From the Desk of Brett Miller
Principal Officer, Teamsters Local 340

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The International Brotherhood of Teamsters claims to be America’s strongest Union. Here at Local 340 we have some hard numbers to back up that claim. Earlier this year we asked for and received the following information from the Maine Labor Relations Board for 2015:

Local 340 accounted for:

- 44% of the total of all activity at the Maine Labor Relations Board (MLRB)
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- 42% of all Fact Finding cases
- 43% of all Mediation (MSEA did 29%)
- 39% of all Prohibited Practice Complaints filed (AFSCME filed 10%)

(Continued on page 2)
Officers’ Reports

(continued from front cover)

Overall, Local 340 went to the MLRB 185 times that year. That proves that we are more active than the American Federation of State County and Municipal Employees (AFSCME), the Maine State Employees Association (MSEA) and the Maine Employees Association (MEA) combined, even though those unions have nineteen times as many members. It also helps to explain the age old question of “what does the Union do with the dues money?”

Our willingness to organize small Public Sector units that other unions ignore or have abandoned creates a larger workload for the office staff and business agents. Those smaller units produce little revenue, but Teamsters believe in Union representation for all workers. We don’t ever want to forget who we are. Fortunately, we have gained some larger new units such as Red Cross workers and Saco Public Works employees. Welcome those members when you see them.

We have also broken new ground in the world of Union workers, having organized Osco Pharmacists and Information Technology professionals at Fort Kent School (MSAD 27).

I am hoping that you take the time to read all of the entries in this month’s issue. I’m sure there is a lot of information here that many members are unaware of and that should be of interest all.

Remember, as the principal officer of this Local, the buck stops here. I am open to every member’s comments, questions and/or complaints. I promise to respond. I’m not saying you’ll always like my answer or responses, but you will have my ear.

Business Agent
Joe Piccone

“Rome wasn’t built in a day, but man, did they get a break on the labor.”

-James R. Hoffa, IBT President (1958-1971)

National and local elections are right around the corner and the outcome will determine whether or not employers reach for even a greater “break on labor”. Vote for those that support labor, because ultimately that will determine your ability to successfully provide for your family.

Recently our negotiating team at the Portland Water District settled a new three-year contract that includes wage increases, pension contributions and added MLK Day to paid holidays. Bucksport Fire Department, Public Works and Police ratified new contracts that provide wage increases and maintain their NNEBT health coverage at no additional cost to our members. At Fairfield Fire Dept., we were given a unanimous fact-finding decision in our favor over wages but the Town refuses to implement the decision, so we are moving the issue to arbitration in November.

I want to thank the members and stewards of our great Local Union that put in so much time fighting the good fight, backing me up when needed and keeping us all ever vigilant.

Business Agent
Ed Marzano

As the fall season begins I would like to take a minute to reflect on some of the highlights from this year. On the organizing front, 2016 has been a great year for Local 340. New bargaining units include the Town of Paris Clerical Department, Old Orchard Beach Clerical and Maintenance, and the Oxford Police Patrolmen and Sergeants. At this time we have several organizing campaigns going on with the hopes of bringing more membership to our great Local Union.

I am currently in negotiations with the City of Westbrook Fire/Rescue Department, Greater Augusta Utility District, Lincoln County Dispatch Supervisors, Old Orchard Beach Clerical, First Student Bus, Brunswick Public Works, Brunswick Parks and Rec, and Ryder Truck. Over the summer we were able to ratify contracts at Cape Elizabeth Public Works, the Westbrook General Unit, Westbrook Dispatch and Sabattus Public Works. A special thanks to all the Stewards and the negotiating teams for those groups. I appreciate all the hard work and effort.

In August, we held our 6th Annual Shannon Ronan Golf Scholarship Tournament. As always, we had a great turnout. We were able to raise $7,000 for the scholarship. I would personally like to thank all those who donated or played in the tournament. I look forward to working with our staff and leadership here at Local 340. I am proud to be a Teamster and it is an honor to serve the membership that put us here.
Secretary-Treasurer
Lorne Smith

Hello everyone! I hope you had a great summer. I am happy to report that 2016 is shaping up to be a great year for Local 340. Our continued efforts to cut expenses and grow the membership have been successful and we are approaching the 3,700 mark (up from 3,200 in 2013 when we took office). Continuing to grow makes our Union stronger and we have added the following units to the Teamster fold: American Red Cross, Osco Pharmacists, Saco Public Works, Paris Administrative, Oxford Police and others. Organizing for Power with America’s Strongest Union is what we will continue to do. The units mentioned above organized to have a voice in their workplace and we are proud that they chose Teamsters Local 340! Increasing the membership is the key to building a stronger Union and we are investing heavily to do that.

We are continuing to cut expenses but we still represent the membership! The two parts of the budget that have increased in 2016 are areas to do with representation: Legal and Arbitration. We will continue to take on workplace issues to better serve our members. Teamsters Local 340 is very active in taking on cases at the Maine Labor Relations Board and will continue to be. Teamsters Local 340 puts on 48% of all cases at the Labor Board. The budget for 2016 has been implemented and we are confident that we will achieve our goals. Our primary goal this year is to address the maintenance needs of our Hall. The Hall has been neglected over the years and we can’t continue to push these issues down the road. We have budgeted $20,000 for repairs in 2016 and will present a long term plan to address all the other maintenance issues in the near future.

Recording Secretary
Ray Cote

2016 has been a very interesting and busy year, beginning with picketing in Biddeford for the bus drivers’ negotiations.

Representing Biddeford Bus—as well as other notable bargaining units—has been challenging, requiring patience, perseverance and hard work. The one constant in all of the units I work for has been the hard work and support from my stewards. The stewards are our eyes and ears, and we would be hard-pressed without them. As a group, we continue to advocate for the members and support our various contracts. The stewards have helped in negotiating separation agreements, testifying as expert witnesses at numerous arbitrations and holding management accountable for contract violations. I have instituted a policy of “craft meetings” at certain units. We continue to work together as a team to do the best job possible to represent the membership.

Business Agent
Traci Place

"Trade Unions have been an essential force for social change, without which a semblance of a decent and humane society is impossible under capitalism."

- Pope Francis.

This quote embodies the efforts undertaken to raise the minimum wage in Maine. There have been regional efforts won, with a larger State-wide effort moving forward. Thousands of signatures were collected to bring a referendum to the voters this fall. This referendum would cause and maintain a gradual increase to Maine’s minimum wage. The minimum wage in our state has not increased in six years, even though the cost of living has increased each year. The 13 states that increased their minimum wage at the start of 2014 had significantly higher job growth than those states that saw no increase. When we bring wages up for those on the bottom, it helps bring wages up for everyone, and all of that is money that gets spent in our communities. This fight is much like fights labor has tackled throughout history, such as the 40-hour work week, child labor, work place safety, and many others. As we move closer to the elections, we urge you all to become a supporter of this important effort.

As always, there are many contracts in the process of negotiation or mediation, and contracts for new units being diligently worked on. It keeps us busy, but fighting for the membership is what we believe in!

Our 7th Annual State-Wide Food Drive to benefit Catholic Charities’ food bank in Aroostook County was held in July.

(Continued on page 5)
When Dues Are Not Required: 
Proper Withdrawal Card Procedures:

There may come a time when you are not required to pay dues. In such cases you are entitled to ask for and receive a “Withdrawal Card,” which excuses you from dues.

You should obtain a withdrawal card when you leave work for any reason besides vacation, including medical leave. You should apply when you anticipate being out of work for an entire calendar month, without working at least one day in that month.

Call the Union Hall at (207) 767-2106 and talk to any staff member.

You will receive a Withdrawal Card and receipt (labeled WDC-HON) in the mail, which indicates that you are on honorable withdrawal.

When you return to work, you must call the Union Hall in order to be returned to active status. You will receive a receipt in the mail indicating your status with the code WDC-DEP. You can then discard or return your withdrawal card.

If it turns out that your absence from work does not span an entire calendar month, you may not receive a withdrawal card.

“Why am I behind on my dues?”

- Paycheck deductions of dues are for your convenience, but the responsibility of paying dues is yours alone
- Employers cannot always be trusted to deduct proper amounts. They often over-deduct or deduct too little
- If you do not receive a paycheck, the employer cannot deduct dues, but you still owe those dues for the month
- You can always call the office staff for an accounting of your dues (767-2106)
- You can always write the Local Union a check if the employer can’t or won’t catch you up
- Many members get behind a little, but the Local does not penalize you so long as you catch it before too long
With your help, we collected 4,000 lbs of food and and $7,800, thereby permitting their food bank to be operational for an almost 2-month period. Over 480,000 lbs of food are needed each year at this food bank, which distributes to 24 food pantries and additional programs. Teamsters Local 340 is their single largest food and monetary donation each year!

Our next effort will be the Joint Council 10 Women’s Committee’s “Sock It to ‘Em” campaign to collect new socks for the homeless. Everything collected by our membership will be distributed within Maine. Information will be forthcoming, but start collecting now through the beginning of December.

I would like to say “Thank You” to all of the shop stewards that work hard every day to maintain the contract and keep their employers in check. It takes each and every one of us to be sure the rights of our members are preserved.
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(Continued on page 2)

Dearly Departed Brothers & Sisters
June to October, 2016

Emile O. Cloutier St. Johnsbury Trucking
Robert Bickford, Sr. Monson Companies
Peter Wentworth Biddeford Police
Thomas Ewing Coles Express
Gilman Parker St. Johnsbury Trucking
Gordon E. Brown Hallamore
David Wildes APA Trucking
Frederick F. Green APA Trucking
Paul Cust United Parcel Service
Michael R. Brochu YRC Freight (Roadway)
Norman Cressey New Penn

You can take a stand for working families by contributing to DRIVE – the Teamsters’ political action committee. Your contribution will support grassroots action by Teamster families to stand up to Big Business interests. Call the Union Hall (767-2106) to sign up for voluntary deductions from your paycheck, which will support candidates for local, state and federal offices.

www.teamster.org/content/about-drive

DRIVE is 100% optional. If you choose not to sign up, your dues money will not be used in political campaigns.

New Shop Stewards (June to October)

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<thead>
<tr>
<th>Member</th>
<th>Unit</th>
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<tbody>
<tr>
<td>Jen Savage</td>
<td>UPS Wells</td>
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<tr>
<td>Nicholas Gilbert</td>
<td>Paris Police</td>
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<tr>
<td>Rick Gouzie</td>
<td>Westbrook General Unit</td>
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<tr>
<td>Ryan McGee</td>
<td>Lisbon Police Sergeants</td>
</tr>
<tr>
<td>Chris Stanley</td>
<td>Hancock County Corrections</td>
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<tr>
<td>Denise Dunn</td>
<td>Town of Berwick</td>
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<tr>
<td>James Moore</td>
<td>Rockport Police</td>
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<td>Sydd Leach</td>
<td>Mid-Coast Solid Waste</td>
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<td></td>
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<tr>
<td>Gidgette Ledoux</td>
<td>Old Orchard Beach</td>
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<tr>
<td>Deb Mulherin</td>
<td>Old Orchard Beach</td>
</tr>
<tr>
<td>Mark Lutick</td>
<td>UPS Auburn</td>
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<tr>
<td>Jason Dube</td>
<td>UPS Calais</td>
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<tr>
<td>Adam West</td>
<td>U-Maine Orono</td>
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<tr>
<td>Ron Smith</td>
<td>U-Maine Farmington</td>
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<tr>
<td>Mike Clavette</td>
<td>Van Buren Highway</td>
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<tr>
<td>Adam Chartier</td>
<td>Caribou Fire</td>
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