

Shannon George
Secretary-Treasurer/Principal Executive Officer
Business Agent's Report
December 6, 2020

Dauphinais Concrete Bellingham/Douglas: The members from Dauphinais Concrete ratified a new 5-year agreement with increases in pension contributions of \$3.65 over 5 years doubling their pension accrual and all hours worked now paid into the pension. Increases in wages of \$3.60 over 5 years; overtime now after 8 hours in a day; froze employees' health & welfare contributions for 5 years; an increase in tool allowance from \$350 to \$500; yard persons and dispatchers are now in the bargaining unit; 1 additional earned personal day, along with other great contractual language. I want to thank the Stewards Tom Neils and Jim Rogers for their help, and Business Agent Sean Foley for his assistance during negotiations.

Rand Whitney Container: no issues

Ryder Truck: no issues

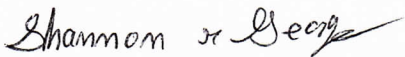
Rosenfield Concrete: no issues

Dauphinais Concrete: no issues

It's been another busy month. I want to thank all the stewards for their continuous great work they do. I also want to wish all the members and their families a Merry Christmas and Happy New Year.

This concludes my report.

Respectfully submitted,


Shannon R. George

Sean Foley
Business Agent's Report
December 6, 2020

Contracts currently in negotiations: Montachuestt Opportunity Council

Contract negotiations to start soon: Vertiv and Coca-Cola

Aggregate Ashland: Steward Mike Perry has decided to step down from the Steward's position. As a result of Mike's resignation, Adam Brown has been appointed and will serve in that capacity moving forward. I would like to thank Mike for the time he spent as the Shop Steward and I look forward to working with Adam in the future.

Coca-Cola: A proposal meeting was held with the membership on November 8th. I have reached out to the Company and have secured a couple of dates in the next few weeks to start negotiations.

Merrimack Valley Distribution: We have a couple of night shift employees who have been terminated by the Company for drinking on the job. We are waiting to hear back from the Company on information requests we submitted regarding the alleged incident. Once we receive those requests, we will have a better feel on whether or not we are going to pursue those terminations any further through the grievance procedure.

Penske Truck Leasing: The Company and the Union met back in early October to start negotiations on a successor contract. During that initial negotiation session, the Company informed the Union of their intention to close their Framingham location on November 30th and to move that work into their Auburn, Fitchburg, and Franklin locations. The Company went on to inform the Union they had no intentions of negotiating a successor agreement with the Local and instead was choosing to let the current agreement just expire. The Local filed a charge against the Company on October 21st with the NLRB for failure to negotiate in good faith. That charge resulted in the Company returning to the negotiating table and agreeing to a one (1) year contract. While the one-year agreement did not keep the Company from going through with its original plan of closing the Framingham location, it did open the door for the Local to file a grievance and a subsequent charge with the NLRB on the matter.

PJ Keating: Back in April the Company made the decision to sell the only operable stock truck they had on site. The Union saw this as a clear

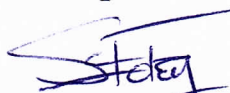
attempt by the Company to subcontract out Bargaining Unit work and filed a grievance on the matter. That grievance had been slated to go to arbitration back in October. Prior to that hearing taken place, it was agreed the parties would place the grievance in abeyance and instead attempt to settle it without the need of an arbitration hearing. I am happy to report that the Union and the Company have reached a settlement on the grievance and that settlement includes the Company purchasing a tri-axle stock truck and returning the work to the Bargaining Unit. This is a nice little win considering that one stock truck will equal a net gain of two (2) more employees working. I want to thank Alternate Steward Jamie Adams for all his help with this matter. November 20, 2020 marked the end of an era in PJ Keating's history, as long-time employee and Teamster member Marty Gale decided to call it a career after 43 years with both the Company and Teamsters Local 170. I would like to wish Marty a long and healthy retirement.

It has been another busy month with proposal meetings, grievance meetings and negotiations. During the month I have been in and out of my assignments. I also attended the Dauphinis Concrete contract ratification meeting. I would like to congratulate Principal Officer Shannon George and his negotiating committee on the great contract they were able to secure for our members over there.

I want to thank all the Stewards for their continuous hard work on the day-to-day issues that arise in the workplace, as well as our Principal Officer Shannon George for his continuous leadership in these unprecedented times and my fellow Business Agents, our Executive Board, and the office staff for always putting our memberships' best interest first.

In closing, I would like to wish the membership and their families a happy and safe holiday season.

Respectfully submitted,


Sean Foley

Eli Gillen
Business Agent's Report
December 6, 2020

Contracts preparing for negotiations: Spencer/East Brookfield Custodians and the Town of Sutton.

Contracts in negotiations: Worcester DPW, Wayland DPW, Webster Fire and Quaboag Custodians.

At Red Cross a few issues - mainly on staffing and scheduling.

We are expecting to be wrapping up both Webster Fire and Quaboag Custodians negotiations before the Christmas holiday.

Issues in Lancaster have led to a charge being filed on the Town, but we have received word that the Board of Selectmen have finally reviewed and approved our contract.

Problems at Webster Fire have also forced us to file a charge against the Town; we expect that has forced the issue in getting to the table with the intent to finish.

We have a number of issues at St. Vincent's Hospital; we are trying to set up meetings to address these issues.

In UPS Metro, peak has surprised UPS again this year. UPS' peak plan promoted the idea of regular drivers working an under nine hour plan, but this plan hinged on UPS being able to find and hire nearly 200 personal delivery drivers. We will update you on this situation, but as of now it can only be described as a failure. "Santa's Village" opened on the 17th as planned, with issues starting quickly as management did not communicate with drivers on location and shuttling of the drivers to and from their parked cars. UPS has again agreed to allow drivers to work on preload as needed and there continues to be ongoing issues with this situation. There is an offer on the table to settle the outstanding grievances, as well as address the one termination in Metro; we are awaiting a response.

UPS Feeders, we have a few issues and have come to a resolution on the outstanding Sleeper Team grievances with payments totaling around \$4600 upcoming. We have had a couple of jobs bid with members in Metro securing

those bids, but being held in Metro until peak is over. We currently have one confirmed retirement for January 1st and will be making sure that job is posted as we get closer to that timeline. There are a number of members prepped and ready for the Feeder School, and in conversation, UPS intends on taking them as soon as possible after peak.

UPS Hub, Weekend Sunday shifts have already been an issue. We had one meeting to discuss possible solutions with no real plan set in stone. We have yet another new Division Manager, as one of the shift managers was promoted, so we will see if he is around any longer than the last three. There have been a large number of grievances settled, the Twi shift is almost clean, but the Day shift is not. We are expecting more ongoing issues and multiple grievances filed on sups working.

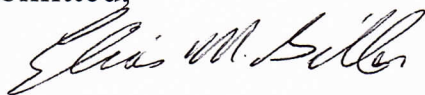
An increase of reported Covid-19 cases has hit our Shrewsbury location with six confirmed positive cases, as well as at least one more rumored case with a Supervisor. We continue to inform our members as soon as we are able to on whatever details we can gather. We ask our members to continue to communicate with us and continue to do the right things to protect themselves, their fellow Teamsters and their families.

This month I was able to attend the Coca-Cola contract proposal meeting with Business Agent Sean Foley, as well as the contract ratification vote for Dauphinais Concrete with Principal Officer Shannon George. I also attended the UPS Panels in RI and was part of an informational picket outside of the Table Talk Pie Company in Worcester.

I would like to thank all the Stewards for all their hard work, and I would also like to thank the office staff, Executive Board, fellow Business Agents and Principal Officer Shannon George for all of their continued support and efforts on behalf of our members.

In closing, I want to wish the membership and their families a happy and safe holiday season.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Eli M. Gillen". The signature is written in a cursive style with a large, stylized initial "E".

Eli Gillen

Ken Bergen
Business Agent's Report
December 6, 2020

Contracts currently in negotiations: West Boylston Cemetery and West Boylston DPW.

Contract negotiations beginning soon: Lawrence School Safety Officers, Millville Police, Special Transportation Services and Wachusett Regional School District.

Andover Housing Authority: A contract ratification meeting was held with the members who voted unanimously to accept the agreement. The three year agreement provides for increased wages, increased boot allowance, increased on-call pay, additional paid bereavement leave, and increased payout of unused sick time. I want to thank Steward Nick Ellis for all his assistance throughout the negotiations.

Durham: I attended several start-up meetings that were held by the Company in preparation of the scheduled start of hybrid instruction due to the Coronavirus pandemic. Unfortunately, the Worcester School Committee decided to postpone the start of hybrid instruction due to many school buildings' repairs not being expected to be completed until January. As such, no transportation for the Worcester School System is anticipated until then. Durham continues to offer work to all employees at other Durham locations.

Lawrence School Safety Officers: A grievance was filed by a member over an alleged violation regarding promotions. The grievance was denied at the first step of the grievance procedure and a second step meeting was held before the Superintendent's designee. The Union is currently waiting on the second step decision.

Northbridge Instructional Assistants: A meeting was held with the members to go over several issues of concern. The Superintendent's office has been contacted and a meeting to review the issues with the District is being scheduled.

Merrimack Valley Area Transportation: A grievance has been filed by a member over a termination. A first step meeting was held with the Assistant General Manager, who denied the grievance at that level. As the result of that denial, the grievance has been submitted to the General Manager for a second step grievance meeting. Post-hearing briefs have been submitted to the arbitrator for the case concerning the reconfiguration and rebid of the work schedule. We anticipate a decision being issued within the month. Another arbitration hearing for grievances filed for two unjust suspensions has been postponed at the request of the Company. The parties will be submitting dates for rescheduling.

Special Transportation Services: A contract proposal meeting was held with the members in preparation of the upcoming contract negotiations. Due to unforeseen circumstances, previously scheduled negotiation meetings have been postponed and are being rescheduled.

St. Vincent Hospital: Several ongoing issues are being addressed with the Hospital. Some issues are involving investigations that are now being conducted at the Tenet corporate level. The Union is awaiting word on the status of the investigations.

Wachusett Regional School District: Negotiations are continuing over the impact the Coronavirus is having on the normal operations of the School District and the Paraprofessionals. A group grievance has been filed over health and safety issues as the result of the COVID-19 pandemic. The Union is waiting on a response to the grievance from the District.

West Boylston DPW: A grievance has been filed over the Town's refusal to reimburse for licenses. The grievance was denied by the DPW Director and a second step meeting was held with the Town Administrator. As a result of the meeting, the Town will reimburse for the cost of the license upon completion of the employee's probation. Contract negotiations have begun with some headway being made in some areas. Further negotiation sessions are scheduled.

West Boylston Cemetery: Contract negotiations have begun, and some progress is being made. Additional negotiating meetings are scheduled.

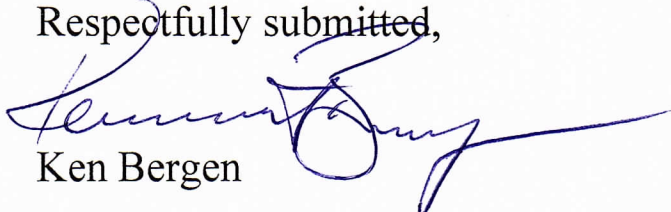
YRC Freight: A meeting was held with the Terminal Manager and the Company's Labor Representative to discuss several issues including a couple of suspensions, pay rates and seniority dates, and a grievance filed over random testing. As a result of the meeting, one suspension has been reduced to a warning letter, the other suspension was reduced from three days to one day, and the pay and seniority issues are being corrected. The Union is awaiting additional information from the Company regarding the random testing and will reassess that grievance after review of the information. I want to thank Steward Gary Parnell for all his help and keeping on top of things over there.

It has been another busy month visiting my assignments, conducting contract negotiations and proposal meetings, and attending grievance and disciplinary meetings. During the month I participated in standouts for Local 170 endorsed candidates and attended seminars run by both the New England Joint Council 10 and the IBT. I also attended the Coca-Cola contract proposal meeting with Business Agent Sean Foley and participated in contract negotiations for the Wayland DPW with Business Agent Eli Gillen.

I want to thank all our stewards for all their hard work and efforts in representing our members on a day-to-day basis in the workplace. I also want to thank our Principal Executive Officer Shannon George for his outstanding leadership and guidance, and my fellow Business Agents, Executive Board members, Organizer, and office staff for all their assistance and support.

In closing, I would like to wish the membership and their families a Merry Christmas and Happy New Year.

Respectfully submitted,


Ken Bergen

Jim Marks
Business Agent's Report
December 6, 2020

Contracts Currently in Negotiations:

First Student (Fitchburg/Leominster Drivers & Monitors)
City of Haverhill (Retirement)
City of Haverhill (Water Purification & Inspectional Services)
Ashby (Highway)

Contracts starting soon:

Newburyport (Parking Control)
Special Transportation Services

Ashby (Highway): Currently in negotiations.

First Student (Fitchburg/Leominster Drivers & Monitors): The members will be voting on the Tentative Agreement soon. It has been a tad bit challenging with all the Covid restrictions for such a large group.

City of Haverhill: We have reached a Tentative Agreement for Engineering, Water, Animal Control/Mechanics/Custodians, Citizen Center, Water Technical Group, Library and Clerks. All seven contracts have been ratified. The following contracts have been settled for wages of 1.75 each year of the two-year contract and we will start negotiating again in February.

City of Haverhill (Inspectional Services): We have set up negotiations for December 15th.

We currently have a member who has Covid and is currently in ICU, please say a prayer for a quick recovery.

City of Haverhill (Water Purification): We have set up negotiations for December 17th and are looking forward to having something for the members soon.

City of Haverhill (Retirement): We have mediation scheduled for December 9th in the afternoon. Hoping to make some progress so I can bring something back to the members to vote.

Hubbardston (Highway): After two negotiation sessions we have reached a Tentative Agreement, which has been ratified by the members. This Agreement gives the members a 3-year contract, an increase in the on-call stipend from \$50.00 to \$100.00, a 7% increase in wages over 3 years, added a 20-year longevity step, double time on holidays, added 2 more bereavement days, as well as other great language changes.

It has been another busy month visiting my assignments, addressing the concerns of our members, negotiating contracts, and taking care of issues. Once again, Covid is causing some problems for our members and keeping our members safe is our number one priority.

I would like to thank all my Shop Stewards for the job they do. Keep up the good work!

I attended the proposal meeting for Special Transportation Services with Business Agent Ken Bergen, and I look forward to getting negotiations started.

I also attended the Dauphinais Concrete contract ratification vote. I would like to congratulate Principal Officer Shannon George and Business Agent Sean Foley for a job well done getting those members what they deserve.

I would like to send my condolences to the Dauphinais family for their recent loss of one of their drivers who was involved in a fatal motor vehicle accident the other day. This is a reminder that we should all wear our seatbelts and never take life for granted as it can change in an instant.

As always, I would like to thank Secretary-Treasurer/Principal Officer Shannon George for his continued support, as well as the Business Agents and Executive Board for the outstanding job they do for this Local daily.

I would like to take a moment and wish everyone a Happy and Healthy Christmas and New Year's.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Jim Marks', with a large, sweeping flourish extending to the left.

Jim Marks

Shawn Stevens
Organizer's Report
December 6, 2020

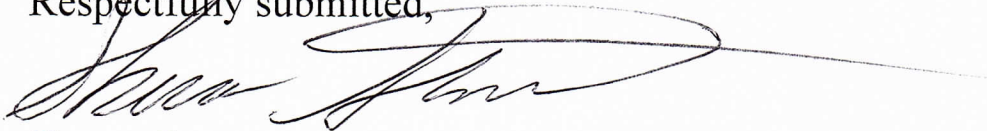
During the month I have been out talking to some delivery drivers from two separate companies. At one of the companies the drivers had some of their holidays taken away, as well as their bonuses and personal time, and at the other company, the drivers are having trouble with their pay, hours, and are being treated like dirt. Hopefully, these employees will come together and sign cards so that we can file a petition for representation.

During the month I met with the Animal Control Officers from the City of Gardner, and after a few meetings, they all signed cards. We then filed a petition for representation with the DLR, and I am happy to report that on December 4th we were certified as their exclusive bargaining representative. These Animal Control Officers will be a great addition to our family!

Also, during the month I attended an informational picket line down at Table Talk Pie Company, along with our Business Agents.

In closing, I would like to thank our Secretary-Treasurer/Principal Officer Shannon George for his continued support. I hope everyone has a great Christmas and a Happy New Year.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Shawn Stevens', with a long, sweeping horizontal line extending to the right.

Shawn Stevens