



TEAM and WHEEL



PRESIDENT'S REPORT

By BILL LICHTENWALD



VICTORY ON S.B. 5/STATE ISSUE 2

WOW!! **2,145,042 NO Votes on Issue 2.** By a margin of 61.33% to 38.67% voters statewide rejected this blatant attack on workers rights. What a great victory. Thanks to the hard work of the members of Teamsters Local 20 combined with the efforts of thousands of volunteers across the state we carried 82 of 88 counties in Ohio. A record number of Ohioans turned out to vote in an odd-year election. Over 300,000 more voters opposed Issue 2 than voted for Governor Kasich in his 2010

election. This sends a clear message to elected officials around the State that working men and women in Ohio will stand together for each other and not shy away from taking on the forces that conspire against them. Strong majorities were carried in all of the large urban counties in Ohio:

Cuyahoga..... (Cleveland)	68.92%
Lucas..... (Toledo)	67.36%
Franklin..... (Columbus).....	63.91%
Hamilton..... (Cincinnati)	58.20%

I was particularly pleased at the percentage in Lucas County that voted NO despite having the Toledo mayor as Issue 2's biggest cheerleader. Working men and women across Lucas County were not taken in by the campaign rhetoric from the supporters of this anti-worker law. As shown below, voters were clear in their decision to vote NO on Issue 2. The top three reasons for voting NO on Issue 2 in polls taken after the election were:

Takes away Bargaining Rights	48%
Hurts the Middle Class	20%
Sends a message to Governor Kasich.....	17%

LOCAL 20 – GROUND ZERO IN ISSUE 2 BATTLE

Your Teamsters Local No. 20 building became ground-zero in the fight to defeat Issue 2. Volunteers from across the country flooded to 435 South Hawley Street to fight against the war on workers. The National AFL-CIO sent in Courtney Pecquex, Special Assistant for Political Operations who worked tirelessly to recruit volunteers to deliver our message through computer assisted phone banking, door-to-door canvassing, literature drops and get-out-the-vote efforts. It was amazing to see every room on every floor in the building filled with volunteers working to defeat Issue 2. There were even tables set up in the hallways during the height of the campaign with cords and wires strung to connect to every available electrical outlet, phone jack and computer port. Special thanks to Courtney, Michael Konseko from the BCTGM, Bev Spetz from OAPSE/AFSCME and all the volunteers which came in from as far as Alaska to assist in the defeat of Issue 2. Thanks to all the Teamster Local 20 members who gave time to fight this important battle. You are the true heroes of this war on workers. You circulated the petitions, you attended the rallies, you made the phone calls, you went door-to-door, and you spoke to your co-workers, friends, family and neighbors to educate the as to the reasons S.B. 5/Issue 2 needed to be defeated. As your President I can not begin to express my pride in you for what you were able to accomplish and thank you enough for the efforts you made.

TAKING THE BATTLE ON THE ROAD

It was my honor to be able to travel the state with the Ohio Conference Show Truck and visit many worksites and Teamsters Locals across Ohio. We traveled to just about every city in Ohio where there is a Teamster Local to reinforce the message to become involved in the fight against Issue 2. To see and hear the work done by the Local Unions around the State in keeping Teamster members aware of the importance of actively working to defeat Issue 2 proved again that when Teamsters work together no force can defeat us.

TEAMSTERS ELECTS INTERNATIONAL OFFICERS

The International Brotherhood of Teamsters Officers Election concluded in November and James P. Hoffa won another 5-year term as General President. Ken Hall, National Director of the Small Parcel Division, was elected to succeed C. Thomas Keegel as General Secretary-Treasurer. The vote totals were as follows:

	Total Votes	Percent	Local 20	Percent
James P. Hoffa	136,453	59.43%	472	49.52%
Sandy Pope	39,096	17.03%	240	25.00%
Fred Gegare	54,043	23.54%	248	25.83%
TOTAL VOTES	229,590	18.35%	960	16.33%

BUILDING IMPROVEMENTS AT LOCAL 20

A trip to the Teamsters Building and you will find a number of improvements in recent weeks. Now that all our Issue 2 guests have



President Lichtenwald addresses the Steward Council attendees for a job well done.



President Lichtenwald and AFL-CIO Director George Tucker going door to door canvassing against Issue 2.



Mike, Bev, Courtney, President Lichtenwald, and many volunteers made No on Issue 2 a Success!



Dan Kirk, President (center) of Local 284 cooking up hotdogs at a lunchtime rally in Columbus, Ohio.



Doug Greiner, President (left) Local 637 Zanesville, Ohio.



Steel Factory in Youngstown, Ohio.



A Rally at The Teamsters Hall with General President Hoffa.



A Rally in Newark, Ohio on the courthouse lawn.

Over the last few years Teamster Members have opened their hearts to help collect coats, mittens, and hats for Walbridge Elementary School. This year Teamster Members were able to help two Elementary schools - Walbridge and Burroughs. The group of students (left) were able to help their classmates at Walbridge Elementary receive toys from Teamsters. The group of students (right) from Burroughs Elementary School were very excited to receive the bags and bags of coats, hats, and mittens to share with their school. Both schools were extremely grateful for all the giving that the Teamster members were able to help with in such time of need.



left several improvements have been made. New carpeting was installed in the Dues Office and on the 136th floor to replace the buckled and delaminated carpet which was creating a trip hazard. On page 4 of the *Team & Wheel* you will see pictures of the radio tower being dismantled. The tower was erected back in the 1950's by past Teamster Local No. 20 President Lawrence Steinberg to provide better communications with the business representatives for the membership in the days before mobile/cellular telephones. This communication system, along with the Legal Defense Fund represents a few of the many innovations implemented by President Steinberg which have contributed to the success of Teamsters Local No. 20 over the years. You will also see some fresh paint on the interior doors and on the HVAC units around the building. Like an old home the projects never seem to stop.

LOCAL 20



Monthly Financial Report

October 2011

Submitted by: Mark Sobczak, Secretary-Treasurer

RECEIPTS - REGULAR OPERATIONS	
Dues-----	279,916.94
Initiation Fees-----	14,212.59
Withdrawals & Transfers-----	17.00
Assessments & Fines-----	7,783.52
Non-Member Fees-----	166.59
Funds for Transmittal-----	127.50
Transfer-----	
OTHER RECEIPTS	
Other receipts-----	11,000.97
Receipts from Affiliates-----	
Total Receipts-----	313,225.11
EXPENSES PAID TO CREDITORS	
Per Capita Taxes-----	96,013.88
BENEFITS PAID	
Insurance & Pension-----	42,212.76
PAYMENT TO & FOR OFFICERS-----	74,170.82
EXPENSE ALLOWANCES-----	3,400.00
PAYMENT FOR OPERATING EXPENSES-----	17,426.34
EDUCATION & PUBLICITY-----	5,089.09
LEGAL DEFENSE FUND-----	7,704.10
LEGAL FEES-----	9,320.00
OTHER PROFESSIONAL FEES-----	5,000.00
ARBITRATION FEES-----	525.00
TAXES-----	6,416.22
TRANSFER OF FUNDS-----	16,852.10
MEETING & COMMITTEE EXPENSE-----	93.98
ORGANIZING EXPENSES-----	425.00
STRIKE EXPENSES-----	25.00
PAYMENT-----	431.55
AUTOMOBILE EXPENSE-----	3,215.50
OUT-OF-TOWN TRAVEL EXPENSE-----	91.00
CONTRIBUTIONS - CHARITY-----	
FUNDS FOR TRANSMITTAL FOR MEMBERS & REFUNDS-----	1,119.25
	289,531.59
OTHER ACTIVITIES	
Steward expense-----	50.00
Building-----	6,462.49
Withholding not disbursed-----	-5,712.86
Refund to affiliates-----	
Allocated-----	
Loan Paid-----	
Other-----	5,889.80
	6,689.43
Total Disbursements-----	296,221.02
NET INCREASE/DECREASE IN MONTH	41,719.98

November 2011

RECEIPTS - REGULAR OPERATIONS	
Dues-----	272,589.82
Initiation Fees-----	19,591.36
Withdrawals & Transfers-----	41.50
Assessments & Fines-----	8,963.75
Non-Member Fees-----	166.59
Funds for Transmittal-----	155.15
Transfer-----	1,000.00
OTHER RECEIPTS	
Other Receipts-----	11,908.52
Receipts from Affiliates-----	
Total Receipts-----	314,416.69
EXPENSES PAID TO CREDITORS	
Per Capita Taxes-----	87,427.56
BENEFITS PAID	
Insurance & Pension-----	45,940.26
PAYMENT TO & FOR OFFICERS-----	89,198.19
EXPENSE ALLOWANCES-----	4,175.00
PAYMENT FOR OPERATING EXPENSES-----	15,079.01
EDUCATION & PUBLICITY-----	1,835.01
LEGAL DEFENSE FUND-----	6,897.09
LEGAL FEES-----	11,025.00
OTHER PROFESSIONAL FEES-----	5,000.00
ARBITRATION FEES-----	1,544.82
TAXES-----	7,234.78
TRANSFER OF FUNDS-----	15,920.00
MEETING & COMMITTEE EXPENSE-----	1,933.30
ORGANIZING EXPENSES-----	523.09
STRIKE EXPENSES-----	
PAYMENT-----	2,274.75
AUTOMOBILE EXPENSE-----	4,806.27
OUT-OF-TOWN TRAVEL EXPENSE-----	342.06
CONTRIBUTIONS - CHARITY-----	
FUNDS FOR TRANSMITTAL FOR MEMBERS & REFUNDS-----	869.75
	302,025.94
OTHER ACTIVITIES	
Steward expense-----	1,750.69
Building-----	6,899.06
Withholding not Disbursed-----	5,685.45
Refund to affiliates-----	
Allocated Services-----	4,181.38
Loan Paid-----	
Other-----	10,366.56
	28,883.14
Total Disbursements-----	330,909.08
NET INCREASE/DECREASE IN MONTH	-16,492.39

Stewards' Council Meeting Attendees

October 26, 2011

Anderson, Steve.....	Frostbite
Arnal, Brandon.....	Riker
Baker, Rick.....	UPS
Blosser, Tim.....	UPS
Brown, Tim.....	Cassens
Carrillo, Tony.....	OmniSource
Chadwick, Keven.....	Allied Waste
Chapman, Mark.....	UPS
Childs, Mike.....	Great Lakes Airgas
Clifton II, Donald.....	All Ohio Ready Mix
Coleman, Jeff.....	Cassens
Dell, Roberta.....	Spangler Candy
Dusseay, Dan.....	Nissen Concrete
Fell, Cristal.....	YRC
Fountain, Bob.....	YRC
Frontine, Mark.....	Kuhlman Corp.
Gascon, John.....	Beaver Excavating
Gatton Jr., Ron.....	All Ohio Ready Mix
Gralak, Jeff.....	City of Toledo
Gust, Jon.....	Stericycle
Hahn, Gary.....	UPS
Hipp, Ron.....	Heidelberg Dist.
Hunt, Nikki.....	ProQuo
Jones, William.....	Allied Waste
Keck, Bill.....	Spangler Candy
Knox, Ron.....	UPS
Konwinski, Paul.....	Johns Manville
Lantagne, Richard.....	City of Toledo
Larimer, Mike.....	Riker
Lee, Douglas.....	Jim White Honda
Lewandowski, Donna.....	USF Holland
Matney, Ron.....	Kuhlman Corp.
McCarver, Keith.....	ESOI
McCracken, Rod.....	Wayne Lumber
McGeorge, Mike.....	Waste Mgmt.
O'Donnell, David.....	Buckeye
Oikle, Michael.....	Riker
Osborn, Todd.....	Monclova Twp.
Payne, Eldon.....	UPS
Podbielniak, Mark.....	OmniSource
Prater, Ryan.....	American Steel Treating
Segura, Steve.....	N-Viro
Shular, Connie.....	Frostbite
Sniegowski, Gary.....	Brown Pontiac
Tarr Sr., William.....	Metro Fiber
Terry, Mike.....	Riker
Tilimon, David.....	Jim White Honda
Tirone, Russ.....	City of Toledo
Wagner, Carla.....	Buckeye Cable
Westfall, Bert.....	Stericycle
Wilson, Mark.....	Lucas County
Wilson, Andrew.....	Coca-Cola
Wimbush, Jerry.....	Toledo Shredding
Winkelman, Thomas.....	OmniSource
Woodward, April.....	ProQuo

Stewards' Council Meeting Attendees

November 16, 2011

Anderson, Steve.....	Frostbite
Armstrong, Keith.....	City of Toledo
Arnal, Brandon.....	Riker
Bailey, Scott.....	UPS Freight
Baker, Rick.....	UPS
Bard, Wendy.....	YRC
Beecham, Jim.....	Veolia Water
Bick, Robert.....	Jim White Honda
Boyce, Ronald.....	Johns Manville
Brogan, Tom.....	Johns Manville
Brown, Rick.....	City of Toledo
Brown, Tim.....	Cassens
Brown, Prentiss.....	UPS
Carrillo, Tony.....	OmniSource
Chapman, Mark.....	UPS
Childs, Mike.....	Great Lakes Airgas
Cleveland, Tyrone.....	UPS
Coleman, Jeffrey.....	Cassens
Dell, Roberta.....	Spangler
DiMario, Dean.....	NuCentury
Dusseay, Dan.....	Nissen Concrete
Fell, Cristal.....	YRC
Fountain, Bob.....	YRC
Frontine, Mark.....	Kuhlman Corp.
Gibson, Ken.....	UPS
Goeder, Scott.....	Buckeye Cable
Gotha, Paul.....	Brown Honda
Gralak, Jeff.....	City of Toledo
Hafner, John.....	Heidelberg
Hahn, Gary.....	UPS
Hanna, Jeff.....	Toledo Blade
Harder, Kelly.....	UPS/Traylor Shop
Harris, Pat.....	Toledo Shredding
Hayward, Frank.....	UPS Freight
Heard, Jason.....	Veolia Water
Hipp, Ron.....	Heidelberg
Hummer, Henry.....	OmniSource
Hunt, Nikki.....	ProQuo Books
Huston, Becky.....	Marysville Releasing
Jones, William.....	Allied Waste
Keck, Bill.....	Spangler
Kirk, Pat.....	Frostbite
Knox, Ron.....	UPS
Konwinski, Paul.....	Johns Manville
Krzewinski, Michael.....	Heidelberg
Lantagne, Richard.....	City of Toledo
Larimer, Mike.....	Riker
Lee, Douglas.....	Jim White
Lemle, George.....	Toledo Blade
Lewandowski, Donna.....	USF Holland
Mabus, Scott.....	Haas Garage Door
Martin, Chad.....	Coca-Cola
Matney, Ron.....	Kuhlman Corp.
McCarthy, Chris.....	Toledo blade
McCarver, Keith.....	EnviroSAFE
McCracken, Rod.....	Wayne Lumber
McGeorge, Mike.....	Waste Mgmt.
Mims, Julie.....	Frostbite
Noel, Gary.....	Coca-Cola
O'Donnell, David.....	Buckeye Cable
Oikle, Mike.....	Riker



NEWS FROM YOUR LEGAL BEAGLES

The Things a Debt Collector Won't Tell You

By Michael Dansack, Partner

Gallon, Takacs, Boissoneault & Schaffer

In the September 22, 2011 edition of the *Reader's Digest*, Michele Crouch authored an article entitled "13 Things A Debt Collector Won't Tell You". The article used as sources Fred Williams, who worked as a debt collector for three months to write *Fight Back Against Unfair Debt Collection Practices*; Michelle Dunn, former owner of a debt-collection agency and author of *The Guide to Getting Paid*; and debt collectors in Florida, New Jersey, and Pennsylvania. It is presented in an easy to read slideshow and confirms information that most of us have always believed.

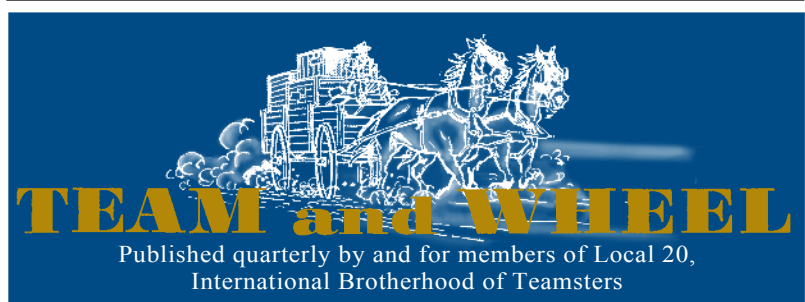
The article illustrates that Debt Collectors have a very low opinion of the people that they are calling, claiming that collectors are trained to believe that all debtors are compulsive liars. It also confirms that a top performer can collect up to \$10,000 per month in bonuses. The article reveals information that collectors actually have a great deal of authority to settle debts with one time lump sum settlements for pennies on the dollar.

Finally, the author gives very good advice regarding those collectors who "threaten to arrest you" for failing to pay your debt or if they call you after 9 p.m. in the evening or before 8 a.m. in the morning. If a debt collector steps over the line, she suggests that you either call your state's Attorney General (www.naag.org) (Ohio Attorney General Mike Dewine) and the Federal Trade Commission (www.FTC.gov), as these are violations of the Fair Debt Collection Practices Act. Of course, you may also want to contact an attorney familiar with the FDCPA and debt collection as well.

LOCAL 20 OFFICES will be closed on
Martin Luther King Day
January 16th
President's Day
February 20th



Osborn, Todd.....	Monclova Twp.	Tilimon, David.....	Jim White Honda
Payne, Eldon.....	UPS	Tirone, Russ.....	City of Toledo
Portillo, Bryant.....	ACE Hardware	Vasquez, Roberto.....	OmniSource
Ries, Jeff.....	Republic Svcs	Vaughan, David.....	Allied Waste
Rogack, Dora.....	Hostess	Wagner, Carla.....	Buckeye Cable
Root, Stanley.....	Hostess	Weldon, Kyle.....	UPS
Rymers, Joe.....	Coca-Cola	Westfall, Bert.....	Stericycle
Seeger, Gary.....	Willis Day	Whitmore, Gloria.....	ProQuo Books
Segura, Steve.....	N-Viro	Wilson, Andrew.....	Coca-Cola
Shular, Connie.....	Frostbite	Wilson, Mark.....	Lucas County
Sniegowski, Gary.....	Brown Pontiac	Wimbush, Jerry.....	Toledo Shredding
Steinmetz, Tom.....	Allied Waste	Winkelman, Thomas.....	OmniSource
Terry, Mike.....	Riker	Wintersmith, Bill.....	YRC



Officers

WILLIAM LICHTENWALD President	MARK SOBCHAK Secretary-Treasurer
ROY WELDON Vice President	CHUCK COLLINSON Trustee
NORM LEWALLEN Trustee	SCOTT KLINGLER Recording Secretary
	DIANE HELF Trustee

Representative

Martin Jay

Officers of the General Counsel - Jack Gallon & John Roca
 Legal Defense Fund Teamster Federal Credit Union Health & Welfare Fund
 Department of Organizing Pension Assistance Retirees To Action
 T.A.S.C. Force

Local 20 Standing Committee Chairpersons

- Budget - Walt Zahs, Dave Kozina
- Democratic Rights - Jeff Gralak
- Freight and Industrial Safety - Paul Matijega, Craig Keller
- Human Rights - Ken Gibson, Keith Armstrong
- Organizing - Mark Schmiehausen
- Recreation - Dave Kozina
- Political Action - Paul Gotha, Mark Wilson
- Sgt.-At-Arms - Mike Wenzel, Bob Fountain

Editorial Board

Bill Lichtenwald Mark Sobczak

Canvassing



H A R D



Phone Banking



Dawn Patrol

W O R K



Speakers



PAYS OFF !!!





Business Representative Diane Helf with members enjoying the Spangler Candy Christmas Party.

TOLEDO TEAMSTERS FEDERAL CREDIT UNION CELEBRATING 65 YEARS OF SERVICE

ANNUAL MEETING TIME!

February 22, 2012

Join us, get involved in your credit union!

Toledo Teamsters Federal Credit Union has been serving members for over 64 years in the same location – Local 20 Teamsters Union Hall. Dedication to our members is still the main concern of our credit union, and that is what makes our credit union work today.

Many new services have been added since this credit union became chartered – from simple saving accounts to second mortgages, we are striving to become your one stop financial institution.



Second Mortgages

are available at Toledo Teamsters Federal Credit Union ... don't move, **IMPROVE!** We have good terms and a low rate. Call for an appointment, now is the time to do all those things you have put off for so long. Up to 120 months and low as 5.5% **some restrictions apply

STASH SOME CASH FOR THE HOLIDAYS

ASK ME ABOUT OUR CHRISTMAS CLUB ACCOUNTS

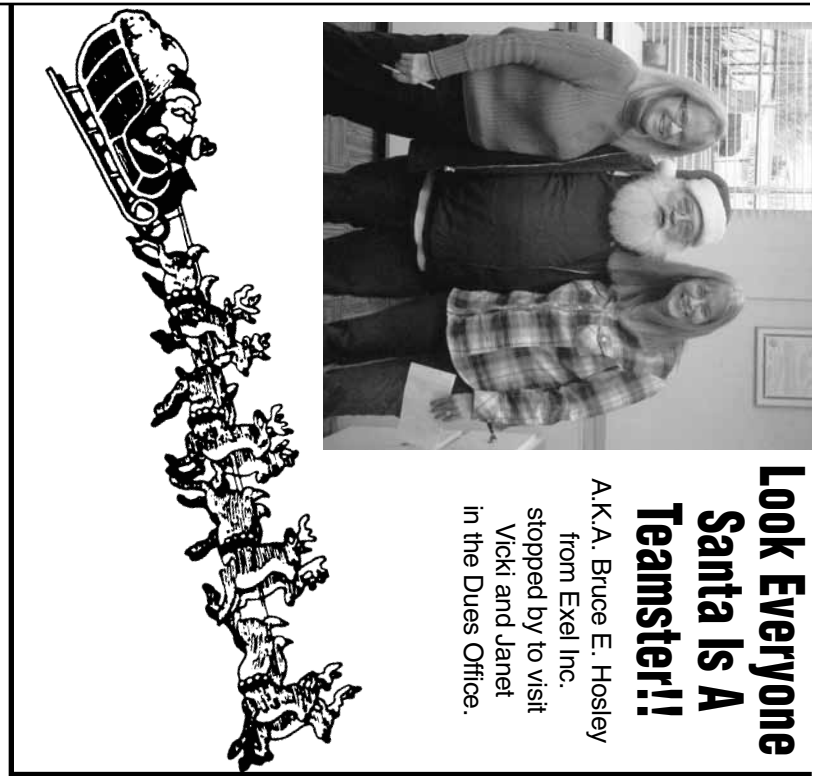


Communication tower being dismantled

HAVE A SAFE AND HAPPY 2012

New Member Orientation Attendees

- David Hicks
- Frank Mills
- Thurman Lawniczak
- Paul Elvey
- Nathan Richards
- Mark Hojnachi
- Henry Hummer
- Ricki Woodard
- Samuel Olaniran
- Earnesto Reed
- Jesse Parsons
- Braden Williams
- Brent Bain
- Jessee Petit
- Judy Murray
- Jim Avery
- Glenn Burel
- Matt Baldwin
- Joshua Chung
- Britney Lopez
- Josiah Walls
- Michael Fedczuk
- Anna Barr
- George Williams
- Jacob Pack
- Justin Bialecki
- Kevin Orth
- Phill Boehm
- Kyle Crawford
- Ian Kelsey
- Ryan Prater
- Dan Mahoney
- Richard Martin
- Donald Beatty
- Zach Guenin
- Rod Curtis



Look Everyone Santa Is A Teamster!!
A.K.A. Bruce E. Hosley from Exel Inc. stopped by to visit Vicki and Janet in the Dues Office.

Team and Wheel
435 So. Hawley St.
Toledo, Ohio 43609
RETURN SERVICE REQUESTED

First Class
US Postage PAID
Permit #283
Toledo, OH

RETIREE CORNER

Retirees to Action is Looking for New Members!
We Meet the First Tuesday at 1:00 p.m. of Every Month at The Teamsters Hall, located at 435 S. Hawley, Toledo, Ohio 43609. If you are interested in becoming involved in the Retiree Club, please contact Jim Gillingham at 419-367-3705.
SEE OLD FRIENDS FUN PROJECTS
HEAR GOOD SPEAKERS



ARE YOU ON THE RIGHT ROAD FOR RETIREMENT?

- > Will I Have Enough Money to Retire?
 - > Is My Will Updated?
- > How Can I Maximize my Assets to Take Care of My Children After I'm Gone?
 - > How Do I Apply for Social Security?
- > Should I Pass Away Before My Spouse, Will My Wife Have Enough Money To Live On?

Teamsters Local 20 Pre-Retirement Seminar Saturday, March 24, 2012 at 10 a.m.

At the Teamsters Hall, 435 S. Hawley, Toledo, Ohio 43609
LEARN HOW TO SIMPLIFY THE ENTIRE RETIREMENT PROCESS AND GET YOUR QUESTIONS ANSWERED!!!

CLIP and RETURN

Name _____

Address _____ City _____ Zip _____

Phone Number _____ Employed at _____

Will attend _____ My spouse will attend _____