Guaranty Corporation (PBGC), the agency that provides a safety net when plans are not adequately funded, is facing a $26 billion deficit for fiscal year 2011.

If elected, would you support or oppose measures to encourage the creation and expansion of defined benefit plans?

If elected, would you support or oppose measures to maintain the solvency of multiemployer plans, that is, collectively bargained agreements in certain industries like trucking and construction?

If elected, would you support increasing the PBGC benefit guarantee level to approximately $21,000 from the current level of $12,870?

If elected, would you sponsor or oppose legislation to increase the insurance premiums paid to the PBGC and to provide federal funding to the agency?

The rights of workers and retirees have greatly eroded over the past two decades, particularly with respect to Chapter 11 bankruptcy. The Enron debacle, the actions of airlines in recent bankruptcy proceedings, and the race to the bankruptcy courts by other businesses eager to shed their obligations to workers and retirees vividly demonstrate the vast inequities in current bankruptcy law with respect to how American workers and retirees are treated. Lack of clarity in the law (and the resulting "venue shopping") and the use of Chapter 11 to bust unions, to gain unfair leverage over workers, and to extravagantly line the pockets of the executives of these debtors are among the reasons that workers face such an inequitable playing field and end up at the end of the line. The level playing field that the drafters of Chapter 11 originally envisioned needs to be restored, and fair treatment for workers and retirees when their companies are in bankruptcy needs to be ensured.

If elected, would you sponsor or oppose legislation, such as H.R. 4677/S. 3033 in the 111th Congress, that will increase the value of worker claims in bankruptcy, reduce the loss of wages and benefits, protect the value of collective bargaining agreements by limiting and tightening the situations in which they can be rejected or amended, increase the parity of worker and executive claims, and prohibit deferred executive compensation in situations where employee compensation plans have been terminated in bankruptcy?

III. Fair Trade – Protecting American Jobs

The Teamsters Union supports fair trade that improves working conditions, lifts wages and living standards, creates jobs in the United States, and protects the environment. Unfortunately, pending trade agreements use the NAFTA/CAFTA/WTO model that we strongly oppose. The Teamsters will oppose any Free Trade Agreement (FTA) that uses the same failed model, which has resulted in the undermining of domestic laws and promotion of offshore production. That’s why the Teamsters Union opposed the three Bush-negotiated trade agreements with South Korea, Colombia, and Panama. As the USTR negotiates a new Tran-Pacific Partnership (TPP) Agreement to enhance trade and investment among the nine partner countries, the Teamsters Union will continue to pressure Congress and the Administration to formulate a pact that raises standards in those countries, protects and creates U.S. jobs, and knocks down any barriers to U.S. exports. The union has also engaged in efforts to address China’s and other countries’ unfair trade advantage due to currency manipulation, weak labor standards, lack of
union representation, illegal subsidies to sectors such as clean energy, and sweatshop wages and working conditions.

The Teamsters Union supports a new framework that would eliminate the so-called fast track trade process, which calls for an up or down vote by Congress on trade agreements. NAFTA, which passed under fast track, cost U.S. workers hundreds of thousands of good jobs, drove down U.S. wages and working conditions, and was responsible for filling our shelves with tainted food and putting unsafe trucks on our highways. The Teamsters are committed to replacing the fast track negotiating process with a system that includes strengthening Congress’s role in trade policy to ensure that workers and families, not just corporations, actually benefit from trade.

If elected, would you support or oppose granting the President exclusive authority to negotiate new or expanded trade agreements that do not meet the necessary criteria listed to achieve fair trade?

If elected, would you support or oppose efforts to better regulate trade to halt the import of unsafe food, products, and toys, support or oppose efforts to strengthen trade law enforcement, and support or oppose efforts to secure meaningful remedies for injuries resulting from the import of unsafe food, products, and toys?

If elected, would you sponsor or oppose legislation to reform and/or close tax loopholes that encourage the movement of jobs and investments overseas?

If elected, would you support or oppose a permanent end to the NAFTA cross-border trucking program to keep unsafe Mexican trucks and drivers off U.S. highways, until they can meet all U.S. safety standards?

If elected, would you sponsor or oppose legislation that requires China and other countries to play by international rules, stop manipulating currencies, and improve labor laws, and that provides real enforcement mechanisms for these requirements?

Representative Mike Michaud of Maine introduced the Trade Reform, Accountability, Development, and Employment Act, or TRADE Act (H.R. 3012), and Senator Sherrod Brown introduced the bill in the Senate (S. 2821) in the 111th Congress. We expect similar versions to be reintroduced in the 112th Congress. The TRADE Act offers a new framework for our trade agreements with other countries, which would result in a fairer, more balanced trade policy. The TRADE Act would require a review by the Government Accountability Office (GAO) of major trade pacts, a list of provisions that must and must not be in all trade agreements, renegotiation of gaps in current pacts, and a mechanism to replace the so-called fast track process.

If elected, would you cosponsor and vote for the TRADE Act (H.R. 3012/S. 2821) as introduced in the 111th Congress? YES

IV. Labor Law

A. Worker Misclassification

Worker misclassification puts the economic and retirement security of working families at risk and responsible businesses at an unfair competitive disadvantage. The law grants workers many important workplace benefits and protections as long as the worker is an employee of the employer. Those who
Employers who misclassify their employees as "independent contractors" deny these workers a multitude of rights and protections. By misclassifying workers, the employer evades basic federal and state labor standards and tax obligations. Misclassified workers lose important rights and benefits, such as overtime, job-protected leave, unemployment insurance, workers' compensation, the right to organize, and legal protections from discrimination and safety and health violations. Misclassification hurts law-abiding businesses as well by placing them at a competitive disadvantage. This practice also results in billions of dollars in lost revenues for federal and state governments in the form of unpaid and uncollectable income taxes, payroll taxes, and unemployment insurance and workers' compensation premiums. Several bills were introduced in the 111th Congress to address this serious and growing problem that affects a wide and growing number of industries.

If elected, would you sponsor or oppose legislation, such as the Taxpayer Responsibility, Accountability, and Consistency Act (H.R. 3408/S. 2882) and the Fair Playing Field Act (H.R. 6128/S. 3786), all of which were introduced in the 111th Congress; and the Employee Misclassification Prevention Act (H.R. 3178/S. 770), re-introduced in the 112th Congress? These bills would close loopholes, impose meaningful penalties, and strengthen the enforcement of laws against misclassification.

B. Right to Work (for Less)

In Congress, as well as in State legislatures across the country, pro-business groups are advocating enactment of "Right to Work (for Less)" laws in an effort to weaken unions. What is often not understood is that unions exist in a workplace only when a majority of the workers freely chooses a labor organization to represent them.

Proponents of "Right to Work (for Less)" claim that passage would be an economic benefit for workers nationwide and at the state and local level, but evidence indicates otherwise. In "Right to Work (for Less)" states, wages are lower, fewer workers have health care coverage, and there are higher rates of workplace injuries and fatalities.

If elected, would you support or oppose a national "Right to Work (for Less)" bill?

C. Davis-Bacon Act

The 1931 Davis-Bacon Act requires the payment of prevailing wages on federally financed or assisted construction projects. The law assures local contractors, who uphold prevailing rates of pay in a geographic area, a fair chance to compete for government projects without being undercut by outside firms using cut-rate labor. The law assures that federal construction activity does not undercut community wage standards and protects the government from fly-by-night operators seeking to win contracts by paying wages too low to attract competent craftsmen.

If elected, would you support or oppose efforts to repeal the Davis-Bacon Act?

If elected, would you support or oppose efforts to ensure Davis-Bacon prevailing wage protections apply to all transportation and infrastructure projects, such as roads, bridges, and rail, energy and clean water projects, and school construction projects?
D. Striker Replacement

While it is illegal under federal law to fire workers who exercise their legal right to strike, a federal court decision allows the "permanent replacement" of those same striking workers. The Teamsters Union firmly believes there is no difference between being "fired" and being "permanently replaced." With the use of permanent replacements on the rise, the balance of power in labor-management relations has shifted to the employer; management can now pursue a take-it-or-leave-it approach, and if the workers balk, they lose their jobs.

If elected, would you sponsor or oppose legislation outlawing the use of "permanent replacements" for workers who exercise their legal right to strike?

E. Union Dues

By big margins, union members of all political backgrounds say they want their unions involved in the issues that affect their lives. They know that if working families are without a strong political voice, anti-worker forces – which already outspend working families by 20-1 in politics – will be free to eliminate important worker protection programs.

However, anti-worker forces are not content to outspend union members by that margin and are constantly at work to further tilt the political playing field. Periodically, federal legislation is introduced to restrict the ability of unions to collect and spend funds for legislative and political education. These bills would prohibit unions from using dues to fund voter registration, lobbying, and all forms of political communication. Proponents of such legislation claim that unions spend dues money without the proper consent of their members. In fact, unions are voluntary, democratic organizations in which the majority determines the union's political activities.

If elected, would you support or oppose restrictions on the use of union dues for political and legislative activities?

V. Health Care Reform

The Teamsters Union supports increased access to health care for the uninsured, quality control measures in medical care, affordable coverage, and insurance company reforms, such as prohibiting the denial of coverage for pre-existing conditions. The Teamsters Union supported the recently enacted Patient Protection and Affordable Care Act. However, individuals with comprehensive employer-based coverage should be able to maintain those benefits without an increase in the cost of coverage. Nearly 47 million Americans are without any form of health insurance. Individuals and families without health coverage often use hospital emergency rooms for basic care; the new law should help with the problem of cost-shifting. In addition, the Teamsters Union supports efforts that would allow Taft-Hartley plans to participate in the newly-created state insurance exchanges.

If elected, would you support or oppose efforts to fully fund the new law?

If elected, would you support or oppose efforts to allow Taft-Hartley plans to participate in state exchanges?
If elected, would you support or oppose legislation or regulatory efforts to prevent health insurance companies from raising insurance premiums without justification?

If elected, would you support or oppose legislation to raise the age for Medicare eligibility?

If elected, would you support or oppose increased funding of community-based clinics to provide care?

**VI. Protecting Social Security and Medicare**

Social Security is the foundation of retirement income for American workers and their families and protects families from impoverishment due to death or disability. It has reliably and efficiently provided benefits to the elderly and the disabled, helped millions of Americans escape poverty, and given our seniors the financial means to live their lives with dignity and independence. Especially at a time when traditional pension plans are under assault, Social Security is the one safety net that provides individuals with a certain income they can count on at retirement. Placing a portion of payroll taxes in a personal investment account not only ties future retirement benefits to the turbulent market forces, but also potentially leaves trillions of dollars in funding shortfalls in the Social Security benefit program. The Social Security program will eventually be unable to sustain payment of this traditional retirement benefit to future retirees unless steps are taken to put it on a sound financial path, but not at the expense of cuts in benefits or increasing the age of eligibility.

If elected, would you support or oppose measures to replace any part of Social Security's guaranteed benefits with individual investment accounts?

If elected, would you support or oppose efforts to increase the retirement age or change the calculation of benefits in ways that would reduce benefits for current or future beneficiaries?

**VII. Protecting Worker Health and Safety**

Since Congress enacted the Occupation Safety and Health Act (OSH Act) 40 years ago, significant strides have been made in reducing the number of injuries and fatalities in the workplace. However, tens of thousands of workers still die annually from work-related injuries, and 50,000 die as a result of occupational disease.

For 2009, the Bureau of Labor Statistics reported 3.3 million injuries and illnesses to private sector workers. The Occupational Safety and Health Administration (OSHA) estimates that almost 2 million workers are needlessly injured each year from overexertion or repetitive motion. Many of these injuries could have been eliminated through a new ergonomics standard, but Congress foolishly repealed that new OSHA standard before it took effect. Opponents of an ergonomic standard now want to block even the reporting of musculoskeletal disorders as part of the workplace injury and illness information that companies currently must file with OSHA. Many corporate interests are also attempting to block pending and proposed standards or roll back existing standards that are important to workplace safety. Because Teamster members work in a variety of dangerous industries and are exposed to workplace hazards such as musculoskeletal disorders, the Teamsters Union has opposed efforts to repeal, weaken, withdraw, or delay the enactment of safety and health standards that make workplaces safe and better protects workers.

If elected, would you sponsor or oppose legislation to implement a new ergonomic standard?
If elected, would you support or oppose OSHA collecting information on the incidence of musculoskeletal disorders through the current injury and illness report?

If elected, would you support or oppose efforts to repeal or weaken existing workplace safety and health standards?

OSHA has proposed or has pending new standards or rules to address several important workplace safety and health issues. If elected, would you support or oppose efforts to block such standards/rules?

In January 2011, Representative Lynn Woolsey of California introduced the Protecting America’s Workers Act (H.R. 190). The legislation would increase civil and criminal penalties for companies that violate workplace safety and health laws, make it possible for some employers to be charged with a felony, improve whistleblower protections for employees that report violations, and give more rights to injured workers, their family members, and family members of workers killed on the job. The bill also requires employers to abate hazards during contests of citations and increases prison terms for lying to an OSHA inspector.

If elected, would you cosponsor and vote for the Protecting America’s Workers Act as introduced in the 112th Congress? YES NO

VIII. Protecting Labor Standards

A. Minimum Wage

A fair minimum wage is essential to guarantee all workers a decent minimum reward for their work. Holding all employers to a minimum standard protects workers, and small businesses, against unscrupulous employers who might otherwise take advantage of workers to compete at cut-rate prices. No one who works for a living should be poor. Yet too many workers still do not earn enough to lift their families out of poverty. Yet, there are some that are calling for repeal of the federal minimum wage.

If elected, would you sponsor or oppose legislation to increase the minimum wage to $9.50?

If elected, would you support or oppose making the minimum wage subject to an annual adjustment, based on the Consumer Price Index or as proposed in the Living Wage Act?

If elected, would you support or oppose repealing the federal minimum wage?

B. Comp Time and the 40-Hour Work Week

Millions of working Americans depend on overtime pay to make ends meet. Legislation has been introduced that would permit employers to “offer” workers time-off or comp-time—at straight-time pay
— instead of time-and-a-half overtime pay. Employers would determine when employees work and when they get time off.

Employers are also attempting to weaken or eliminate the 40-hour workweek through various types of legislation, including requiring workers to go to an 80-hour biweekly schedule. Employers would then be free to schedule a worker over 40 hours in one week and not pay them overtime as long as they cut their schedule the following week. Employers also want to change the way overtime pay is calculated so workers would receive less pay for overtime work.

If elected, would you sponsor or oppose legislation that would give employers the power to determine when workers receive overtime pay?

If elected, would you support or oppose efforts to weaken or eliminate the 40-hour workweek?

If elected, would you support or oppose efforts to change the way overtime pay is calculated?

IX. Immigration Reform

The Teamsters Union supports legislation that would permit a path toward legalization for workers who have been in the United States and contributed to the economy for many years. We support the right of these workers to join a union, and we support efforts to remove the ability of employers to use threats and intimidation of immigrant workers to thwart organizing drives. The Teamsters Union will continue to oppose efforts to expand high tech and other temporary guest worker visa programs that may not only be unnecessary, but also force U.S. workers to unfairly compete with lower paid workers who have no rights or benefits.

If elected, would you sponsor or oppose legislation that would provide otherwise law-abiding undocumented workers who work here, pay taxes, and contribute to their communities with permanent legal status through a new legalization/citizenship program?

If elected, would you sponsor or oppose legislation to protect immigrant workers' workplace rights, including the right to improve their lives by freely joining or forming a union?

If elected, would you support or oppose unneeded extensions and expansions of guest worker programs? Would you support and assist our efforts in ensuring greater protections are given to workers?

X. Teamster Union Self-Governance

For the past twenty years, the Teamsters Union has been operating under control of a court-ordered consent decree, whose original purpose was to rid the union of any organized crime influence. That goal has been accomplished, and internal controls have been implemented to constantly monitor union activities and prevent any future occurrences. In addition, the union has held three consecutive democratic elections for its officers. The consent decree has no sunset date and has cost the union over $100 million to date, continuing to divert financial resources that can be better used to benefit the membership.
If elected, would you support or oppose a sunset date certain for consent decrees?

If elected, would you support or oppose efforts to remove the government from the day-to-day workings of the Teamsters Union?

XI. Homeland Security

The terrorist acts of 9/11 led the federal government and the Congress to require criminal history record checks for many workers assigned to security-sensitive areas, including airline employees, drivers of hazardous materials, and port workers, to name a few. Background checks are currently under consideration for many other types of employees. In most cases, however, the list of disqualifying offenses is broad, often excessive, and goes beyond those crimes related to potential terrorist activity. In addition, the checks are not uniform across the various industries, with some not allowing for an appeal process.

If elected, would you sponsor or oppose legislation that would limit the list of disqualifying offenses to those crimes that more clearly define a security risk?

If elected, would you sponsor or oppose legislation that would bring about uniformity in the system of background checks and would provide workers with confidentiality of records, privacy protections, and due process procedures to allow correction of errors and consideration of mitigating circumstances, as well as access to their files in an FBI database?

XII. Rail

A. High Speed Rail

High speed and passenger rail received $8 billion from the stimulus bill and an additional $5 billion in the fiscal year 2009 omnibus budget. The funding in both the stimulus and the FY09 omnibus bill has enabled municipalities, states, and multi-state compacts to apply for funding for commuter and high speed rail projects. It is estimated that high speed rail can create an estimated 47,000 permanent, good paying jobs for every $1 billion spent developing and maintaining the high speed rail system.

The Teamsters Rail Conference believes that jobs created by these funds must be safeguarded for railroad workers and wants to ensure that all workers in the project are covered by federal laws relating to railroad workers, including the Railway Labor Act, Railroad Retirement Act and the Federal Employers Liability Act. All workers on a high speed railroad system must be considered to be railroad workers and be entitled to all of the rights and privileges conferred by that distinction. The federally certified locomotive engineers and trainmen and the maintenance of way employees who build, inspect, and maintain our nation’s railroads are highly skilled and well trained, and they must remain on the job to ensure that our nation’s passengers and public are kept safe.

If elected, will you support legislation requiring that workers on any project funded by a high speed grant must be covered by all applicable federal railway labor and safety laws?

B. Commuter railroads

Railroad workers are covered by federal laws including the Railway Labor Act, Railroad Retirement Act, and the Federal Employers’ Liability Act. In recent years, we have seen these rights taken away during the creation of new passenger/commuter rail systems – even those on existing rights of way.
several instances, states purchase rail corridors, buy insurance for those corridors and assume responsibility for damages caused by accidents on those corridors. The newly created rail entity then arbitrarily classifies employees of railroads performing services under contract with or on the behalf of the entities as employees of the state or contractors operating on the line.

By making the employees state workers or contractors, these newly created entities deprive railroad workers of their rights under numerous federal statutes, including the federal legal right for railroad workers injured during the course of their employment by a railroad’s negligence to recover damages. The workers on these lines lose their jobs or suffer a significant reduction in wages, benefits, and working conditions because they become state employees or employees of contractors.

The Teamsters Rail Conference believes that all workers on these systems are and should be treated as railroad workers.

If elected, will you support legislation requiring that workers employed on any commuter rail project created by federal funds must be covered by all applicable federal railway labor and safety laws?

C. Security

The Teamsters Rail Conference has long pressed for greater security on the nation’s railroads. One of our main concerns has been training for workers. Section 1517 of the Implementing Recommendations of the 9/11 Commission Act of 2007 mandated that the Secretary of Homeland Security develop and issue regulations for a training program to prepare railroad frontline employees for potential security threats and conditions. However, the mandated regulations have yet to be published.

If elected, will you support mandatory and comprehensive security training for railroad workers?

In addition to security training, the Rail Conference has strongly urged that specific security requirements be enacted, including functioning locks for locomotive cab doors.

If elected, will you support funding for rail and transit security improvements, such as locking locomotive cab doors?

D. National Mediation Board funding

The National Mediation Board (NMB) oversees resolution of representation and collective bargaining disputes in the railroad industry. In the 1934 Amendments to the Railway Labor Act, Railway Labor gave up the right to strike over “minor” disputes, involving interpretation and application of existing collective bargaining agreements, in exchange for government funded arbitration of such disputes. Rail labor has not reaped the benefits of the bargain they made 75 years ago. Strikes are extremely rare; however, insufficient government funding of arbitration activities has periodically resulted in significant case backlogs and long delays in resolving these “minor” disputes.

If elected, will you support consistent funding of the NMB to resolve these disputes on a timely basis, as well as additional funding to reduce backlogs of cases before the NMB when they occur?
XIII. Energy Independence

Record oil and gas prices, the need to lessen our significant dependence on foreign sources of oil, and the political instability of the Middle East reinforce the need to increase the energy independence of the United States. The Teamsters Union supports a national energy policy that ensures a sustainable, accessible supply of affordable energy for the United States through the development, installation, and continued operation of energy technologies from a broad portfolio of energy resources and that sustains and creates solid, good-paying middle-class jobs and careers.

*If elected, would you support or oppose a workable and sustainable energy policy that places sufficient emphasis and protections upon jobs and wages, domestic energy supplies (including nuclear power), the implementation of new “clean” technologies, renewable fuels, and good stewardship of our environmental assets?*

As part of an effort to support a broad portfolio of energy resources, Congress has provided funding for a nuclear energy loan guarantee program to support the construction of nuclear power facilities.

*If elected, would you support or oppose funding the nuclear energy loan guarantee program?*

XIV. RLA/NLRA Jurisdiction

The Express Carrier Employee Protection Act was a key labor provision that was stripped from the FAA Reauthorization bill when it was introduced in the 112th Congress. The legislation would close a loophole that has allowed FedEx to classify its Express division package delivery workers under the Railway Labor Act (RLA). Package delivery workers for other companies are classified under the National Labor Relations Act (NLRA). This loophole has allowed FedEx to have an unfair cost advantage in the package delivery industry and deprive its workers of the right to secure union representation. Under the RLA, workers must organize on a nationwide basis, rather than on a location-by-location basis, which is allowed under the NLRA. The Express Carrier provision will level the playing field and restore fairness to FedEx workers by stipulating that employees of an express carrier are covered by the RLA only if their work relates directly to aircraft operations (such as aircraft mechanics). Employees who have nothing to do with aircraft operations (sorters, drivers, truck mechanics and package delivery drivers) will be covered under the NLRA.

*If elected, would you support or oppose the Express Carrier Employee Protection Act, which would restore fairness to FedEx Express package delivery workers by properly classifying them under the NLRA?*
TEAMSTERS
OHIO D.R.I.V.E.

PLEDGE OF SUPPORT FOR
PUBLIC OFFICIALS
Teamsters Ohio D.R.I.V.E.
Pledge of Support for Public Officials

As an elected official or candidate for public office, I am making our community a better place to live and work. I believe that unions play a vital role in ensuring that quality jobs, that are essential to creating and sustaining a thriving community, flourish within our communities. I will publicly support workers who seek to affiliate with unions by reaffirming the importance of unions in our communities and by taking such actions as issuing public statements, sponsoring forums and attending rallies in support of workers’ rights to organize, and the like.

I respect the right of every working person to pursue equality, opportunity, a voice on the job and a better life by forming or joining a union. I fully support the principle that all workers are entitled to freedom to associate at work, and I support the right of workers to form a union and bargain collectively in an environment that is free from interference, intimidation, coercion, harassment, reprisals or delay.

I understand, and am committed to ensuring, that the decision to join a union should be the free choice of any employee and should be made without coercion from any person or organization. I believe that employers or persons who interfere with, harass, threaten, or fire workers for trying to form a union, or who deliberately attempt to manipulate the legal system to prevent or delay organizing, are harming not only their employees, but also our entire community. I believe that such tactics have the effect of denying workers their basic human rights to organize and to bargain collectively, with the resulting effect of driving down standards for the community as a whole. I will urge employers to respect their employees right to form a union, to remain neutral during organizing campaigns, to recognize a union voluntarily when a majority of their employees choose to form one, and to bargain in good faith and reach an agreement.

Name (print): ____________________________________________

Signed: ________________________________________________

Office Held/Sought ________________________________________

Date: ___________________________________________________

Please complete and return this form to:
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Akron, Ohio 44303