

# Teamsters Local 391



1938-2013



# Teamsters Local 391 Elected Officers & Business Agents



*Mike McGaha,  
President*



*Vernon Gammon,  
Secretary-Treasurer*



*Tony Scott,  
Vice President*



*Rachel Eitzen,  
Recording Secretary*



*Karen Matthews,  
Trustee*



*JoCarolyn Wilkins,  
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*Jimmy George,  
Trustee*



*Wayne Gibbs,  
Business Agent*



*Paris Ware,  
Business Agent*



*Chris Vaughn,  
Business Agent*



*Rick Armstrong,  
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*Keith McCorkle,  
Assistant Business  
Agent*



# TEAMSTERS LOCAL 391

Affiliated with:

International Brotherhood of Teamsters

Joint Council 8

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**Michael McGaha, President**

**Vernon Gammon, Secretary-Treasurer**

October 12, 2013

Teamsters Local 391 was formed by 26 truck drivers in High Point 75 years ago. They launched a local union that is now, with 8,000 members, the largest private-sector labor union in North Carolina.

Our history is a story of struggle, a story of perseverance, a story of success.

Those first members of Local 391 had to strike to win recognition and a contract from the management of Southern Oil Transport.

This fighting spirit remains with us today. Every contract, every strike, every successful grievance, every organizing victory is a measure of our commitment to serving the members and their families.

Local 391 has helped tens of thousands of people over the years. Our pay, health insurance, retirement benefits and work rules frequently set the standard for the industries where our members work.

The character of Local 391 flows from our collective commitment to continually seek to strengthen the local union. We will always endeavor to build a stronger union, and a better future for our members and their families.

We know that one must study the past in order to better prepare for the future. This is why we take great pride in presenting this review of the first 75 years of Teamsters Local 391.

Fraternally,

Mike McGaha, President

Representing Teamster Members in Piedmont and Eastern North Carolina





# The Early Days

The drivers for Southern Oil Transport were making \$8.33 for a 400-mile trip from Wilmington to High Point to Charlotte to Fayetteville in 1938. It wasn't enough money.

So, the drivers took advantage of the relatively new National Labor Relations Act, which President Franklin Roosevelt signed into law in 1935. They struck the company for recognition of the Teamsters, and for a first contract.

"Old Man" Brinson, the owner, was playing hardball, so the struggling Teamsters turned up the heat. They started signing up the drivers for Atlantic States, which Brinson also owned.

When Brinson caved under the pressure, this "was the beginning of 391" according to J.D. Whitlock, one of the local union's first presidents.

A delegation of the drivers traveled to Teamsters' headquarters and petitioned for recognition by the Teamsters union, which obliged, granting the 26 drivers an official charter on July 23, 1938.

Many other trucking company employees quickly organized, including Great Southern Trucking Co. (later Ryder Truck) and Mundy Motor Lines, which both struck to win recognition. Roadway Express and Associated Transport also followed.

As a result, the membership of Local 391 grew from about 36 at the end of 1938 to nearly 400 by the end of World War II in 1945.

The home base of Local 391 changed from Wilmington to Laurinburg in 1939, and then to High Point where the local union established its first real office in 1949.

In 1942, Whitlock left his post as president to join the service, like many of his brothers.



*Scenes from the Local 391 strikes of 1938 and 1939 at Southern Oil Transport, Great Southern Trucking Company and Mundy Motor Lines.*

# World War II

World War II had a big impact on the trucking industry and its employees, as it did on many aspects of American life.

Tires and fuel were in short supply, and federally regulated by the Truck Conservation Corps of the federal government.

The Corps had the authority to commandeer any truck and to press both truck and driver into service hauling equipment and material for the war effort.

Ralph Nelson, who served as president of Local 391 in the late 1940's, recalls: "They just told you what to haul, when to haul it . . . and you carried them there . . . And when you drove them out they issued you an envelope, and your envelope was giving you instructions where you were going."

**WARNING!**  
**THIS TRUCK IS BEING**  
**OPERATED BY THE**  
**UNITED STATES**  
**GOVERNMENT**  
**BY ORDER OF THE PRESIDENT.**  
**UNDER THE WAR LABOR DISPUTES ACT**  
**INTERFERENCE WITH GOVERNMENT OPERATION**  
**OF THIS TRUCK IS PUNISHABLE BY A FINE**  
**OF NOT MORE THAN \$5,000.00 OR BY**  
**IMPRISONMENT OF NOT MORE THAN 1 YEAR,**  
**OR BOTH.**



*J. D. Whitlock, Local 391's first president, mans a picket line.*

*The placard at left appeared on trucks pressed into service by the Truck Conservation Corps of the federal government for the World War II effort. Convoys of trucks hauled ammunition and equipment up and down the highways.*





*Local 391 opened its first office in High Point in 1948.*

## The Growth Years

In the five-year period from 1945 to 1950, Local 391's membership swelled from less than 400 to more than 900. McLean Trucking and Pilot Freight Carriers signed first contracts during this time. Meanwhile, other carriers like Roadway Express and Associated Transport grew and hired more employees, helping the local union to add more members.

Organizing victories continued into the 1950's, including Hennis Freight. However, the major

North Carolina Teamster event of the era occurred in 1951, when Local 81, headquartered in Raleigh-Durham, merged into Local 391.

So much organizing activity occurred in Local 391 from 1951 to 1959 that it would be impossible to detail it all here. Most significantly, perhaps, is the Teamsters union started diversifying from its truck driver roots. The union was now organizing maintenance employees at the trucking companies, for example. As a result, Local 391's membership grew from 930 in 1950 to 3,800 in 1960.



*Former Local 391 President Ralph Nelson poses by an Associated Transport truck in 1955.*



*Teamsters President Jimmy Hoffa and his wife, Jo, are welcomed by members of Local 391 as he opened the local's new union hall in 1963. Local 391 President Stan Willard is at right.*



*Local 391 opened an office in Lexington in the 1970's to support an organizing campaign.*

S.C. "Fat" Jones was an ardent organizer in the early 1950's, and served as the local union's president. He was succeeded in 1956 by D. Stan Willard, who held the presidency for 13 years from 1956 to 1969.

In 1955, Teamster drivers saw the first area-wide freight contract talks for North and South Carolina. These and other area talks around the country became a precursor to the National Master Freight Agreement.

In the 1960's, Local 391 began organizing in the industrial sector. The Local was growing, and the union needed a new base of operations to



*A 1974 meeting of Local 391's rank-and-file.*





*On September 23, 1968, the employees of Gilbarco struck, demanding a first contract. Gilbarco was owned by the Esso brand of the Standard Oil Corporation. Local 391 took on the nation's largest company in this struggle and called for a boycott of Esso products. Shown above, Secretary-Treasurer Bruce Blevins drove a hearse in front of the White House to help spread the union's message. The members won the strike in February of 1969 and got their first contract.*

adequately serve the members. Construction of a new union hall began in 1962 and was completed in March of 1963. The local union also began publishing its newsletter, *The Voice*, that year. In the first issue, the union noted that dues receipts totaled \$22,500 for the month – less than one-tenth the normal dues receipts today.

Local 391 held an “Open House” to showcase its new headquarters to the membership. This event was highlighted by the attendance of Teamsters President Jimmy Hoffa and his wife, Jo. More than 1,600 members attended the event.

The local union added a branch office in Raleigh-Durham in 1965 to better serve the members working in the Eastern portion of the state.

This era launched the union leadership career of Teamster giant R.V. Durham. He was first elected Secretary-Treasurer in 1960, and then succeeded Willard as president in 1969.

The transition ushered in the career of another Teamster stalwart, Bruce Blevins, who assumed the secretary-treasurer's post and held it until he retired in the 1990's.

Both Durham and Blevins were committed organizers, and the total number of members rose above 5,000 in 1966, to more than 6,000 in 1969.

## The Gilbarco Case

In June of 1968, Local 391 was chosen as the representative of Gilbarco employees in Greensboro. This company builds gasoline pumps and was owned by the Standard Oil Corporation (Esso). When the company refused to bargain in good faith, the new Teamsters were forced to strike on September 23. The battle waged on for months.

Local 391 did not back down when it took on the largest corporation in the world. The Teamsters called a boycott of all Esso products and went on the road, in a hearse, to wage its public relations campaign. Teamster activists rallied in front of the White House in Washington, D.C. and on the streets of New York City. The pressure mounted and the company agreed to a fair contract in February of 1969. So, 400 workers finally had the opportunity to officially join the Teamsters union.



Local 391 kept on growing. By 1976, it had 8,000 members. This was the time when Charlie Williams went to work for the local union as a business agent. He later served as secretary-treasurer in the 1990's when Blevins retired.

By 1977, with 8,598 members, Local 391 was recognized as the 17<sup>th</sup> largest of the Teamster's 742 local unions. Soon afterwards, in 1978, Local 391 scored a big victory with an organizing win at the Miller brewery in Eden. The number climbed again in 1978 to eclipse 10,000 members.

## New Attacks on Labor

President Jimmy Carter advanced the Motor Carrier Act of 1980, which deregulated the trucking industry. The new law introduced many new small truck lines and individual "Ma and Pa" carriers into the business. These changes decimated the unionized portion of the trucking industry. The turnover left only the largest of Teamster firms in business after the turn of the century.

Local 391's membership numbers declined, as did that of all Teamster freight locals.

This era also saw the rise of an entire industry of union busting attorneys to fight union organizing efforts. Their abuses of labor laws rendered the

National Labor Relations Act obsolete, thus making it extraordinarily difficult for any union to organize in private sector industries.

Local 391 countered these shifts by expanding into the public sector, first by organizing public school district employees and then police officers. This strategy undid some of the membership losses as the local union saw its numbers grow from about 6,000 to more than 8,000 in 2007. This growth was remarkable, considering that it occurred at a time when unions were shrinking across the country.

The list of elected leaders who served the members of Local 391 also changed as time marched on. As Jack Cipriani assumed the presidency in 1995, he did so with union-veteran Leonard Reeder at his side as secretary-treasurer. When Reeder retired, he was replaced by Mike McGaha, who came out of UPS' ranks. He served the local union as a shop steward, trustee, and as an elected business agent.

McGaha's talents were recognized by union headquarters in Washington, D.C., and he was asked to serve as Assistant Director of the union's giant Package Division, which covers 250,000 UPS Teamsters across North America. Claude Gray then became secretary-treasurer. Upon Cipriani's retirement, Gray was promoted by Local 391's Executive Board to become the first African-American president of the union.

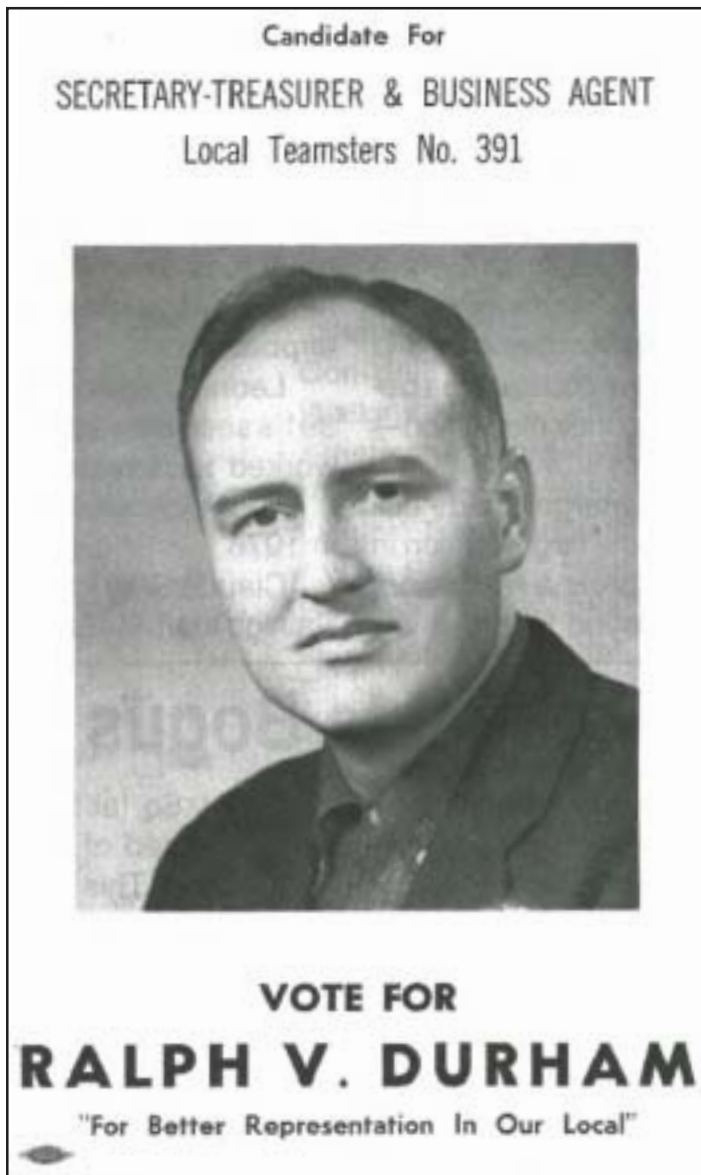
McGaha and his team (who are shown on the front cover of this book) were then elected in 2011 to serve as the leaders of Local 391.

Local 391's history over 75 years has been defined by true dedication to the members. A small group of 26 truck drivers planted the seeds for what would become the largest private sector union in North Carolina.

The future of Local 391 holds much promise because the members of Local 391 are unified in purpose and, therefore, the union is strong. Our future will continue to be charted by an unyielding commitment to strengthening the union, and to serving the best interests of Teamster members and their families.



*When he retired in 2009, Jack Cipriani recommended to Local 391's Executive Board that they elevate Claude Gray to the post as the local union's first African-American president..*



*R.V. Durham's 1960 campaign flyer.*

The members of Local 391 first elected R.V. Durham as a leader in 1960. He would be continuously reelected to serve the local union for the next 35 years. During this time, he rose to serve as one of the most prominent labor leaders in the U.S.

First elected as Local 391's secretary-treasurer in 1960, Durham became president in 1969. During his time as president, Local 391's membership grew from less than 3,000 to more than 8,000. The local union's treasury also grew more than ten-fold during this time.

He also served Teamsters nationwide by establishing the Safety and Health Department at

## Local 391 Names Union Hall After R.V. Durham



*Local 391's members voted to name the union's Greensboro union hall after long-time President R.V. Durham in 1996.*

*Called the R.V. Durham Labor Center, the hall now bears a plaque and a sign in his honor at its entrance way.*

*The plaque chronicles R.V.'s 35 year career as a leader of the union.*

*Local 391's membership also voted to grant him the honorary title of "President Emeritus."*

*Durham was a top candidate for president of the International union in 1991.*

the union's International headquarters. In this role, he led the fight to overturn a federal ban of tractor-trailer drivers who had open heart surgery.

In 1991, Durham became director of the union's giant Freight Division. Serving as the union's chief negotiator for the National Master Freight Contract that year, he won increases that doubled the members' pension payments from \$1,000 to \$2,000 per month under the Central States program.

The man who started his Teamster career as a long-haul truck driver for Roadway, would later serve the union as a vice president of the International Brotherhood of Teamsters.

# U.S. Supreme Court Says "Yes" To Local 391; "No" to Tyson Foods



*Teamster supporters working for Tyson/Holly Farms voted for the union in 1998 but had to wait 6 years for their case to make it all the way through the U.S. Supreme Court.*

Teamsters Local 391 won a huge victory when the U.S. Supreme Court ruled that Tyson Foods broke the law when it cut off contract talks with Local 391 in 1989, and lowered the workers' pay and benefits.



*"Charlie the Chicken" walked the picket line at Tyson, until the bosses demanded their "property" back. Charlie hasn't been seen since.*

The ruling compelled Tyson to rehire nearly 100 drivers who were fired or quit when the company slashed pay and benefits.

The dispute stemmed from a union organizing campaign that began in 1988 when the Teamster supporters worked for Holly Farms. Tyson bought that company, but refused to negotiate with the union.

The court upheld the National Labor Relations Board ruling that Tyson must return all 250 drivers and yardmen to their 1989 conditions of employment.

The workers received back-pay awards for the wages and benefits that they lost because of Tyson's moves.

Tyson also had to rehire and give back-pay to 47 other long-haul drivers who refused to

work for the company after it cut pay and benefits.

Following the ruling, President Jack Cipriani and Secretary-Treasurer Leonard Reeder negotiated contracts for the workers.



*Secretary-Treasurer Leonard Reeder (right) shows striker John Danner a document requiring Tyson to rehire nearly 100 drivers.*



# Cipriani Helps FBI Uncover Dues Theft; Events Spur New Vote Leading to Hoffa Win

Ron Carey's slim election win over Jim Hoffa for Teamster president was set aside in 1997 when Local 391 President Jack Cipriani helped the FBI uncover a scheme to steal dues and to funnel the money into the Carey campaign.

Carey was indicted by a federal grand jury and was barred from running for reelection because of his role in the complex money laundering schemes.

In all, federal investigators found six techniques used by the Carey campaign to raise funds for his reelection. Through these scams, "the Carey campaign improperly raised a total of approximately \$538,100," a report said.

Cipriani provided the FBI with a set of memos that triggered a major probe of a major swap scheme between Carey campaign and the Democratic National Committee.

Three key aides in Carey's campaign—including his campaign manager—plead guilty to fraud for their roles in the schemes.

Carey administration, was convicted on six felony counts and was sentenced to prison time for his role in laundering the dues money. Cipriani testified at Hamilton's trial.

Cipriani's actions were also critical to helping the union recoup some of the stolen dues. Once Hoffa won the rerun election, running with Cipriani as one of his vice presidents, the Teamster leaders advanced a claim that recovered \$425,000 from an insurance company. The firm had sold the International union a bond policy protecting Teamsters from losses stemming from employee fraud.

The Hoffa administration then adopted a tough new set of election rules that have succeeded in prohibiting any further dues thefts.



A newspaper hailed the memos that Cipriani provided as "key" to FBI, grand jury and U.S. Senate investigations.

The U.S. Attorney's office in Manhattan asked Cipriani to help in its prosecution of the case. He traveled to New York City to help build the Bureau's case.

William Hamilton, a former official in the

*Teamsters Local 391 President Jack Cipriani (left) is shown outside of the U.S. Attorney's Office in Manhattan in 1997, where he helped prosecutors convict campaign officials for their roles in funneling dues money into Ron Carey's reelection campaign.*



*Cipriani gave the documents above to the FBI. They proved to be "key" evidence in uncovering schemes to steal union dues.*

# Cipriani Elected International Vice President On Jim Hoffa's Slate

Jim Hoffa and his entire slate—including Local 391 President Jack Cipriani—rolled to big victories as Teamster members voted for new union leaders in 1998.

Cipriani served as a vice president from the union's Eastern Region. He received 60,625 votes, while the closest candidate from an opposing slate received 40,923.

"I am honored to win because I am deeply committed to the members of the Teamsters union," Cipriani said at the time. Cipriani remained as president of Local 391 while he served as an International vice president.

The rerun election was held to fill the remaining three years of Ron Carey's unfulfilled term of office. Carey was removed as president and barred from the rerun election when federal overseers ruled that he took part in a scheme to funnel dues money into his 1996 campaign.

Teamster members swept the Hoffa slate to victory in the union's Eastern, Southern and Western regions. The new vice presidents joined Hoffa slate candidates from the Central region who won in a 1996 vote.

Local 391's members voted overwhelmingly for Jim Hoffa and his slate. Cipriani won 2,308 votes from Local 391 members, while his closest opponent got only 881.

Hoffa quickly appointed Cipriani to serve as



*Teamsters President-elect Jim Hoffa (left) and new vice president Jack Cipriani celebrate their election victories in Washington, D.C.*

director of the International union's Brewery and Soft Drink Workers Conference.

Cipriani led this 47,000-member unit until 2009, overseeing contract negotiations and grievance panels across the U.S. and Canada.

Hoffa and his entire team, including Cipriani, were reelected to a full five-year term in 2001.

Rolling to the biggest election victory in Teamster history at that time, the Hoffa Unity Slate won the union's 2001 vote by a 2-to-1 margin.

The members of Local 391 voted for Hoffa 1,882 to 618, giving him 75% of the local's vote, up from 69% in 1998.

Cipriani won reelection at the union's 2001 convention when the Leedham Slate did not oppose Hoffa's candidates in the East.

Prior to becoming a business agent for Local 391, Cipriani drove a forklift at the Miller Brewery in Eden. Active in the organizing campaign that brought the Teamsters union into the brewery, Cipriani was one of the first elected shop stewards at the facility.

## 2001 Vote Results

	HOFFA	Pct.	LEEDHAM	Pct.
East	67,531	69%	30,855	31%
Local 391	1,882	75%	618	25%
South	16,884	65%	9,176	35%
West	38,799	64%	22,181	36%
Central	66,892	62%	41,242	38%
Canada	10,062	67%	4,935	33%
<b>TOTAL</b>	<b>200,168</b>	<b>65%</b>	<b>108,389</b>	<b>35%</b>

# Red Cross Uses Greensboro Union Hall As Hurricane Fran Command Center



When Hurricane Fran hit North Carolina hard in 1996, Local 391 helped out in a big way.

The Red Cross ran its disaster relief program out of the local's Greensboro union hall. A top-flight army of highly-trained Red Cross volunteers descended on the union hall, taking over the large meeting room.

From this "command center," the Red Cross managed its entire statewide emergency response to the storm. Hundreds of disaster specialists, from across the U.S., were deployed throughout North Carolina from the union hall. Red Cross also used the union hall as a clearing-house of information and support for its disaster facilities across the state.

It was only a temporary inconvenience for the local union, but, in the end, Local 391 continued to serve its members without a single complaint about the Red Cross. Moreover, many Local 391 members volunteered their time and skills to help the relief effort.

*Local 391 President Jack Cipriani (right) talks with Carlos Perez, a steward at Roadway at the time, who volunteered to drive a load of Red Cross relief supplies to Raleigh.*





# Service To Members Maintained Though Tornado Batters Greensboro Hall



One of the most important sayings around Local 391 is – “When you think something is more important than the members, think again.” That adage was put to the test in 2008 when a tornado destroyed the local union hall in Greensboro.

Fortunately, no one was in the building when the tornado hit. But it served as an important reminder that bricks and mortar are only tools to help the union serve its members. The union is not a building, it is each and every member.

The tornado hit on a Thursday evening and by the next afternoon, plans were in place to obtain

temporary office space while cleaning up from the disaster. Local 391 was open for business in temporary offices the following Monday morning.

Everyone realized that the business of the union was going to go on, whether it had a building or not, so it was all hands on deck for the weekend after the storm hit. Thanks to the hard work of Local 391 members, business agents and staff, the union was able to get up and running again quickly.

Local 391's entire team pulled together to help the union function through the crisis.



# Local 391 Launches Public Sector Organizing With Classified School District Employees

Teamsters Local 391 launched a big idea in 2004.

Teamster leaders saw that public school bus drivers, custodians, maintenance personnel and cafeteria workers had no voice on the job. And, they had gone three years without getting a pay raise from the state of North Carolina. Thus, they were underpaid, their jobs were threatened by subcontracting and, too often, they were not treated with respect.

While the public sector was new turf for Local 391, the local union's leaders believed that there was real opportunity to help these workers gain a voice on the job and have better working conditions.

Local 391 built real resources into launching the organizing effort and put a solid plan in motion. Local 391's entire staff got involved in creating an effective strategy. Funding, staffing, target development, community outreach and political influence were all key components of the local union's arsenal as it launched this ambitious new effort.

The local union sought the backing of the union's headquarters in Washington, D.C. And, when the International union's Organizing Department embraced the program, Teamsters President Jim Hoffa committed a \$118,000 grant to help Local 391 launch the project.

It worked very well. Local 391 reversed years of membership decline due to trucking deregulation and added more than 1,000 new members. Public employees are now one-quarter of Local 391's membership.



*Public school employees quickly got the attention of North Carolina's top elected officials once they joined Teamsters Local 391. Shown above, a group meets with Governor Mike Easley.*



*Forsyth County school bus driver Annie Campbell spoke to 7,000 people at a 2006 Teamsters' International Convention.*

*A group of Guilford County school district employees met in Local 391's Greensboro union hall as the local union launched its new public sector organizing program.*





# Raleigh Police Protective Association Merges Into Teamsters Local 391

Continuing in its commitment to bringing real resources to its police members, Local 391 recently won a major change in state law as it relates to the safety of police officers as they perform their duties.

The union successfully lobbied the legislature to make it a felony for a perpetrator any time a law enforcement official is injured while in the performance of his or her duties.

This legislative victory occurred with a General Assembly that shows little sympathy for the positions of unions.

"We were successful because we took a commonsense approach to the legislature and we made the jobs of police officers safer," said Rick Armstrong, an elected Local 391 business agent, who led the Raleigh Police Protective



Association into merging with the local union on November 28, 2006.

"Now, suspects should know that the penalties are going to be much greater if they injure one of the brave men and women who protect the public."

The Raleigh police voted by 98% to join Local 391. Soon thereafter, officers in other police departments across the state also signed up with the Teamsters, including Durham, Wilmington, Chapel Hill and other communities.

The police are joining Local 391 because of the union's clout in Raleigh and Washington.

Moreover, the Teamsters offer the best legal protections for police officers, who are too often sued by suspects even when the officers are just performing their duties.



*Teamsters Local 391 secured the appointment of Raleigh Lieutenant Rick Armstrong to the North Carolina Training and Standards Commission, which sets qualification standards for law enforcement certification. Thanks to Teamster influence, Armstrong was the first rank-and-file officer ever appointed to the post.*



*Teamster police officers quickly saw an increase in their influence once they joined Local 391. Shown above, Governor Mike Easley meets with police members of the local union. The Teamster members lobbied the governor to support legislation that would protect police officers as they perform their duties for the public.*



# Teamsters Local 391 A Consistent Supporter Of Civil Rights Efforts



*Local 391 members walk in front of a Teamster tractor-trailer at a parade held during a national celebration of Martin Luther King Day in Greensboro, which was sponsored by the AFL-CIO.*



*Local 391 members joined in a recent rally for comprehensive immigration reform at Rep. Howard Coble's office in Greensboro.*



*Local 391 activists are shown at a recent Moral Monday rally in Raleigh. The protests, sponsored by the North Carolina NAACP, have brought national attention to a legislature that has been hostile to the interests of working families and minorities.*

*Donny Brown, who died unexpectedly while serving as a Local 391 business agent, is interviewed by a reporter about the importance of remembering Martin Luther King.*



*Local 391 President Jack Cipriani was chosen to serve as a Co-Marshall of a parade (left) in 2005 that was sponsored by the Beloved Community Center in Greensboro. The event called attention to the Truth and Reconciliation Commission's efforts to bring healing to the city. The Commission studied the lasting impact of the 1979 murder of union organizers by the KKK.*

# Local 391's Political Muscle Offers Members Access to Real Power

When Burns Aerospace was bought by BE Aerospace in 1996, 150 Local 391 members stood to lose their jobs. The new owners liked the technical skills of the Winston-Salem plant, but planned to save money by moving low-skilled work to a nonunion plant. After talking with the local union however, a new plan was hatched.

The union got Governor Jim Hunt to fund a training program for 100 Local 391 members to raise their skill levels. As a result, the jobs were saved when the company moved more skilled work into Winston-Salem. And, since the union contract called for higher pay for skilled work, the newly-trained Teamsters got a nice raise.



## Local 391 Secures Anti-Poverty Program for Classifieds

Governor Mike Easley got a bill passed in 2007 that made sure North Carolina state employees would not work for poverty wages. However, he did not include classified public school employees, who drive buses, and work

as janitors, cafeteria workers and grounds keepers. Local 391 went to work on their behalf, and the Governor agreed to the union's idea. As a result, 28,000 classified employees split \$8.6 million in increased pay to lift them out of poverty.



*Teamster activists are shown with Kay Hagan (second from left) in Greensboro in 2008 as she campaigned for a seat in the U.S. Senate. As a state Senator, Hagan earned our support. For example, she worked hard to make sure that the state budget rewarded the hard work of Teamster public school employees with pay raises.*



Business Agent Rick Armstrong testifies in 2007 before a Senate committee, arguing for collective bargaining rights for public employees in NC.



# Teamsters Win Organizing Drive After 55 Years, Overnite/UPS Freight Employees Join Local 391

The first Teamster organizing drive to add Overnite workers to the union's ranks was initiated by President Jimmy Hoffa in the 1950's.

His son, and current Teamsters President, James P. Hoffa, got the job done in 2006, adding more than 10,000 new members to the union.

Freight organizing had been stalled for years. But, when UPS bought Overnite, a new door opened for the union. Hoffa announced at the Teamsters' 2006 Convention that he had secured a "card check" agreement with UPS. This meant the union could organize the workers simply by

having them sign Teamster membership application cards.

Over a week-and-a-half in the Summer of 2006, more than 200 UPS Freight workers at five locations across North Carolina signed up to join Teamsters Local 391. The organizing effort started with the Raleigh terminal and then moved to Fayetteville, Greensboro, Kinston and Wilmington.

Teamster headquarters negotiated a Master Contract that brought big gains to the UPS Freight workers who joined the union.



*Local 391's UPS Freight members voted overwhelmingly to support their first Teamster contract.*



Teamsters Local 391: Serving the Members for 75 Years



# Fighting the Tough Fights: Local 391 Members Help Win Historic UPS Strike



*97% of Local 391's UPS members voted to strike in 2007.*



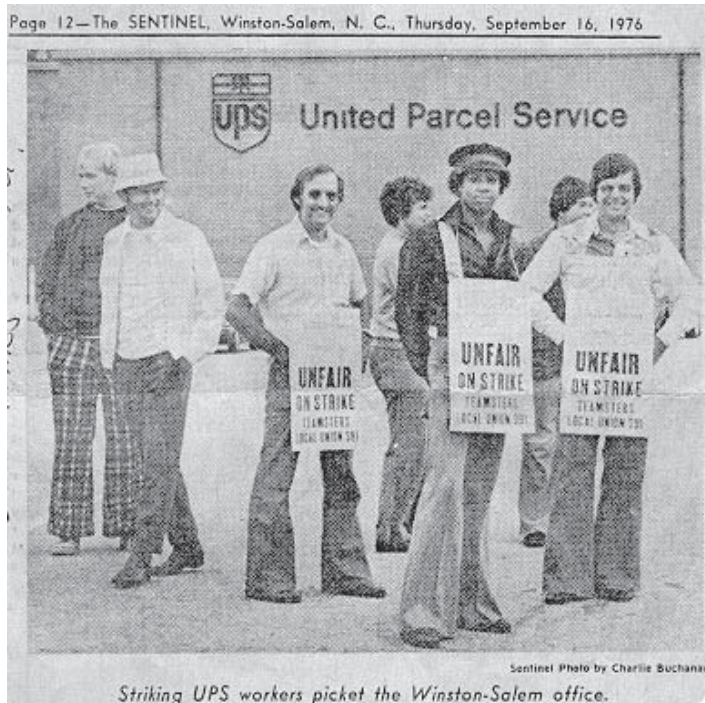
*Local 391 strikers in Raleigh (above).*



*A scene from the Greensboro picket line.*



*Local 391 Secretary-Treasurer Leonard Reeder updates picketers at UPS' Winston-Salem facility.*



The Teamsters 1997 UPS strike was the biggest win for the labor movement in decades. UPSers across the U.S. stood up to the company and won a better future for themselves.

Local 391's members joined the national chorus by demanding more full-time jobs. When UPS caved, the new contract created 10,000 of them.

America supported the union and the strikers as polls showed that the part-time issue resonated well with the public.

*The major national Teamster UPS strike prior to 1997 was in 1976. The newspaper clip at left is from the now-defunct Winston-Salem Sentinel.*

# Seminars Train Elected Stewards To Serve Local 391 Members

One of the cornerstones of Local 391's strength is its commitment to training shop stewards to represent the members well.

As the members' first line of defense for the union, this training is critical to policing the union contracts and the members' interests on the job.

Local 391 holds the seminar every two years, which is attended by more than 200 stewards.

About thirty years ago, an elected steward's dues were paid by the local union. But, the stewards proposed at the time that they would begin paying their own dues if Local 391 would hold a training seminar for them.

Now, new stewards receive basic training in the

core fundamentals of the job, including how to best research and argue grievances. More experienced stewards receive extensive training covering a variety of union skill sets. These classes can include arbitration preparation, negotiations strategy, the art of persuasion, leadership development and other important programs.

Local 391's steward seminars are often attended by the most powerful leaders of the Teamsters union, and by the top governmental officials in North Carolina.

Teamsters President Jim Hoffa and Secretary-Treasurer Ken Hall have attended recent seminars. So has the last three governors of the state.



*Teamsters President Jim Hoffa (left) with United Plastics Steward Lacey Bond at a Seminar.*



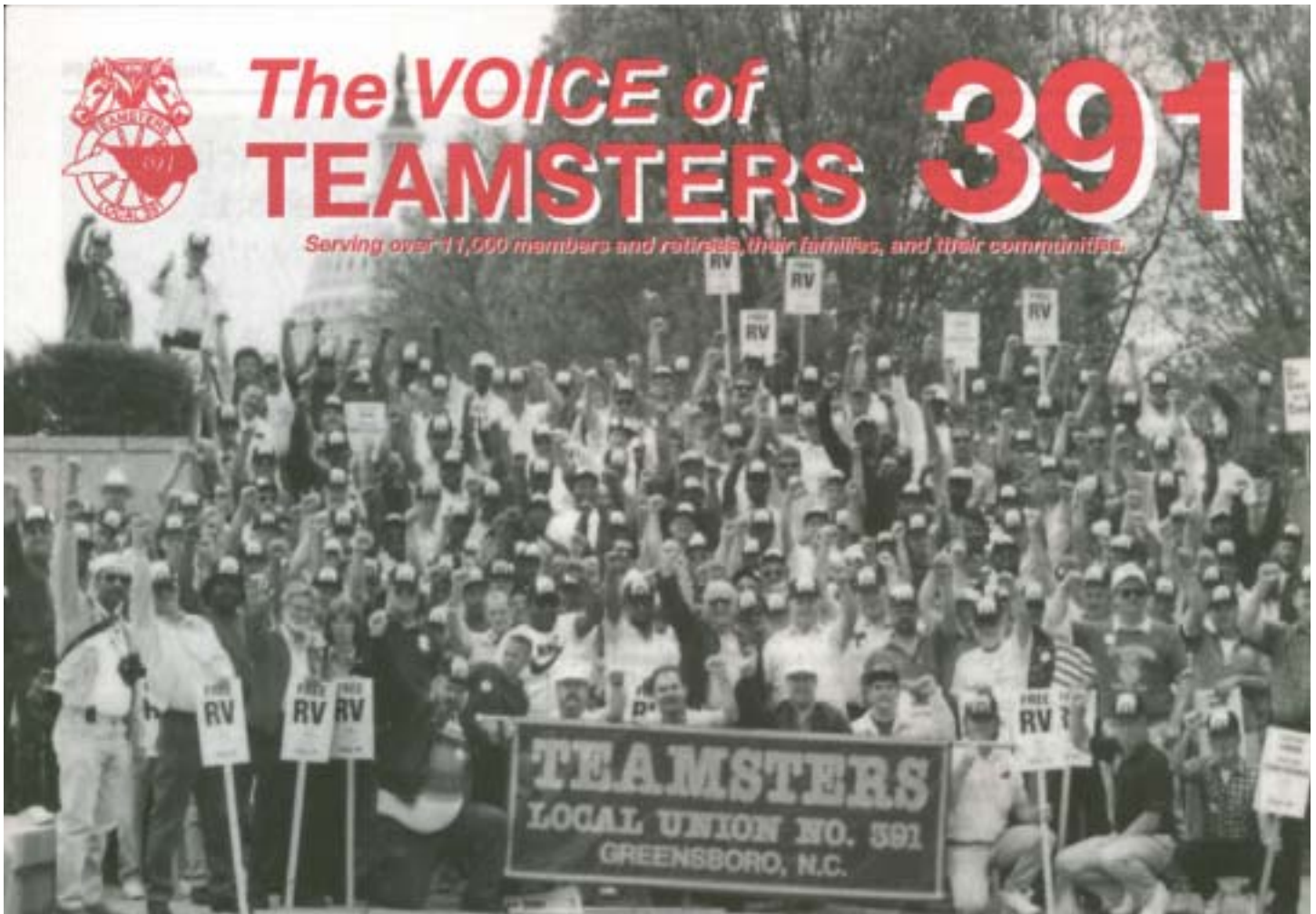
*Pictured above and below are scenes from various Local 391 stewards' seminars.*



*Governor Beverly Perdue addressed a seminar in her Local 391 jacket.*







*The Voice of Teamsters Local 391 has kept the members informed of important union activities and events since 1963. This 1994 cover shows Local 391 members rallying in Washington, D.C. in support of President R.V. Durham. The Teamster leader was pressuring the International union at the time to take better care of the members' dues money, and on other issues.*



# Local 391 Members Make Their Voices Heard At Union Meetings Over the Years . . .



Teamsters Local 391: Serving the Members for 75 Years