

UPS Contract Approved Nationally Information Brownout Continues

I DON'T NEED NO UNION, MISTER
Steve Jones

I don't need your union, mister
You see, I'm doing fine
Don't want to pay no union dues
or walk some picket line

The boss says we're a family,
no matter what you say
I'm way too busy working
12 or 14 hours a day

Sure, I'd like a nice vacation
but I ain't got time to pack
And I'm not sure if my job would
still be here when I got back

I don't need no union, mister
my prospects ain't that bleak
I've worked here 15 years and
got a nickel raise last week

My boss was disappointed
that my pay raise was so small
At least, that's what he told me
in that post card from Nepal

I don't need your union mister
some contract six feet thick
My health plan's good and
simple,
I'm just never getting sick

Don't need no life insurance
or a pension and here's why:
I expect to win the lottery
and I don't intend to die

The master UPS contract has been approved. The Int'l Union announced that the vote was 72% in favor. They have also announced that most supplements were approved, but that three supplements and riders were rejected by a majority: Detroit Area Local 243, Local 926 and Western Pennsylvania. Because three supplements were rejected, the national agreement has not officially been ratified. Per Article XII, Section 2(b) of the Teamster constitution, the negotiating committee should now be required to meet to decide how to proceed on renegotiating those supplements. However, as of August 30 the International Union refuses to provide any information regarding these important matters; in fact, they refuse to even give out the vote count.

Economic terms of the agreement, including the wage increases, will be retroactive to August 1. We do not have reports at this time regarding whether UPS management will hold up payment pending settling the still-open supplements.

No vote totals, even for the national contract, have yet been released by the International Union. So far, the brown-out even continues after the count. We hope to get numbers for all supplements and all locals as soon as it can be made available to members.

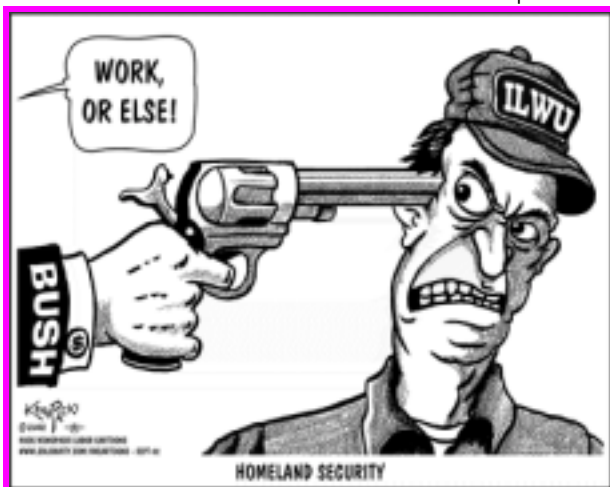
In 1997 and 1993 the International Union gave out the count for all supplements and for all 200 affected local unions. We expect no less now. All UPS members have a right to know. TDU will continue to fight for all members' right to a fair and informed vote, accurately counted and openly reported.

We have unofficial reports that some supplements passed very narrowly, including New York Local 804 and Central Pennsylvania. If these reports prove to be accurate, the members deserve all relevant information immediately and possibly the right to recounts, with impartial observers not chosen by the IBT leadership.

In 1997 82% voted to approve, and in 1993 67% voted to approve; in both of those ratifications, a majority of UPS Teamsters participated in the vote. This time, reportedly only 80,000 members, or 38% of the 210,000, returned a ballot. The brownout drastically cut participation by members in the contract vote.

Many Teamster problems at UPS lie in the enforcement of the contracts that management signs, then routinely violates. Secondly, problems lie with a grievance procedure in which the company stonewalls and some powerful union officials are busy golfing with management. Now is the time to take seriously a program of contract enforcement and grievance procedure reform.

TDU is producing a UPS Contract Enforcement Guide which will be made available soon to all interested members. We will be launching an educational program along with the guide to help rank and file Teamsters and stewards. We hope local unions - and even the International Union - will join in this kind of effort to tip the balance in favor of enforcing the contract. Teamsters for a Democratic Union <http://www.tdu.org/>



When I was fired, we refused to go quietly into the grinding grievance process. 20 Teamsters from my shift went with our steward to file my discharge grievance with management. I used my time off to leaflet all over the state about the pending contract ratification vote. When my case was postponed in July by UPS, a labor-community alliance mobilized, getting petition signatures, organizing a week of "Harass UPS Back" phone calls during my shift, and then sending a delegation of labor and community leaders to my workplace, two days before my hearing, to deliver 600+ petition names demanding reinstatement with back pay. The driver steward and the boss accepted the petition, but refused to discuss my case, our steward telling the labor-community delegation to leave the property.

I was reinstated, without back pay, after the New England grievance panel heard my case in Providence RI. The panel's decision was this, "There was no just cause for the discharge of the grievant. The discharge shall be converted to a suspension from June 21st through August 16, 2002, providing clear notice to the grievant that failure to abide by work rules is a serious offense and can be subject to termination for a subsequent infraction."

There was no explanation. The case did not go to the neutral arbitrator who sits on the panel for discharges, who would have written a detailed decision, because there was no "deadlock" of the company and union reps. The company even read an excerpt from an old newsletter at the hearing, something about "all bosses suck". But, without "just cause", without "progressive" discipline, and under disparate rules that changed all the time, only enforced upon me, I was slapped with a 7-week suspension, will lose my health benefits, and I'll be fired for another infraction. I believe that the mobilizing we did here, outside the grievance process, was the thing that got me back on the shop floor at all.

Last week I had a "reinstatement" meeting with management and my business agent. I was told to follow all rules and grieve them if I had a problem - "Work now, grieve later." (exactly the approach I took last time, only no grievance was filed). It was made clear that UPS is allowed to make any rule to hassle me. Then last week, that driver steward insinuated to me that leafleting could soon be restricted.

Our preload steward recently filed a safety grievance about the work pace and stepped-up discipline. (Workers are subject to constant petty discipline, and being told that it's because of "Dawn - UPS has to document everything now".) Almost all the workers signed on, so preload activism continues, but until more Vermont Teamsters become more active within their union, activists will be vulnerable. We need more informed, active Teamsters, if we're to have decent working conditions here.

Dawn Stanger, recently reinstated and still pissed...

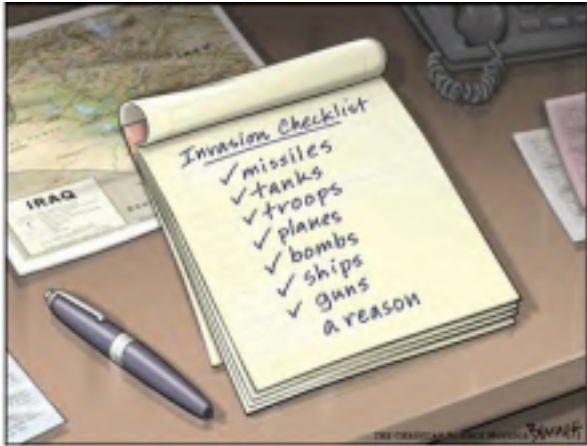


Reforming the Teamsters

By David Moberg The Nation Sept 2, 2002

Even shrunken from its high point, the Teamsters union is a major force in the American labor movement—for both good and ill. On the plus side, building on its celebrated UPS strike of 1997, the union just negotiated respectable wage increases for full-time workers, though as Business Week concluded, the agreement “doesn’t deliver for part-timers.” On the downside, Teamsters’ failures to organize effectively hold back organized labor’s drive to grow. In any case, much of the credit for the rise from its nadir under mob control goes to a 1989 consent decree with the Justice Department, which has removed hundreds of mob-influenced or otherwise corrupt leaders and given members the right to elect major officers directly. Now Teamsters president James Hoffa Jr. has made ending the consent decree and its institutions—like the Independent Review Board (IRB), which investigates and punishes corruption—his top priority.

That would be a bad move. It would risk undoing the good that pressure from federal oversight has wrought, including gains in formal democracy that surpass those at many other unions, such as last year’s revision of the constitution to mandate direct elections by members. But neither the IRB nor internal union efforts at reform have yet succeeded in establishing “a culture of democracy within the union,” which the judge overseeing the Teamsters identified as one of the two main goals of the consent decree. Hoffa’s internal structure to investigate and punish corruption, RISE (Respect, Integrity, Strength, and Ethics), so far has only codified rules and done historical research, and Hoffa plans to put it in action only after government oversight ends. Union democracy experts, like professors Clyde Summers of the University of Pennsylvania Law school and Michael Goldberg of Widener Law school, as well as the Association for Union Democracy, argue that RISE is not sufficiently independent to do the job and that top Teamsters brass could easily override it.



broker’s president. He agreed to Passo’s requests to put the local into trusteeship and later to fire the assistant trustee and then the trustee when they resisted the deal. But in March 2001 Hoffa rebuffed Hogan’s bid to negotiate the teamsters’ convention-industry contract in Las Vegas “because of the background of all the things that have happened with the IRB,” he told investigators. Attorney Matt Lydon, who is appealing Hogan’s expulsion, said, “I don’t know of anything that was kept secret from Hoffa or anyone else about what [Hogan] was doing.”

Union spokesman Brian Rainville argues that the initial aim of the consent decree has been accomplished, and that continuing it simply costs too much. But much of the expense would have occurred under any regime that conducted democratic elections and investigated internal wrongdoing. The Teamsters must demonstrate that RISE can do the job and establish a final review board independent of Teamsters officialdom before the IRB can be eliminated. “Of course, the Teamsters should become a union like other unions.” Said Teamsters for a Democratic Union organizer Ken Paff. “Rather than just complain about the IRB, prove you can do it. Clean up your own house.” IRB decisions have not been beyond criticism. Supporters of former president Tom Carey, for example, say that Carey’s acquittal last October on federal charges that he committed perjury in denying that he knew about the scheme to embezzle union funds for his election raises questions about the IRB’s decision to expel him from the union. But without some independent outside force, there would have been less progress in reforming the Teamsters.

Ultimately, democracy should make the Teamsters and the labor movement stronger. The union’s desperate focus on ending the consent decree is doing the opposite. It has partly driven their courtship of Republicans, from their full-throated but failed support for Bush’s plan to drill in the Arctic National Wildlife Refuge to Hoffa’s recent vote against funding the AFL-CIO’s successful political mobilization, because he wants to give 30 percent of his support to the GOP. Also, unlike unions such as the letter carriers and utility workers, Hoffa supports Bush’s controversial Terrorism Information and Prevention System) TIPS, which would try to turn UPS workers into government informers. Although a new dues increase will boost funds for organizing and strike pay, members have more reason to worry about proliferating multiple salaries for officers and about the decline in organizing victories and expenditures than about the costs of federal oversight. Ending the consent decree wouldn’t have salvaged a failed organizing strike against the ruthlessly antiunion Overnite, but it might have let a sweetheart deal undermine Las Vegas Teamsters. Democracy, including ferreting out corruption, is worth the price, and democracy in the Teamsters still needs outside help.

“You can’t put a price tag on workplace safety. In terms of job satisfaction, its value exceeds compensation, job security, and almost any other benefit an employer can provide.” Dan Norman, UPS Corporate Comprehensive Health & Safety Process Manager

“UPS has maintained its reputation by standing by its word. We operate by the same standards held by our founders in 1907 and have never let those standards slide.” Barb Rowland, OMS, Kentucky May ‘02’ Inside UPS

Vermont preloaders now face:

- The shortest preload ever (barely 3.5)
- The largest, heaviest packages ever
- A furious, safety-threatening, work pace
- Daily discipline and petty documentation of errors
- More stress, harassment, and injuries
- Petty controlling rules on bathroom & water breaks
- Retaliation for every grievance

We need:

- More time
- More respect & dignity
- Less harassment for production
- Less documentation of errors caused by work pace
- Less retaliation for grievances & kept settlements

Burlington’s preloaders stand beside our steward on the safety grievance he filed on August 30th about the work pace and hostility. Our working conditions are worsening and we’ve been able to do nothing about it so far. This is the shortest the shift has ever been, and injuries are on the rise. Every grievance settlement management makes to our grievances, they go back on the deal. When will management and the union work with us to solve these safety problems permanently? Perhaps with the new safety language we can make some headway. People aren’t even getting their 3.5 guarantee in.

Supers don’t like grievances, but they make us grieve the same things over and over again. People are so desperate to keep up with the flow that supervisors are helping them in violation of our contract and they’re appreciating the help instead of grieving the lost hours to our shift. Management is working in the place of hazmat responders when they have to respond. Management is working with drivers, splitting the work, and with injured workers on light duty. Are any of these things considered training? When does that new contract come into effect? Will they un-mingle the heavyweights again? Concerned preloader

The Teamsters are certainly not the only union lacking a robust democratic culture, but the Teamsters’ unique history makes it crucial that reforms are solidly secured.

The risks of backsliding are not just theoretical. In May the IRB permanently barred from the union two of Hoffa’s closest associates, William Hogan Jr., president of Chicago’s Joint Council 25, and Dane Passo, Hoffa’s former Midwest campaign manager and special assistant. They were disciplined for trying for two years to force the Las Vegas local to permit a mob-linked labor broker (of which Hogan’s brother was vice president) to provide low-wage, nonunion workers for convention setup work, thus threatening to undermine the Teamsters contract and displace union members. Although the IRB did not reprimand Hoffa, he was distressingly close to the corrupt deal making. He knew the character of Hogan, who was Hoffa’s initial pick as running mate until the IRB charged Hogan with nepotism and corruption. Passo had a history of physically attacking dissidents. Hoffa also admitted receiving a “general overview” of the proposed deal in a Chicago lunch meeting with Hogan and the

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Hoffa Pledges Union Truckers Will Enlist In Bush's 'Spy on Your Neighbor' Project

By Harry Kelber

At a White House meeting in June, James P. Hoffa, president of the International Brotherhood of Teamsters, met with Homeland Security Director Tom Ridge and offered his union members to be the "eyes and ears" of the Bush administration's efforts to protect the nation against terrorists. True to his word, Hoffa is supporting the Terrorism Information and Prevention System (TIPS) and "stands ready and willing" to help make it a success, according to IBT spokesman Ron Black.

The TIPS program's objective is to recruit millions of citizens as volunteer informers to report "suspicious and unusual behavior." It is being launched in August in the nation's 10 largest cities, where the Bush administration expects to sign up about one million people as participants in the program.

In recruiting for the spy-on-your-neighbor project, Attorney General John Ashcroft is giving preference to workers who have access to homes, businesses or communications and transportation facilities, such as letter carriers, utility workers, truck drivers and computer and telephone repair workers.

It's not clear how the TIPS undercover volunteers will be selected or what authority, if any, they will be given. The project opens up vast opportunities for cranks, people with grudges, slanderers, pranksters and others to send in their anonymous reports to TIPS. It could also provide a field day for anti-labor employers to report on their workplace "troublemakers."

Many disturbing questions about TIPS remain unanswered. Who will handle the torrent of accusations that are sure to overwhelm the TIPS staff? On what basis will they assess the "suspicious" information they receive? What acts or words will be judged as "pro-terrorist" and how will any further investigation be conducted? And why won't the intended victims be informed about the accusations against them? Surely, we have a right to know how TIPS will operate before we give it this unprecedented surveillance over our lives.

Hoffa's rash promise to the Homeland Security director is part of his plan to cozy up to the Bush administration in the hope that the U.S. Justice Department will lift its 15-year-old supervisory control over his international union. But his unequivocal support for TIPS may get a sour response from his members and the companies under IBT contract. How many union drivers will fancy the role of spying on the customers they serve? And how will customers feel about any trucking company that encourages its employees to act as undercover TIPS informants?

The Utility Workers of America, also an AFL-CIO affiliate, is not buying the TIPS program. The union's international president, Donald Wightman, says: "We're not in favor of having our members act as informants in the course of their daily activities on the job. Of course, if they discovered a facility making explosives, they would quickly report it. But they would do that anyway without the TIPS program."

The National Association of Letter Carriers issued the following statement to its members July 17, with a headline, "No NALC Approval on Operation TIPS." The statement reads: "There has been considerable press reports about a Justice Department website suggestion that letter carriers become part of Operation TIPS, a government-proposed program to have workers report suspicious activity in its anti-terrorism effort, but NALC has not been provided any information on the program and has not approved any city letter carrier involvement."

The U.S. Postal Service issued a statement July 17 saying letter carriers "would not be participating in the program at this time," but a day later revised its comment to say that a meeting was necessary between the Justice Department, USPS and involved postal unions to discuss the initiative. No meeting has been scheduled, according to NALC officials.

Many international union leaders are strongly opposed to TIPS but have declined to express their views publicly. The AFL-CIO has not taken a position on this matter, says Denise Mitchell, director of its Public Affairs Department.

TIPS will create widespread insecurity for all Americans, who will no longer be certain whom to trust and who may never know what some informer may be reporting about them. The massive volunteer spy program may trigger an even greater invasion of personal privacy than the infamous McCarthy witch-hunts of the 1950s. It's most unlikely that TIPS will be instrumental in apprehending terrorists in the United States, a task at which the thousands of FBI agents have failed miserably, before and after September 11. The real purpose of TIPS is to silence any criticism of President Bush's "war against terrorism." on the grounds that criticism aids and abets the terrorists. Opposition to the "war," including protests against military action in Iraq, could be construed by TIPS agents as a sign of "suspicious behavior."

TIPS is a thinly-disguised "thought control" program, warning all Americans that what they say and do can be used against them. Their proposed network of informers is similar to those used by all repressive governments. including Saddam Hussein's, to terrorize their people into silence and submission.

The Bush administration is trying to hoodwink us into believing that we are helping the "war against terrorism" if we allow unidentified TIPS volunteers to spy on us and report to the authorities any word or action they consider "suspicious," without even letting us know about it. Are we going to swallow that poison?
LaborTalk for August 7, 2002



This Delivery Guy Won't Spy

By BUTCH TRAYLOR

(published in the New York Times, July 31, 2002)

VALDOSTA, Ga. -- I've been reading, with a great deal of concern, about the Justice Department's proposed Terrorism Information and Prevention System, under which ordinary men and women working for utility companies, trucking services or the post office would be asked to report any "suspicious" activities they see.

I'm a delivery guy. For 25 years I've worked as a Teamster, transporting parcels all over South Georgia. I've seen some unusual things in my day in my customers' homes and in some of their parcels, which occasionally fall open to reveal strange (usually highly personal) items but I've always felt it is just a little un-American to pay too much attention to what my customers are doing or receiving. I worry about whose definition of "suspicious" is going to be used.

The TIPS program, in fact, reminds me of Deputy Sheriff Barney Fife. Growing up in the 1960's, my sister Marie and I would watch "The Andy Griffith Show" every Saturday night. And every week, if there was even a hint of crime or danger in Mayberry, the ever vigilant Barney was eager to spring into action, lay a dragnet around the city, form a posse and deputize everyone from Otis the town drunk to Floyd the barber. Always on the ready, Barney would pull out his lone bullet, chamber it into his side arm and inevitably fire it into the ground, barely missing his own foot.

Now I see that the same people who last summer thwarted an F.B.I. field office investigation of Zacarias Moussaoui, the alleged 20th hijacker in the Sept. 11 attack, want to enlist every goober who installs phone lines or delivers pizza to be the next Ace Ventura terrorist detective. It bothers me that those charged with defending our freedom would so cavalierly foster such an atmosphere of fear and suspicion. It bothers me to think that my postman might be paying more attention to where my mail is coming from than to where it's supposed to go. I have to admit that I didn't expect this ill-conceived program to survive given critics as diverse as House majority leader Dick Armey and Senator Charles E. Schumer. I thought this kind of thinking went out with the fall of Communist nations like Czechoslovakia, where citizens were encouraged to report on their neighbors and in some cases even family members. Attorney General John Ashcroft has shown great courage and determination since Sept. 11, but with this latest effort he seems bent on purveying fear instead of providing us with better security.

In the numerous episodes of "The Andy Griffith Show" that Marie and I watched, Sheriff Andy Taylor's stable temperament was always there to counterbalance Barney's overzealousness. That balance seems to be missing in the TIPS program.

After the World Trade Center attack, my fellow workers and I along with my company's management donated time and money to support the victims of this crisis. We will be there for our country and our customers anytime we are needed. But a program that asks people like us to do surveillance is a dangerous overreaction. It threatens the trust we've built in the communities we serve every day. After all, part of being free in America is knowing that the people who live and work in your neighborhood are not reporting on your activities. To surrender that freedom is to give a victory to the terrorists who thought they could intimidate an entire nation. As for me, I won't live in fear and I won't foster it, either.

Butch Traylor works for United Parcel Service.





Contract Ratification Process Needs Fixing!

Before any more national Teamster contracts expire, the ratification and membership input process for our contracts needs to be reviewed and revised. The process used in the current UPS contract has been flawed from start to finish. The time to fix it is now, well before the freight contract and other national contracts come up.

Lowest Participation Rate in History

The participation rate of UPS Teamsters in the ratification vote was the lowest of any national contract in decades. Reportedly only some 80,000 members' votes were counted, compared to a range of 93,000 to 118,000 counted in 1990, 1993 and 1997. (The 80,000 figure is an estimate based on reports; as of August 30 the International has refused many requests to release figures.) If the reported 80,000 is accurate, then the participation rate in this contract is only 38%. *It has never been below 50% before in our national contract balloting.*

The "brown out" of information and involvement by the Teamster leadership left members in the dark and uninvolved. Most Teamsters felt closed out and without a voice; hence the low turnout. We have to encourage membership participation, or we sacrifice our future and weaken our unity. A number of Teamsters did not get a ballot, despite making every effort to do so. In a large vote like this, inevitably there will be errors. The issue then becomes *is there a system that effectively corrects these problems and people at the top who care?* It seems the answer here is

UPS Yours is still struggling for money. We ask \$10 a year if you appreciate this opportunity for rank and file information. We also offer to print your ideas here, if you'll put them on paper. We need your participation to survive. Please make your check out today.

questionable. Take just one example of many. Kevin Cruz is a package car driver and steward in Spokane, Washington, Local 690. He did not get a ballot, and despite very diligent efforts, the International Union simply did not provide one to him. First, on the first allowable date (August 13), brother Cruz contacted his local. He talked them into faxing his information to the International on that very date. Six days later he still had no ballot, so on August 19 he called the International Small Package Division. He was assured his replacement ballot must be in the mail. He was also given false information: that his ballot only need be postmarked, not received, by August 27, so not to worry. No ballot came, so Kevin persisted. He spoke to International Rep Trish Callahan, an assistant to Ken Hall, who told him to just vote on a plain piece of paper and send it in (!). Kevin told Callahan he never received any material on the contract, and she told him to get it from his local, which he then did. Finally, on August 26 he spoke with James DeHaan, chosen by the International Union to run the vote count. DeHaan told him it was unfortunate, but it was too late for him to vote. *DeHaan then assured this dedicated Teamster that he was the only Teamster out of 170,000 who did not get a ballot!* This example says a lot about how the system works or does not work. The system failed completely, and then he was lied to by top officials, including the ballot supervisor. It needs to be fixed for the future. Keep in mind that some of the supplements were reportedly decided by razor thin margins.

Groups of Members Denied Right to vote

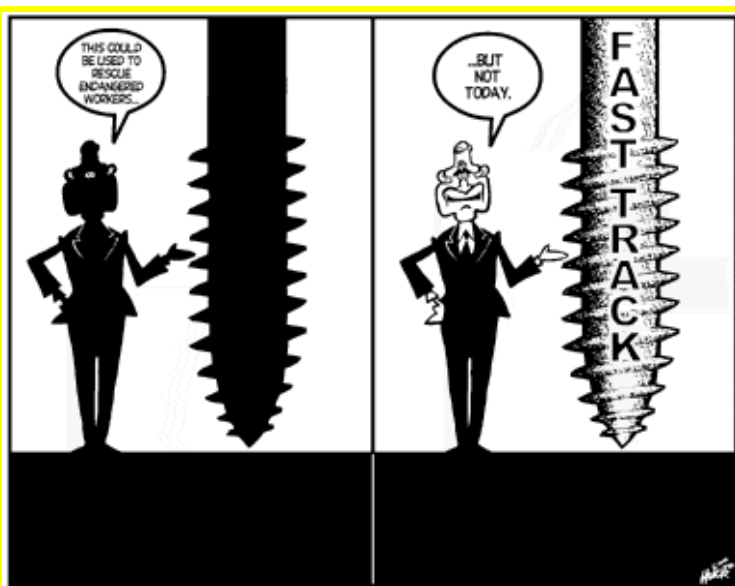
In Louisville Local 89 the Air Rider includes both part-timers and full-timers, but only the part-timers got a ballot to vote on it. Only after stewards and members complained, and a letter was sent to the International Union, were ballots were finally sent out to the full-timers. The problem was apparently corrected. Other groups were not as fortunate. Although the IBT Constitution states that *all* supplements and riders are to be voted on separately, the Nor Cal Sort Rider was not voted. When letters were sent to Hoffa on this matter, a letter came back saying no vote will be allowed.

False or Missing Information With Ballot Materials

The International Union quietly signed two important "Memoranda of Understanding" with UPS, as part of the contract package. One of them commits the union to push for "full funding" in pension plans and this is vitally important in the Central States Plan, because *UPS could possibly withdraw from that plan in the future with no liability at all.* Another states that any UPS affiliate that does not own or lease trucks (that's UPS Logistics) is *not covered* by the job security language of the contract! Those "Memoranda" became issues when TDU published them and brought them into the contract discussion. The issue became so important that Hoffa held a conference call with all Teamster UPS Business Agents to give them a pep talk, and then had Parcel Director Ken Hall respond at length to the TDU-raised issues. Yet when it came to the materials mailed to all members' homes, the memoranda strangely disappeared. *They were not provided to the Teamsters who will work under them for six years.*

In the Central States Pension Fund areas (Central Region, Southern Region, and Carolinas) in previous contracts members received, with the ballot package, an explanation of pension benefit improvements. They certainly got such a package with the ballot in 1997. Why was nothing included this time, breaking that long tradition? *Was it because there are no improvements, but instead a pension freeze, and the leadership did not want that information to go out with the ballots? Again, vital information was missing.*

In the Nor Cal Supplement, defective materials were mailed to thousands of Teamsters. Teamsters in the San Francisco Bay Area looked for pension figures in their packet, and found blanks. The info was there for some outlying areas, such as Sacramento, but omitted for the whole Bay Area. When members wrote to Hoffa asking simply for a corrective mailing and posting, Hoffa sent a letter denying that any mistake had been made! It seems that simply correcting a mistake was too much to ask.



4 reason to make it so hard to correct ballot problems, as if members who want to vote are "troublemakers." There is no reason to refuse to correct ballot problems when members call them to the attention of the leadership.

TDU and many Teamsters have fought long and hard for the Right to Vote. We won Majority Rule on contracts, when the people running our International opposed it. We won the Right to Vote on Supplements and Riders, when the people running our International opposed it. We overturned the 1984 UPS contract vote in court to win the right to a "fair and informed vote." TDU is the watchdog organization in this contract vote, and in all such votes. These rights are the difference between a democratic union and a top down union. We intend to put forward ideas for improving the contract balloting procedure, and appeal to all Teamsters to join together to support such improvements. Teamsters for a Democratic Union Website <http://www.tdu.org/>

Observers for the Counting

In any democratic election, observers are permitted. *Not just observers from one party in power, but pro- and con- observers, or observers from the various sides of the issue.* That was not the case in this vote, and this is another issue that should be addressed for the future of our union.

In response to letters from members, Hoffa responded that there would be eight (8) observers, all hand-picked by his leadership. Eight is a small number to watch 80,000 ballots in over 200 separate local union counts, and with 32 separate supplements and riders being counted. Even more importantly, when all observers are appointed by the same administration, the principle of independent observation is compromised.

Fix it Now for the Future

All Teamsters, regardless of viewpoint, have a stake in correcting these problems. We need Teamsters to be involved, to participate in our contract process. We need our members to have confidence in the union processes, that they are fair and open to all. There is no reason to deny the right to have Teamster observers who are independent of the Hoffa administration, or whatever administration is in power. There is no