



## WHAT'S AHEAD?

**Worker's Memorial  
Day**  
April 28, 2022



**Local 776  
Family  
Picnic**



June 12, 2022  
See you at Knoebels!

**Local 776 Golf  
Tournament**  
August 7, 2022



**Local 776  
Children's  
Christmas party**  
December 10, 2022



Due to the pandemic many events are subject to change. Any updates will be posted on Union bulletin boards, the Local website, and future newsletters.

## Kentucky Tornado Relief

On December 10, 2021, a violent, long-tracked tornado moved across Western Kentucky, producing severe to catastrophic damage in numerous towns. Crossing through eleven counties during its lifespan, the tornado was exceptionally long-tracked, traveling 165 miles.

With the Christmas season in full swing Local 776 member Rich Stover, and his wife Linda were stunned as the amount of destruction unfolded before their eyes on the local television news station. Linda and her friend Lisa Weiss decided to act. Lisa, who had previously worked with Charity in Action contacted the Emergency Management Agency in KY and received a list of needed supplies, from hand tools, power tools, and household clean up supplies to generators, work lights, extension cords, and wheelbarrows. Lisa's husband Tim, who is the Deputy Fire Chief of the Bryn Athyn Fire Co, donated a bay at the firehouse for the donation storage and assembly area. Once word got around town by way of the local news media donations

to move everything to KY. Here is where Rich got involved; the cost of renting a truck and having it driven to KY would have used almost all of the monetary donations collected, which Linda was hoping to provide to the relief agency in KY. Rich got Linda in touch with Local 776 President Ed Thompson, who didn't hesitate to jump in with help. Ed agreed to supply the truck, the fuel, the tolls, and the driver; in this case, it would be Rich, to move the relief supplies to KY. The Warriors Watch motorcycle rider's organization heard of the relief effort and offered a motorcycle, and local police escort for a portion of the trip. Rich left PA with a fully loaded trailer on December 28th. Upon arrival at a warehouse that was being used as a staging area for relief supplies, there was plenty of help to get the trailer unloaded and Rich on his way back home, arriving safely on December 30th.

Commented Local 776 President Ed Thompson: When disaster strikes we are often called upon by the Red Cross for help in moving relief supplies. This was the first time the relief effort was a "home grown" endeavor. Rich and Linda, along with Linda's co-organizer Lisa, did a commendable job in stepping up, getting the ball rolling and working out the logistics of collecting, palletizing, loading, and finally getting the load where it was needed. I would also like to thank the many individuals, and businesses that generously donated supplies to make this a successful relief effort.

To view additional photos of the relief effort please navigate to [teamsterslocal776.org/kentuckyrelief](https://teamsterslocal776.org/kentuckyrelief)

began to snowball, from both individuals and local businesses. As the amount of donations continued to increase, Linda went in search of a truck



With a motorcycle and police escort Rich heads for Kentucky



## A Message From Local Union 776 President Ed Thompson



"We remain  
committed  
to serve you,  
providing  
the best  
representation  
possible for  
you and your  
families."

Hello again, I hope this newsletter finds everybody safe. The calendar says its spring, the days are getting longer, flowers and trees are awakening from their winter lull, and the birds are back.

Before I report on the "State of our Union", there are congratulations in order for a number of individuals.

Last year the IBT election for General President was held. Sean O'Brien and his team were victorious in their quest to lead the International Union. Once the Office of the Election Supervisor verified the election results Sean's slate were proclaimed victors, garnering approximately 66% of the member's votes. This is a significant number; it shows that Sean has the support of the membership; they stand behind him as he begins to lead our great Union forward. In addition, the overwhelming margin of victory sends a clear message to the employers that we are strong, united, and stand behind our International Union. I have known Sean for many years, he is a friend to our Local; we will be able to count on his help anytime we request it. With Sean assuming the Presidency of the IBT that means that someone left to create that vacancy.

Congratulations are in order for Retired International General President Jim Hoffa. Prior to the election Jim had announced his intention to not seek another term and retire. Jim led the International through five terms in office, a total of twenty-five years. There were many notable accomplishments during his tenure in office; most notably was his agreement with the Federal Government to end the court ordered consent decree, which had Federal Officials overseeing the daily operations of our Union. Congratulations on your retirement Jim, best of luck in retirement!

Last but certainly not least, I would like to congratulate Local 776 Business Agent George Goodling on his retirement effective January 1, 2022. George is one of our own; George won election to office along with the other Officers, Agents, and myself in 2014, assuming office on January 1, 2015. George played a vital role as we all worked to reorganize a Local Union in disarray and return it to a Local Union where the Members could be proud to say they were a Teamster Member again. I will let George tell you a little bit more about himself later in the newsletter.

2021 saw many changes in the way we conduct business, the business of representing you, the members. We began the year by implementing an on-line new hire application process. This process works in conjunction with the Local Union website to capture

new hire information in one place, then forward it to the TITAN operators to upload to the IBT. This application process includes basic personal information plus the application forms for dues check-off, death benefit, DRIVE registration, and registration for the Locals' website. Having this information captured electronically will greatly reduce the chance of a new hire beginning work and the Local not being aware of it. We improved our website to make it easier for a member to register and receive general E-mail alerts plus email messages that are sent to specific employer groups by the BA's. Along with easier website registration, we also streamlined the application process for DRIVE, the Teamsters political action arm. Lastly we launched the Local 776 Mobile App. Members were expressing their desire to get information easier, without having to sort through their E-mail inbox looking for Teamster news among their many incoming emails. Members can download the mobile app for their specific device from the home page of the website. Once the App is downloaded, you will receive push notifications on your device. By registering for the website, you will receive employer specific emails. As always, no member information will be shared with any third party, being used only for communications from Local 776. Additionally, to devote more time to organizing we added a full-time organizer to devote full effort to grow the Local Union. Our Local remains strong; despite the ongoing pandemic; we have been able to increase our membership, building Teamster power and strength. Our financial picture continues to grow from year to year with increased total assets due to the due diligence of Secretary-Treasurer Ron Hicks and the Executive Board, monitoring expenses to justify their expenditure while keeping in mind the service to the members foremost in their actions.

2021 was the first year of our new term in office. I would like to thank the members who put us there, for displaying your trust in us by giving us the opportunity to serve you to the best of our abilities. Rest assured; we remain committed to serve you, providing the best representation possible for you and your families.

Fraternally,

Ed Thompson,

President, Teamsters Local 776

## Business Agent's Reports



**Ron Hicks:** From the Secretary Treasurer side of my job I am again happy to report to you the members, the finances of your Local Union are stronger than they have ever been in the history of the Local. The General Fund combined assets were up over 579k and the Drivers Welfare Fund was up over 223k from end of year 2020 to end of year 2021. Since taking office in 2015 as Secretary Treasurer the General Fund is up over 2.3 million and the Drivers Welfare Fund over 1.9 million.

From the Business Agent side of my job we successfully negotiated and ratified the contracts at Highspire Borough and Suez Environmental Services in the fall of 2021. At Amsted Rail in Camp Hill the business levels came back enough that everyone that was on layoff was called back to work. This year in the fall of 2022 we will enter into negotiations with the Middletown Borough. Our Mechanics at RJC continue to be busy maintaining ABF equipment and hopefully will have some new job opportunities this year. ABF Freight continues to be very busy and is still actively trying to hire employees in all job classifications. They were just approved for a Change of Operations that will see them opening another terminal in Camp Hill with the city operations from Carlisle and Lancaster combining as one separate terminal.

In closing I would like to thank all of my Stewards for their hard and dedicated work. I would also like to thank all of our members who have continued to work tirelessly throughout this pandemic that we have all endured.



**Dave Licht:** At UPS, it is business as usual, the Company continues to violate our labor agreement, the members file grievances, we butt heads with the company, and more often than not settle grievances in the members' favor. Last year UPS paid over \$300,000.00 (that is three-hundred thousand dollars) in grievance settlements. The violations cover contract violations including overtime over 9.5 hours per day, 8-hour workday, supervisors working, subcontracting, seniority violations, run-around grievances for feeder drivers, and penalty pay for payroll errors not corrected timely. UPS has been sub-contracting loads they pulled off the rail. This is new language in this current contract (Article 26 subcontracting) concerning PANTHERA loads. These loads are to be taken off the train to create new sleeper team runs in feeders, not give the Company the opportunity to sub-

contract the work. Feeder Stewards and I have been filing grievances on this issue because we have feeder drivers working in the hub on lay-off from the classification. The Central PA Grievance Panel heard the case where it was deadlocked, at which point I docketed the case to the National Grievance Committee for resolution. At the National Grievance Committee, the case deadlocked and has been scheduled for arbitration, we are currently working on a date for the arbitration hearing. Additionally, I have been working with the Company on preparing for the Change of Operations hearing scheduled before the opening of the new Middletown building.

I am currently the Union Co-Chair on the Central PA Grievance Panel and a Co-Chair on the National Panel for the Article 43 (Premium Services) committee.

I would like to thank all of the Members and Stewards who continually hold UPS to the collective bargaining agreement by reporting violations, filing grievances, and seeing them through the grievance procedure.



**Bill Olmeda:** This past year has been a challenging year for negotiations. Due to the Covid pandemic, the Local Union had to get creative on how negotiations were conducted, either across the table or via Zoom meetings. I am pleased to report the Local Union negotiated new agreements for the following units. West Manchester Township (4 year agreement), Spring Garden Township (4 year agreement), West York Borough Public Works (4 year agreement), Adams County Court Appointed Professional Unit (4 year agreement), West York Fire Dept. (3 year agreement), and Walter Zeigler Son's Inc. (3 year agreement). I would like to thank the negotiating committees for these groups for their help in reaching an agreement with the respective employers, also for providing feedback to the members as negotiations progressed.

Moving into 2022, there are two agreements that are currently in negotiations; Red Lion Boro, and Metals USA. Mid-year negotiations will commence for the following units: Littlestown Police Dept., Red Lion Municipal Water Authority, Springettsbury Township, and Gettysburg Borough. The respective negotiating committees and I will be negotiating with these employers to reach a suitable agreement. I continue to be the Local's representative to the United Way of York County's Labor Advisory Committee also; I act as the Local Union's contact for the York/Adams County Central Labor Council.





## 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!





## "Giftmas" at Local 776

With gifts remaining from the Drive-Thru and Christmas for Kids the Local set out to make sure others had a brighter Christmas. Our BA's and Organizer were busy getting the toys to the following agencies:



New Hope Ministries



Marine Corps Toys for Tots



YWCA Access York



Shriners Children's Hospital



Hershey Medical Center Children's Hospital



York Lutheran Church

"During this season of caring, season of sharing, the Local remains committed to supporting the communities where our members live and work" commented Local President Ed Thompson. "From our community services Christmas project in York to helping these organizations, it's all about People Helping People." -Ed Thompson



## Local 776 Retirements



Local 776 President Ed Thompson (L) and Secretary-Treasurer Ron Hicks (R) congratulate George on his retirement from the Local

**George Goodling:** On January 1, 2022, Local 776 Business Agent George Goodling retired from his long tenure with the Teamsters. George worked at YRC for 36 years, and was a Steward for 21 years. George assumed his elected BA position at Local 776 in January of 2015, and was reelected to two additional terms.

George has been married to his wife Brenda for 37 years and have one son. They plan on slowly easing into retirement life, doing some traveling, heading to Florida to escape the PA cold and snow. A long postponed trip to Italy is being planned, subject to Covid restrictions. After working as a BA for seven years George is planning on keeping his hand in labor by doing some volunteer work for the Labor Council. In addition, he plans to devote more time to woodworking, and is putting together a small wood shop.

Asked for any parting words George commented: "It was an honor to work with everyone at Local 776, an honor to serve the members. The Local is in great hands and they never stop working for the members".

The Officers and Agents of Local 776 honored George at a gathering shortly before he began retirement. Congratulations George, your presence at Local 776 will be missed. Best of luck, and enjoy retirement!



Jim Goodyear (L) and Local 776 BA Bill Olmeda with Jim's Retirement Watch!

**Jim Goodyear:** December 30, 2021 ended a chapter of Jim Goodyear's life, and started a new one. Jim retired after 42 years as a Teamster. Jim started his Teamster membership at York Casket Co., where he was instrumental in the organizing drive that brought the drivers into the Union; he then became the first Union Steward for the York Casket members. After a year at York Casket, while on a layoff, Jim heard of an opening at York Container Company, and his next 41 years, the last 25 as a Union Steward, were spent there. During his career, Jim amassed approximately 3 million accident free miles driving up and down the road.

Jim and his wife Patti have two daughters with four grandkids between them. The family, along with a honey-do list, will keep Jim active! Jim is an avid hunter and angler. Retirement will provide more time for both activities, with a road trip to Wyoming to hunt, salmon fishing on Lake Ontario, and flounder fishing in Maryland. Additionally, pandemic allowing, a cruise to Alaska is being planned.

Jim has seen the Union help many people throughout his career, when asked by new employees, especially younger people just starting out, why a Union? Jim is quick to tell them, "Your wages, your benefits are because of the Union, just wait until the day you need them, then you'll see what they do for you!"

From everyone at Local 776 congratulations on your retirement Jim, may you enjoy as many years of retirement as the number of years you worked earning it!



Kathy receives her retirement watch along with congratulations from Local 776 BA Dave Licht

**Kathy Heindel:** Kathy Heindel began her career at UPS as most long term employees do, as a part-time employee. Kathy started at UPS in 1988 working various jobs until she got a full-time position in August 1996 as a full time air combo driver. After being fulltime for 1 1/2 years her seniority allowed her to become a feeder driver, where she remained for 23 years until her retirement on December 31, 2021. Kathy is a second generation Teamster, having learned from her father, Verl F. Heindel, who was a Teamster at Roadway Express for 30 years that being employed as a Teamster meant you would have good pay, great health benefits, job protection, and a good pension.

During the wars in Afghanistan & Iraq Kathy collected items to help support a troop of 160 military personnel in Baghdad from our area for a year. She also helped fellow UPS drivers who served and had sons over seas. Fellow Teamsters from the Union Hall would donate money for items, sign cards, and offer support. One year a 6-foot Christmas tree and decorations were sent to the troops. Kathy organized a fundraiser for a UPS driver serving in Afghanistan. She collected \$2500 in two weeks for the family. Additionally Local 776 donated many toys and gifts to the family that year. When we suffered the loss of drivers on the road at UPS Kathy set up fundraisers for the families, making peanut butter and coconut eggs and selling them. The money being donated to the families. To help a hub employee's son with cancer Kathy made cookies and masks, selling them and donating \$2300 in just a few weeks. For all of her humanitarian efforts Kathy was nominated for "Super UPSer" on the UPS website in December of 2021. Commented Kathy "my grandmother taught me that we are blessed and we need to give back!" Congratulations on retirement Kathy, you are a shining example of the Local's motto of "People Helping People!"



## Local 776 Launches Mobile App



Furthering our commitment to keep in contact with the members, Local 776 proudly launched the Teamsters Local 776 Mobile App. Along with our email alerts you can now receive push notifications of Local 776 events and news directly to your mobile device. When the website is updated with news and information, the Mobile App automatically updates also so there is no missing any new information. No more sorting through numerous emails in your inbox looking for a particular message, possibly missing the Local 776 message. Additionally, Business Agents use the website to send employer specific information to the members via email. Members who login to the App will now receive the employer specific messages delivered to their device. If you are

a Local 776 member who is not currently registered for the website you can register through the mobile app and begin receiving the notifications.

To begin using the Local 776 Mobile App go to our website at [teamsterslocal776.org](http://teamsterslocal776.org) with your device and download the Android or Apple version from the home page of the website by selecting the appropriate download button. Follow the prompts to install the app on your device. If installing on an Apple device select yes to allow push notification messages. Once installed, the app will open to the main page. Follow the additional instructions found on the website to register for the website if you have not already done so, or to link your current Local 776 user account to the App.

## Dauphin County Prison Contract Update

Local 776 members who work at Dauphin County Prison (DCP) overwhelmingly approved a new four-year agreement on December 10, 2021. The agreement covers approximately 224 Local 776 Members working as Correctional Officers and Sergeants, along with the Maintenance and Records departments.



*The DCP negotiating committee reviews their agreement with the County. Members of the committee include (From front Clockwise): Bub Walton, George Bell, Ronnie Barb, Ray Adams, Local 776 BA Shane Weaver, Robert Henson, Robert Ream, Greg Shaffer, Andrew Burkins, and Jason Shay*

Correctional work is a demanding, stressful job, day in and day out dealing with some of society's worst offenders. Local 776 Business Agent Shane Weaver and the DCP negotiating committee worked tirelessly to keep Dauphin County at the bargaining table, reaching a tentative agreement with the County on November 30, 2021.

Some of the improvements negotiated include members with 1-12 years of service received percentage wage increases over the life of the agreement. The County wanted to raise the number of years required to reach the "career rate" of pay. The committee held fast on no givebacks and was able to maintain the threshold at 12 years. Additionally a decrease was negotiated in the cost of insurance for the current plan. Members now have an option to select different levels of health insurance coverage based on their individual circumstances that will result in lower monthly co-pays. In an effort to reduce costs, the County wanted to raise the multiplier used to calculate retirement benefits, which would have lowered the retirement benefit. Shane and the committee took the position that the new multiplier was unacceptable, and they would not recommend any agreement to the membership that contained changes in the pension language. Additionally, enhancements to the call off window procedure were negotiated.

During meetings held throughout the day on December 10, Shane and the committee presented the tentative agreement to the membership before they voted. Once the ballots were

(continued on page 8)

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## IBT Local 776 2018 Membership Meeting Dates

Sunday April 10, 2022*	Sunday October 9, 2022
Sunday May 15, 2022	Sunday November 13, 2022
Sunday September 11, 2022	Sunday December 11, 2022

\* Meeting scheduled for 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 Steward's Meeting Dates

Saturday, May 14, 2022	Saturday, November 12, 2022
Saturday, September 11, 2022	

## The Rick Smith Show

Rick Smith, a Local 776 member from Carlisle PA, hosts a daily radio show that focuses on working family issues. From the working-class neighborhoods of Cleveland, Ohio, where folks didn't have much and still don't, Rick went from delivering papers as a boy to a career driving 18 wheelers as a proud union member. Since 2005, Rick has carved out a place for us, a place where real people can come together and hit back against the forces trying to turn the American Dream into a nightmare. Rick has given us voice, and, that voice has been The Rick Smith Show. The Rick Smith Show is by



working people, for working people. For working people who want a direct, honest approach to the issues that matter, that is what The Rick Smith Show provides. The show has no puppets, no focus groups, and no talking points. It is a place that serves up a heaping portion of democracy, with a side of fairness, the grit of a Teamster, and no apologies. Where facts are the center, where science is real, and where everyone gets a seat at the table.

Follow Rick's Broadcast at [thericksmithshow.com](http://thericksmithshow.com)  
 "Where working people come to talk"

(continued from page 7)

tabulated, the tentative agreement was approved by 86% of the membership. An acceptance rate such at that sends a clear message to the employer that the membership at DCP supports Shane and the Negotiating Committee.

An arbitrator issued the last DCP agreements, as well as others before it, after negotiations with the County reached an impasse. This is the first time in approximately 20 years the Local Union was able to keep the County at the bargaining table to reach a satisfactory agreement.

Commented Local 776 BA Shane Weaver: "I would like to thank the committee members who worked tirelessly on this agreement. They kept the information stream flowing to and

from the members and showed the County negotiators they and the members were united in the fight for a fair contract.

## Inside The Local 776 REVIEW

Mark Your Calendar.....	Page 1
Business Agent reports.....	Page 3
Retirements .....	Page 6
Dauphin County Prison Contract.....	Page 7