



Teamsters' move to unionize Silicon Valley shuttle bus drivers is spreading

Back in November, drivers for Facebook's shuttle-bus contractor, Loop Transportation, voted 43-28 in favor of unionizing with Local 853. "The drivers at Facebook, by voting for the union, sparked the interest of the drivers from the other companies, for sure," Joint Council 7 President and Local 853 Secretary-Treasurer Rome Aloise said.

Now, shuttle drivers at six other companies in Silicon Valley are looking to follow the Facebook drivers' lead. The Teamsters have contacted the CEOs of eBay, Apple, Genentech, Zynga, Amtrak and Yahoo, informing them that their drivers, who work for subcontractor South San Francisco-based Compass Transportation, want to join a union. "The vast majority of the 120 drivers have already signed union cards," says Local 853 Organizer Rodney Smith.

While working in Silicon Valley is cushy for many of its coders and other tech workers, full of workplace perks like in-office doctors, chiropractors and physical therapists, the service workers who cook the food and drive the employees to work are reaping little of tech's booming profits. "These tech companies are going to have to step up and pay more money so these drivers can have some shot at a decent life," Aloise said.

Like the Facebook drivers, the Compass Transportation drivers work split shifts, driving in the morning, waiting during the day and resuming work in the evening. The result: Drivers need to be



present for 12 to 16 hour days, but are paid for only eight hours of work.

In his January 8 letter to the companies, Aloise wrote, "We stand ready to prove our majority status by submitting authorizations of representation to a mutually agreeable third party. Teamsters Local 853 is hopeful that we can establish a relationship that will benefit both your company and your employees. You can make a difference in the lives of the workers who support your employees and enable them to make your company incredibly successful. Companies such as yours have been a source for social change. It is time that you are a force to change the lives of those that make what you do possible."

The dispute is not just about low wages, but also

about "how wages are computed," William Gould, a professor at Stanford Law School, told *USA Today*. "These workers, as a practical matter, have to wait in certain areas to do their work (and) they are not compensated for that wait."

The Teamsters' effort could "enhance the working conditions of employees who have really been left out of the Silicon Valley boom and the resurgence of the American economy," Gould added. "This organizing drive dramatizes the gap between the haves and the have-nots."

Organizing all of Silicon Valley's shuttle drivers was Aloise's plan from the start, he told the *New York Times* back in October. But he says the union is facing

continued on page 3

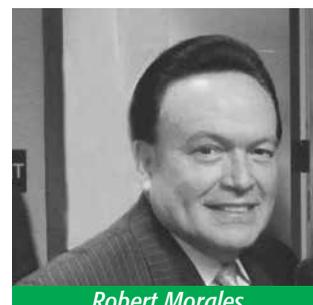
IN MEMORIAM

Robert Morales, 1942-2015

Teamsters lose a lion

When you ask people about Robert (Bob) Morales, they always say three things. First, he was a true and committed union man; he worked tirelessly to bring the benefits of a union membership to thousands of workers across the Bay Area and the country. Second, he was determined and unstinting in his support of numerous charities. And finally, he was a very private man, rarely mixing his personal and Teamster life. That's why so many Teamsters were surprised to learn that Bob had cancer, the disease that ultimately took his life on January 26, 2015. He was 72 years old.

Born in El Salvador, Bob came to the U.S. in 1958, completed his education and joined the Army



Robert Morales

after graduation. Bob started his union career working for the Metal Polishers & Platers Union of the AFL-CIO. In 1973, he moved offices upstairs to take his first position with the Teamsters, and from there, he never looked back.

Bob was devoted to the Teamsters and to Local 350, which he headed as Secretary-Treasurer since 1975. He started as a Trustee of Joint Council 7

since 1981 and was proud to serve as Secretary-Treasurer for the last 20 years. He was honored to have headed up both the California and the National Teamsters Hispanic Caucus for a time, and was privileged to be named Director of the IBT's Solid Waste and Recycling Division in 2006.

continued on page 2



James R. Hoffa Scholarship Fund

Applications are now being accepted for the 2015-2016 James R. Hoffa Memorial Scholarship Fund (JRHMSF) for high school seniors.

The Fund will provide two types of scholarships. Several will be \$10,000 grants, payable over four years. The other group will be one-time \$1,000 grants.

Recipients must be the child or financially dependent grandchild of a Teamster member in good standing. Awardees are selected by an impartial committee of university admissions and financial aid directors based on academic achievement, SAT/ACT scores, character, potential, and financial need.

Go to: www.teamster.org and search for **scholarship**. The application deadline is **March 31, 2015**.



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With so much wealth tied up in so few hands, how can unions advance?

As we begin the new year, there are many reasons for optimism within our Joint Council and local unions. In California, our highly effective political "machine" ensured that good bills were passed by the legislature and signed by the governor and that good candidates were elected in November. This is all a plus. In the last year, many of our Locals have negotiated solid contracts with wage increases and good benefits. As the economy continues to pick up, we look to improve wages and benefits even more. Teamster membership has grown, adding to our strength and ability to get things done for our members and their families.

However, recent news articles abound about the widening disparity in income and wealth in our country. This is not new. What is new is the findings by the international aid agency Oxfam showing that by next year, 80 people will hold the same amount of wealth as the world's 3.6 billion poorest people.

These staggering numbers are hard to imagine. Thirty-five of the 80 are U.S. citizens; together they possess about \$941 billion. Eleven of the 80 inherited their fortunes, having done nothing but be born to the right parents. Another 19 started with inherited money, but invested to grow their fortune.

While the final 50 have taken risks and no doubt worked hard for their wealth, the working people of our country also take risks and work hard. But their real income, compared to the mid-1970s, has actually diminished. The buying power of working people has decreased and the ability of working class people to raise a family, buy a home, go on vacation, and put their children through school has declined.

Numerous factors play into why this has happened and why the middle class or, as I call it, the working class, has fallen behind. The biggest single factor is the decline of unions, in substantial part caused by the Republican Party's concerted and successful efforts to

get workers to vote against their own best interests.

Members tell me that they voted for a Republican candidate or didn't vote for our recommended candidates because of other issues—not those that impact the working class. I see workers getting taken in by a variety of "social issues" and voting for candidates who are out to destroy the very thing that gives us a decent life—our union. In the past few years, all too many Republican Governors have promoted anti-worker, anti-union, right to work (for less) legislation designed to do nothing less than undermine workers' strength and power by making their unions less financially able to represent them.

Unions are the only institution that stands up for the working class, fighting for legislation that protects and benefits workers. Unions stand against the right-wing Tea Party Republicans who prefer that 1% of our population controls more wealth than 99% of the rest of us. Watch the new Republican-dominated House and Senate to see how many breaks they give to Wall Street and the banks, enabling them to increase their wealth while undermining workers by refusing to fund pension needs and health care issues. Pay attention to those politicians who are positioning themselves to run for the presidency; their actions will clearly reveal why they are not good for workers.

In closing, I must mention the passing of long time Joint Council 7 Secretary-Treasurer and Principal Officer of Local 350, Bob Morales. Bob was passionate about working people and he understood that involvement in the political process was necessary to better their lives. I worked with Bob for almost 40 years. He never failed to deliver when the members of a Teamster Local or any union, for that matter, needed help in San Francisco. He was my colleague and most importantly my loyal friend. I will miss him and the Teamsters Union will miss him. We won't see the likes of him again.

"Unions are the only institution that stands up for the working class..."

Tribute to Bob Morales

continued from page 1

Bob worked hard in the waste industry to insure better wages, benefits and working conditions for those in that industry. He could, and often did, boast that his contracts were the best in the nation.

"Bob's ability to negotiate the best waste contracts in the country and to lobby in the City and County of San Francisco for workers' rights has no peer," said Joint Council 7 President Rome Aloise, reflecting back on his 40 years of work with Bob.

"Bob delivered the American dream for the people he represented," says former Joint Council 7 President Chuck Mack. "He recognized that to effectively represent the members, you had to do more than just go to the bargaining table with the employers. You had to build power in the political arena."

Underscoring the point, former Local 665 Secretary-Treasurer Ernie Yates says that Bob built the Bay Area Union Labor Party to become a major political force. "Politicians came to Bob," Yates says. "He was one of the

few people to endorse Barbara Boxer when she first ran for local office in Marin County. And he became a close friend of Dianne Feinstein, Willie Brown, and Art Agnos from when they each served as Mayor of San Francisco, as well as with elected officials from numerous cities."

In addition to his other Teamster responsibilities, Bob served as a Trustee of the Teamsters Benefit Trust and the Western Conference of Teamsters Pension Trust, and was Chair of the Western States Representative Retirement Plan. He also served on the San Francisco Film and Video Arts Commission, appointed by Mayor Gavin Newsom.

Some of Bob's many charities include United Way of California, the Martin Luther King Jr. Society of San Francisco, the A. Philip Randolph Association, the Hispanic Foundation Senior Centers and GLIDE. And he was always the first to support a union cause.

Bob Morales is survived by his wife Maria Morales, three children and seven grandchildren.



Doing what we do best

It seems like everywhere you turn these days, people are talking about income inequality being the challenge of our times. That's not news to us. The Teamsters have been fighting income inequality for over 100 years. It's what we do as a union.

The rise and fall of the American middle class can be tracked with the rise and fall of unions. In the 51 years since President James R. Hoffa united all over-the-road truck drivers under the National Master Freight Agreement—bringing generations of Teamster families into the middle class—the gap between rich and poor has widened.

According to the Center for Budget and Policy Priorities, the top three percent now hold over half of the nation's wealth. This concentration of wealth at the top hasn't been seen since the 1920s. Walmart's owners, the Walton family, have more wealth than 42 percent of Americans combined.

It wasn't always so bad. Historical data shows things started to change in the 1970s. At that time, 25 percent of private sector workers were in unions. Today, it's only seven percent.

During this same period, worker productivity increased by 80 percent, while the median hourly wage grew by only one-eighth that amount, according to the Economic Policy Institute. So we're working harder and better for less money.

Turning the tide

Nowhere is this more evident than in Joint Council 7's own back yard, the famed Silicon Valley. Not very long ago, the Teamsters represented almost 20,000 mostly Latino cannery workers in San Jose. These were good middle class jobs with decent wages and benefits. They are all gone now, replaced with low wage service-sector jobs. The canneries were shut, the orchards paved over, and highly successful com-

panies such as Apple, Google, Facebook, eBay and others grew up in their wake. These new companies are household names. And while some have gotten fabulously rich in this new information economy, most people haven't got much to show for it. Low wages, rising rents, and high housing prices are squeezing working families out of the Bay Area.

That is why the pioneering effort led by Joint Council 7 President Rome Aloise to organize the shuttle bus drivers for Facebook, Apple, Google, and all of the high tech companies is so visionary. Newspapers, television, and radio stations from around the world are covering our campaign to take on the tech industry. We are taking on income inequality. We are fighting for a piece of the pie in the new economy.

In November, nearly 100 drivers who shuttle Facebook workers voted to join Local 853. Now the drivers at Compass Transportation, who transport workers from Apple, Yahoo, eBay, and others, are organizing with us. These drivers work long days with split shifts and few benefits. They want the good wages and benefits that come with a Teamster contract. And they know that these multi-billion dollar tech companies can afford to pay their contractors enough to cover it.

We are joined in this fight by a strong community/labor coalition in San Jose led by Working Partnerships USA and the South Bay Labor Council. Together with the Service Employees International Union and UNITE HERE, who are organizing the security officers and food service workers at the high tech campuses, we are going to make sure that "high tech boom" is not a wrecking ball for some but "the rising tide that lifts all boats." We will do what we do best: make the economy work for everybody. Stay tuned Teamsters—more to come on this one!

Compass Transport—the next domino to fall in Silicon Valley

continued from page 1

some opposition from Compass, which is purportedly attempting to prevent unionization by posting what the Teamsters claim is "misleading information about the union" in their offices.

In his letters to Apple CEO Tim Cook and the other CEOs, Aloise asks them to support the drivers' right to organize.

"Compass Transportation has already begun to employ union-busting methods in an attempt to discourage its employees from seeking the advantages that come with representation," he writes. "You can make a difference in what will certainly turn to threats, coercion and intimidation tactics by Compass as it escalates its campaign to keep its employees unrepresented."

Aloise noted that the drivers who work for Facebook underwent "a horrendous anti-union campaign, but even in the face of this, voted by a vast majority for union representation."

Still, fresh off the successful union drive at Facebook, Aloise is confident. "We'll prevail either way because they have got the example of the Facebook people going through the same thing and standing up," he told the *San Jose Mercury News*.

The Teamsters are in the midst of negotiating a contract with Loop for the Facebook drivers, Aloise said. After the process is finalized, Aloise said, the Teamsters will most likely turn to another Loop client: Google, whose fleet of "Google buses" has been cited as a symbol of economic inequality in the Bay Area.

Aloise said the Teamsters hope to achieve standardized wages and benefits for drivers across the valley, though the timing of shifts may be handled differently from company to company.



NLRB advances workers' rights

The National Labor Relations Board took a progressive turn in 2014. The Board ordered employers to pay union bargaining expenses to remedy bad faith bargaining and dilatory tactics in Fallbrook Hospital and Hospital of Barstow, Inc. The NLRB's General Counsel issued a complaint seeking to hold McDonald's responsible for labor violations under a joint employer theory of workers employed by franchisees.

In keeping with a recent trend toward stronger enforcement of workers' rights, at the close of 2014 the Board published landmark decisions advancing workers' rights.

Employees have the right to use work email for concerted activity for mutual aid under certain circumstances

On December 11, 2014, the Board issued a decision affirming the right of workers to use work email for engaging in concerted activity for mutual aid. In Purple Communications, the Communications Workers of America challenged the employer's email communication policy under which workers were prohibited from "engaging in activities on behalf of organizations or persons with no professional or business affiliation with the Company."

In a split decision, the Board held that employee use of email for protected communications on nonworking time must presumptively be permitted by employers who have chosen to give employees access to their email system. This decision overruled the 2007 Register Guard decision, under which an employer could substantially interfere with the labor rights of employees by imposing broad prohibitions on the use of electronic communication to organize into a union. In this decision, the Board recognized that labor laws must be adapted to the changing patterns of industrial life.

This holding means that employees may not be disciplined for using work email to send messages about union organizing during their own time. However, the Board noted its decision is "carefully limited." First, it applies only to employees who have already been granted access to the work email system. Second, an employer may still completely ban the non-work use of email, including use on nonworking time for Section 7 purposes, by demonstrating special circumstances that make the ban necessary to maintain production or discipline.

New election rules to streamline the union election process

On December 15, 2014, the NLRB published a final rule to modernize and streamline representation election procedures. The new procedures will:

- provide for electronic filing of election petitions and other documents;
- ensure that information needed to understand and participate in the representation process is disseminated to employees, unions and employers in a timely manner;
- eliminate or reduce unnecessary litigation, duplication, and delay;
- require that available telephone numbers and email addresses be included in voter lists in order to enhance the exchange of ideas by permitting other parties to the election to communicate with voters using modern technology; and
- allow for parties to consolidate all election-related appeals to the Board into a single appeals process.

These needed changes should lead to increased organizing in 2015. The current rules allow employers to manipulate and delay the organizing process through costly and unnecessary litigation. The new procedures will go into effect on April 14, 2015, unless blocked via litigation recently initiated by management organizations.

AROUND THE LOCALS



LOCAL 896

Talks to open at Coke & Safeway

Contracts at both Coca Cola and at Safeway will expire this summer, reports Local 896 Business Rep Brian Indelicato. “We will be sending out opening notices within the next month. Here is where member involvement begins,” he says.

All Safeway and Coke Stewards will distribute Contract Proposal Forms—a way for each member to submit their concerns and issues to be considered in the new agreement.

“While we truly hope for a seamless transition to a new agreement, it is best to be prepared. In the unlikely event that we have to take strike action, we suggest that all members discuss the possibility with your family, pay off bills, refrain from making big purchases, and save money—save money—save money.”

“Now is also the time to unite with your coworkers,” Indelicato says. “Solidarity is very important. Meeting attendance and discussion with your fellow members is strongly urged.”

Scheduled meetings are posted on the bulletin board in each shop, and appear on page 7 of this paper. “I look forward to engaging in this process and sharing developments with our members,” says Indelicato, who adds that members should feel free to call with questions or comments.

LOCAL 2785

Retirees celebrate holidays



118 Teamsters Local 2785 retirees gathered at the Elk's Club in South San Francisco on December 6 for a grand holiday party.

LOCAL 431

Extraordinary ordinary union members



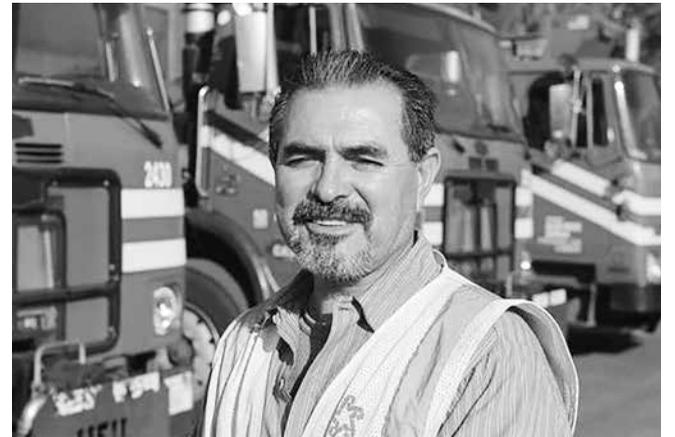
Tom Artiaga is caught on camera as he rescues an elderly man from a fire and leaves the scene without a trace.

Two Local 431 members recently received both local and national attention for their acts of bravery and honesty.

In the fall of 2014, Teamster member and Southern Wine and Spirits employee Tom Artiaga, ignoring his own personal safety, rushed into a burning home and carried the elderly occupant of that residence to safety. Once he was satisfied the victim was safe and getting medical attention, Brother Artiaga left the scene without any fanfare.

The local media began airing footage of the lone hero wearing an LA Dodgers baseball cap. Eventually Tom was identified as the do-gooder. Once his identity was revealed, Tom was the subject of numerous national news stories. He also appeared on the “Jimmy Kimmel Show” where Tommy Lasorda congratulated him for his efforts.

In November, Teamster Member and Republic Services employee Heliodoro Banuelos was recognized by the Fresno Bee and his employer for his honesty on the job when he returned a wallet he found while on his route. The wallet contained numerous credit cards, identification and \$300 in cash. Brother Banuelos has driven waste disposal trucks for 27 years



Heliodoro Banuelos of Republic Services returned a wallet filled with cash and credit cards.

and said he did what any Good Samaritan would do. The owner of the wallet made a special effort to report the act of honesty to Heliodoro’s General Manager at Republic. He said, “I wanted you guys to know what kind of employee you have.” Brother Banuelos declined a reward and also declined an offer for dinner...

“Just another day of super human heroics by the members of Teamsters Union Local 431,” says Local 431 Secretary-Treasurer Peter Núñez .

LOCAL 315

Local hosts children’s holiday party



On December 13, 2014, Santa came to Local 315 and distributed more than 250 gifts to kids from the Local and from the community. Everyone got Santa hats and stockings and enjoyed a feast of tri-tip sliders, chicken, hot dogs, and hot links. The photo booth was also a big hit. Local 315 member Ana Cervantes was the lucky winner of a Samsung 40” TV.

Heads turned as members chanted, “Our work counts!” as they exited the crowded building.

“Today our voices were heard loud and clear,” said Local 2010 Secretary-Treasurer Jason Rabinowitz. “The Teamsters won’t tolerate unfair treatment of our members, and we will keep fighting until UC ends the discrimination once and for all.”

Though the contract allows members to participate in incentive programs, UC continues to exclude administrative support workers. The union has filed grievances at every UC location protesting this action. “This is only the first step in our fight for the recognition of the incredible work our members do every day,” Rabinowitz added. “Teamsters Local 2010 is sending the UC a unified message: ‘Our work makes the UC work, and our work counts!’”

LOCAL 2010

Members rally for incentive pay



Several dozen UCLA Teamsters marched the halls of the Ronald Reagan UCLA Medical Center in December to the office of CEO David Feinberg to deliver 853 petition signatures telling the UC to stop the discrimination and allow Teamsters to participate in incentive programs.

The delegation met with Feinberg’s top staffers. Members spoke from the heart as they explained that they work hard to make UCLA work and deserve the same bonuses and incentives provided to others.

LOCAL 856

Members make the best organizers

Teamsters 856's membership continues to rise with the addition of more than 1,000 new members through organizing victories over the last year. Since Mount Diablo Unified School District and City of Santa Rosa employees joined last spring, the Local has welcomed five additional groups including new members working for the Cities of Walnut Creek and South San Francisco, US Airways/American Airlines, the Northern California Pipe Trades Trust Fund, and the Town of Windsor.

Teamsters 856 members have played a pivotal role in each of these campaigns by becoming member organizers and sharing their real-life Teamster experience.

When City of Walnut Creek public safety dispatchers were considering becoming Teamsters 856 members, Organizing Coordinator Rudy Gonzalez asked City of Concord Steward Pat Hattwick to meet with them.

"There's no better perspective on what it's like to be a union member, a Teamster, than that of a current member," said Gonzalez.

Hattwick is also a public safety dispatcher, so she could directly relate to the Walnut Creek members' representational needs. "I was pleased to speak with these dispatchers about the difference having Teamster representation had made for us," she said.

Hattwick told her Walnut Creek counterparts about the vast resources that would be available to them as Teamsters for negotiations, contract enforcement and beyond. "We needed experts who knew the ins and outs of labor laws," said Hattwick. "With Teamsters 856, we have that – it's like going to court and having the best lawyer represent you."

Member organizers are also effective at dispelling anti-union rumors, such as misconceptions about strikes. San Francisco Zoo Steward Corey Hallman,

who has worked on several organizing campaigns, said he's able to set the record straight with his own personal experience.

"I tell them my story—that I've been a union member for 15 years, how I got involved and the benefits of being a Teamster," he said.

During the US Airways/American Airlines nationwide campaign last fall, US Airways SFO Steward Ricardo Arias spoke with airline agents about the importance of voting for the Teamsters, not only at his own workplace, but also as he traveled through the Miami airport on his way to visit family. His 28 years of experience made him well-suited to convey the necessity of having union protection in the notoriously volatile airline industry.

"With such a big corporation, sometimes you feel like you're just a number," said Arias. "But as a Teamster, you're a number with a voice that's not easily erased," he said.

Local 856's newest members, Town of Windsor employees, checked in with City of Santa Rosa 856 member Mike Reynolds before overwhelmingly voting to join the Local in November.

"While strength, resources, and professional representation are certainly determining factors when workers choose to become members of Teamsters 856, it is the direct one-on-one conversations with current members that produce the type of unique personal impact that drives home that they are joining a real, living organization made up of members with the same interests and goals," said Teamsters 856 Principal Officer Peter Finn.

"It's a gratifying experience," said Hallman after attending an organizing training sponsored by Joint Council 7. "You're educating and empowering people at work. Who wouldn't want to be a part of that?"



Rebecca Hibbs, a City of Walnut Creek Public Safety Dispatcher and new member of Local 856.

LOCAL 665

Local 665 members win key NLRB decision



Local 665 members who drive for Lake County's public transit system, Lake Transit, scored a victory at the National Labor Relations Board when the federal panel found in the union's favor following Unfair Labor Practice charges filed during a series of strikes in the summer of 2013.

"This decision makes clear, both to the Lake Transit Authority (LTA) and to the community it serves, that the county's selected operator, Paratransit Services Inc., violated federal labor law while our members were on strike in 2013," said Local 665 Secretary-Treasurer Mark Gleason.

The 2013 strike started in late July, after members rejected a take-it-or-leave-it offer from the employer, and lasted through most of August. During the strike, the employer engaged in unfair labor practices in an effort to re-start the county's bus system, which was completely shut down because of the work stoppage.

The labor board finding agrees completely with the union concerning actions that took place during the strike and rejects all counter-assertions made by the employer.

"If the employer had restarted talks during the strike, thousands of residents who relied on the county bus service would not have had to suffer. The arrogance of the LTA's contractor prolonged the strike and also, apparently, violated federal labor law," Gleason said.

The decision, handed down in late December, orders Lake Transit's operator to make whole Local 665 members Dante DeAmicis and Rick Wedell for all of their losses, and further declares that the actions of the operator were illegal.

"These members had a lot of courage to take on a big transit company and defend their rights," said Local 665 President Ralph Miranda.

During the strike, union members and community activists assisted the Teamsters on strike at Lake Transit, even though many residents were inconvenienced by the transit shutdown.

"We know that it was difficult for Lake County residents to get around during the strike. The strikers are part of the Lake County community, and we hope that this decision in favor of the striking Teamsters shows that the support shown by other union members and community groups in Lake County was not in vain," Miranda said.

NOTICE TO MEMBERS OF TEAMSTERS LOCAL 601 AND LOCAL 948

Teamsters Local 601 and Teamsters Local 948 will be holding contract proposal meetings for their respective members who work under the multi-employer collective bargaining agreement between the **Teamsters Cannery Council** and **California Processors, Inc.**, which includes those members who work at **ConAgra** (Oakdale), **Del Monte Corporation** (Modesto, Lathrop and Hughson), **Escalon Premier Foods** (Escalon), **Pacific Coast Producers** (Lodi, Oroville and Woodland), **Seneca Foods** (Modesto), **Stanislaus Foods** (Modesto) and **R & B Foods** (Stockton).

These contract proposal meetings are reserved exclusively for members in good standing who work under the CPI Collective Bargaining Agreement with the above-referenced employers within the jurisdiction of the two separate local unions.

Teamsters Local 948
Saturday, February 21, 2015
Modesto: 1222 "I" Street
9:00 AM • 1:00 PM • 5:00 PM

Teamsters Local 601
Saturday, February 21, 2015
Stockton: 745 East Miner Avenue
9:00 AM & 1:00 PM

Yuba City: 326 "B" Street
5:00 PM

"If you work for one of these companies, please come to one of the meetings to vote on the contract," says Local 948 Secretary-Treasurer Adam Ochoa. "This sends an important message to the employers that our members are part of the process." Local 601 Secretary-Treasurer and Cannery Council Chair Ashley Alvarado agrees. "I encourage all members to turn out. Learn about the contract and let your voice be heard."



LOCAL 70 Oakland

General Membership Meetings:
 January 17, 2015 Saturday 10:00 a.m.
 February 26, 2015 Thursday 7:00 p.m.
 March 26, 2015 Thursday 7:00 p.m.
 April 25, 2015 Saturday 10:00 a.m.
 May 28, 2015 Thursday 7:00 p.m.
 June 20, 2015 Saturday 10:00 a.m.
 July-August 2015 meetings suspended for summer
 September 19, 2015 Saturday 10:00 a.m.
 October 24, 2015 Saturday 10:00 a.m.
 November 17, 2015 Tuesday 7:00 p.m.
 December 15, 2015 Tuesday 7:00 p.m.

Steward Council Meetings
 April 25, 2015 Saturday 9:00 a.m.
 June 20, 2015 Saturday 9:00 a.m.
 September 19, 2015 Saturday 9:00 a.m.
 October 24, 2015 Saturday 9:00 a.m.

Sick Benefit Meetings
 2nd Tuesdays of the month 7:00 p.m.
 Sick Committee
 800-243-1350 • 510-569-9317

All meetings are held at Teamsters Local 70, unless otherwise notified
Marty Frates, Secretary-Treasurer

LOCAL 87 Bakersfield

General Membership Meetings:
 All meetings are held at Teamsters Local 87, 2531 G Street, Bakersfield, CA
 NOTE: All meetings start promptly at 10:00 a.m.
 March 29, June 28, Sept. 27, Dec. 20
Joseph H. Sumlin, Secretary-Treasurer

LOCAL 137 Redding

General Membership Meetings will be held at 6:00 p.m. on:
 January 16, 2015
 February 20, 2015
 March 20, 2015
 April 17, 2015
 May 15, 2015
 June – Suspended
 July – Suspended
 August – Suspended
 September 18, 2015
 October 23, 2015
 November 20, 2015
 December 18, 2015
Dave Hawley, Secretary-Treasurer

LOCAL 150 Sacramento

General Membership Meetings:
 First Wednesday of the month, 7 p.m. at Local 150, 7120 East Parkway, Sacramento
 Feb 4, March 4, April 1, May 6, June 3, July 1, Aug 5, Sept 2, Oct 7, Nov 4, Dec 2
Mario Contreras, Secretary-Treasurer

LOCAL 287 San Jose

General Membership Meetings:
 2nd Tuesday of the month, 7 p.m., at Teamsters Local 287, 1452 North Fourth St., San Jose
 Feb 10, March 10, April 14, May 12, June 9, [Meetings are suspended in July-Aug-Sept], Oct 13, Nov 10, Dec 8
Stewards meetings: Last Thursday of the month, 7:00 p.m.
Bob Blanchet, Secretary-Treasurer

LOCAL 315 Martinez

General Membership Meetings are generally held on the second Wednesday of the month at 8:00 p.m. with the exception of Saturday, May 16 and October 10, when the meeting begins at 9:00 a.m.
New Member Orientation begins at 7:30 p.m.
 The 2015 Meeting locations as follows:
 Martinez Union Hall - 2727 Alhambra Ave., Martinez
 Feb 11, Apr 8, Sat. May 16, July 8, Aug 12, Sat. Oct 10, Nov 11
 Vallejo Union Hall – 445 Nebraska Street, Vallejo:
 March 11, June 10, Sept 9, Dec 9
 Directions at www.teamsters315.com
Don E. Garcia, Secretary-Treasurer

LOCAL 350 Daly City

San Francisco General Membership Meetings:
 Location: Electricians Hall, 55 Fillmore Street, San Francisco, CA 94117
 March 12, 2015, Thursday, at 6:00 p.m.
 June 11, 2015, Thursday, at 6:00 p.m.
 Sept. 10, 2015, Thursday, at 6:00 p.m.

San Francisco General Membership Christmas Meeting:
 Location: Best Western Grosvenor Hotel
 380 South Airport Blvd., South San Francisco, CA 94080
 Thursday, Dec. 10, 2015, 6:00 p.m.

San Jose General Membership Meetings:
 Location: Teamsters Local 287
 1452 North Fourth Street, San Jose, CA 95112
 March 25, 2015, Wednesday, 7:00 p.m.
 June 24, 2015, Wednesday, 7:00 p.m.
 September 23, 2015, Wednesday, 7:00 p.m.

San Jose General Membership Christmas Meeting:
 Location: San Jose Airport Garden Hotel, 1740 North First Street, San Jose, CA 95112
 December 16, 2015, Wednesday, 7:00 p.m.
Robert Morales, Secretary-Treasurer

LOCAL 386 Modesto

General Membership Meetings are held 2nd Thursday of the month, 11 a.m. and 7 p.m., at Local 386, 1225 13th Street, Modesto.
Jeff Berdion, Secretary-Treasurer

LOCAL 431 Fresno

Membership Meetings are held the first Thursday of each month (** unless otherwise noted due to conflicting meetings), 7:30 p.m. at Local 431 Membership Hall, 1140 W. Olive, Fresno. A vote will be held at the May 7 meeting to determine suspension of summer months' meetings.
 Feb 12**, Mar 12**, Apr 2, May 7, June 4, July 2, Aug 13**, Sept 3, Oct 8**, Nov 12**, Dec 3
Pete Nunez, President

LOCAL 439 Stockton

General Membership Meetings are held 3rd Wednesday of the month, 7 p.m., at Local 439, 1531 East Fremont St., Stockton. 209-948-9592
Ken Guertin, Secretary-Treasurer

LOCAL 517 Visalia

General Membership Meetings:
Visalia: Local 517 Union Hall, 512 W. Oak St., Visalia
 10:00 a.m. and 6:00 p.m.
 Feb. 19: bylaw Proposal Meeting
 April 16 • June 18 • August 20 • October 15 • December 17
Fresno: Local 431 Union Hall, 1140 W. Olive, Fresno
 5:00 p.m.
 March 19 • May 21 • July 16 • September 17 • November 19
 (Note: All dates are subject to change.)
Chester Suniga, Secretary-Treasurer

LOCAL 533 Reno

General Membership Meetings:
 Teamsters Local 533 Hall, 240 Gentry Way, Reno. Meetings are on the third Thursday of each month at 7:00 p.m.
 Feb 19, Mar 19, Apr 16, May 21, Jun 18, Jul 16, Aug 20, Sep 17, Oct 15, Nov 19, Dec 17
Debbie Calkins, Secretary-Treasurer

LOCAL 601 Stockton

General Membership Meetings:
 Stockton – 3rd Tuesday of the month, 7 p.m., at Local 601, 745 East Miner Ave., Stockton
 Yuba City – 4th Tuesday of the month, 7 p.m., 326 B St., Yuba City



LOCAL 665 San Francisco

General Membership Meetings:
Local 665 will hold General Membership meetings according to the following schedule:
4th Tuesday of the month, 6:00 p.m.
1500 Franklin Street, San Francisco
Jan 27, Mar 24, May 26
4th Tuesday of the month, 6:00 p.m.
1371 Neotomas Ave., Santa Rosa
Feb 24, Apr 28, June 23, Oct 27
3rd Tuesday of the month, 6:00 p.m.
Nov 17 at 1500 Franklin Street, San Francisco
3rd Tuesday of the month, 6:00 p.m.
Dec 15 at 1371 Neotomas Ave., Santa Rosa

Mark Gleason, Secretary-Treasurer

LOCAL 853 San Leandro

General Membership Meetings are held the second Thursday of the month, 7 p.m., at Teamsters Local 853 Meeting Room, 2100 Merced St., San Leandro, except for the month of October. The October Membership Meeting will be held at the Local 853 West Bay Office, 151 West 20th Ave., San Mateo, at 7 p.m.

Rome Aloise, Secretary-Treasurer

LOCAL 856 San Bruno

2015 General Membership Meetings

All meetings are held at 6:00 p.m. at Local 856 "Chetcuti Hall" on the last Tuesday of the month, except where noted:

January 27 • February 24 • March 31
• April 28 • May 26 •
June, July and August Meetings – Cancelled
September 29 • October 27
November 2015 "Annual Thanksgiving Meeting" – To Be Announced
December Meeting – Cancelled

Peter Finn, Secretary-Treasurer

LOCAL 890 Salinas

General Membership Meetings are held the second Thursday of the month at Teamsters Local 890, 207 North Sanborn Road, Salinas, at 8 p.m.

Crescencio Diaz, President

LOCAL 896 Vallejo

2015 Monthly Membership Meetings Branch 1 Meetings are held at 10 a.m. on Saturdays at T.A.P. Office; 300 Pendleton Way, Oakland, CA 94621 as follows:

January 31 • February 28 • March 28 • April 25 • May 23 • June 27 • July 25 • August 29 • September 26 • October 24 • November 21 • December 19.

Branch 2 Meetings are held on at Suisun Senior Center, 318 Merganser Drive, Suisun, CA 94585
3:30 p.m. Tuesday January 20
3:30 p.m. Tuesday February 24
9:30 a.m. Sunday March 29
3:30 p.m. Tuesday April 28
3:30 p.m. Tuesday May 19
9:30 a.m. Sunday June 28
3:30 p.m. Tuesday July 28
3:30 p.m. Tuesday August 25
9:30 a.m. Sunday September 27
3:30 p.m. Tuesday October 27
3:30 p.m. Tuesday November 17
9:30 a.m. Saturday December 13

Phil Cooper, Secretary-Treasurer

LOCAL 912 Watsonville

General Membership Meetings are held the 4th Tuesday of the month, 12 noon and 7 p.m., at Local 912, 22 East 5th St., Watsonville

Brad Sebring, Secretary-Treasurer

LOCAL 948 Visalia/Modesto

General Membership Meetings:

Visalia: Second Thursday of the month at Visalia Memorial Bldg., 609 West Center St., Visalia, 7 p.m.
Modesto: Third Tuesday of the month at Local 948 Meeting Hall, at Teamsters Local 948, 1222 I Street, Modesto, at 7 p.m.

Adam Ochoa, Secretary-Treasurer

LOCAL 2785 San Francisco

General Membership Meetings are held the 3rd Tuesday of the month, 7:30 p.m., at the American Legion Post 409, 757 San Mateo Ave., San Bruno.

Joseph Cilia, Secretary-Treasurer

LOCAL 2010 Oakland

General Membership Meetings will be generally held the 3rd Saturday of every month at 9 a.m., with the exceptions noted below. We welcome all members to attend our Membership Meetings and become involved in your union. Meeting location is Local 2010's office in Northern California (400 Roland Way, Suite 2010, Oakland, CA 94621) AND Southern California (9000 Flower Street, Bellflower, CA 90706). Members may attend either location for any meeting, because the locations are linked by video conference. Hope to see you there.
Meeting Dates:

Feb 21 • Mar 14 (Second Saturday)
• Apr 18 • May 23 • Jun 20 • July 18
• Aug 15 • Sep 19 • Oct 17 • Nov 14 (Second Saturday) • Dec 19

RETIREE CLUBS

Sacramento Teamsters

Retirees Association:

Meetings are held on the last Wednesday of each month at 1:00 p.m. at Teamsters Local 150 at 7120 East Parkway, Sacramento, CA 95823

Teamsters Local 2785

Retirees Club

Luncheon meetings will be held at 11:30 a.m. at the South San Francisco Elks Lodge at 920 Stonegate Drive on:

March 10, 2015

June 9, 2015

September 1, 2015

December 8, 2015

Annual Picnic: September 11, 2015 at Coyote Point Park, 1701 Coyote Point Drive in San Mateo
New members are welcome!

Teamster Retirees Club Central Valley

Locals 431, 517 & 948

Luncheon Meetings—11:00 a.m.

1st Friday of every month (No meeting June or July)

Home Town Buffet in Clovis

LOCAL 70

Coriani, Benny
Elias, Lewis
Harraway, Cournel
Hoover, Thomas
Kester, Billy
Purmort, Ben

LOCAL 87

Ludwick, Brent

LOCAL 315

Diaz, Conrado
Robinson, Foster

LOCAL 386

Lenahan, Clarence
Lozano, Luis

LOCAL 431

Alaniz, Rosemary
Alvarado, Louie
Johnson, Paul
Jones, Terry
Salinas, Robert
Valentine, Virgil
Wells, Lonnie
Williams, Fred
Work, Joe
Yrigollen, Patrick

LOCAL 439

Brown, Jeff
Cummins, Steve
Fuller, Ralph
Peirce, Junior
Richardson, James
Tavella, Ernest
Winget, Michael

LOCAL 533

Burkett, John
Loston, Jeff

LOCAL 601

Arias, Jacinto
Berry, Daisy
Castellanos, Jenny
Clanton, Louis
Flint, Glen
Greenwood, Charles
Hayat, Umar
Hernandez, Luis
Keller, Darlyn D.
Martinez, Maddox
Mary, George W.
McCollum, Dwight
Morfin, Salvador
Perez, Antonio
Rueda, Maria
Ruiz, Bartolo

LOCAL 853

Grieve, Jeanne
Jensen, David
Re, Alyce
Schmitt, Mark

LOCAL 853/583 GCC

Barham, Florence
Basquez, Michael
Clark, Betty
Costelli, Alfred
Davis, Walter
DiMeglia, Raffaella
Edgman Jr., Charles
Gluckman, Michael
Herrera, Rosario
Maderios, Manuel
Melott, R. Duane
Moudy, Kenneth
Napoli, Angelina
Nogue, Leon
Novak, Erwin
Peri, Joseph
Pistoia, Marie
Russell, Earl
Silici, Frank
Stahlnecker, Frank
Valestrino, John
Vers, Richard
"Dick"

LOCAL 856

Astikan, Sally
Bayram, Suna
Brandi, Anna
Geiss, Diane
Gomez, Heriberto
Medina, Mary
Thompson, Ernest
Wandry, Guadalupe
M.

LOCAL 890

Beasley, James
Thomas Jr.

LOCAL 896

Harry, Willie
Sooahoo, Wesley

LOCAL 912

Cortez, Felipe
Herrera, Paula
Vasquez, Shirley A.

LOCAL 2785

Maguire, Michael D.
Rettus, Charles
Vinje, Ronald L.

NOTICE TO MEMBERS

The California Teamsters are represented at the California Legislature and before state administrative agencies by the California Teamsters Public Affairs Council. Barry Broad and Shane Gusman are the Legislative Representatives and Marsi Newman is the Public Affairs Administrator.

Per Capita Tax

All Teamsters affiliated with Joint Councils 7 and 42 support the California Teamsters Public Affairs Council through a per capita tax of 25 cents per member per month, from union dues. Twenty five percent (25%) of this is set aside in the Political Action Committee from which the Executive Committee makes campaign contributions.

Executive Committee

Rome Aloise, President of Joint Council 7 and Randy Cammack, President of Joint Council 42 serve as Co-Chairs of the Executive Committee, which supervises the staff of the Council.

Policy Committee

The policy committee shall consist of the Principal Officers of every local union represented by Joint Council 7 and Joint Council 42. The committee is responsible for the development of the Council's long-term political, legislative and education policy, screening candidates and making recommendations for endorsement for statewide offices

Any questions about the California Teamsters Public Affairs Council may be addressed to California Teamsters Public Affairs Council, 1127 11th St., Ste. 512, Sacramento, California 95814. Phone number (916) 446-0291 and FAX (916) 446-9321. E-mail: info@teamsterctpac.org.



YOUR LOCAL UNION PHONE NUMBERS

70	510-569-9317
87	661-327-8594
137	530-243-0232
150	916-392-7070
287	408-453-0287
315	925-228-2246
350	650-757-7290
386	209-526-2755
431	559-486-5410
439	209-948-9592
517	559-627-9993
533	775-348-6060
601	209-948-2800
665	888-770-3948
853	510-895-8853
856	650-635-0111
890	831-424-5743
896	707-644-8896
912	831-724-0683
948	559-625-1061
2010	510-845-2221
2785	415-467-0450
GCIU, Dist Cncl 2	800-333-4388



Mark your calendar & save the date

31st Annual Teamsters' Assistance Program Labor – Management Golf Tournament

Wednesday, April 15, 2015

Sunol Valley Golf Club
Sunol, California

Registration packets will be mailed shortly.
TAP is a joint Labor-Management non-profit 501(c)3

Learn more about your union and get Teamster news on the web!



Joint Council 7:
www.teamstersjc7.org

International Teamsters:
www.teamster.org



NEWS FROM TARP

Keep your New Year's resolution!

Happy New Year! The New Year begins for many with making a resolution to change. If one of your resolutions is to cut down on alcohol or to stop using drugs and/or alcohol, here are some suggestions to support your decision.

First, identify what your **Expectation** is for using alcohol or drugs. You may be expecting to relax, to maintain improved social interactions, to sleep better, to reduce anxiety or to reduce depression. If you expect one or more of these in response to alcohol or drug use, it is important to determine an alternate way to have these needs met. You may want to go to your primary physician for some suggestions. If you determine to seek treatment for alcohol or drug use, you will be able to have discussions about your expectation of alcohol or drug use.

A second important piece of information is to be able to identify your specific **Internal Trigger(s)** for alcohol or drug use. A few internal triggers for use are emotions, thoughts, withdrawal or craving. If your internal trigger is your emotions, then it becomes important to identify which emotions you are trying to avoid or manage. Next, decide an alternate way to manage your emotions. You may decide to seek counseling. If withdrawal is one of your triggers, you may have experienced uncomfortable withdrawal symptoms while attempting to cut back or stop alcohol or drug use in the past. It is a good idea to call TARP to help you identify ways you can cut back or stop using alcohol or drugs, by using available resources to lessen or eliminate uncomfortable withdrawal symptoms.

A third important piece of information to have available is to identify your specific **External Trigger(s)** for alcohol or drug use. Your external trigger may be socializing with certain people or groups, places you visit, seeing drug or alcohol images, or even hearing music you associate with alcohol or drug use. Even if you've decided to cut back or stop alcohol or drug use, if you stop to visit the friends or family you typically drink with and everyone seems to be having such a good time drinking, you may decide

to join in. You now have found yourself drinking more than planned. However, you can determine that to maintain your New Year's resolution, you will only visit those particular friends during the times they are not drinking or using drugs.



A fourth important piece of information is to identify the **Immediate Reinforcers** for you when you are drinking alcohol or using drugs. Some immediate reinforcers are escaping from uncomfortable thoughts or ideas, feeling relaxed, feeling high, or even relieving boredom. It is a good idea to determine new ways to manage uncomfortable thoughts or feelings.

You might want to call a friend, speak with a spiritual or religious leader, seek counseling, or even enter treatment to address an ongoing alcohol or drug problem that is fueled by immediate reinforcers.

Some alternative ways to relax are to meditate, read a book, go on a walk, take a swim, or talk with a good friend. Whichever immediate reinforcer you are responding to with alcohol or drugs can be responded to without the use of alcohol or drugs. It is up to you to determine what will work for you. You will need to think about ways to relax, or things to do when you are feeling bored before you are tense or bored. That way you will have an immediate response for a need you are experiencing.

A fifth important piece of information for you to consider is what you identify as the **Positive Aspects** of alcohol or drug use. Some typical positive aspects of alcohol or drug use are to make or keep friends, to fit in or "be cool," or to feel good. If you are drinking or using drugs to fit in or feel good, you may want to think about activities you could engage in with your friends or family that do not involve alcohol or drug use.

These are the five triggers that may lead to relapse. If you have made a decision to cut down or stop using alcohol or other drugs, review this information to help you to maintain your decision to change. If you are struggling with staying off alcohol or drugs and you would like some ideas on steps you can take, please call TARP at 1-800-522-8277. Help is only a phone call away.