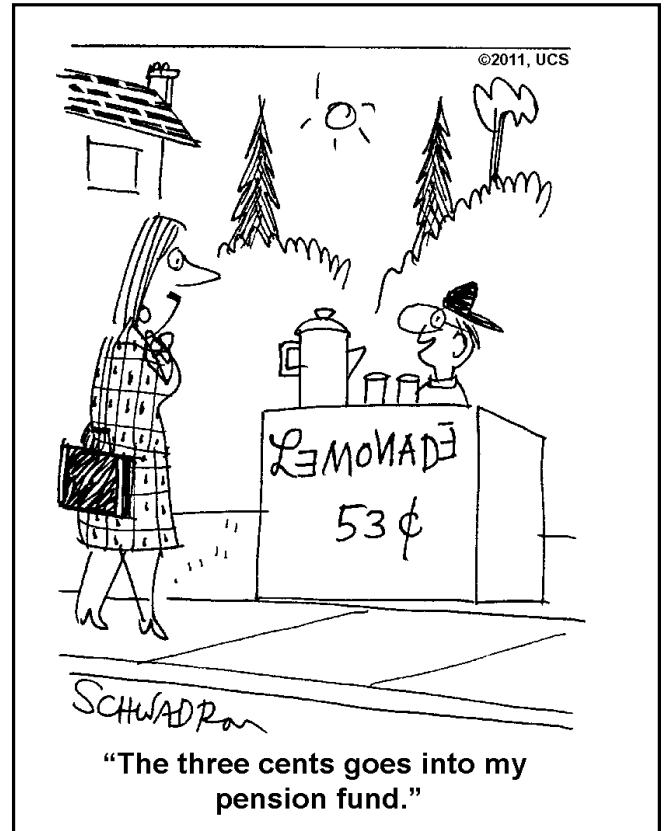




TEAMSTERS LOCAL 995

**Inside This Issue:**

- Secretary-Treasurer's Report
- Respect American Workers
- Labor News From Around the Country



**Important Dates:**

**General Membership Meeting, Membership Appreciation Meeting**  
Tuesday, November 22, 2011  
10:00 a.m. & 7:00 p.m.

**Shop Steward Training**  
Thursday, January 5, 2012  
9:00 a.m. & 6:00 p.m.

# Weingarten Rights

## *Investigatory Interviews – Employee Rights – Steward Rights – Educating Members*

When management personnel or guards conduct investigations there is always a danger that they will use coercive methods. In 1975 the Supreme Court promulgated safeguards known as “Weingarten rights.” Under the NLRA, said the Court, an employee can request union assistance during an investigatory interview and can refuse to answer questions until the request is honored.

Unions should encourage members to exercise their Weingarten rights. A steward or other representative can:

- Offer advice on how to answer questions
- Object to intimidating tactics
- Help the employee avoid fatal admissions or insubordinate outbursts
- Insure that the interview gives an honest account

### **Investigatory Interviews**

The right to insist on union assistance is limited to investigatory interviews. An investigatory interview is an interrogation that could result in discipline or adverse job action. If an employee has a reasonable belief that an interview is investigatory, it is immaterial that the interrogator says he is only interested in finding out what happened. ■



## **Understanding Your Workplace Weingarten Rights**

If you are called to a meeting with management and believe discipline could result, you should state the following:

**“If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that a union representative be present at the meeting. Without representation, I choose not to answer any questions.”**

**These are your Weingarten Rights. Use them to protect your rights!**



## **Local Union Executive Board**

Back row from left to right:

**Brian Vonderohe, Trustee**

**Mike Magnani, Secretary-Treasurer**

**James Dunbar, Trustee**

**Julie Salazar, Trustee**

Front Row:

**Tony Sasso, President**

**Terra Lax, Recording Secretary**

**Ed Rudd, Vice President**

# Secretary-Treasurer's Report

by Mike Magnani

Believe it or not, the 2012 election countdown has begun. Although we in the State of Nevada are still awaiting a final redistricting plan for Nevada State Senate and Assembly seats as well as the United States Congressional district lines in Nevada, the Nevada State AFL-CIO and its affiliates are beginning to analyze potential candidates. Nevada voters will be faced with four U.S. Congressional seats to be filled as well as a U.S. Senate seat vacancy. Once again, the political parties have targeted the State of Nevada as a key state in determining what party will guide our country for the next four years. It is very important that we as Teamster members play a role in the outcome of this election. As the average wage of America's middle class shrinks and America's mega-corporations seek to ship America's good paying jobs across our borders, off our shores and overseas by the tens of thousands, then allows those products to be shipped back to the United States tax free, while American goods shipped overseas are greeted with heavy import fees.

If these actions don't cause us to get everyone we know to register to vote, nothing will. I would like to encourage all of the members of our Local Union to register to vote now and to encourage their family members, co-workers and friends to do the same. Registration forms are available at the Local Union offices or they may be picked up at the Clark County Voter Registrar's office.



**Mike Magnani,**  
Secretary-Treasurer

Our Local Union's annual membership appreciation meeting is scheduled to take place on Tuesday, November 22, 2011 at the Local Union offices. Meeting times are 10:00 a.m. and 7:00 p.m. Drawing participants must attend one of those meetings and fill out a raffle prize drawing slip to be eligible to participate. Seating at this meeting is usually all filled. Only one raffle ticket is permitted per participant. Not everyone will win a prize but those that do win are usually very happy. Participants should arrive at the Local Union offices thirty to forty-five minutes prior to the meeting start times. Only members of the Local Union are permitted to participate in the drawing.

A quick note; we will not be conducting a Shop Steward training class in December of 2011. The next Shop Steward training class will be held January 5, 2012 at 9:00 a.m. and 6:00 p.m. at the Local Union offices.

Our Local Union started 2011 with twenty-two Labor Agreements open for contract negotiations. We also had five newly organized groups of employees which were recently organized in which to obtain first-time Labor Agreements for. We have succeeded in closing out contract negotiations for all of these units except for Alamo and National Car Rentals as well as the Teamsters Local 631 Construction and Convention training center. First-time contract negotiations are ongoing for the Valet Parkers at Mandalay Bay/The Hotel, the Warehousemen at the MGM Grand and the Valet Parkers at the Golden Nugget. More recently our Local Union has won representation rights through the National Labor Relations Board-conducted representation elections at the Grandview condominiums for two separate groups; one of which is the Laundry which includes twenty-seven workers and the other includes the Front Desk employees, PBX, Room Reservations and Hospitality Clerks, totaling thirty-seven workers. I should also note that the Local Union's organizing department is currently involved in organizing campaigns at four separate properties totaling approximately 350 workers

I would like to take a moment to address an issue that was passed into law that I am in some ways pleased about and in other ways that law represents some major concerns to me and should also generate some concern by our members participating in our Local Union's health and welfare program. Let me start by saying that I believe every resident of the United States should be entitled to affordable health care. In latter 2010 the United States Congress and Senate voted into law new health care reform act legislation which required health insurance providers to, in certain different types of coverage, provide coverage, without providing the funding necessary to sustain the cost of providing that coverage, for instance adding dependents aged nineteen to twenty-six to your plan whether they remain dependants or not. That legislation in and of itself between January and August of 2011 cost our health and welfare trust fund nearly a half million dollars. And though the law refers to this group of nineteen to twenty-six year olds as dependants they may in fact be raising a family in a different state, they may have moved away from their families and they may be working for an employer that doesn't provide health care, but, the fact remains that we have to continue coverage on them until they reach age twenty-six. There are other pieces of that law that go into effect in 2013 as well as other pieces which go into effect in 2014; to include lifetime coverage limits being eliminated, mental and drug abuse limits being eliminated, to mention a few, which of course adds costs to our ability to run the plan. We will figure out how to make it work because we have little choice in the matter, but, I should mention that it should be obvious to everyone in our membership that the cost of these programs that are required by law will add a tremendous cost to our ability to provide health coverage for our active members as well as our retired members. From January 1, 2011 through August 2011 the inclusion of the age nineteen through twenty-six age group into our plan has added one half million dollars in claims paid out by the plan. That's a significant figure.

On a final note, I would like to wish our members a happy and safe holiday season and, at the same time, to thank you for being a member of our Local Union's family. ■

**TEAMSTERS DON'T HURT TEAMSTERS!**



## Helping Out

*By Bill Burgos, Business Representative – 385-0995, ext. 209*

To all members, please remember that our local union has an assistance program for all of our members. United Labor Agency of Nevada (ULAN) is an organization that helps out in time of need. With the holidays getting closer

it makes for difficult times, so please, if you hear of one of our members that might need help, please contact your Business Agent so that they may be able to help them. Thank You and Happy Holidays. ■

## Membership Appreciation Meeting

The The 2011 membership appreciation meeting and free raffle will take place on Tuesday, November 22, 2011 in conjunction with our November 22, 2011 general membership meeting. Only members of our Local Union are allowed to fill out a raffle ticket or to win a raffle prize. This raffle is free to all members of the Local Union. Members must attend the 10:00 a.m. or 7:00 p.m. session and fill out a raffle ticket at one of these sessions to win a prize. Only one raffle ticket per participant. As has been the practice, this raffle will be conducted at the Local Union offices and the actual drawing will take place toward the close of the 7:00 p.m.

session of this meeting.

This is usually an enjoyable meeting. Not everyone in attendance wins something, but those who win are always happy campers.

I would ask our Shop Stewards and their alternates to help us to get the word out to their co-worker brothers and sisters about this meeting. It would also be important that meeting attendees show up early in order to sign in and find a seat in the meeting hall. Doors will open at 9:15 a.m. and 6:00 p.m. for sign-in and raffle sign up. Thanks. ■

## Remedy Problems Internally First – If Possible

There have recently been some concerns expressed about members of the bargaining unit carrying complaints about their co-workers' job performance or personal matters directly to management without first attempting to resolve those differences person to person or with the Local Union's assistance. As you can imagine, that can cause a major frustration and possible discipline up to and including termination of a co-worker – the kind of discipline that may cause not only your co-worker, but their families to suffer. There is also the danger of retaliation by the co-worker and his or her workplace friends.

This memo is not directed at anyone in particular, but it is intended to make our lives easier. Keep in mind that should you complain about a co-worker and as a result of that complaint your co-worker should be disciplined up to and including termination, the employer has the burden of proof and, as such, is likely to call you in to testify against your co-worker in person in order

to prevail in a board of adjustment or final and binding arbitration setting. That action would cause everybody in the department to know who told on a co-worker and it also puts that individual on the spot in that there will be a formal record of their testimony against a co-worker. It is not a good position to be in. Trust me. It is our hope that we don't have to face a termination of any of our members and friends at any facility before exhausting some effort to try to remedy the problem internally.

Please talk to one another about problems you encounter with your co-workers as opposed to speaking to management directly as an initial attempt at remedying the problem in the future. We at the Union office will make an effort to mediate a workable resolution between those involved before discipline becomes necessary given the chance. If all else fails we may have to request managerial intervention, but not until our internal efforts have failed! ■

*“Acceptance is not submission; it is acknowledgement of the facts of a situation. Then deciding what you're going to do about it.”*

**– M. Kathleen Casey [Kathleen Casey Theisen] – Sociologist**





## What If

*By Beverly J. Williams, Business Representative – 385-0995, ext. 207*

What if we did not have a union? What would you do if you did not have a union? I don't even want to think about what I would do without my union.

We all need a mediator now more than ever. With the corporations taking over the gaming industry, we need all the help we can get. Many corporations would like nothing more than for the union to go away.

If we don't try to get all of our members to become dues paying members there is a possibility that one day, One day our good wages, benefits, protection, and representation could all go away.

Let's band together to and get back to the basics. Solidarity is what we need! ■

*"Think of fear like alcohol. It impairs judgment. You shouldn't make any decisions while under its influence."*

**- Gregory Berns**

*"The more you can allow yourself to make mistakes, the better off you're going to be. That's what life is about. You're going to get thrown off, and you just need to get back on."*

**- Patrick Dempsey – Actor**

*"If you see a fault in others, think of two of your own, and do not add a third one by your hasty judgment."*

**- Author Unknown**

## Absenteeism and Tardiness Disciplines

*By Debra Miller, Business Representative – 385-0995, ext. 208*

Almost all Teamsters have had to deal with absenteeism and tardiness. The following principles, drawn from arbitration decisions, are intended to give some rules of the road for handling these all too common problems.

There has been a trend over the last few years toward instituting no-fault attendance programs. Such programs automatically assign points or demerits for absences or tardiness, with or without advance notice, regardless of the reason for the occurrence. While most arbitrators uphold these programs when unions challenge them, this does not mean that there cannot be exceptions-especially when the absence is beyond the workers control, such as in cases of sudden illness or a family tragedy.

Can management unilaterally begin a new absenteeism program? Most arbitrators say yes, although they also require employers to notify workers of the program's implications and what will happen if the rules are violated.

The union can insist that the program be discussed before it's instituted, but cannot stop the employer from establishing a reasonable set of rules covering absenteeism and tardiness. ■

*"Nothing lowers the level of conversation more than raising the voice."*

**- Stanley Horowitz**

*"Hold your parents tenderly, for the world will seem a strange and lonely place when they're gone."*

**- William Luce – The Belle of Amherstknown**

*"People who think money can do anything may very well be suspected of doing anything for money."*

**- Mary Pettibone Poole – A Glass Eye at a Keyhole**

***DON'T SHOP AT WAL-MART OR SAM'S CLUB!***

## Labor News From Around the Country

*The following articles were taken from the American Income Life & National Income Life*

**Teamster car haulers ratified** by a 72 to 28 percent margin a new National Master Automobile Transporters Agreement (NMATA) and three regional supplemental agreements, the union recently announced. The 51-month agreement, which covers 4,500 active workers, is retroactive to June 1 and expires Aug. 31, 2015. "This contract reverses some of the difficult sacrifices our members have made and we are hopeful the industry continues to turn around," said Teamsters General President Jim Hoffa, chairman of the Teamsters National Automobile Transporters Industry Negotiating Committee (TNATINC). "In addition to protecting members' health care and retirement, the agreement provides for annual wage increases and a cost-of-living adjustment." According to the union, this agreement is the first national carhaul contract since the mid-1990s where the union won wage increases in each year of the contract.

**Leaders of the nation's two labor federations** issued a joint statement in July that criticized the Obama Administration for honoring Walmart at a White House event. The event, hosted by First Lady Michelle Obama, highlighted Walmart's expansion into urban areas. "There is no justification for highlighting a private employer with a business model based on suppressing wages for its 1.4 million hourly workers," said AFL-CIO Pres. Richard Trumka and Change-to-Win head Joseph Hansen, who is also president of the United Food & Commercial Workers. They said Walmart stores regularly displace existing jobs with poverty-level jobs. "Tens of thousands of Walmart associates qualify for and utilize food stamps, Medicare and Medicaid," they said.

**Unions affiliated with the AFL-CIO's Building & Construction Trades Dept.** voted not to participate in the Democratic Party convention next year over their disappointment that Charlotte, N.C. was selected as the convention city. In a letter to party officials, BC&TD President Mark Ayers expressed disappointment that they were not consulted before Charlotte was selected. "We find it troubling that the party so closely associated with basic human rights would choose a state with the lowest unionization rate in the country due to regressive policies aimed at diluting the power of workers," Ayers wrote in a letter to Democratic Chairman Debbie Wasserman

Schultz. According to news reports, the Teamsters are still undecided about whether to participate. "The Teamsters Union has not gone through our own internal decision process about the Democratic National Convention," said spokeswoman Leigh Strope.

**Republicans won four of six recall elections August 9 in Wisconsin** to retain control of the state Senate. Democrats and organized labor poured millions of the dollars into the races. Democratic challengers Jennifer Shilling of LaCrosse and Jessica King of Oshkosh were the two labor-backed winners. The recalls were triggered by outrage over Governor Scott Walker's move to sharply curtail collective bargaining rights for public employees. Republicans currently control the majority in both chambers of the state legislature. All six races were located in heavily Republican districts, which meant Democrats faced an uphill battle in all of the races. The issues, however, are expected to carry over into the 2012 elections and labor's campaign to back the winner in the race for the U.S. Senate seat held by Herb Kohl (D), who is retiring.

**Postal unions vowed all-out opposition to plans by the United States Postal Service** to break its labor agreements and impose drastic changes in health and retirement plans, and cut some 120,000 jobs. The USPS is proposing the actions in response to continued financial pressures. During the past four years, mail volume has dropped by 20 percent and the USPS has lost \$20 billion, including \$8.5 billion last year. Among other proposals, the USPS wants to remove employees from the government's health plan and retirement system. "The APWU will vehemently oppose any attempt to destroy the collective bargaining rights of postal employees or tamper with our recently negotiated contract whether by postal management or members of Congress," American Postal Workers Union President Cliff Guffey said. The plan would require congressional approval.

**Iowa union leaders criticized line-item vetoes used by Gov. Terry Branstad** to strip portions of four appropriation budgets approved by the 2011 General Assembly. The line-item vetoes will force the closure of several Iowa Workforce Development offices and bar a Legislature-approved 3

continued on page 5, See **Labor News**

**General Membership Newsletter**

**Labor News**, continued from page 4

percent increase in the state's allowable portion of the federal Earned Income Tax Credit. "With high unemployment, it seems counter-intuitive to cut the number of offices where workers and employers can connect," said Ken Sagar, president of the Iowa Federation of Labor, AFL-CIO. Danny Homan, president of the American Federation of State, County and Municipal Employees Iowa Council 61, said the governor "has made this into a mean-spirited budget, taking his extreme corporate ideology out on the people of Iowa."

**We Are Ohio, a coalition of unions and supporters**, qualified a measure for the Nov. 8 ballot that seeks to overturn a recently passed state law which restricts the collective bargaining rights of public employees. The coalition submitted a petition with 915,456 valid signatures, almost four times the number needed for a referendum, according to the office of Secretary of State Jon Husted. If passed by the voters, the referendum will repeal a law signed by Republican Governor John Kasich on March 31 that restricts the right of 360,000 public employees to bargain only for wages, hours and working conditions and sets minimums for pension and health-care contributions.

**Rhode Island unions created the Retirement Security Coalition** to advocate for public workers about potential changes to the state retirement system. George Nee, president of the Rhode Island AFL-CIO and a spokesman for the new group, said the coalition was put together so unions could provide timely and relevant information about potential retirement system changes to affected workers. "With so much information coming out almost daily, many of the rank-and-file members are understandably confused and scared about what is going on with their pensions, which they have faithfully paid into week after week and year after year," he said. The State and municipalities currently face a \$9.4 billion unfunded pension liability. Rhode Island Treasurer Gina Raimondo created a Pension Advisory Commission that will make recommendations for closing the gap when the General Assembly meets in special session this fall.

**The AFL-CIO Executive Council saluted the independent trade union movements in the Middle East** for "speaking out for better jobs and wages, and for more political rights for the underrepresented and voiceless." The council also called on the U.S. government "to change its historic lack of support for the workers and

the people of the Middle East and North Africa." "The governments of the region and the United States need to be responsive to the demands of the people for political and economic reform, and prioritize them over narrowly perceived national economic or political interests that usually leave average working people in the Middle East and North Africa holding the short end of the stick," the council said in a statement.

**Labor reacted positively to President Obama's \$447 billion jobs plan** and called on Congress to pass the measure quickly. "The jobs crisis is an American problem... All Americans need to come together to create good jobs for the good of our economy and the good of our country," said Teamsters President James Hoffa, Jr. AFL-CIO head Rich Trumka called Obama's proposals "an important and necessary step" to solving "our jobs crisis." United Food and Commercial Workers International Union (UFCW) President Joseph Hansen said Republicans and the business community also need to show "bold leadership" because President Obama "cannot revive the economy alone." Obama's plan calls for funding infrastructure improvements, including roads and schools, a tax cut for companies that hire workers and help for the long-term unemployed. He will pay for the plan by cutting corporate tax loopholes and imposing tax increases on the top two percent of U.S. households that make more than \$250,000 annually.

Teamsters Union September 14 urged Sotheby's to oust News Corp.'s James Murdoch as a director of the company. Teamsters Secretary-Treasurer Tom Keegel made the demand on behalf of the Teamsters Affiliates Pension Plan, a shareholder of Sotheby's, the world's fourth oldest auction house in continuous operation. Murdoch is the son of News Corp founder and president Rupert Murdoch. Keegel said that recent developments in the phone-hacking scandal at News Corp. "cast doubt "over Murdoch's ability to serve as an effective and credible director at Sotheby's." Keegel said that Sotheby's notorious price-fixing scandal a decade ago "cost the company hundreds of millions of dollars in fines and settlement costs." Sotheby's shares lost more than half their value from November 1999-February 2000 which demonstrates "how highly sensitive Sotheby's stock is to reputational risks," he said.

continued on page 8, See **Labor News**

# There is Power in a Union

By Mark Ranger, Organizer – 385-0995, ext. 215

I would like to share this with all of our members. This was written by Billy Bragg.

There is power in a factory, power in the land  
Power in the hands of a worker  
But it all amounts to nothing if together we don't stand  
There is power in a union

Now the lessons of the past were all learned with  
workers blood  
The mistakes of the bosses we must pay for  
From the cities and the farmlands to trenches full of mud  
War has always been the bosses way

The union forever defending our rights  
Down with the blackleg all workers unite  
With our brothers and sisters from many far off lands  
There is power in a union

Now I long for the morning that they realize  
Brutality and unjust laws can not defeat us  
But who'll defend the workers who cannot organize  
When the bosses send their lackeys out to cheat us?

Money speaks for money, the devil for his own  
Who comes to speak for the skin and bones?  
What a comfort to the widow, a light to the child  
There is power in a union

The union forever defending our rights  
Down with the blackleg, all workers unite  
With our brothers and sisters together we will stand  
There is power in a union. ■

## TEAMSTERS VOTE

### Retirees – Best Wishes

We would like to congratulate the following members who recently retired: Rick Coulston, Bally's Valet; Kim Whitney, Sahara Valet; Josefina Cortez, Sahara Front Desk; John Eastman, Circus Circus Receiver; John Carter, Flamingo Head Gardener; John Harrington, Plaza Front Desk; Celia Mitchell, Sahara PBX; Tanya Cain, Las Vegas Hilton PBX; Bobbie Coleman, Bally's Call Center; Robin Bain, Sahara Valet; Donna Truitt, Bally's Call Center; Donna Beck, Teachers Health Trust Claims; Sheree Beatty, Sahara Room Reservations; Greg Boyer, Sahara Head Gardener; Cathie Harmon, Sahara Room Reservations; Peter Villalobos, Sahara Front Desk; Gerene Romanski, Caesars Palace Front Desk; Patricia Dillon, Caesars Palace Front Desk; Sheila Laursen, Sahara Front Desk; Ana Matuszak, Circus Circus PBX; Claudia Schreffler, Luxor Front Desk; Marie Labonte, Bally's Call Center; Irene McDaniel, Riviera Room Reservations; Richard Haupt, Riviera Room Reservations and Eugina Ibarra, Riviera PBX.

*"One of the hardest tasks of leadership is understanding that you are not what you are, but what you're perceived to be by others."*

– Edward L. Flom

*"Nothing great is ever accomplished by one person."*

– Sheryl Leach

### Sympathies

Our sympathies to the family and friends of Jack Murray, Rio Warehouse and Carolyn Shelton, Flamingo Front Desk, who recently passed away.

Our sympathies Carol Henriksen, Las Vegas Hilton Night Auditor on the loss of her mother; to Theresa Taglieri, Luxor Business Center on the loss of her husband and to Susan Gugino, Luxor PBX on the loss of her step-father.



# Respect American Workers

*By Roger Smith, CEO and President, American Income and National Income Life Insurance Companies*

For too many Americans, Labor Day is just the last day of a long weekend marking the end of beach season. It shouldn't be that way. This is a day for celebrating the spirit of the American worker and for joining together to protect the American middle class.

I am the CEO of an international life insurance company. If you think a management perspective automatically means opposition to labor unions, think again. I am humbled to witness the impact of millions of workers' voices as they proudly affirm, "Workers matter, and we are one!"

America's middle class and workers are under systematic attack. Our failed and reckless economic policies, the Wall Street raid on Main Street, the coddling of millionaires and billionaires, and the gaming of a tax system that favors big corporations and offshore tax havens - taken together, all of these amount to a thinly veiled attempt to silence American workers and profit at their expense.

It isn't working. What started in Wisconsin with thousands of union members clad in red, battling to keep the rights they earned through their collective voice, has transformed into a national struggle. The stakes are high, and there is no place for bystanders this Labor Day.

Havens of hope are turning up everywhere. A record number of Wisconsin voters spoke in a recent recall election. Though they fell short of reclaiming a state senate majority in favor of workers' rights, they won back two seats and reenergized the spirit of American workers, who are now readying themselves for the next round at the ballot box.

In Ohio, when the state legislature approved SB 5, a bill that gutted years of hard-won worker rights, more than 1 million people joined in petitioning for a state referendum to overturn it. Once again, a sea of red is spilling into the streets.

Even if you don't believe, as I do, that organized labor is the surest path to a solid middle class, and that collective

bargaining creates the type of shared prosperity we need in this country, you must join the fight for fairness. This is not about union or non-union; it's about respect for American workers and the value of their labor.

The few at the top are grabbing all the gains for themselves, leaving nothing for the workers whose increased productivity has resulted in record corporate profits. CEO pay jumped 27 percent in 2010, while the pay of workers in the private sector grew a little over 2 percent. This fundamental unfairness must end. This battle will be fought at the worksite and at every polling place in America.

Last month, 45,000 courageous workers went on strike against Verizon, a corporation with more than \$22.5 billion of profits in the past four and a half years. The strike has since been put on hold while union officials negotiate a new contract with Verizon. Shockingly, Verizon wants to renege on benefits for retirees, eliminate sick days for new hires, abolish disability benefits for workers injured on the job, outsource company jobs, and stick already struggling families with over \$20,000 in annual concessions.

I hope millions of America's workers see this fight for what it is - another attempt to devalue labor and silence workers. American corporations must be brought to understand that they can remain competitive, be profitable and still do right by their workers.

This Labor Day, we must support American workers seeking a fundamental transformation to a fair shake for all: a fair wage while working and protection for rightfully earned benefits like Social Security and Medicare.

All people of goodwill should join our protestors clad in red, the unemployed and underemployed, the millions of workers enjoying a paid holiday today, and business leaders who want to do right by our workers. Their voices ask all of us, including CEOs such as myself, to do our part and pay our fair share in rebuilding our great country and our middle class. ■

**Presidential Facts:** John Adams and Thomas Jefferson both died on July 4, 1826, 50 years to the day after the official signing of the Declaration of Independence.

*"Nothing great is ever accomplished by one person."*

– Sheryl Leach

**EVERY MEMBER IS AN ORGANIZER**

**Labor News**, continued from page 5**President Barack Obama and Vice President Joseph Biden attended separate Labor Day celebrations**

September 5 and praised the contributions of workers to the nation. President Obama participated in the annual Detroit Labor Day events sponsored by the Metropolitan Detroit AFL-CIO. In a speech prior to the announcement of his jobs plan to Congress, the president declared that "America cannot have a strong, growing economy without

a strong, growing middle class and without a strong labor movement." In Cincinnati, Vice President Biden spoke to more than 15,000 people. He warned the "middle class is under attack" and called on union workers to fight back. He urged workers to support SB 5 which would roll back restrictions on public sector collective bargaining recently enacted by the state legislature. ■

*"I have opinions of my own – strong opinions – but I don't always agree with them."*

– President George W. Bush

*"Sure, there have been injuries and deaths in boxing, but none of them serious."*

– Alan Minter, Boxer

## Suggestions to Prevent Identity Theft

1. Do not sign the back of your credit cards. Instead, put 'PHOTO ID REQUIRED.'
2. When you are writing checks to pay on your credit card accounts, DO NOT put the complete account number on the "for" line. Instead, just put the last four numbers. The credit card company knows the rest of the number, and anyone who might be handling your check as it passes through all the check processing channels won't have access to it.
3. Put your work phone # on your checks instead of your home phone. If you have a PO Box use that instead of your home address. If you do not have a PO Box, use your work address. Never have your SS# printed on your checks. You can add it if it is necessary. But if you have it printed, anyone can get it.
4. Place the contents of your wallet on a photocopy machine. Do both sides of each license, credit card, etc. You will know what you had in your wallet and all of the account numbers and phone numbers to call and cancel. Keep the photocopy in a safe place. Carry a photocopy of your passport when you travel either here or abroad. We've all heard horror stories about fraud that's committed on us in stealing a name, address, social security number, credit cards. If your information is stolen, here's some critical information to limit the damage in case it happens to you or someone you know:
5. We have been told we should cancel our credit cards immediately. But the key is having the toll free numbers and your card numbers handy so you know whom to call. Keep those where you can find them.
6. File a police report immediately in the jurisdiction where your credit cards, etc., were stolen. This proves to credit providers you were diligent, and this is a first step toward an investigation (if there ever is one).

### But here's what is perhaps most important of all:

7. Call the 3 national credit reporting organizations immediately to place a fraud alert on your name and also call the Social Security fraud number. The alert means any company that checks your credit knows your information was stolen, and they have to contact you by phone to authorize new credit.

Equifax: 800-525-6285

Trans Union: 800-680-7289

Experian (formerly TRW): 888-397-3742

Social Security Administration (Fraud line): 800-269-0271

*"We've got to pause and ask ourselves, 'How much clean air do we need?'"*

– Lee Iacocca, American Industrialist

**TEAMSTERS LOCAL 995**

**REQUEST FOR NAME/ADDRESS/BENEFICIARY CHANGE**

**300 Shadow Lane, Las Vegas, Nevada 89106 • (702) 385-0995 phone • (702) 385-4410 fax**

Should you have a name, address, phone number or beneficiary change, please fill out this form and return it to the Local Union offices as soon as possible. Beneficiary changes should be turned in to the pension and health insurance offices also. Those forms are available at the Local Union offices.

\_\_\_\_\_  
 Last Name First Name Initial

Social Security Number \_\_\_\_\_

**ADDRESS CHANGE**

\_\_\_\_\_  
 New Street Address City State Zip Code

New phone number including area code (\_\_\_\_\_)\_\_\_\_\_

**NAME CHANGE ONLY**

New Name \_\_\_\_\_

**BENEFICIARY CHANGE**

Note: The beneficiary designation below cancels all my prior beneficiary designations.

\_\_\_\_\_  
 Beneficiary Last Name First Name Initial

Relationship \_\_\_\_\_

\_\_\_\_\_  
 Street Address City State Zip Code

Signature \_\_\_\_\_ Date \_\_\_\_\_

*Would you like us to mail you address and beneficiary change forms for our insurance office?  
 \_\_\_\_\_ yes \_\_\_\_\_ no, and/or our Pension Trust Fund office? \_\_\_\_\_ yes \_\_\_\_\_ no.*

**Withdrawal Cards**

Should you be planning to leave the jurisdiction of our Local Union for any reason, to include a promotion to a supervisory position, moving out of state, starting your own business, etc., please contact the Local Union to obtain a withdrawal card. Just call 385-0995, ext. 7 or come by the Local Union offices to obtain that card. It is quick and easy to obtain. ■





Anita Blake,  
*Harrah's Front Desk*



Yvonne Salas,  
*Paris Dispatch*



Carmen Weinstock,  
*Bally's Call Center*



Cheryl Ernst,  
*YRC Freight Dispatcher*



Beatrice Duran,  
*Front Desk Harrah's*



Victoria Sanchez,  
*Zenith Receptionist*



Carrie South,  
*Bally's Call Center*



Christina John,  
*Bally's Call Center*



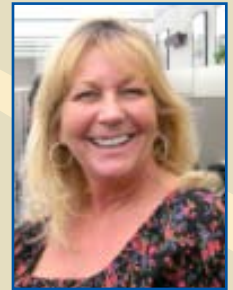
Wade Kealoha,  
*Bally's Warehouse*



Carmella Chris,  
*Retired Paris Engineering Dispatcher*



Sharon Palermo,  
*Bally's Call Center*



Sandy Sullivan,  
*Bally's Call Center*



Carlos Vega,  
*Bally's Warehouse*



Terra Lax,  
*Bally's Call Center, Local 995 Recording Secretary*



Sue Drobot,  
*Zenith Pension*



Sharon McRae,  
*Harrah's Front Desk*





Chuck Richardson,  
*Teamster 631  
Construction  
Training Center  
Shop Steward*



Curtis Schuler,  
*Bally's Warehouse*



Deborah Young,  
*Harrah's VIP  
Services*



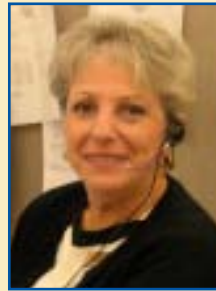
Gene Annis,  
*Bally's Call Center*



Cindy Norlander,  
*Caesars  
Entertainment  
Group Reservations*



Dana Crum,  
*Bally's Call Center*



Dorine Gaber,  
*Group Reservations  
Caesars  
Entertainment*



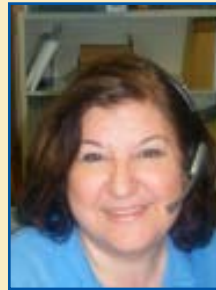
Jason Wang,  
*Planet Hollywood  
Valet*



Rojelio Sealy,  
*Planet Hollywood  
Warehouse*



Maria Benites,  
*Caesars  
Entertainment Group  
Reservations*



Lila Darakjian,  
*Southwest  
Administrators*



Julie Morgan,  
*Teamsters 631  
Training*



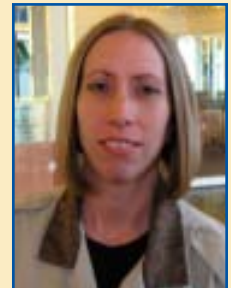
Roseanne Flores,,  
*Southwest  
Receptionist*



Maria Corona,  
*Zenith Billing and  
Eligibility*



Lou Olivera,  
*Bally's Warehouse*



Kelli Williams,  
*Four Queens Valet  
Shop Steward*



Jerry Griffin,  
*Bally's Warehouse*

*"If it weren't for electricity,  
we'd all be watching  
television by candlelight."*

– **George Gobel, Comedian  
and TV Personality**



David Leavitt and Francisco Villanueva,  
*Four Queens Laborers*

*"I owe a lot to my parents, especially my mother  
and father."*

– **Greg Norman, Professional Golfer**



Elizabeth Dhanis and Terri North,  
*Caesars Entertainment Group Reservations*



Chris Casal and Luis Estrella,  
*Planet Hollywood Valet*



Linda Righetti and Judith Cadiz,  
*Caesars Entertainment Group Reservations*



Melinda Mecham and Summer Sanchez,  
*NEA Dental*





General Membership Meeting,  
12-28-10-



Membership Meeting,  
12-28-10-

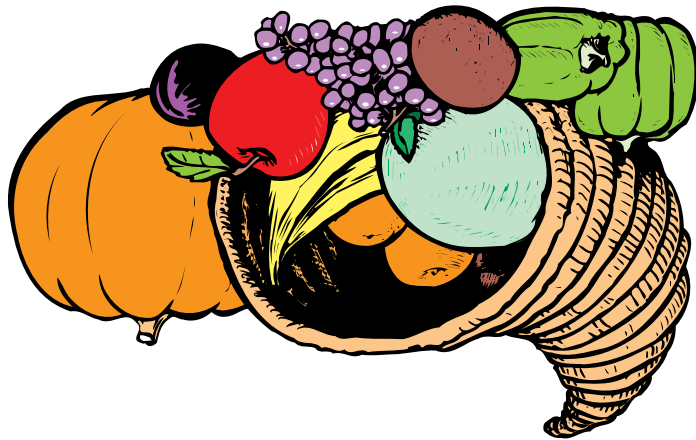


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*Season's Greetings*