



STRENGTH FOUNDATION FUTURE SERIES

SETTING THE TONE FOR 2018

MORE THAN JUST A SLOGAN...

Strength... Foundation... Future.

Early 2017, we introduce “World Famous Principles” with the belief that our slogan “Our Members Are Our Strength... Our Retirees Are Our Foundation... Our Children Are Our Future”, is more than just a saying but a lifestyle. It brings into perspective what our priorities are as an organization. We have a very conscious belief that without the strength of our membership we will cease to exist, therefore we put our members 1st. We understand that without the hard work and sacrifices of our predecessors we wouldn't have the good contracts to build upon, therefore our Retirees are the foundation. Finally, we have the understanding that what we are building isn't just for us but for future generations. Our brotherhood is something we can pass down to our children. So it is important to teach them the values of trade unionist early.

As Shop Stewards, you are the very core of our movement. That is why we have began implementing these World Famous Principles as part of our trainings. Our hope is that you will find them useful in your daily lives not only as a Steward, but as a rank in file member and in your families and communities. That is what being World Famous is all about.

OVERVIEW

Motivated into Action

- Taking a look at The Strawberry Boys
 - What motivated them into Action?
 - Where did this action take these young men?
 - How did it help shape the rest of the Labor Movement?

OVERVIEW

Steward Discussion

- Taking a look at where we are at as a Steward
 - Why we became a shop steward?
 - What keeps us motivated us in the 1st place?
 - What Keeps us in that role?
- Taking a look at where our shop is at as a Teamster Shop
 - What level of participation do we have at our shop?
 - How has Our shops grown since we have become a Steward?

OVERVIEW

What we are looking for in World Famous Shop Stewards

- Common Vision
 - What is the Mission of Local 848?
 - Does Your Vision align with Our Mission?
- Core Values
 - What are your convictions?
 - How do they help move our cause forward?
- Cooperation
 - Are you willing?

THE STRAWBERRY BOYS

In 1930's Clinton, Indiana, A group of young Warehouse men were fed up with the working conditions they were forced to endure. These young men reported to work every morning at 4:30 in the morning and were forced to stay for 12 hours a day. They received a mere 32¢ for any hour they were actually loading or unloading produce. Any time they spent waiting for loads was unpaid. Seventy-five percent of their compensation was paid in vouchers for food at the grocery company they worked for.

It was hard work and the compensation was minimal, but it was the middle of the depression and there was far less work available than men looking for work. Many of the laborers were often children who had left school to help make ends meet for their families.

This was the reality for a young 17 year old boy, named James Riddle Hoffa and his young companions at the Clinton, Indiana, Kroger Warehouse.



April 13, 1930 - Motivated by the mere wages and poor working conditions:

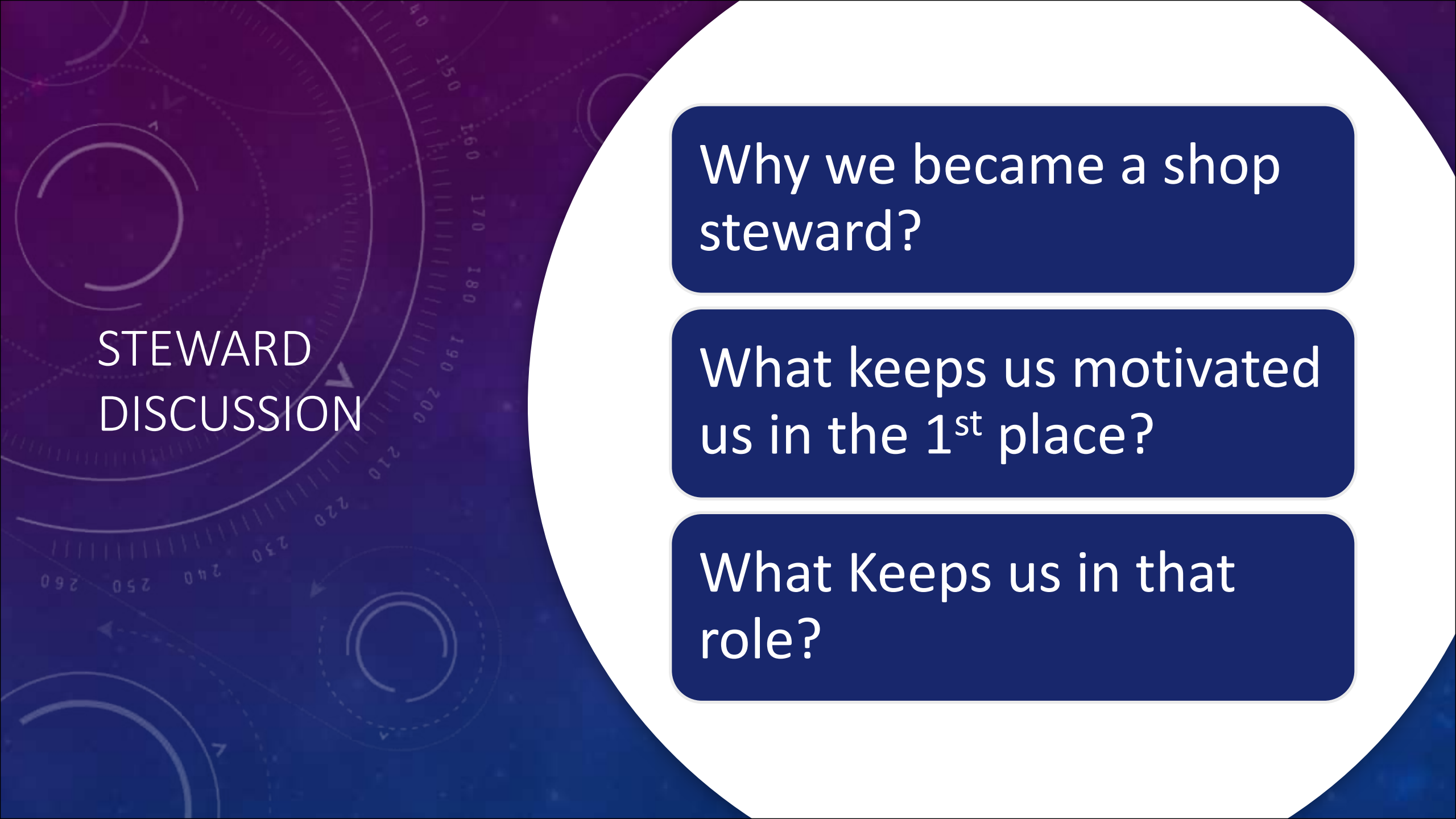
- Jimmy Hoffa and four of his co-workers, later named "The Strawberry Boys" organized a strike.
- They waited for a shipment of perishable strawberries to come into the Kroger Grocery and Bakery freight yard before they called the strike
- They refused to unload the strawberry shipment until their demands were met
- In fear that the food would spoil, Management acceded within an hour and a new contract was agreed to.



- Within a year, “The Strawberry Boys” joined Teamsters Local 674, and later merged with Truck Drivers Local 299.
- Within two years Hoffa left the Kroger Warehouse to become a full-time organizer with Detroit Local 299.
- Hoffa transformed the 40-member unit with \$400 to its name to a 5,000-member unit with \$50,000 in the bank.



- Hoffa would become one of the most legendary, powerful labor leaders in history.
- For 14 years he served as president of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen, and Helpers of America (1957-1971)
- He transformed the Teamsters into a cohesive organization that won higher wages and tremendous bargaining power for its members.
- The four co-workers who had helped him carry off the strike at Kroger remained with on his staff from the time he left the Kroger Warehouse and throughout his career.



STEWARD DISCUSSION

Why we became a shop steward?

What keeps us motivated us in the 1st place?

What Keeps us in that role?

STEWARD
DISCUSSION

What level of participation do we have at our shop?

How has Our shops grown since we have become a Steward?

WORLD FAMOUS STEWARDS

Common Vision

- The Mission (Vision) of Local 848
 - Organize the unorganized and move the labor movement forward
- Our Mission as Stewards
 - Good Stewards of the Mission
 - Align with the simple mission of the Local
 - Organize our shops into action
 - Organize Unorganized competitors

WORLD FAMOUS STEWARDS

Core Values

- Having Convictions is vital to your Stewardship. Merriam-Webster's dictionary defines Conviction as:
 - 2 a : a strong persuasion or belief
 - b : the state of being convinced
- We must be convinced that our actions have a direct impact on the mission of this Local Union and the entire labor movement.
 - Injury to One is an Injury to all
 - Walmart Workers Fight
 - Domestic Auto Workers

WORLD FAMOUS STEWARDS

Cooperation

- The Labor Movement needs leaders
 - Carry out the Cause
 - Do the work of a trade unionist
 - Continue the Cause
 - Take the baton from our retirees
 - Pass the baton to the future generations
- Your Local/Business Agent needs Leaders
 - Carry out the Cause
 - Do the work of a trade unionist
 - Continue the Cause
 - Take the baton from our retirees
 - Pass the baton to the future generations competitors

“ I’ve said consistently that no employer ever really accepts a union. They tolerate the unions. The very minute they can get a pool of unemployment they’ll challenge the unions and try get back what they call management prerogatives, meaning hire, fire, pay what you want. ”

Jimmy Hoffa

Chapter 13, Outside Again, p. 213 – Hoffa The Real Story (1975)