay offs, health care, vacations, and grievances. I've been thinking outside the box in order to try and protect members, wages, health care, and lives without violating the contracts."



Local 776 Business Agent Tim Turek

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"I have been actively lobbying the leaders of the Counties where I represent our members to award hazardous duty pay and to not make our members use their own compensable time if they need to be off during these times. I've also been filing grievances over newly created policies that have been unilaterally imposed upon us without negotiating over those provisions."



Local 776 Business Agent Dave Vrona

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"All of the employers that I represent have essential employees; Hershey Medical Center, Prime Care Medical, Pleasant Acres Operating, LLC, and Lucent Group. I have been working with my Stewards and H/R contacts to make sure all of our members are being protected with all the resources that are available. We have been busy trying to find ways to have me on site to continue orientation, meet with new members and work with current members to uphold grievance procedures and work through issues but keep everyone safe. At Hershey Medical Center we have worked on and agreed to "Well Pay" providing two weeks pay before having to use PTO or extended illness bank (EIB) in the event someone would contract the coronavirus. This provides protection for these members where the "Families First Coronavirus Response Act" would not cover them because the employer is over 500 employees and is a healthcare provider."



Local 776 Organizer Mark Cicak

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"Even with the backdrop of current events, we are continuing to organize. We have adapted to CDC guidelines and are taking precautions to protect everyone involved with organizing. During a recent organizing campaign meeting, we held a drive-up meeting in the parking lot of a closed restaurant. One car at a time, I stood outside at the recommended social distance and answered questions and explained the organizing process to the workers. We are in constant contact with anyone wishing to organize and we will continue to organize during this time and use every recommended safe procedure available to ensure the health and safety of everyone involved."



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Member Rescues Man from Fire

On January 11, 2020 Local 776 member Justin Seitz made an “unscheduled” stop while working for UPS. As Justin was driving in Wells-ville, PA he noticed smoke coming from a house. Thinking it was odd for someone to be doing any outside burning because it was a windy day he took a closer look and noticed the garage of the house was on fire. Justin quickly called 911 to report the fire and as

flames from the fire came through the roof he started knocking on a door to see if anyone was home. After about twenty seconds of knocking and calling, an elderly man came to the door; unaware of the fire! That’s when the gentlemen told Justin he was blind! He



Business agent Dave Licht (R) congratulates Justin on a job well done

was home alone; his wife had gone to the store for groceries. As Justin helped the man from the house he could hear popping sounds; explosions, coming from the garage. After turning the man over to the first responders on the scene Justin called UPS to report his “down-time” and resumed his schedule. Asked afterward about the possible danger he had put himself in; a burning house with

explosions coming from the garage area Justin responded “ I didn’t think anything about it at the time, once I saw the fire the adrenalin kicked in and I knew I had to try and do something”.

UPS Freight Back Pay Award

UPS Freight must pay back wages to potentially thousands of its workers after an arbitrator ruled this week that the company violated an extension agreement that was in place in 2018 before the national contract was ratified later that year. The case involves employees who were not at the top of the wage scale between August 1 and November 12, 2018, but who instead were in “wage progressions.” It is estimated that the total

amount of back wages owed in the case will exceed \$2 million. The affected employees will receive differing amounts of back pay based upon each employee’s wage progression status and seniority date during the relevant time period. The specific awards will likely range between a few hundred dollars to upwards of \$1,500. In the March 11, 2020 ruling, the arbitrator ruled the company violated the Extension Agreement and ordered the company to make employees in progression whole for the losses they suffered during the period August 1, 2018 to November 12, 2018 due to the company’s failure to implement the retroactivity provision of the Extension Agreement. “We applaud the arbitrator’s ruling, which will provide our UPS Freight members with the wages they are owed,” said Kris Taylor, Co-Chairman of the Teamsters’ UPS Freight Negotiating Committee. I want to thank our members for standing with us as we fought to win them the justice they deserve.”



President Thompson Appointments

Building Teamster Power: a phrase we generally use for the work our organizer, Mark Cicak does. But Local 776 President Ed Thompson is helping build "Local 776 Teamster Power." Earlier this year Ed was appointed as a Trustee to the Joint Council 53 Executive Board and as a Director on the PA Conference Executive Board by Joint Council 53 and Conference President Bill Hamilton. The Pennsylvania Conference of Teamsters, whose purpose is to achieve a close degree of cooperation between the memberships of the Local Unions. The Pennsylvania Conference of Teamsters represents approximately ninety-five thousand (95,000) working Teamsters. These two positions now again give Local 776 direct input to these organizations that affect our Local Union and its members. Prior to Ed's appointment Local 776 has not had a representative on either board since 2011, a testament to the hard work and dedication to the membership exhibited by Ed.



Pres. Thompson addresses the PA Conference of Teamsters

Long Time Teamster Retires

Long time ABF employee and Teamsters Local 776 Steward Craig (Casey) Vogelsong has decided to hang up his fuel gloves after thirty-one (31) years. Brother Casey started his journey with ABF in June of 1988 and Local 776 cannot thank Casey enough for his leadership, dedication and commitment as a Steward for the Brother's and Sister's working at ABF. Happy Retirement Casey!



Local 776 Business Agent Dave Wolf (Center), with Casey's 15:00 yard jockey crew, wish Casey best of luck in retirement.

UPS Driver Honored

On February 7, 2020 UPS Harrisburg East Package Car Driver Benjamin Bentz was inducted into the UPS Circle of Honor. UPS's prestigious Circle of Honor is reserved only for the best of the best – those drivers who achieve 25 or more years of accident-free driving. With UPS drivers from the Harrisburg East and West Centers looking on, along with Local 776 representatives Benjamin was presented with his Circle of Honor Jacket by driver Steve Light, commemorating his accomplishment.



L to R - UPS Driver Sean Ferguson, Benjamin Bentz, UPS Business Agent Dave Licht, Local 776 President Ed Thompson

Amsted Rail Contract Ratified

Recently Local 776 Members at Amsted Rail ratified a new four year agreement. At the conclusion of negotiations 82% of the eligible members voted on the tentative agreement, with 75% of those voting in favor of the pact. Highlights of the new agreement include: steady wage increases each year of the agreement, no increases in health care costs for the first year; with a cap for any future increases, 20% increase in the company's 401k matching contribution, an increase in bereavement days off for immediate family members, significant improvements on vacation for new hires after one year, and an increase in the weekly accident and sickness pay benefit. In addition there was a signing bonus and an early wage increase for the three months prior to the agreement going into effect. The new agreement runs from April 26, 2020 thru April 27, 2024. Local 776 Business Agent Ron Hicks would like to thank the negotiating committee for their dedication and hard work they displayed during the negotiations and to congratulate them for bringing a highly acceptable offer to the membership for a vote. Additionally Ron would like to thank the members who supported the committee and realized the committee negotiated the best agreement possible by showing their overwhelming support by voting on the tentative agreement.



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IBT Local 776 2020 Membership Meeting Dates

Sunday May 3, 2020	Sunday September 13, 2020
Sunday June 14, 2020*	Sunday October 11, 2020
Sunday July 12, 2020*	Sunday November 8, 2020
Sunday August 9, 2020*	Sunday December 13, 2020

**Pending Membership Approval*

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

IBT Steward's Meeting Dates

Saturday May 2, 2020	Saturday November 7, 2020
Saturday September 12, 2020	

Teamster History

On March 7, 2020 Local 776 hosted a "History of the Teamsters" presentation by the IBT. Karin Jones gave an informative presentation about where we came from, and where

we are going. In 1903, the Teamsters started as a merger of the two leading team driver associations. The Teamsters are known as the champion of freight drivers and warehouse workers, but have organized workers in virtually every occupation imaginable, both professional and non-professional, private sector and public sector. Today, it would be hard to identify a Teamster on the streets because we are everywhere. The union represents everyone from A to Z - from airline pilots to zookeepers.

Commented Local 776 President Ed Thompson "It's important to understand how our Union came to be, and how it has expanded to meet the needs of working men and women across the country. Understanding where we came from helps us to move forward into new industries such as Google, Amazon, and others in the cyber technology field."



IBT representative Karin Jones stands with Local 776 President ED Thompson (L) and Secretary-Treasurer Ron Hicks by a piece of Local 776 history; The IBT Charter drafted in 1937

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