



NOVEMBER 2010

# HRC News

The TEAMSTERS HUMAN RIGHTS COMMISSION Newsletter

## Teamsters-National 401(k) Savings Plan

**P**ensions. IRAs. Savings accounts. For many people, these longstanding retirement savings vehicles have been the basis for their retirement planning. If you want to do more, however, the Teamsters Union affords you that opportunity.

Whether you plan on traveling, taking up a new hobby or spending more time with family, it will take money to do it. The Teamsters-National 401(k) Savings Plan is a great way to save for your future plans. Benefits of the plan include:

- Tax savings through before-tax contributions (when you contribute to your plan account on a pre-tax basis, less of your income is taxed when you get paid);
- Potential tax-deferred growth on your account (any investment growth is not taxed until you withdraw the money); and
- A variety of investment options (including target date funds and a self-directed brokerage account).

Take this opportunity to find out if your employer is participating in the plan and make sure you are making the most of all the retirement planning options available to you.

To find out more about the plan visit [www.prudential.com/teamsters401kplan](http://www.prudential.com/teamsters401kplan).

Prudential provides recordkeeping and account access services for the plan. To contact Prudential by phone, call 1-877-PRU-2100.

Participant Service representatives are available Monday – Friday, 8 a.m. to 9 p.m. ET.



## HRC Ensures Past is Not Forgotten



**M**embers of the Teamsters Human Rights Commission visited Selma, Ala. earlier in the year where they participated in a memorial march over the Edmund Pettus Bridge, toured the historic city and cleaned up a memorial to Viola Luizzo.

The event connected HRC members to the past and ensured that one of the most turbulent times in American history is not forgotten.

On March 7, 1965, during the height of the civil rights movement, protestors marched in unity across the Pettus Bridge in Selma. They were peacefully demonstrating against resistance to voter-registration work, but were met with violence and tear gas from local police. The event came to be known as “Bloody Sunday” and was a turning point in America’s civil rights movement.

“Marching across the Edmund Pettus Bridge was very meaningful for all of those who participated,” said HRC Director Antonio Christian. “By marching over the bridge, we ensure that this history will not be forgotten by younger generations and we remind Americans of the role the Teamsters Union played during the civil rights movement.”

The Teamsters Union strongly supported the civil rights movement and provided money and supplies to many civil rights groups, including the more than 700 families living in “Freedom Village” who faced retribution for registering to vote in 1960.

[subhead:] Remembering the Fallen

Among those who also contributed to the civil rights movement was Luizzo. The wife of a Teamster business agent, Luizzo left her home in Michigan and drove to Alabama where she transported black civil rights marchers home nine days after the Pettus Bridge March.

Ku Klux Klan members spotted Luizzo, who was white, in a vehicle with those she was driving and murdered her. A memorial erected by the Teamsters Union and the Southern Christian Leadership Conference Women marks the location where Luizzo’s car and body were found.

Those who participated in cleaning Luizzo’s memorial include Christian; International Vice Presidents Ferline Buie and Henry Perry; HRC Deputy Director Betty Fischer; and HRC representatives Renee Hinson, Nate Jackson, Harvey Jackson, Ed Carter and Chuck Baez.

## A Message from Human Rights Commission Antonio Christian

### Continue Our Efforts to Grow The Union

This election cycle was one of the most heated we've seen in years—and for good reason. Times are tough. I hope everyone took time to vote on November 2.

What matters is that you participated and exercised your rights and voted for candidates who support workers' rights.



As union members, it is important for all of us to remain active and involved. The fact of the matter is we cannot rely on any politician to do our jobs for us. We are the union and we must do what we can to keep our union strong. That's why I encourage all HRC members to get involved in their local unions, their Joint Councils and their communities.

As HRC representatives and members, it is our job to tell others about the important work the Teamsters do. It is our job to encourage nonunion workers to join our union. And it is important that we mentor and prepare our youth for the future. By doing so, we will lay the groundwork to ensure our union will remain strong for the generations that come after us.

So, do what you can. Talk to your local union leaders, community leaders and church leaders. Learn how you can help influence the future of our union. Remember, you get out of things what you put into them.

## Get Active!

## Member Involvement Strengthens Union Might

When members get involved in their local union, everyone benefits.

"Dedicated, active local unions are making a huge difference in countless communities across the nation," said Jim Hoffa, Teamsters General President. "They're organizing workers. They're getting legislation passed. They're making their voices heard."

Covina, California's Local 396 is a good example of what labor can accomplish when members gets active. When their membership realized what they do together, they jumped at the opportunity to join their local's DRIVE campaign. When the campaign started, 2 percent of their sanitation members belonged to DRIVE, the union's political action committee. Six weeks later, 1,325 members were signed up—50 percent of the local's waste/recycling workers.

The DRIVE campaign success boosts organizing efforts by strengthening ties with local elected officials. For example, by strengthening ties to local government officials, Local 396 has helped pass worker-retention ordinances in smaller, local communities. "By gaining strength through our DRIVE membership, we will increase our influence to pass more pro-worker laws at the local level that help our members and laws that will help our union grow," said Ron Herrera, Secretary-Treasurer of Local 396.

When International Vice President Al Mixon was elected Secretary-Treasurer of Cleveland's Local 507, member participation wasn't what it could be. Mixon set out to change that. "One thing I always recognized coming up through the ranks is that the real value of a union comes from its membership," he said. A good first step for members looking to get more involved



in their local is as easy as attending membership meetings.

"You can learn a lot about your local from a membership meeting, and every local has them," Mixon said. "If you really want to be engaged, talk to retirees. Talking with retired Teamsters can really educate us about what we can do at the local level."

Larry Cerne, one of the active retirees Mixon mentioned, retired in 2006 after a 30-year Teamster career. He has witnessed member participation ratchet up in the last few years thanks to Mixon's leadership and said the local has reaped benefits because of rank-and-file solidarity. "The local keeps us involved," Cerne said. "You can see the difference in just about everything we do."

Mixon said now that more members are active in the local, they have more people ready to help during organizing drives and other activities. When the local hosts or participates in an event, they are able to get more people there. And his local isn't alone.

"Over the past two years, Local 117 has launched a series of initiatives to increase membership involvement and participation. Most notably, these include establishing a Teamsters for Tomorrow chapter (members 35 years and under) and a Latino Caucus," said Paul Zilly, Communications Coordinator for Local 117 in Tukwila, Wash.

"With both of these groups, we have seen members, who previously had little or no connection with their union, become active, engaged participants. They are better at enforcing contracts; they have volunteered for community events; they have participated in leafleting actions and joined fellow members on the strike line. It has been amazing to see the positive energy they have brought to the union and how it has strengthened us."

# HRC Representative Spotlight

## Edward Carter

In his second year as an HRC Representative, Edward Carter, a member of Local 665 in Daly City, Calif., believes the future of the union lies within America's youth. That's why, Carter encourages members of his local to become involved in the community and mentor young people.

"That's part of growing the union," Carter said. "Someone else has to be able to come in after we're gone. As they say, the beat goes on."

And Carter himself stays on beat by being an open book and honest role model for those around him. Not only does he volunteer and mentor himself, but Carter takes to heart the messages and lessons he has learned from the HRC. He became a representative so he could help more people by bridging gaps between members and between his local and the community.

"I always try to put myself in a position where I'm able to obtain information. I then use that information to educate and help others," Carter said. "When you're trying to fix a bridge or bridge a gap, you must make it passable for someone else to cross. The HRC does that and I want to be part of that cycle."



## Penny Arhar

Among the responsibilities an HRC representative has is networking—with their local union, with members across the country and with the community.

As one of the HRC's newest representatives, Penny Arhar, Vice President of Local 311 in Baltimore, Md., has done just that.

Officially an HRC representative since August 1 of this year, Arhar has been reaching out to members of her local, asking them to reach out to their communities. Community involvement, Arhar said, will likely be a major part of Local 311's HRC program.

"We need to let people know who we are and that we're here," Arhar said. "I've asked our own members to speak at their church or school functions."

A need to become more involved with her own union is what led Arhar to accept a position as an HRC representative. Through her new duties, Arhar hopes to be able to help others, educate community members about the Teamsters and grow her local.

"I've always wanted to be more involved. I really enjoy meeting and helping our members and this offers me the perfect opportunity to do so," Arhar said. "I look forward to helping expand those community service and disaster relief programs."



## Make a Difference

### Become an HRC Representative Today

Teamsters Human Rights Commission Representatives

- Assist local unions in promoting diversity;
- Participate in community service projects;
- Assist with the Disaster Relief Fund;
- Assist with the Hoffa Memorial Scholarship Fund; and
- Mentor fellow Teamsters.

Teamsters truly are people helping people. Through the Human Rights Commission, Teamsters across the United States have been able to make a difference in their communities by volunteering their time and talents to help those in need.

This year, it is our goal to have a Human Rights Commission representative at each local union across the country. By building the Human Rights Commission, we are able to expand our services, educate the general public about the good work Teamsters do and, most importantly, help those in need.

If you are interested in becoming a Human Rights Commission representative, contact the Human Rights Commission at 202-624-8971.

### What are you doing to raise human rights awareness?

Plan an event at your local to raise awareness about these issues:

- December: Human Rights Month
- January: Mentoring Month
- February: Black History Month

## HRC CALENDAR OF EVENTS



In an effort to increase participation and raise awareness, the HRC has a number of events scheduled for 2011, including:

- Martin Luther King Jr. Celebration, Dallas, Texas, January;
- James R. Hoffa Scholarship Dinner, Chicago, March; and
- HRC Workshop at JRHMSF Chicago, March.

More information about these events will be announced at a future date. To learn more, contact your HRC representative or call the Human Rights Commission at (202) 624-8971.

## A Message from General President James P. Hoffa

### Member Mobilization



Active rank-and-file involvement is one of the many things that make the Teamsters Union the most powerful union on the planet.

When we called on our members to get involved in organizing, the response was incredible. Thousands of you volunteered for

organizing trainings and then assisted your local unions or Joint Councils in getting nonunion workers to join the Teamsters.

Every campaign the Teamsters participates in—whether for organizing, to negotiate a strong contract or to get something done on Capitol Hill—starts with a strong membership

If you're not involved with your local union, I urge you to get out to a membership meeting. There's much to be learned at a local meeting, and connecting with your fellow members and officials at the local is a great way to take that first step.

Once you have established a relationship with your local union, there's no shortage of ways to get involved, to make your union stronger, to make your community better, to make your job safer.

There is strength in numbers, and with 1.4 million Teamster brothers and sisters out there—and much more to come—our union is about as strong as it gets. But we can always be stronger. The easiest and most effective way is for each and every Teamster to get active in his or her local.

*DRIVE is a political committee that furthers labor-related goals, including making contributions to support candidates for local, state and federal offices. Individuals may refuse to join or contribute without fear of reprisal.*

Find out more about this exciting program by talking to your local union, or on the web at [www.teamster.org/drive](http://www.teamster.org/drive)



Take a Stand for Working Families

Visit [www.teamster.org](http://www.teamster.org)

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