

TEAMSTERS FOR A DECENT CONTRACT



ORGANIZERS HANDBOOK

Dear Brothers and Sisters:

This handbook was prepared to answer some of the many questions we have been getting from Teamsters all over the country who are involved with Teamsters for a Decent Contract but need some help getting going.

We think it would be great if everyone who's active in TDC is able to carry out all the suggestions outlined here. In many places groups have already been formed, and people have held meetings, organized the petition drive and have really begun to build the movement. (A lot of the information in this handbook was taken from these experiences.) But even if you are just beginning, and you think you will only be able to get involved in one or two of the ways suggested here, this handbook should help you get the most out of limited time and resources and show you what can be done as things begin to build.

HOW TO USE THIS HANDBOOK

Look it over to see what information is covered. If you have time to sit down and read it, you should get a pretty good idea of the range of things that can be done. Take time to sit down and read it.

When you're ready to begin some task (like distributing brochures and petitions or calling a meeting) look it up and see if there are ideas and suggestions here that will help you do it more effectively.

It's a good idea to check the book once again just before the event to make sure you haven't left anything out.

Be sure to let us know how things go in your area!!

Ken Paff, Local 407, TDC Secretary
Celia Dunlap, Local 407, TDC Administrative Assistant

• NOTE: Extra copies of each section are available separately from the TDC and you can order more handbooks if you know of someone else that can use one.

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WHO ARE THE TEAMSTERS FOR A DECENT CONTRACT

Teamsters for a Decent Contract (TDC) is an organization of rank and file members of the International Brotherhood of Teamsters (IBT)* who are determined to protect their living standards and working conditions. Years ago the union was organized for just that response. Today teamsters have to organize to make the union do its jobs.

At 12:00 AM* April 1, the National Master Freight Agreement expires. The outcome of these contract negotiations directly determines the livelihood of 450,000 teamsters. By setting the pattern for other contracts it indirectly effects hundreds of thousands of other IBTers who work in warehouses, parcel, factories and offices.

Realizing this, a group of truckers in Cleveland IBT Local 407 began to organize for a rank and file contract fight. Last summer these Cleveland teamsters got on the phone and hit the road to see if other union members felt the same way. They did. So, on August 16, a meeting was held in Chicago. Teamsters came from Little Rock, Memphis, Rochester, New York City, Pittsburgh, Newark, New Castle, Chicago, Cleveland, and Wisconsin. Messages of support came from the West Coast.

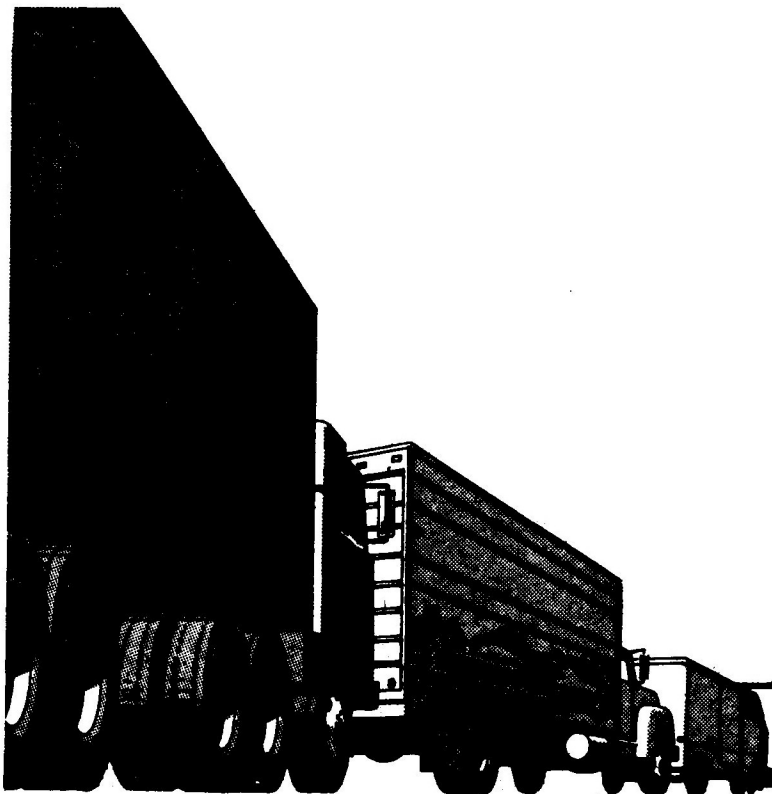
This meeting founded the Teamsters for a Decent Contract and drew up its program. It elected a steering committee of rank and file teamsters and set up headquarters in Cleveland—no "marble palace," just the home of a teamster. Most of those at the meeting were freight drivers, but dock workers, drivers and loaders for United Parcel Service, and other IBT members were represented as well.

Since that time, TDC has held successful local meetings in Cleveland, Chicago, Los Angeles, San Francisco, Seattle, Portland, Indianapolis, Rochester, and elsewhere. More are planned. Everywhere the response is the same: teamsters are fed up.

We are fed up with the drop in real wages—we have lost nearly \$1 in wages to inflation under the 1973 MFA. We are fed up with lay-offs and unemployment: lay-offs are still high in most freight locals, and permanent job losses grow as the union approves one Change of Operation after another. We are fed up with declining health and safety standards. We are fed up with a grievance procedure that leaves it up to Fitz and the employers. And, because we don't see any action on these fronts, we are fed up with Fitz.

The whole idea of TDC is to do something about this. TDC plans to circulate a petition that tells Fitz and the International Executive Board that we know what we want and we plan to get it. The petition states our demands and says clearly that we won't approve any contract that doesn't go a long way toward winning them. We are shooting for 100,000 signatures.

As thousands of signatures come in we will be taking delegations to Washington to present them to Fitz. There will be TDC press conferences and demonstrations to high-light our demands. Nationally and locally, the TDC is organizing teamsters so that the employers and union chiefs get the message.



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THE SCENE IS SET FOR '76

The employers complain that 1975 was a recession year and they are hurting. The government cries that a big teamster settlement in freight will bring more inflation. Labor Department superstar John Dunlop and chief labor adviser John Simon are saying that they won't sit still for a real wage boost. Frank Fitzsimmons has joined in the chorus by suggesting that "we" shouldn't emphasize wages this year. If you have looked at your "National Master Freight Survey", you will see that he is asking you how you want your peanuts divided—hourly and mileage rates or fringe benefits. That little set-up is Fitz's way of getting out of bargaining for wages.

It is clear that the employers and the government plan to resist any attempt by the IBT to win a decent contract. It is also clear that Fitz plans to go along with their program—if we let him. If you look at the last two Master Freight Agreements, there are two roads we can go.

One way to go is the 1973 road. In 1973 we filled out our surveys, sat back, and let Fitz do the driving. The result? Well, you know the answer to that.

The other way is what happened in 1970. As you probably remember if you were in the industry then, Fitz bargained a puny \$1.10 in new wages. The independent Chicago Truck Drivers Union (CTDU) held out for \$1.65. IBTers reasoned that if the Chicago drivers could get \$1.65 so could they. So teamsters in Chicago, Cleveland, Los Angeles and eventually all around the country took matters in their own hands. There was a nation-wide walkout, organized and led by rank and file teamsters. This rank and file action carried the day and Fitz was forced back to the bargaining table where he got what CTDU had won and the IBT ranks were demanding.

Rank and file action got results in 1970, rank and file inaction got nothing in 1973. Which road would you choose? the answer is obvious. That is why the TDC is organizing now, even months before our contract expires. Fitz has made his plans and we are making ours.

The employers, the government and no doubt Fitz himself will be making noises about unfavorable economic conditions. Conditions are certainly unfavorable enough for teamsters, but employers are not doing so bad. Profits for big freight operators were juicy: in the first nine months of 1975 Consolidated, \$10 million; McClean, \$9.4 million; Roadway, \$23 million; Yellow, \$16.2 million. For big companies profits were up 17% from 1974. In other words, the operators can afford to pay.

But they won't pay unless they are made to. That means the union will have to take a tough stance. Probably a strike, or at least the real threat of one, will be needed to convince them that the teamsters mean business. But Fitz and Co. will not lead this sort of fight on their own. They will have to be pushed into it by an angry and determined rank and file. Remember: 1973, when nothing happened and we lost out, was an economic boom year; 1970, when the rank and file got its way, was a recession year. So don't be bamboozled by economic double talk. We can get it if we organize to fight to get it.

The IBT is the strongest union in the nation. Its united action could close down the national economy. Even locally the strategic position of truckers in the economy is decisive. So potentially powerful is the IBT that, in the past, even the mere threat of a national freight walkout was enough to force employers in line. But today, the leadership of the IBT considers it irresponsible to talk of strikes. They gave away the contract clause that allowed a 24 hour strike at any given company. They don't fight to win grievances nationally and they won't let us do it locally. In short, the leadership of the IBT refuses to **use the power of the union**.

The IBT and its leadership have to be changed. That isn't going to happen over night and it isn't going to be an easy job. Right now the fact is that many teamster militants are not even agreed on how to do that—though most agree that it needs to be done. TDC represents one step toward changing the IBT. It's a step we can all agree on and all fight for, even when we don't agree on the next step. But there is one thing that should be obvious to everyone. To get things done we need to be organized.

TDC, nationally and locally, is organizing to force a decent contract. TDC does not plan to take on all the issues that need to be taken on. But we do recognize that these issues exist and are going to require attention. We are insistent on the need for an on-going movement of teamsters to make the IBT a fighting union that uses its power to benefit its members. For this reason we want local TDC groups to become on-going rank and file organizations that can contribute to that movement.

Until April 1, or until the contract is approved, local TDC groups should concentrate mostly on contract issues. Its activities should be in line with national TDC actions: gathering signatures, holding local meetings to get things organized or to spread the word about TDC, press conferences, demonstrations in support of TDC demands, social functions so we can get to know other teamsters better, fund raising events, and so on.

Life will not stop with the signing of the MFA. For one thing, there are other important IBT contracts coming up soon: northern California UPS, Central States UPS, and others. TDC wants to fight on these as well as the MFA. Just as UPS workers are now supporting TDC's fight for a decent MFA, so freight workers should support UPS workers when their contract comes up.

Local TDC groups may also become the core for organizing the movement we talked about above. Out of the contract fights can come caucuses and committees to fight on the other issues facing two million teamsters.

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FORMING A LOCAL TDC GROUP

TDC is more than just a petition drive; it's the beginning of a movement of rank and file Teamsters who want the Union to be controlled by the members. The only way this can happen is if people actually get involved in the Union—not only in struggles at the local level, but also the national fight for a better contract.

If one person distributes brochures in an area and collects signatures on the petition, that's good. But if a group (even 3 or 4 people to start), gets together and has a plan for really building a local presence for TDC—and this happens in hundreds of places all over the country, then we will begin to show what the power of the rank and file, **acting together**, can do. We will build a movement that can't be ignored.

A group has other advantages too. More work can be undertaken if there are more people to share the burden. You are less likely to be given a hard time by unfriendly officials if there's a group of you supporting each other. And you can reach a lot more people.

GETTING THE WORD OUT

The first step is to get together with 4 or 5 friends and supporters and come up with a plan for your area. Divide up the responsibilities.

- 1) To start you'll need to distribute the TDC brochures as widely as possible. It's much easier to get signatures on the petitions when everyone's had a chance to read the brochures and talk about the contract demands that it covers. If each person passes out the brochures to everyone they work with or see on the job, all kinds of discussions get going and you usually will find that people can't wait to sign the petitions, and maybe even take some around themselves.
- 2) Once you get the literature around, and some Teamsters in your area know about TDC, you may want to get an "informational story" in your local papers. (See the section on Media in this handbook) Someone should take responsibility for seeing that this gets done.

GOING PUBLIC

The next step is to have a public meeting. Some people are hesitant to do this because they're afraid that no one will come, or that hostile people will show up. We want to stress that this hasn't happened **anywhere** so far. In fact, most meetings have had a real good turn-out and have gone smoothly.

In every area where there's been a public meeting, new people have "come out of the woodwork" to get involved. Once people get the idea that TDC is a real organization with a national perspective that's **doing something**, you'll find them more willing to help. The section on "Calling a Public Meeting" will help you get a good turn out your first time around.

FOLLOW UP

If you've read and followed the suggestions for "Calling a Public Meeting," and "Holding a Public Meeting" you should now have a solid core of people who are ready to carry the ball. Follow-up is very important. This core group (including the petition coordinator, treasurer, etc. plus others who've said that they want to help out) should get together regularly to talk over how things are going. It's good to sit down at least once every two or three weeks and make sure that:

- 1) The petitions that have been passed out are actually being circulated and sent back in.
- 2) Everyone has enough brochures and petitions.
- 3) Any new people that have been met through the petition campaign are mentioned to the whole group (so everyone knows who's getting involved) and the names are added to the local mailing list.
- 4) Problems that come up, or questions people have about TDC are discussed and figured out.
- 5) A plan gets worked out for future public meetings, introducing resolutions in the local, holding fundraising events, etc.

These meetings can be held on a regular basis, or called as the need arises, but you will need to get everyone together periodically to make sure things are going smoothly and plan future efforts.

NOTE: Once you have a functioning group, you may find that people in the Local will turn to you when an issue comes up that needs to be dealt with. Because you're a visible, organized group of people, with access to a wide audience, you will attract both politicians and opportunists, and also good solid rank and filers who want to see a change.

While TDC can't yet "officially" get involved in every issue that comes along, most of TDC's best supporters have been fighters in the Union for a long time. As individuals we will continue to be active in a whole range of issues in our Locals—especially when they're related to the contract demands outlined in the TDC program. And demonstrations, picket lines, and special called meetings are excellent places to distribute our brochures, circulate petitions, and talk to people about supporting and working on TDC.



There will be plenty of work to do between now and the time the contract expires. The sooner you have a real group going, the easier the task will be.

Once the contract deadline approaches, TDC supporters all over the country will be mobilizing to make sure that our demands are met. We want to have the strength to force our negotiators to hold out for a contract that the rank and file can live with. Being able to build a rank and file movement that can put the heat on our negotiators is the key to our success. And it will take a well-organized movement to challenge the power of the companies and the International.

That's why we're stressing building the core groups now—so that as activity around the contract increases, we'll be prepared to really "Stand Together in '76."

CALLING A MEETING

THE PLACE

Meetings reach people you don't know yet. You need to get the word out.

Set the meeting time and place well in advance—at least two weeks ahead—so people can plan to be there. Get a centrally located meeting place with a familiar address (if possible). Meeting rooms at many motels can be got for as low as \$15.

If you want the meeting to be huge and well publicized, press coverage is essential (see section on media). This will not only promote the meeting, but will also publicize the TDC among the general public. Many meetings will not be that large in scope and will be mostly aimed at Teamsters to find out about TDC and get involved.

GETTING THE WORD OUT

A **printed notice** (flyer or leaflet) can be passed out in the lunchrooms of terminals. If you know a driver at a place get his help in getting that barn covered. Give some to other people to put in cafes. Notification should begin to get around about 10 days before the meeting. Call to make sure that the notices got around and are not just sitting in a desk or glove compartment. Depending on the size of the city, 100 to 500 notices should do. It would be best to order more the first time so you will have enough and then you can get an idea of how many you actually need. Next time you can order more closely what you'll need.

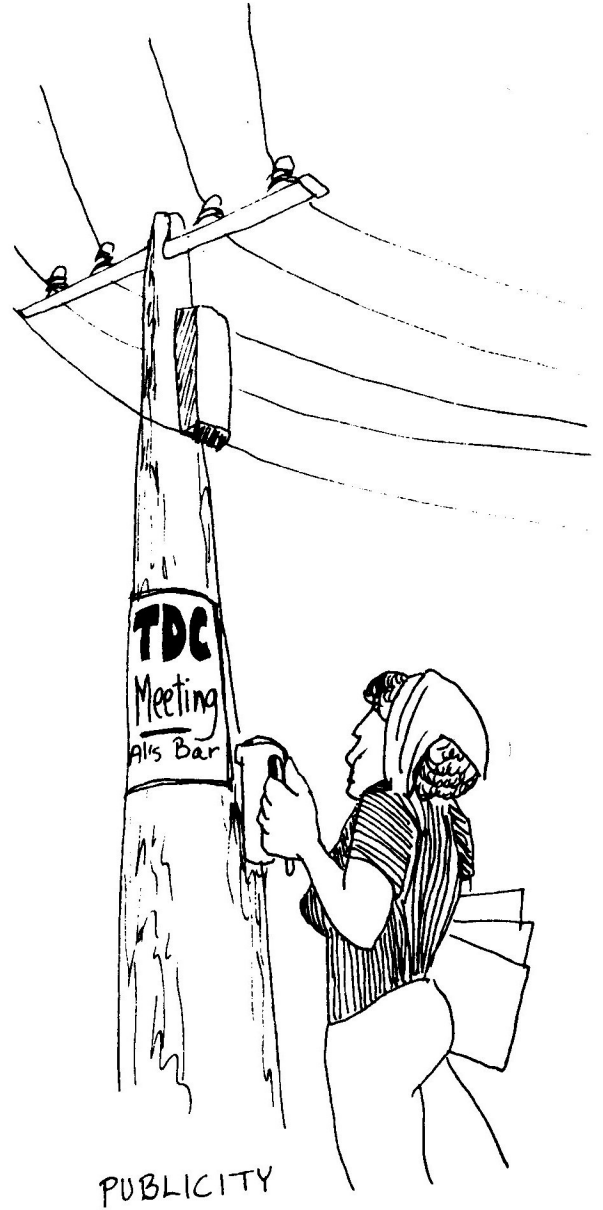
If you have the resources, two other uses may be made of the notices. If you have a list (names & addresses) of interested people it would pay to mail a notice to everyone. You should also contact Cleveland so that they can add whatever names of people you may have missed.

It is important at any meeting to have the people who come **sign a sheet** so that you can begin to build a list of interested people. Secondly, in addition to getting the notices posted in barns, they might also be posted on telephone poles at important intersections around town. This can be done by crews of 2-3 people with staple guns. This should be done 3-4 days before the meeting. This not only gets the word out, but can generate some real interest in the meeting as people see the notices and talk about them as they work around town.

GET EVERYONE THERE!!!

Get your friends and fellow workers out! This will be the core of the meeting no matter how much publicity goes out. A personal approach is always the most effective. Divide up the mailing list or list of friends among those actively involved and get each one to call as many names as possible. This call can explain what the meeting will be about and can persuade people to come. People should also be pushed to call **their** friends and co-workers. These phone calls are another way of getting feedback about how TDC is going in their barns and areas. Calls should be made one week ahead of time and another should be made the day before as a reminder.

• **NOTE:** You'll have to look around to find some place to get the notices printed reasonably. Look under "duplicating services" or "printing" in the Yellow Pages. The notice can be neatly hand printed or you can get press-down "transfer type" at most stationary or art supply stores. Include the address, day, date, and time of the meeting. Samples of notices used elsewhere are available from TDC.



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HOLDING A MEETING

Meetings need to get you somewhere. Meetings that are all talk, but don't decide anything, will eventually bore or turn people off. When you plan a meeting, have a few specific things in mind that need to be discussed and acted upon. Let people know beforehand what the meeting will be about. This is best done through 1) talking it up with fellow workers and 2) phone calls to get people out. Since there will also be people there who came because of the general notice, a brief announcement at the beginning of the meeting of items that need to be decided at that meeting will do the job.

THE MEETING ITSELF

The first meeting you have might be to just publicize TDC—getting people to know about the program and to get them to actively work on the petition drive. Another meeting can be called later to cover all the things not covered in this one. Or people might want to decide on a fundraising project, or how to raise a TDC resolution in the local.

The point is that TDC needs not only enthusiasm, but also **organization**. The petitions must not only get out, they must be returned and ways have to be worked out how this can be done in a systematic way. As TDC develops there will be questions about the delegations to Washington, local resolutions, and, as the contract deadline approaches, how to organize against a bad

contract. All these things need to be thought about and planned at local levels. Keeping people informed and active is the key to a successful TDC campaign. Meetings are an important way of sharing information, seeing that jobs get done, and creating that fighting spirit of a real rank and file movement.

DETAILS OF THE MEETING

Details of the meeting must be worked out beforehand. These include:

The Chairman—This person must see that the meeting flows along and doesn't get bogged down or sidetracked. As mentioned, it should be clear from the start what items of business will be taken up at that meeting. The chair should also make sure that if a decision needs to be made, it is and not postponed or forgotten about after the discussion.

The Speakers—One person should give a brief introduction to the TDC and answer some questions. Another or the same should be prepared to start off a discussion on how to get people involved. Someone can make a fund pitch to cover the cost of the hall, refreshments, and literature. (Important • The TDC office in Cleveland has names of people who might be available to speak at your meetings as "guest speaker"—**be sure** to contact us if you think you want someone and we'll see what we can do.)

Registration—Inside the meeting room, there should be a table at the door prior to the meeting with someone staffing it. They should have a **sign up sheet** so that anyone who enters can sign up. The sheet should ask for the person's name, address (city or town as well), phone, employer, and local. It should be explained that this information is strictly confidential and will only be used for notification of other TDC events and activities.

Literature Table and Person—There should be a table at the back or side with TDC literature on it. People should feel free to walk over and look at this before the meeting. Also, after the meeting you want people to take brochures and petitions to use. The person at the table should keep track of how many brochures and petitions people take. The person's name next to the **petition numbers** should be recorded.

WHAT YOU WANT TO ACCOMPLISH:

Getting the word out about TDC! Getting people excited about the contract! Getting some responsible people to take on some responsibility to insure that TDC is a success in every way.

What those assignments should be: 1) TDC needs a Petition Coordinator in every area. This is one of the most important jobs. The responsibilities are pretty simple. They should be to: A) Keep track of petitions sent out and **make sure they get back in**. You should have the name and phone number of those who take petitions. B) Make sure that your supply of petitions and brochures doesn't run short and order more from Cleveland when necessary. C) Keep in touch on a semi-regular basis with Cleveland about how things are developing in your area. D) Forward to Cleveland the names that you collect on the way so that they can be put on the TDC "newsletter" mailing list.

2) It might also be helpful to elect someone to be put in charge of **funds**. This person should take responsibility for: A) Collecting contributions and general fund raising activities. B) Insure that the money collected for the TDC be sent to Cleveland. C) Keeping a log or ledger of the money collected and sent in.

3) There are a bunch of general responsibilities that one or more persons can assume responsibility for. Organizing different fund-raisers, helping with coverage for your meetings, etc. etc.

It is very important to understand the TDC affects not only Teamsters, but their families as well. Families should be encouraged to come to meetings and encouraged to help out the campaign in any way. The more participation from whole families, the better it is for the whole movement.

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GETTING PRESS, TV AND RADIO COVERAGE FOR TDC

The Freight Contract is a big and important story. So is any news about the Teamsters. Getting coverage in your local paper is one way to reach more people, to show the members of your local that this is something that can make a difference, and to spread the word to other workers about the problems we face. There are several specific things which you can do to get this story into the media in the best possible way.

GENERAL RULES

1) **Find the right person**—the one responsible for labor coverage. As the TDC story grows, having a connection to the right person who will know the background to the story will be a great help.

2) **Put someone in charge.** If you have a committee in your area, make one person responsible for finding out ahead of time all the necessary information and for keeping in contact with your "connections" in the press. If you have any questions or run into any problems, write to TDC and we'll try to help.

3) **TDC is a good story.** Be sure to get that across. The Contract covers 450,000 and affects other people covered under contracts that are patterned after it. TDC has already reached into thirty states and over 100 cities and towns. Keep a file of TDC newsletters so you'll have the most up-to-date information about how the movement is going nationally.

4) **Give them the information they need,** but don't swamp them with details. Make the reporter's job as easy as possible. Give them one or more phone numbers so they can get more information if they need it.

5) **Most important, FOLLOW-UP.** The press release is just a start. Make sure the right person gets it. Be persistently helpful, even a bit pushy (reporters are used to this).

6) **Don't get discouraged** if you don't get big coverage the first time. The story will grow and so will the coverage. Now we're laying the groundwork. Also, they'll probably misquote you some, but don't get too upset about it. Just be as clear as possible.



AN INFORMATIONAL STORY

Even if you're not planning a meeting soon, you can get a story. Send a release explaining what TDC is along with a copy of the TDC brochure. Then call and suggest they set up an interview with one or more of your people to get more information, and a personal and local angle. The release date for this should be two or three days after they get the press release.

THE PRE-MEETING PUBLICITY STORY

Mail or take the press release four or five days before the meeting. Make the **release date** three days before the meeting. If there's no story by two days before, call again. For papers call the "labor writer" or the "city desk." For TV and Radio, call the News Department.

This will be a short story, so keep it to the basic facts. Make sure all specifics about the meeting (who, what, when, where), are at the beginning of the story. Write the release just like it was going in the paper. Send this release to radio, TV, and the newspapers.

A STORY COVERING YOUR MEETING

This is the most valuable, but also takes some special work. They'll know about your meeting from the pre-meeting release, but you have to do more to get them there. Get to the person who assigns reporters and camera crews to cover events for the day. For radio and TV, this is usually called the "assignment editor." Make sure they know where the meeting is, that it's a big story, etc. Send a release addressed especially to them. **Call twice**—the day before and the day of your meeting.

If they don't show up for the meeting, you can still get coverage by calling the radio and going to the newspaper after the meeting to give them the story yourself. If you take pictures of the meeting, take along the film. Sometimes they'll develop it and use it with the story. (They'll return it if you let them know you want it back.)

TV AND RADIO

Radio—Don't spread yourself too thin. Pick the big stations that carry their own local news staff. NBC radio has a new "News and Information Service: that is all news. If there's one in your city (check the yellow pages), they'll take a story from you off the phone and give you good coverage several times that day.

Many radio stations carry announcements of meetings free as a "community service." Check with stations in your area about the procedure to follow. Usually they require a written statement of the date, time, place, and purpose of the meeting one week to 10 days before it is to go on the air. Then they'll run it for a one or two day period at certain times throughout the day.

Television—TV covers mostly events they can film. Arrange for an interview just before your meeting. Then they'll probably take a shot of your meeting and leave. Often TV has to choose between several stories for a few camera crews, so you have to keep calling to get them to your meeting.

NOTE ON WHAT TO SAY

Samples of press releases that have been used in other cities are included, and others are available from the TDC office in Cleveland. If you're being interviewed, or a reporter calls you for more information they may ask for your opinion on a number of questions unrelated to TDC—like what you think about the disappearance of Hoffa, or what you know about the pension fund scandal.

Be sure to give your opinion on any questions about the issues raised in the TDC program (the points covered in the brochures and petitions). But be firm about limiting the conversation to these areas. You can explain that TDC is a large national group that includes Teamsters with different views on these other subjects—but that **we're united on the fight for a better contract**, and that's what you want to talk about.

Don't worry about saying "the wrong thing." Most points in the TDC program are issues that affect us all, and your own thoughts and opinions count—that's what gives the story a personal and local angle. Stick to the contract fight and the points covered in the TDC program, and stress what's most important to you.

FUNDRAISING

TDC is financially strapped, and a campaign like this needs money. It has to pay for literature, mailing costs, meeting halls, flyers, travel expenses, etc. We do not have the resources of the employers or the International. All those who are active in TDC devote their time and energies free.

A movement of the rank and file must be financially supported by the rank and file, and people must be straightforward about raising enough money to keep TDC rolling. This contract fight is important to us all and we should be confident in asking people to support a movement that will more than pay off if it is successful.

This list of fundraising ideas is not meant to be complete. Many of you are a lot better at raising money than many of us and can come up with 101 more ways than this. Fine. But if you come across something that works well, send it in and we'll relay it to others.

1) **Collections**—A collection should be taken at every TDC meeting. This should be explained as necessary for covering costs of the hall, refreshments and literature.

2) **TDC Supporters**—Everyone involved in TDC should become a supporter. This means that in return for an official supporter's card, they will give \$5 to the campaign. This is not dues and is only a one-shot contribution. This is to get a flow of money from local areas into Cleveland to help cover costs of literature, travel, etc. People should be urged to give more or donate more often, to be sure, but we would like to see everyone become a TDC Supporter.

3) **Raffles**—Raffles are a pretty standard way of raising money. Probably you know someone in your area who is an old hand at this and who could set one up for you. Prizes can be donated or they can be some set amount of cash. Raffles can be a one-shot money-raising effort, or they can be run monthly as a regular source of income.

4) **Dances/Caberets**—TDC is not just a lot of meetings. It's a movement of Teamsters and their families. An active social life must be a part of that movement and a "painless" way to raise some funds. Where, when, and what are details that have to be left up to every locality, but these sorts of things should not be forgotten. They add life, as well as money, to TDC.

5) **Benefits**—Lots of Teamsters are involved with some outside business interest or have a relative who is retired and runs another business, but is sympathetic. Maybe a local truck stop owner is behind the movement. If so, approach any of these people and ask them about designating one day at their bar, bowling aley, restaurant, store, or whatever as **TDC Day**. Publicize the day and get the word out so that bigger crowds than usual will be drawn in. In return, ask for some agreed upon percentage of that day's proceeds for TDC.

6) **Donations**—This is useful because there are people who can be approached to give significant amounts. Maybe people can be asked to take specific financial responsibility for expenses (in other words, ask someone if they will buy stamps for a mailing, or pay for the paper or printing if a notice has to go out). Often people will give money for a specific purpose when they may be hesitant to give a set amount of cash.

7) **Special Events**—Bake sales, rummage sales, garage sales, etc. are all kinds of things that groups have used to make money. Whether or not the amount of time needed to put on any of these events is worth the money it will bring will have to be decided on the basis of your experiences locally. These are, however, ways of involving Teamster families directly in the work of TDC. All of these things need to be considered when deciding whether or not to plan events of this type.



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THE PETITION

The petition campaign is the backbone of this whole effort. The way to begin the fight for a better contract is to let Fitz and Company know that the TDC program expresses the real needs of the rank and file.

The most important thing we can do this winter is to get the petitions out as widely as possible and make sure they get sent back in to Cleveland. TDC can't move forward until we've accomplished that.

KEEP TRACK OF WHERE THEY GO

If you get five or more petitions, you will get a petition log to keep track of who you give them out to. **This is important.** There's a place to write down the petition number and the name, address, and phone number of who has each one. (Complete instructions are on the back of the log.) This log is important for your own records, so you can take responsibility for seeing that your people get their petitions filled out and returned to Cleveland. It also gives you names and addresses for your local mailing list, and the information to forward if someone wants to be on the National TDC mailing list.

GET THEM BACK

We've found that it often takes some reminding to get people to actually get the petition filled out and returned. You may want to collect them and mail them in yourself, or just make sure that the people on your log have done so. If you've distributed them over a wide geographical area, you can pick up some post cards at the post office, and drop people a note reminding them to send theirs in. Don't forget—it's going to take **everyone** keeping track and reminding people in order for all the petitions to get back.

NOTE: It's best not to tack the petitions up on bulletin boards or leave them in coffee shops—we've heard of a few that have mysteriously disappeared and those signatures will be lost for good. Take it around personally. If you carry a clipboard with the petition attached, it's pretty easy for people to sign on the spot.



PETITIONS ON-THE-JOB

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LOCAL UNION ENDORSEMENTS

A campaign for Local Union resolutions endorsing TDC's campaign will increase the impact of our movement. Locally, it will provide a vehicle to reach every workplace—we will gain forces for our petitioning and strengthen our local organizations.

In a coordinated national effort no Local will be sticking its neck out alone. Endorsements in even a few important Locals will increase our credibility and convince some fence sitting officials that the members are watching what stand they take. By coordinating publicity around our delegation to Washington and around the Local Union resolutions, we will continue to change from a widespread rumor or a dream for the unreached or the skeptical into a concrete fact—an organized national movement which must be reckoned with on the contract and beyond.

There are two factors in this effort—the resolutions and organizing to pass them. At our November 22 national planning meeting we'll be discussing model resolutions. The ones we work out will be sent out with this handbook.

Even more important is organizing around these resolutions. Members who've given up on meetings will show up—IF they are reminded of the meeting, IF they know they won't be alone, and IF they know something besides endless and useless talk will be on the agenda.

Political conditions, meeting procedures and traditions vary a lot. The suggestions below will need adapting. If you come up against special problems write or call and we'll try to help.

One important note. **This is not a one-person job. NOW is the time to get organized, divide up tasks, and involve new people.**

INFORMING THE MEMBERS

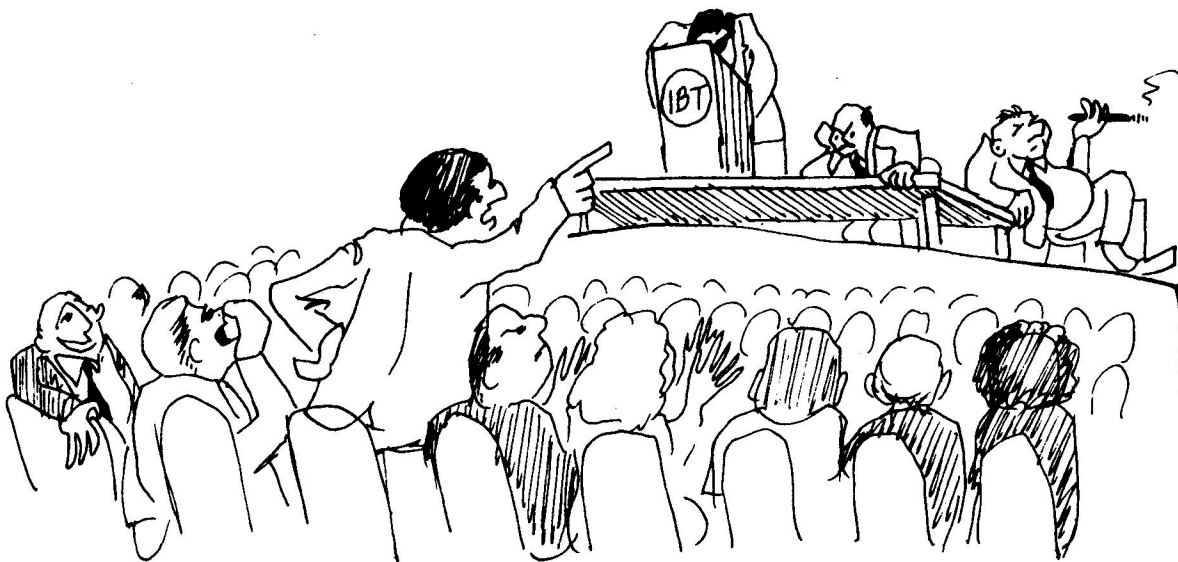
About TDC. This is a good time to make sure every place in your local knows about TDC. A push with the pamphlets and the petitions will help both the petition drive and the meeting. If possible, a week or two before the Local Union meeting is a good time to call a public TDC meeting—to get others working, plan for covering the local and answering any questions.

About the Resolution. A short leaflet explaining TDC and the resolution should be circulated. Be sure to prominently include the Day, Date, Time and Place of the meeting for those who haven't been for a while. (A model leaflet will be available in December. For hints on producing and distributing a leaflet, see the section on Building a TDC meeting.)

Get the leaflet out five to seven days before the meeting. If you've got mostly road drivers so far, get some good dock, clerical and city drivers involved. Distributing the leaflet is also an area where wives or husbands can help out a lot.

The NLRB has ruled you have the **right** to distribute material about Union affairs on company property in non-work areas and off the clock. Its against the law for Union or management to hinder this.

Another good way to get a turnout is to call two or three people you know, have them call two or three and so on. A reminder call the day before the meeting always helps.



UNION MEETING SPEAK-OUT

PREPARING FOR THE MEETING

Getting on the agenda will be easy in some locals and hard in others. Get a few people who are known to sign a letter to the executive board which asks them to put the resolution as a special item of business before "old business" on the agenda. Send the letter "Certified, Return Receipt Requested" so you can prove they got it. Even if they rule against you this letter will give you the opportunity to raise the question at the end of the executive board report or the report on correspondence. Before these reports are approved, you'll have to question the executive board about their position. If its against us, move to have the members decide.

Preparing our people before the meeting will help us stay on the offensive. Getting together for breakfast before the meeting will give everyone a chance to go over any last details, plan assignments, etc. Its much more effective if several people are ready to talk so they can't "not see your hand up." Have a couple people ready to hit the mike when the question of the agenda comes up. Then have several people covering every mike when the discussion starts. Save one good speaker so you have a shot at answering any slanders late in the discussion.

Before the meeting go over the questions likely to come up so your people are thinking about it before the meeting. Most officials will raise all kinds of things to keep from taking a clear stand. The question is clear—"Where does this local stand on a fight for a decent contract?" They'll try to divert the discussion. Keep pushing it back. Stay on the offensive.

Select a couple of people to decide when the discussion has gone on long enough and be ready to move for a vote yourself. Wait til the momentum of the discussion is with you.

The Vote. They may try a quick "Allnfavor allposed fails" on you. Check your bylaws for what it takes to get a "division of the house" (an actual count of the votes) and then be ready to move.

If we get the word to the members and do it right, we'll win lots of places we thought we couldn't because people are mad. But even where they fiddle the vote or keep us off the agenda, a strong push by the rank and file will increase the pressure on the negotiations.

There will be a lot of new people at this meeting. Don't lose them. Have your people spread through the hall so you can watch for new people during the meeting. Afterwards split up and corral people you can see are angry or new. Go out to coffee afterward. Get them involved.

ADDITIONAL SUGGESTIONS FOR BUILDING A MOVEMENT

We need lots of ideas for ways to get more people involved, active and excited about TDC. Here's a couple of suggestions that have come in so far, and yours are welcome.

THE TDC COFFEE BREAK

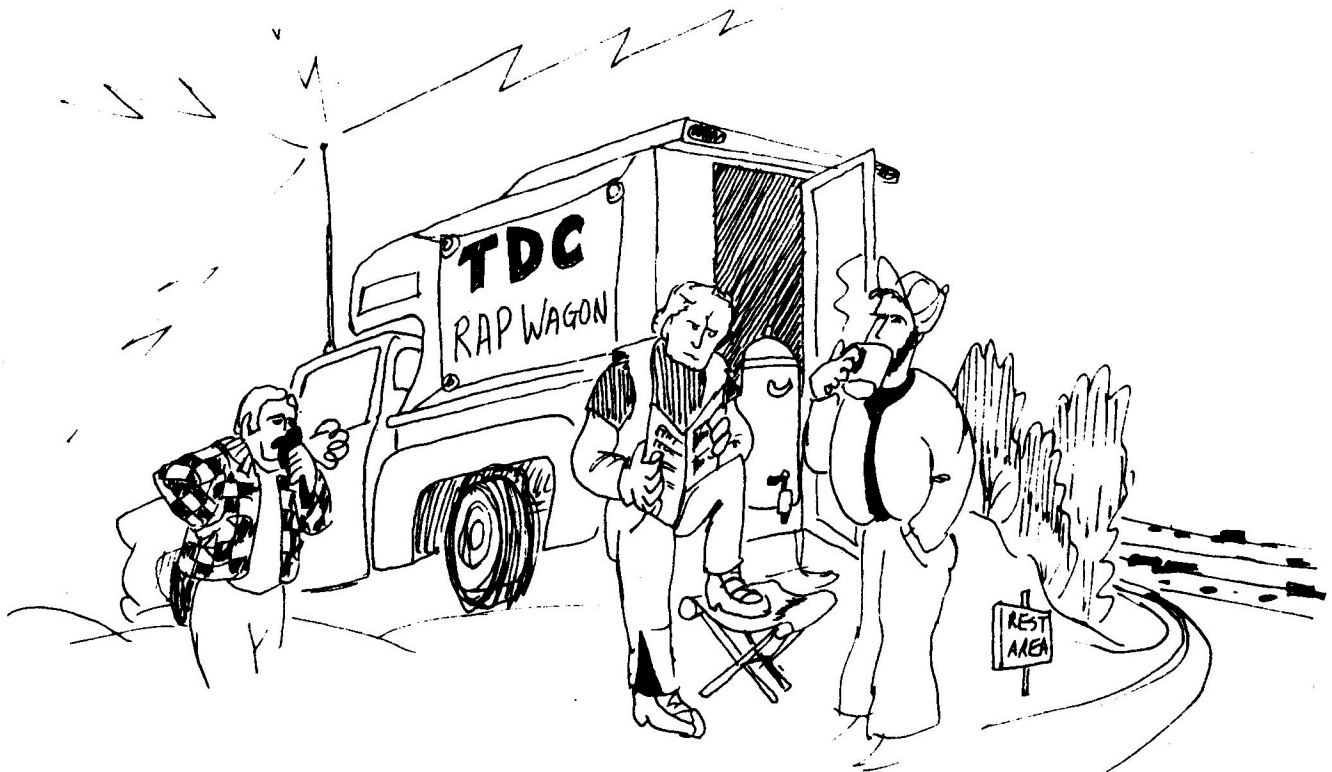
Teamsters in Akron and Pittsburgh are planning to find a well-trafficked rest area (or maybe a friendly truck stop near a highway) and park a truck or car that's equipped with a CB radio. The idea is to have a pot of hot coffee (either by renting a coffee truck or using a camper) and call in drivers off the road to come have a cup and learn about the Teamsters for a Decent Contract. Brochures and petitions will be available and we hope to send a lot of drivers back on the road with a batch to distribute. Watch the TDC Newsletter for a report on how this goes, or go ahead and try it yourself and let us know.

TRUCK STOPS

Several areas have reported that truck stops and cafes where drivers frequently go are great places to get signatures and distribute literature. Many places will let you leave a stack of brochures by the cash register for people to pick up.

What's worked best is to have one or two people go to a diner and plan to spend an hour or so. Pass out the brochures and get a table so people can come over and talk to you about TDC. Have plenty of brochures so you can give people bundles to take with them. If you give someone a petition, be sure to write down their name, address and the number on the petition so we won't lose track of it. Try to get everyone there to sign the petition.

These are the kinds of things that get people talking about TDC and build the sense of a growing movement. You can get the word out to lots of people by these methods and find people who are willing to spread it further. The more things we can do like this, the better!



ON THE ROAD — WITH CB