



## WHAT'S AHEAD?

**Labor Day**  
**September 5, 2022**  
It's your Day, enjoy it!



**Monthly Membership Meetings Resume**  
**September 11, 2022**



**Election Day**  
**November 8, 2022**  
Make Your Vote Count!



**Veteran's Day**  
**November 11, 2022**  
Thank a Vet!



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



on an agreement to replace the contract that was set to expire on June 30, 2022. A company proposal to void seniority rights for selecting vacations and holidays was met with strong opposition by the members. After hearing loud and clear from the members, they would reject any agreement that included the loss of seniority rights for selecting vacations and holidays. The Union negotiating committee held strong and the employer withdrew the proposal. It was during negotiations that parties memorialized the Memorandum of Understanding (MOU) pertaining to the creation of the EMT apprentice program. A tentative agreement was reached in mid-June, paving the way for a ratification vote by the membership. Numerous meetings for the members to review the agreement and

## Local 776, Hershey Medical Center Agreement Reached

Work started earlier this year on a new contract for 776 members at Hershey Medical Center with the submission of contract proposals by the membership. Each member received a proposal questionnaire along with a self-addressed postage-paid return envelope in which to return his or her completed proposals. All of the gains made in the new agreement came directly from the proposals that were returned by the membership. Negotiations with the Medical Center began the end of April and progressed through May



Left to right: Scott Heblow PCA, Josh Ingram Trades Dept. Plumbing Group Leader, Leslie Lukenich Food Service Cook, Rebecca Mohr PCA Emergency Department, David Vrona Business Agent, Tom Bender Group Leader Environmental Health, Lee Mukherjee Pharmacy Tech, Jill Enck Surgical Technologist, Robert Krotser Patient Transport.

ing committee each held small "break out" meetings so they could devote additional time to explaining the agreement to smaller groups of members. Local 776 BA Dave Vrona commented, "It was important to have smaller, manageable groups at each meeting to insure that members had an opportunity to ask any and all questions so that everyone had a clear understanding of the agreement before voting". Voting results released on June 30, 2022 show the membership ratified the agreement by approximately a 60% yes vote.

Some of the highlights of the new agreement include:

- Protection of Seniority Rights: Seniority protection on choosing vacations, holidays and mandatory overtime.
- Gains in wages through upgrades and percentages
- Caps on insurance deductibles and co-insurance percentage levels
- Creation of career paths for current and prospective employees through the addition of select "trainee" and "advanced" positions
- Formation of an EMT apprentice program for current as well as new employees
- Included were retroactive pay increases to June 19, 2022
- Increases in on-call pay
- Improved language in Article 13-job vacancies
- Improved language in article 14- leave of absence for parental leave

Commented Local 776 President Ed Thompson: "I would like to thank the negotiating committee for the time and effort they put into this agreement along with presenting it to the membership for ratification.



Scenes from the ratification process



## A Message From Local Union 776 President Ed Thompson



"Partnerships  
such as these are  
a way to give our  
current members  
a way to advance  
to a better pay-  
ing job in their  
respective field"

Hello! I hope everyone is having a great summer, getting out, and enjoying their vacation time. Summer is winding down; soon the kids will be back in school and we will swing into the holiday season.

I would like to congratulate our three scholarship finalists; Mitchell Barnes, Kayla Ostriche, and Nicole Shank. These young people are our future, and Local 776 is proud to play a part in their continuing education. Best of luck to all of you as you advance into your respective areas of study. Along with congratulating these young people, I would also like to thank the members who participate in the Local's continuing fundraising efforts to support the scholarship fund by purchasing 50/50 raffle tickets. The scholarship fund continues to grow through the sale of these tickets, offering three scholarships to qualified dependents every year.

June 12th was a great day for Local 776 and our members. That was when we held our family picnic at Knoebels amusement park! The picnic was a perfect kick-off to summer: warm weather, a day on the rides with family and friends, and plenty of good food! This year we had over 4,100 members, retirees, spouses, kids, grandkids, and significant others descend on Knoebels. While I was strolling through the park, it seems many of you took our message to "Show Your Teamster Pride" to heart by wearing Local 776 branded merchandise. The wearing of the "colors" helps other members recognize Teamsters from a different employer or a different area of our jurisdiction, maybe stop, and say hello to a fellow Teamster! Photos from the picnic are included in the newsletter and in the "Photo Gallery" on the website.

Pursuant to the Teamsters Local 776 bylaws, a bylaw amendment to Section 31(d) was presented to the membership at the March 2022 membership meeting. The bylaw amendment proposed raising the death benefit in the three tiers that are based on length of service. The amendment again was presented to the membership at the April and May membership meetings, at which time the membership in attendance voted on it. The bylaw amendment passed by a vote of the members in attendance and has been forwarded to the IBT for final approval.

Most times our dealing with employers is over a disagreement or an interpretation of contract language. Recently a different circumstance arose with Hershey Medical Center and Yellow Freight (parent of YRC). At both employers, we were able to establish training programs that can benefit existing members as well as bring new members into the Local Union. At Yellow, the program established a Driver Training Academy, and at HMC an apprentice program to train Emergency Medical Technicians was established. Both programs have been well received by members looking to advance in their profession as well as new members looking for a

better job at a Union-represented company. Partnerships such as these allow our current members to advance to a better-paying job in their respective fields while being paid as they train. Additional information on these two programs can be found in the newsletter.

I'm happy to report that Local 776 reached an agreement with our largest "White Paper" employer, Hershey Medical Center, on a new three-year agreement. Local 776 Business Agent Dave Vrona and his negotiating committee negotiate this contract in-house.

It is said that strength is in numbers; as we continue to grow the membership of Local 776, our strength increases. Our organizer, Ashley Cerzullo, works tirelessly when given a lead on a prospective employer group looking to organize. Earlier this year ABF received approval for a Change of Operations, which saw them opening another terminal in Camp Hill, which combined the city operations from Carlisle and Lancaster as one new terminal. This Change brought new members to our Local from the Lancaster area. Additionally, UPS is building a new facility in our jurisdiction. The site in Lower Swatara Township was chosen as the site of the "super hub" because of its proximity to major highways and accessibility to the northeastern United States. "The 775,000-square-foot distribution facility will feature the latest sorting, processing, and data capture technology. When completed the facility will be the fourth largest UPS facility in the country. Once operational the "super hub" location will create 750 new jobs. UPS has already begun hiring additional employees to staff the new operation. Since we took office over eight years ago, our UPS membership alone has grown by approximately 800 individuals.

Earlier this year we launched the Teamsters Local 776 Mobile App as another tool to stay in contact with the membership. The app has been well received by the members and the use of the app continues to grow.

It's been 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, along with social activities for you and your families to enjoy with each other and your Union Brothers and Sisters. Please monitor our website, the Mobile App, your Union bulletin boards, and future issues of the newsletter for important information concerning our planned activities.

Fraternally,

Ed Thompson,

President, Teamsters Local 776

## Business Agent's Reports



**John Taylor:** As a Business Agent at Teamsters Local 776, I represent twelve (12) different Contracts. I now represent all of YRC, New Penn, and Bimbo Bakery along with the contracts that I previously held.

Since taking over as Business Agent at YRC Freight I helped establish the Teamsters Local 776-YRC Truck Driver Training Academy in Carlisle PA. The Driving Academy is currently booked through July, August, and September. Additionally, grievances at YRC are current. Earlier this year I accepted an appointment as the Union Co-Chair of the Central PA Joint Area Grievance Committee.

I am happy to report that Local Union has negotiated new Agreements for Susquehanna Township School District (3-year Agreement), and Domestic Uniform (3-year Agreement). We have also successfully unionized the Office Clerks at the New Penn Camp Hill terminal. I would like to thank all the employees at the above locations for all of the time they took to help their fellow employees.

Canteen Vending Hanover, PA: We will begin negotiations this fall on a new CBA.

Rabbit Transit: We will begin negotiations on July 26 (Para Transit), and August 2 (Fixed Route). Negotiations will continue every week until we reach an Agreement.

I would like to thank all my Stewards for their hard work helping hold the Companies to their respective Collective Bargaining Agreements, also I would like to thank all of the members for their continued support.



**David J. Vrona:** Hershey Medical Center: Recently Teamsters Local 776 negotiated its largest white paper contract at Hershey Medical Center where we represent over 1100 members that work in 105 different job titles. The new Agreement runs through June 2025. We were able to negotiate some new job titles; Patient Care Assistant Advanced, Emergency Medical Technician Advanced, Patient Escort Service Aide II. Additionally we negotiated an Emergency Medical Technician Apprenticeship Program. All programs give existing as well as new members a chance for advancement in education as well as pay.

Premier Pleasant Acres/Lucent Group: Both of these groups provide care to the residents of Pleasant Acres Nursing Home in York, PA. We will be focusing on preparing for upcoming negotiations at the start of next year with both contracts expiring September 30, 2023. We were successful in a recent arbitration with Lucent Group. The case involved wage increases which Lucent Group felt they did not have to give but were clearly negotiated in the contract. The Arbitrator agreed with the Local and retroactive checks were issued to all involved. PrimeCare Medical: PrimeCare Medical is a unit that provides healthcare for York County Prison. We recently had a dispute over shift differential at this unit. The members filed a grievance and through the grievance procedure, we were able to get this resolved without going to arbitration. The resolution paid retroactive shift differential back to June of 2020 when a new time clock system was implemented.

I would like to thank all my Stewards as well as all members of Local 776 for their hard work and commitment.



**Shane Weaver:** I would like to thank our Stewards for working with utmost dedication. I am extremely proud to have you as part of our Local. Hopefully the Covid Pandemic is behind us, while we wait for the Arbitration Awards in some units, we have begun negotiations in others.

York County Prison Correctional Officers, Counselors, and Maintenance are in the final stages of arbitration and should have an award soon. We are hoping that with the economy and inflation in flux we will be able to keep the contracts current with the times.

Negotiations started this winter for York County Youth Development Center and have had some good talks so far. The County issued a retention/sign-on bonus for the YDC members at the beginning of the year in hopes to keep current staff and help with hiring new personnel.

The Perry County Prison contract expired at the end of 2021. A vote was conducted on the best, last and final offer that was rejected by the members. An arbitrator has been selected and the arbitration process is progressing as expected.

Reading Township Police and Public Works are in the second year of a three-year agreement. Negotiations will begin at the end of the year on a new agreement.

Dauphin County Prison Corrections Officers, Sergeants, Maintenance, and Records Office ratified a new 4-year agreement in December of 2021. It was overwhelmingly approved by the membership and put into effect starting 2022.





## Local 776 Scholarship Finalists

Local 776 proudly announced the Local 776 Scholarship Finalists for 2022 at the May Monthly Membership Meeting. Again, this year the Local Union awarded three scholarships to member's dependents. These scholarships are made possible by Local 776 fund raising events held throughout the year. Congratulations to all of our finalists and best of luck as you continue to further your education! This years Scholarship finalists are:

### Mitchell Barnes



*Mitchell and his parents Andy and Sheri Barnes*

Mitchell, son of Piedmont Airlines Member Andy Barnes graduated from Hempfield High School in 2022. While attending high school Mitchell was a member of the bowling team for four years, the last two years as team captain. Additionally he was a member of the Hempfield Student Council for two years. Mitchell plans to study Agra-Business at Penn State University's Harrisburg Campus, then transferring to University Park to complete his degree program. Mitchell commented, "I would like to thank the Teamsters for the scholarship, it will go a long way in helping me fund my college education."

### Nicole Shank



*Nicole and her parents Robert and Pamm Shank*

Nicole, daughter of Hershey Medical Center Member Robert Shank graduated from Palmyra High School. She will begin her senior year at Messiah University this fall where she is an accounting major. While attending high school Kayla was a member of the field hockey team. Kayla took a moment to add, I would like to thank my parents for their support, for all they have done for me while in school. Also I would like to thank my field hockey coach for the discipline I gained from competing in a team sport."

### Kayla Ostriche



*Kayla with her father Croydon Ostriche and mother Jennifer Kuhn*

Kayla, daughter of TForce Freight Member Croydon Ostriche graduated from Bermudian Springs High School in 2022. While attending high school Kayla was a member of the National Honor Society and the National Art Honor Society. Kayla plans to major in art education at Shippensburg University. After college, she would like to instruct at the high school level. Quite an accomplished artist in painting and drawing, Kayla has shown her work at various high school art shows. She has won the state and district level VFW patriotic art contest and now moves to the state level of competition. In Closing Kayla added, "I want to thank the Teamsters for their support, it will definitely help with my education."

### Dollar\$ for \$cholar\$:



Additional information on these and other scholarship opportunities for qualifying Teamster dependants can be found on the "Member Resources" page of the Local Union website.



## Local 776 Family Picnic at Knoebels! Fellowship, food, and fun: A Good Day at the Park!



Additional photos from the Family Picnic may be found in the "Photo Gallery" on the website.





## Local 776, Employers Establish Training Programs

**Hershey Medical Center:** Are you looking for a career change; interested in becoming an Emergency Medical Technician (EMT)? Teamsters Local 776 and Hershey Medical Center (HMC) have collaborated in an apprentice program opportunity for existing HMC Members in addition to new hires.

The apprentice program runs for twelve weeks, participants will be paid for their time in training. At the end of the twelve-week training, upon successful completion of the certification process participants will be placed in the EMT Classification.

A current employee who fails to achieve/complete the program can apply for another job for which they qualify with HMC. A new-hire apprentice who fails to achieve/complete the program may apply for another job within Penn State Health for which they are qualified.

Commented Local 776 HMC BA Dave Vrona: "The Local Union will always continue to explore new opportunities for members to advance their skill set and education to advance to a better paying job."

For more information, point your web browser to the link below for these and other Teamster Jobs: <https://www.pennstatehealth.org/careers>



Local 776's newest Emergency Medical Technician Members are: Beginning second from the left: Sahil Kumar, Bianca Jasper, Danautyca Harris, and Philip Arneson. Photo courtesy Penn State Health

**Yellow Freight:** In collaboration with Teamsters Local 776 Yellow Corporation opened its 17th Commercial Driver's License Driving Academy earlier this year in Middlesex Township. Yellow Corporation subsidiaries include national carrier YRC Freight, and regional carrier New Penn. This is Yellow Corp.'s first training school in Pennsylvania. The Yellow CDL Driving Academy will offer apprentice drivers four weeks of classroom instruction and behind-the-wheel training with an instructor. The academy is tuition-free and students are paid to earn while they learn. Yellow is collaborating with the U.S. Department of Labor as part



United States Secretary of Labor Marty Walsh, PA Gov. Tom Wolf, Local 776 President Ed Thompson, and officials from Yellow Corp. were on hand for a ribbon cutting ceremony at the new facility. Photo Courtesy of Joe Hermitt/PennLive.

of its apprenticeship program "You actually have a job while you're going through the program," Yellow Corp. CEO Darren Hawkins said. The Local Union and the company agreed that all training; classroom, video, and hands on will be done by Teamster trainers with a ratio of no more than four trainees per trainer. Local 776 representative to the academy, BA John Taylor, reports that the school is booked through September 2022 and so far has a 97% graduation rate. The program is open to new hires as well as current employees looking to advance their career in the freight industry. Upon successful completion of the course, the member may chose a city driver or road driver position and be placed on the appropriate seniority list.

Anyone interested in finding out more about the training program can contact the driving academy hotline at 833-475-8201 to apply and learn more about enrollment.

## Local 776 Golf Tournament

Some of Local 776's best golfers took to the course at Eagles Crossing Golf course on Sunday August 7<sup>th</sup> for the Annual Local 776 Golf Tournament. Members were out to enjoy a day of friendship; food, prizes, and good-natured head-to-head competition. Bragging rights were on the line as the fearsome foursomes made their way around the course. When the last putt dropped and the scores were tallied up, the members were treated to a steak dinner. In addition to door prizes, awards were issued in the following categories:



*A Happy Fearsome Foursome!*

**Championship Flight 1<sup>st</sup> Place:** Ron Irvin, Ernie Schoonover, Josh Eberly, Justin Sheaffer

**Championship Flight 2<sup>nd</sup> Place:** Seane Krinock, Steve May, David Kury, Todd Kubala

**Championship Flight 3<sup>rd</sup> Place:** David Bloss, Nate Paulus, Greg Rickert, Josh Chataginer

**1<sup>st</sup> Flight 1<sup>st</sup> Place:** Chris Fortenbaugh, Quinn McLaughlin, Robert McGugin, Eric German

**1<sup>st</sup> Flight 2<sup>nd</sup> Place:** Tim Osburne, Mike Kennedy, Denny Wilson, Juo Ro

**1<sup>st</sup> Flight 3<sup>rd</sup> Place:** Josh Lahr, Brett Thedes, Jesse Kinzer, Zack Bowsman

**2<sup>nd</sup> Flight 1<sup>st</sup> Place:** Gary Johnson, David Pond, Ron Miller, Ben Houtz

**2<sup>nd</sup> Flight 2<sup>nd</sup> Place:** Kevin Weagle, Chris Yinger, William Bennett III, Timothy Barlup

**2<sup>nd</sup> Flight 3<sup>rd</sup> Place:** Alan Wagaman, Mike Baia, Chris Turns, Daniel Shughart

**Closest to the pin #3:** Greg Kline

**Closest to the pin #7:** Kevin Weagle

**Closest to the pin #16:** Steve May

**Closest to the pin #13:** Ron Irvin

**Longest Drive #18 Men's tees:** Todd Veigle

**Longest Drive #18 Senior tees:** Jim Mackey

**Longest Drive #18 Ladies tees:** Sarah Haut

As is the custom at Local 776 events, a 50/50 drawing was held in support of the Local's Scholarship Fund. Members had opportunities throughout the day to try their luck by purchasing tickets before the drawing. This year's 50/50 Winner was Paul Haut, and the winner of a \$500.00 Eagles Crossing Gift Card was Mike Sellers. If you missed the tournament this year we'll be doing it again next year; keep working on your swing, get your group lined up, and come on out and play! To view additional photos from the tournament please visit the Photo Gallery at [teamsterslocal776.org](http://teamsterslocal776.org)

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### IBT Local 776 2022 Membership Meeting Dates

Sunday September 11, 2022      Sunday December 11, 2022  
Sunday October 9, 2022      Sunday January 8, 2023  
Sunday November 13, 2022

*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 September 10, 2022      Saturday January 7, 2023  
Saturday November 12, 2022

## TForce Freight (Formerly UPS Freight) Grievance Settlement



*Receiving their grievance checks with Spencer are road driver Robert Kellner and Carissa Possemato, two of the 26 road drivers who shared the nearly \$232,000.00 claim paid to the drivers at the Harrisburg terminal.*

When UPS Freight laid red-circled road drivers off in January 2020, Business Agent Spencer Dearth, with the assistance of the road stewards, went to work filing a grievance on behalf of all affected members. While processing the grievance through the grievance procedure, the Company violated the contract again in a lay-off in March/April 2020. The grievances moved through the grievance procedure with other cases filed across the country and eventually arbitrated with grievances filed from Local 745 as the lead cases. In July 2021, the Arbitrator ruled in favor of the Union but left the monetary claims up to the Union and Company to determine. After several discussions with the Company to make sure every affected driver was made whole, the grievance checks were distributed.

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