



# TEAMSTER

## Northern California

Serving more than 70,000 Teamsters and their families

Volume 46, Number 4

August/September 2001

## JC7 delegates share what they learned



**James Sherrill, Local 78** "This will help us be stronger than ever to service the members instead of building empires."



**Claudia Settle, Local 896** "It's the greatest educational experience I've ever had. I made a presentation to the whole convention for the grievance committee...It was awesome."



**Crispin Leon, Local 890** "I saw how much we can do together when we work in harmony and start on the same page."



**Mike Furtado, Local 853** "I learned how important it is for the union leadership to have their act together. They did."



**Chris Robbins, Local 315** "It's an opportunity to see how the International works, and the whole system of parliamentary procedures."



**Don Garcia, Local 490** "The support for Ethel Hicks and the Overnite strikers was overwhelming. It was good to see that support in the whole convention."

### Common purpose marks 26th IBT Convention

Joint Council 7 delegates to the 26th Convention of the International Brotherhood of Teamsters agreed—it was the best, most productive convention in the history of this union. The convention was particularly memorable, they said, not only because of the specific actions taken by the delegates, but also because of the overwhelming feeling of common purpose.

Major actions taken by the Convention included:

- Passage of a "democracy package" which guarantees membership control of the union;
- Adoption of a financial package that assures the financial stability of the union;
- Support for major contract campaigns such as UPS, Overnite, Master Freight, Anheuser-Busch and Basic Vegetable;
- Adoption of a strategic organizing program;
- Moving forward in the political arena.

Joint Council 7 delegates played a major role in the convention. Aside from the overwhelming nomination of Council President Chuck Mack as Western Regional Vice-President (92%) and Local 890 President Franklin Gallegos as International Trustee (93%), many of our delegates played an important role on key committees.

In his keynote address, Hoffa called on delegates to rededicate themselves to the Teamsters Movement, a vehicle for equality in a global economy that favors corporate rights over human rights.

"The Teamsters movement is the secret weapon of working families," Hoffa said. "Our mission goes well beyond the service to our members and growth. We speak for those who have no voice. We stand for workers around the globe who have no protections."

*For a full report on the convention, see pages 4-5.*



**Gurdev Shergill, Local 665** "You can see how important it is for there to be general consensus so that people can get their fair share."



**Jose Moreno, Local 350** "I learned a lot about how the whole organization works. A guy from New York calls me brother. That's great!"



## YOUR LEGAL RIGHTS

# Labor arbitration—What "final and binding" means for you

Almost every—if not every—Teamster contract contains an arbitration clause. Arbitration is the process by which the union and employer resolve disputes.

Arbitration is beneficial for union members because it is cheaper and faster than going to court. The arbitrator's decision is generally final and binding on the parties, which allows the union and employer to move forward once the arbitrator's decision has been made.

When the union and employer select an arbitrator to hear a grievance, they grant the arbitrator the authority to settle the dispute. The arbitrator selected by the parties is usually a specialist in labor arbitration and is presumed to have special knowledge of the industrial context in which the dispute arose. In light of these factors, courts are extremely reluctant to overturn an arbitrator's decision.

Since arbitration awards are intended to be final, a court will uphold an award even if the arbitrator made mistakes regarding the facts of the dispute or interpreted the contract differently than the judge would. A court will only reverse an arbitrator's award when the arbitrator acted dishonestly, was biased in favor of or against one of the parties, lacked jurisdiction under the contract to render a deci-

sion, or interpreted the contract in such a way as to ignore completely the plain and unambiguous language of the contract.

### From the Law Office of Beeson, Tayer & Bodine

*The commentary in this column reviews and analyzes developments in labor law of particular interest to labor unions represented by Beeson, Tayer & Bodine. It is not to be construed as legal advice. Specific legal questions may be directed to the firm or your own attorney.*

Several recent court decisions demonstrate the principle that an arbitrator's decision should be final and binding on the parties even when the arbitrator's decision looks wrong.

In **Hawaii Teamsters and Allied Workers Union, Local 996 v. United Parcel Service**, an employee was summarily terminated for swearing at a UPS Human Resources Director in a dispute over the employee's paycheck. The IBT's Western Regional Supplemental Agreement authorizes summary termination for seven "cardinal sins" such as dishonesty, on-the-job drinking or drug use, and intentional destruction of employer's property. However, the arbitrator hearing Local 996's grievance upheld the discharge on the grounds that the seven cardinal sins were not the only reasons an employee could be summarily ter-

minated under the contract and that the employee's conduct was a violation of industrial norms sufficient to justify summary dismissal. The Union

filed suit to overturn the arbitrator's award, arguing that the arbitrator clearly misread the contract.

In upholding the arbitrator's decision, the Ninth Circuit Court of Appeals found that the award was not so divorced from the language of the contract or industrial practice to rule that the arbitrator had acted on a whim. The Ninth Circuit concluded that a court reviewing an arbitration award should not determine whether the arbitrator "misinterpreted" the parties' contract, but rather whether or not the arbitrator's decision met basic procedural standards.

In **Major League Baseball Players Assn. v. Garvey**, the United States Supreme Court reinstated an arbitration decision which had been reversed by the Ninth Circuit Court of Appeals on the grounds that the arbitrator's findings of fact had been "inexplicable" and "irrational." The case turned on the credibility of a letter written by San Diego Padres President Ballard Smith which stated that baseball star Steve Garvey did not receive a contract extension in 1988 only because baseball owners had secretly agreed not to sign free-agents. The arbitrator refused to credit the letter as truthful because Smith had testified at earlier

arbitration hearings that baseball owners had not engaged in collusion. The Ninth Circuit reversed the arbitrator's decision because it found Smith's letter entirely credible.

The Supreme Court reversed the Ninth Circuit's decision on the grounds that even "silly" findings of fact by an arbitrator did not provide courts with a valid reason to overturn an arbitration award. The Supreme Court also criticized the Ninth Circuit for attempting to substitute its own findings of fact for those of the arbitrator. Even where an arbitrator's award may properly be overturned, the Court said, the only appropriate remedy is more arbitration proceedings.

While both of these court decisions upheld arbitration awards that denied employee grievances, the rule of finality often prevents employers from avoiding the results of pro-employee awards.

For example, in **Eastern Associated Coal Corp. v. Mine Workers**, another case from the Supreme Court's 2000-2001 term, the Court rejected an employer's challenge to an arbitration award reinstating a discharged employee who had failed two random drug tests. The arbitrator had ordered reinstatement based on his interpretation of "just cause" language in the parties' contract. The employer challenged the arbitrator's award on the grounds that reinstating a truck driver who tested positive for marijuana violated public policy.

The Supreme Court denied the employer's appeal on the grounds that the parties had contracted to have an arbitrator resolve the dispute and that the arbitrator's conditional reinstatement did not "reward" the employee for drug use in violation of public policy.

**Moving?**

Your Local Union needs your correct address to ensure that you receive important information quickly. This includes pension updates, health and welfare changes and contract information.

Your Local Union provides mailing labels for this newspaper, which reports times, dates

and locations of union meetings, union election notices and other information you need to know.

If you plan to move or have moved already, please provide your new address to your Local Union office as quickly as possible.

**Moving?**



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## AROUND THE LOCALS



### Fighting for the right to organize

More than 150 members of Local 85 rallied outside the Local's San Francisco offices to support the Aeroground organizing campaign. Teamster President James Hoffa and Western Region Vice President Chuck Mack were joined by local political leaders who support the right for these workers to join the Teamsters.

Last February, Local 85 demanded recognition from this transportation logistics firm operating at the San Francisco Airport after a majority of its workers signed representation cards. Aeroground refused, claiming they are not subject to the "Labor Peace/Card Check Recognition Rule" that had been adopted by the San Francisco Airport Commission.

Local 85 disagrees; Bay Area labor disagrees; the Airport Commission disagrees; and so does the San Francisco Board of Supervisors. Mayor Willie Brown spoke at the rally and offered Local 85 his support. He called the card check ordinance legal and binding on Aeroground. Aeroground's challenge of the Airport card check ordinance is pending in Federal District Court.

General President Jim Hoffa likened the company to a corporate bandit and promised the International would give full backing to Local 85's campaign. He credited the Local and its rank and file members for their leadership in the SFO organizing project.

Kevin Shelley, Majority Leader in the California State Assembly, and Assembly Member Carole Migden also promised support. Shelley brought members to their feet when he declared "Put Aeroground underground" if they don't come to terms.

The Teamster organizing campaign at SFO has brought in close to 1,500 new members. Participating with the International in the effort have been Teamster Locals 85, 278, 350, 665 and 856.

### New parking and transport members



Local 78 Organizer Skip Joaquin with Paul Bettencourt, a leader of the Durham organizing drive.

Since March, nearly 300 people from four parking and transportation companies have voted to be represented by Local 78.

The tally is 65 people at two PCA lots near the Oakland airport; 23 people at two Ampco lots (Highland Hospital and the City of Berkeley); 49 people at First Transit in Oakland; and 157 drivers at Durham Transportation

in both Hayward and Livermore.

"We've already got a good first contract at First Transit—every benefit was a big raise from what they had before," reports organizer Skip Joaquin.

"The Durham campaign was the toughest," Joaquin adds. "The company pulled out all the stops, but we had some dedicated folks inside who kept the group strong and united."

### Best Ready Mix contract

The Ready Mix negotiations took a different and distinctive form from day one when the employers notified the Teamsters Building Materials Committee that they were ending the multi-employer bargaining unit and negotiating as individual companies.

Rather than accept this employer strategy, the Teamsters committee, chaired by Local 853 Vice President

and Construction Division Director Pete Gemma, encouraged the employers to sit at the same table. The implied threat was that the Teamster Locals (78, 287, 315 and 853), would take action against any employer who was not at the table.

The strategy resulted in the best-ever Ready Mix contract for approximately 800 Teamsters employed at six companies: Berkeley Ready Mix, Bode Gravel, Central Concrete, Mission Valley, RMC and Sugar City.

The four-year contract calls for hourly wage increases with SUPdues of \$6.00, a Retirement Security Plan retroactive to December 2000, and many additional language improvements that were important to the members.

### More new members

Local 350 reports that they just won two organizing drives and is pleased to welcome 29 new members who work at the Zanker Transfer Station in Sunnyvale and the 10 new members at Weightmasters/West Coast Recycling Company in San Francisco.

"Every new employer strengthens our bargaining position with those who are already under contract," says Local 350's Secretary-Treasurer Robert Morales. "The Local is already negotiating for first-time contracts for these new members at both companies," Morales announced.

Local 350 is currently running organizing drives in Los Altos, San Jose and San Mateo.

### First contract ratified

About 100 new Local 315 members who work as bus drivers for Laidlaw/Tri-Delta Transit in Antioch, ratified their first Teamster contract Sunday, July 15.

"The contract provided for many improvements in terms and conditions of employment, and a minimum of 13% pay increase the first year," reports Secretary-Treasurer Dale Robbins. "Some employees will receive a \$2.00/hour increase in the first year."

Local 315 President Steve Gutierrez organized the company and negotiated the contract with a rank and file committee and assistance from Business Agent Bill Buccellato.



Local 315 members from Laidlaw/Tri-Delta ratify first contract.

### Jaguar pays up



(L to R) Local 665 Business Rep Dan Lynch, Dev Nambiar and Ernie Yates at the presentation of the first check from Jaguar.

When Jaguar Cars in Brisbane laid off Dev Nambiar after he had been injured on the job, the dealership thought that was the end of the story. But they were wrong.

Local 665 Business Representative Dan Lynch took up the case, and after six months of negotiations, he got Nambiar a \$50,000 settlement—covering back pay, benefits and pension for almost a year.

Nambiar won't be working at that shop anymore, but they'll be sending him a weekly check for the next year.

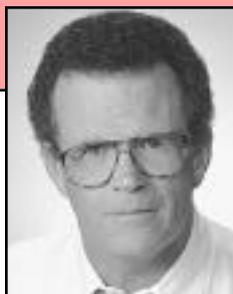
### Union at Flying Foods

One hundred percent of the workers at Flying Foods, a new company at the San Francisco Airport, signed cards to join Local 278.

"First we negotiated a card-check agreement," explained Business Agent/Organizer Terry McHugh. "Then, with the help of Harry Young of H.E.R.E. Local 340, we got the cards signed." The Teamsters will represent the drivers and drivers' helpers and H.E.R.E. will represent the kitchen employees.

Local 278 has begun negotiations and expects to have a contract by the end of September.

"With the SFO Organizing Project in place, unions are working together instead of fighting each other," said McHugh. "The result is more union members and better working conditions at the Airport."



## President's Report

by  
**Chuck Mack**

# Safety First

The following is a response to the San Francisco Chronicle's editorial opinion in early July.

The U.S. House of Representatives made the right decision when they recently said no to unsafe Mexican trucks operating on U.S. highways.

The decision has been portrayed by some as anti-trade, or even anti-Mexico or Mexican. It isn't. Rather it is a considered response to the very real and serious safety problems that will face American highway users if unrestricted cross-border trucking becomes a reality any time soon.

The House acted because they know the facts. They know the Department of Transportation's Inspector General found "far too few (Mexican trucks) are being inspected" and too few trucks comply with U.S. safety standards. They know that:

- Barely 1% of the 3 1/2 million trucks that entered the U.S. from Mexico are inspected.
- Almost 40% of those inspected are immediately taken out of service.

The House also knows there is a major question about driver quality. In this coun-

try a Teamster driver must pass five or more written exams, a skills test, a physical exam, a drug screen, have a clean driving record and be certified to handle hazardous material to get a commercial drivers license and/or job. Our members can refuse to haul overloads and/or exceed the maximum hours of service.

Mexico has few standards and those they do have are not enforced. We don't fault Mexican drivers. They deserve better. However, they come from a world where there is no

limitation of hours, no drug testing, no physical exams, no hazardous materials certification, and overloaded equipment is a way of life.

The House decision insures that safety on U.S. highways will not be sacrificed on the altar of free trade. They are right when they say the U.S. border must remain closed until Mexico can guarantee that its trucks and drivers comply with U.S. standards.

Safety is not negotiable.

*The House decision insures that safety on U.S. highways will not be sacrificed on the altar of free trade.*

## Next Steps

Candidates for the following offices were nominated at the convention. You will probably hear from each of these candidate's campaigns over the next few months, and then you get to vote.

October 9, 2001: International Officer Ballot Mail Date  
November 14, 2001: International Officer Beginning Count Date

### Nominees for General President

James P. Hoffa  
Tom Leedham

### Nominees for General Secretary-Treasurer

Tom Gilmartin  
C. Thomas Keegel

### Nominees for Vice President—Western Region

Bob Hasegawa  
Al Hobart  
Chuck Mack  
Maria Martinez  
George Saavedra  
Jim Santangelo

### Nominees for International Trustee

T.C. Bundrant  
Jeff Cederbaum  
Frank Gallegos  
Paul Kelly  
Ron McClain  
John Steger

### Nominees for At-Large Vice Presidents

Randy Cammack  
Noel Colon  
Fred Gegare  
Bill Gibson  
Carroll Haynes  
Ashley McNeely  
John Metz  
Thomas R. O'Donnell  
David D. Robinson  
Willie Smith, Sr.  
Ralph Taurone



**Larry Belfield, Local 350** "Driving a garbage truck can get pretty isolated. It was great to meet people from all over the country who face the same issues."



**James York, Local 896** "I learned a lot by watching the constitution committee do its work. There's a lot involved."

# Convention

Delegates to the Teamsters' 26th International Convention, meeting in Las Vegas June 25-29, overwhelmingly approved a package of resolutions and constitutional amendments that will guide the union for the next five years. These actions include:

## The Democracy Package

The Convention assured the IBT's place as the most democratic union in America by passing a "Democracy Package" which provides for a one member/one vote direct election of all International officers, International Executive Board members and convention delegates. The dramatic vote on the Democracy Package ensures democratic operation of the union without the need for federal government supervision at the expense of U.S. taxpayers.

## Financial Package

"We have moved out of the red, into the black," announced Secretary-Treasurer Thomas Keegel on the state of the union's finances. The delegates created a Blue Ribbon Commission to recommend steps needed to shore up the IBT's strike fund and to finance other important activities. The delegates also empowered the directly-elected IBT Trustees to hire their own independent accountants and attorneys to examine the union's books.

The IBT strike fund was depleted in 1994 during the national freight strike. The administration of then-President Ron Carey stopped paying strike benefits at that point. The Hoffa administration has paid more than \$9 million in benefits since April 1999. "We have made much progress but there is still a long way to go," said Keegel.

## Solidarity

The first action of the delegates on Monday, June 25 was to focus on the Teamster's number one bargaining priority, the 2002 United Parcel Service contract campaign. "We intend to build on the success of the 1997 strike by being even more unified," said Bill Lichtenwald, Director of the Teamsters Parcel and Small Package Division. The UPS campaign will focus on increasing wages, closing loopholes that allow managers to do Teamster work, stopping out-sourcing and double breasting, increasing full time jobs for part time workers, strengthening air language and limiting mandatory overtime. UPS, with 20,000 Teamsters employed, is the largest single Teamster contract.

The union pledged continued support to members on strike at Overnite since October. The union will sue its campaign to urge the Bush administration to sue responsible tractor regulators that would government reimbursement to tractors for the cost of their anti-campaigns. In addition, to be one of the tractor. The Hoffa era regulator. Moved by the Overnite strike of a Teamster thousands of dollars in expenses. Joint C

## • Basic

Members of the union are eligible for two years of strike benefits. Basic's giant ConAgra has recognized the worker's but is demanding a 10% increase for "performance" Local 896 Eustolia Valdez and pledges to the delegates described the issue and the solidarity of the members.

## • Anheuser

Teamster d



**W.J. Brown, Local 665** "Until you participate, you don't really know how important the process is. The friendships formed here are very important."



**Harvey Gomes, Local 853** "It put the Philadelphia convention to shame. It was democratic. Everyone got their chance."



**Milton Lewis, Local 70** "It's been the most spectacular experience. I talked with UPS people from all over the country. It made me want to go further."



**Bill Hoyt, Local 287** "Every member should get to come here at some point to see this democracy at work."

# guides union for next five years



Joint Council 7 delegates are among the 5,000 participants at the 26th IBT convention

mously voted to support 16 local unions in their upcoming contract negotiations with Anheuser-Busch. Delegates vowed to support any boycott or strike action necessary to achieve a fair contract. About 7,000 Teamsters work under a national contract that cov-

ering, establishing a top level Organizing Council to develop an overall organizing plan. This includes a national plan to train organizers and to hold a National Organizing Strategy Conference no later than June 1, 2002. The delegates acted after hearing reports from maritime centers all over the country, including the Port of Oakland, on the union's Port Driver Organizing Program.

Tom Martin, a 17-year skycap working for Globe Aviation Services, reported on the organizing drive at San Francisco International Airport. Martin is now a member of Local 665. More than 50 skycaps and bag handlers became Teamsters after Globe recognized the group last year during the massive organizing campaign at the airport. "Our ultimate goal is to make San Francisco International Airport the first 100 percent union airport in the country," Martin said.

## Political Action

With American workers facing a new onslaught of anti-worker legislation, delegates approved a resolution on Building Better Lives through Political Action—Making Government Work for Teamster Families.

The resolution rededicates the International Union's efforts to build its rank-and-file political action education and participation program. Specifically, it calls for creation of a network of political coordinators in every Teamster worksite to communicate the union's electoral message directly to members, and a commitment to build DRIVE (Democrat Republican Independent Voter Education), the Teamsters' political action committee. It reflects the union's determination to hold elected officials accountable and to elect Teamster members to political office.

## JC7 plays big role at convention

Delegates from local unions affiliated with Joint Council 7 played an active and visible role in the convention, ranging from nominations to International office to service on convention committees. "Overall," says Joint Council President Chuck Mack, we can be really proud of the role our delegates played and the visibility achieved by our region."

Mack was renominated to serve as one of three International Vice-Presidents from the West Coast, with 92% of the delegates' votes and Local 890 President Franklin Gallegos got 93% of the votes in his successful campaign to be nominated as International Trustee.

## Organizing

The delegates approved a resolution to focus the union's resources on organ-

ers all 12 Anheuser-Busch breweries. Teamsters have held a contract with the company for 100 years.

### • Diamond Walnut Strikers

Delegates approved a resolution supporting the strikers at Diamond Walnut in Stockton, CA who have been "permanently replaced." Strikers have conducted a 40-day fast and a worldwide boycott to protest Diamond's union-busting tactics. The National Labor Relations Board recently ordered back pay and other relief for all of the affected strikers.

### • National Master Freight contract

Delegates pledged complete support to the 2003 National Master Freight Agreement negotiations. Teamster freight members serve more than 2.5 million customers across the country. The current agreement expires March 31, 2003 and covers more than 140,000 professional truck drivers, dock, maintenance and clerical workers.

## Convention Committee Members

**Appeals and Grievances:** Antonio Christian, Local 853; Frank Gallegos, Local 890; Steve Mack, Local 78; Lucio Reyes, Local 601; Claudia Settle, Local 896.

**Constitution Committee:** Chuck Mack, Local 70

**Credentials Committee:** John Harren, Local 896; Mike McLaughlin, Local 856; Robert Morales, Local 350

**Diversity Committee:** Miguel Acosta, Local 287

**Organizing Committee:** Van Beane, Local 85

**Pension and Benefits Committee:** Rome Aloise, Local 853, co-chair; Chuck Mack, Local 70; Joe Silva, Local 70

**Political and Legislative:** Adolph Felix, Local 78

**Resolutions:** John Kikes, Local 78

**Sergeants-at-Arms:** Lou Marini, Local 85; Bob Blanchet, Local 287; Ron Rocha, Local 70, co-chair.

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1995 the GAO issued a report finding Overnite the top labor-law violators among federal con-Bush administration has suspended these Clin-tions and is considering permanent repeal. the appeal of Sister Ethel Hicks, widow of an er who died before he could realize his dream contract, the delegates spontaneously raised dollars to retire his medical and funeral ex-Council 7 led the way with a \$5,000 donation.

## ike support

f Local 890, Salinas, on strike against Basic Veg-years, also won the unanimous support of the del-

new owner, the ra Corporation, d Local 890 as bargaining agent ding job prefer- manent replace- l 890 member ez won cheers of support from after she de- es in the strike ity of Local 890

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# JOINT COUNCIL 7



## Executive Board

Chuck Mack...President  
Steve Mack...Vice President  
Robert Morales...Secretary-Treasurer  
Rome Aloise...Recording Secretary  
Ernie Yates...Trustee  
Carlos Borba...Trustee  
Franklin Gallegos...Trustee

## Delegates' Meetings

The 2001 delegates' meetings will be held the first Tuesday in February, March, June, August, October and December.

## NOMINATIONS, ELECTIONS INTERNATIONAL CONSTITUTION August, 2001

The following excerpts from the International Constitution apply to all nominations and elections in Teamster Locals:

### ARTICLE XXII, Section 4(a):

To be eligible to nominate and otherwise participate in the nominations meeting, a member must have his dues paid through the month prior to the month in which the nominations meeting is held. Nominations shall be made at the meeting by a member in good standing other than the nominee by motion seconded by a member in good standing other than the nominee. Candidates must accept nominations at the time made either in person, or, if absent, in writing, and may accept nomination for only one office. A member may also run for and be elected as a Business Agent or Assistant Business Agent as provided in Article XXII, Section 8, and may hold both the office and the position if elected to both.

### ARTICLE XXII, Section 4(b):

The Local Union Executive Board shall have the authority to establish all rules and regula-

tions for the conduct of the election to supplement the provisions of the International Constitution and the Local Union Bylaws, including the authority to use mail referendum balloting or absentee balloting without membership approval. Absentee voting by mail shall be permitted only upon application of members who are ill or absent from the city or town where they are normally employed at the time of voting because on vacation or on employment tour of duty. The Local Union Executive Board may permit additional reasons for absentee balloting if they so desire. Application for absentee ballots shall be made to the Secretary-Treasurer of the Local Union not less than five (5) days prior to the date set for election and shall contain the grounds therefor. Absentee ballots shall be valid only if they are received by noon of the day on which the polls close.

(NOTE: The International Union recommends that prospective nominees be advised to verify, in advance of the nominations meeting, the eligibility of the nominators and seconders).

### ARTICLE XXII, Section 4(c):

To be eligible to vote in the election, a member must have his dues paid up through the month prior to the month in which the election is held.

### ARTICLE II, Section 4(a)(1):

To be eligible for election to any office in a Local Union, a member must be in continuous good standing in the Local Union in which he is a member and in which he is seeking office, and actively employed at the craft within the jurisdiction of such Local Union, for a period of twenty-four (24) consecutive months prior to the month of nomination for said office, and must be eligible to hold office if elected. "Continuous good standing" means compliance with the provisions of Article X, Section 5, concerning the payment of dues for a period of twenty-four consecutive months, together with no interruptions in active membership in the Local Union for which office is being sought because of suspensions, expulsions, withdrawals, transfers or failure to pay fines or assessments. Provided, however, that if a member

on withdrawal deposits his card in the month immediately following the month for which it was effective and pays his dues for both months in a timely manner as provided in Article X, Section 5(c), such period of withdrawal shall not be considered a break in continuous good standing in the Local Union.

(NOTE: In addition to the foregoing Constitutional provisions, the International advises that elected officers of the Local Union, shall, by virtue of such election, be delegates to any Joint Council with which the Local is affiliated as well as to any convention of any subordinate body which may take place during their term of office. Elected Local Union officers shall be delegates to such conventions in the order of priority set forth in Article III, Section 5(a)(1) of the International Constitution or as set forth in the Local Union Bylaws.

Members are advised to consult the Bylaws of their Locals for additional rules concerning nominations and election procedures).

## BULLETIN BOARD

### Local 15, Union City

Membership meetings will be held: August 27 and September 24, 3:30 p.m. at Lake Elizabeth Park, Paseo Padre Blvd., Fremont - come early and enjoy the barbeque!

*Chuck Davis, Secretary-Treasurer*

### Local 70, Oakland

Regular Membership meetings are held the fourth Thursday, 8 p.m., 70 Hegenberger Road, Oakland.

*Chuck Mack, Secretary-Treasurer*

### Local 78, Hayward

The regular Membership meetings are held the fourth Monday of the month at 492 C Street, Hayward, at 7:30 p.m.

NOTE: Membership meetings are suspended for the months June, July and August. Regular Membership meetings to resume in September. The Local 78 Bakery Division Quarterly meetings are held the second Tuesday of the month in March, June, September and December, at 492 C Street, Hayward, 5 p.m.

*Steve Mack, Secretary-Treasurer*

### Local 85, San Francisco

Membership meetings are held on the second Thursday of the month at 8 p.m., 2660 Newhall Street in San Francisco. Stewards' meeting is an hour prior.

**Local 85 Blood Bank:** August 25, 2001, 7:30 a.m.-12 Noon, Peninsula Memorial Blood Bank

**Labor Day Picnic** September 3, 2001 at San Bruno Park, Space 7 and 8

NOTE: Please contact Local 85 office to report deaths of active or retired members.

*Van Beane, Secretary-Treasurer*

### Local 278, San Francisco

General Membership meetings are held the third Tuesday of the month, 7:30 p.m. at Slovenian Hall, 2101 Mariposa Street, San Francisco.

NOTE: Local 278 has moved to 5 Thomas Mellon Circle, Suite 130, San Francisco, CA 94134.

*Jack Bookter, Secretary-Treasurer*

### Local 287, San Jose

Membership meetings are held the second Tuesday of every month, 8 p.m. at Teamsters Local 287, 1452 North 4th Street in San Jose.

*Doug O'Neal, Secretary-Treasurer*

### Local 315, Martinez

Regular General Membership meetings are held the second Wednesday of each month at 8 p.m., 2727 Alhambra Avenue, Martinez.

### NOTICE OF NOMINATIONS AND ELECTION OF OFFICERS AND BUSINESS AGENTS

NOMINATIONS for Officers and Business Agents will be held Wednesday, October 10, 2001 at 8 p.m. at the Martinez Union Hall, 2727 Alhambra Avenue, Martinez, CA.

Positions to be nominated for a three (3) year term commencing January 1, 2002 are as follows: President, Vice President, Recording Secretary, Secretary-Treasurer, three (3) Trustees and three (3) Business Agents.

Nominations and election will be governed by the provisions of the International Constitution which are stated in this publication, and the Bylaws of Local 315 which are available upon request at the Local Union.

The election shall be conducted by mail referendum ballot. The ballots will be mailed October 24, 2001 to the members' last known address and all ballots must be received by 11:30 a.m. on November 17, 2001 at the Martinez Post Office in order to be counted. Only members

whose dues are paid through the month of October will receive a ballot and be eligible to vote. Members who pay October dues after October 24 but before 5 p.m. on November 13 will be mailed a ballot. Those members who pay in the office by 12 Noon on November 16 will be given a ballot upon payment of dues for October.

To be eligible for election to any office in the Local Union, a member must satisfy the requirements of Article II, Section 4 of the International Constitution and must be a member in continuous good standing, with dues paid during the current month due on or before the last business day of the current month, and actively employed in the craft during the twenty-four (24) months immediately prior to nomination (October 1999 - September 2001). There is no requirement for election to the offices and positions involved in this election that the nominee must have attended a particular number of membership meetings within the last 24 months prior to nominations as referred to in Article II, Section 4 of the International Constitution. In order to nominate or second a nomination, the nominator must be a member in good standing and have dues paid through the month of September, 2001.

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## BULLETIN BOARD (cont.)

**NOTE:** Prospective candidates and their nominees are advised that detailed information and verification of eligibility for candidates and nominators should be obtained from the office staff of Local 315 prior to nomination night.

*Dale Robbins, Secretary-Treasurer*

### Local 350, Daly City

#### General Membership Meetings:

Thursday, September 13, 7 p.m. in San Francisco

Wednesday, September 26, 7 p.m. in San Jose

#### San Francisco District:

San Francisco Electricians' Hall  
55 Fillmore Street, San Francisco, CA

#### San Jose-Santa Clara District:

Teamsters Local 287

1452 North Fourth Street, San Jose, CA

*Robert Morales, Secretary-Treasurer*

### Local 484, San Francisco

The next General Membership Meeting will be held on Tuesday, September 11, 2001, 7 p.m. at the Spanish Cultural Center, 2850 Alemany Blvd., San Francisco.

For members north of the Golden Gate Bridge, the meeting will be held on Tuesday, September 18, 2001, 6 p.m. at Carpenters' Hall, 1700 Corby Avenue, Santa Rosa (across from 7-11 store).

*John Bottali, Recording Secretary*

### Local 490, Vallejo

Membership meetings are held the second Tuesday, 7 p.m. at 445 Nebraska Street in Vallejo.

*Carlos Borba, Secretary-Treasurer*

### Local 624, Santa Rosa

Office hours: Monday-Thursday 7 a.m. to 4 p.m.; closed for lunch 12 to 1:00 p.m.; Friday 7 a.m. to Noon.

Membership meetings are held the fourth Thursday of the month, 7:30 p.m. at Santa Rosa Veterans Building, 1351 Maple Street, Santa Rosa.

**NOTE:** The June, July and August Membership meetings are suspended. Regular Membership meetings to resume in September.

*Bob Carr, Secretary-Treasurer*

### Local 665, Daly City

Regular Membership meetings are held the fourth Tuesday of the month at 7 p.m.

**NOTE:** Membership meetings are suspended for the months July through September.

*Ernie Yates, Secretary-Treasurer*

### Local 853, San Leandro

Membership meetings are held the second Thursday of the month, 7 p.m. The August and September Membership meetings will be held at 1700 Marina Blvd., San Leandro.

### NOTICE OF NOMINATIONS AND ELECTION

Nomination of candidates for offices of President, Vice President, Secretary-Treasurer, Recording Secretary and Three (3) Trustees will take place as follows:

**NOMINATIONS:** November 5, 2001 at 7:00 P.M. Local 853 Meeting Hall (Sheet Metal Workers Local 104) 1700 Marina Blvd., San Leandro, CA.

This meeting will substitute for the November regular membership meeting.

**ELECTION:** December 13, 2001 from 7:00 A.M. to 7:00 P.M.

**PLACE:** Local 853 Meeting Hall (Sheet Metal Workers Local 104) 1700 Marina Blvd., San Leandro, CA or Local 853 West Bay Division Office, 1103 Airport Blvd., South San Francisco, CA

**COUNTING:** Ballots will be consolidated and counted at the San Leandro polling place on December 13, 2001.

Due to nominations and election of officers, the regular order of business for the months of November and December, 2001 will be suspended.

On the day of the election, members voting must have proof of identification.

The 50 percent meeting attendance requirement shall not be enforced as a condition of eligibility to run for office in this election.

These meetings are for all members. Retired members may attend both meetings but are not eligible to either make nominations or to vote.

Application to file for candidacy and copies of the Rules Governing Nominations and Elections are available and may be obtained at the San Leandro Union office by any member so requesting. This form must be returned to the Secretary-Treasurer by 4:30 p.m. on October 29, 2001.

To be eligible to nominate, a member must have his/her dues paid through the month of October, 2001. To be eligible to run for office, a member must be in continuous good standing in the Local Union and actively employed at the craft within the jurisdiction of this Local Union for a period of twenty-four (24) consecutive months prior to the month of nomination for said office and must be eligible to hold office if elected. To be eligible to vote, a member must have dues paid through the month of November, 2001.

Absentee ballots will be available in accordance with the Local Union bylaws, Article VI, and applicable sections of the International Constitution.

*Rome Aloise, Secretary-Treasurer*

### Local 856, San Bruno

Membership meetings are held at Local 856's Chetcuti Hall, 453 San Mateo Avenue, San Bruno, 7 p.m.

**NOTE:** The June, July and August, 2001 Membership meetings are canceled.

The September Membership meeting will be held September 25th.

*Michael J. McLaughlin, Secretary-Treasurer*

### Local 890, Salinas

Membership meetings are suspended for the months June, July and August. Membership meetings will resume the second Thursday in September, 8 p.m., 207 North Sanborn Road, Salinas.

*Franklin Gallegos, President*

### Local 896, Oakland

#### Northern California Soft Drink

All meetings will be held on Saturdays at 10 a.m. at the offices of Local 896, 8400 Enterprise Way, Oakland August 25 • September 29

#### Northern California Anheuser-Busch, Inc., Fairfield

All meetings will be at the Senior Center, 318 Mergenser Drive, Suisun. Tuesday meetings will begin at 5 p.m., Sunday meetings at 9:00 a.m.

Tues., August 28 • Sun., September 30

*Rene Medrano, Secretary-Treasurer*

### Local 912, Watsonville

General Membership meetings are held as follows at 163 West Lake Avenue, Watsonville.

**Heavy Duty Sales:** Third Wednesday at 8 p.m.

#### Frozen Food and Cannery Apples:

Fourth Tuesday at 8 p.m.

*Pamela T. Cheaney, Secretary-Treasurer*

### Local 921, San Francisco

General Membership meetings: General Union Meetings are held at 11:30 a.m. in the basement of 2660 Newhall Street in San Francisco. Parking available on street or in rear lot. Members will be notified by mail of any special meeting(s) that could modify meeting schedule.

August 22 • September 26

Attention: Please notify the Union office of address and phone number changes.

*Mike Killean, Secretary-Treasurer*

## RETIREE CLUBS

### Local 85 Retiree Club "Hitchin' Post"

The Local 85 Retiree Club is self-supporting. Weekly meetings and home-cooked luncheon every Thursday at Noon, Pacific Rod and Gun Club, 520 John Muir Drive, San Francisco.

*Marion "Mike" Lombardo, President*

### Local 278 Retiree Club

Second Wednesday, every three months, 12:30 p.m. at the Granada Café, 4753 Mission Street, San Francisco. Next luncheon September, 2001.

*John Casaccia, President*

### Local 315's Retiree Club

Meets third Tuesday of every month, 10 a.m. at Local 315's Hall, 2727 Alhambra Avenue, Martinez

*Dick Fleming, President*

### Local 490 Retiree Club

Meets second Thursday of every month, 10 a.m. at Local 490's Hall, 445 Nebraska Street, Vallejo.

*John Donahue, President*

### Local 921 Retiree Club

Monthly luncheon; second Tuesday of every month, 12 Noon at the Pinch Hit, 6251 Third Street (at Hollister), San Francisco.

*Vic Sangervasi, Chairman*

### East Bay Teamster Retirees

Monthly membership meeting is held on the third Wednesday, 11 a.m. at Local 70's Auditorium, 70 Hegenberger Road, Oakland.

*Ernie Freitas, President*

### Central Coast Retiree Club

Last Thursday of each month at Local 890's office, 207 North Sanborn Road, Salinas.

*Don Smith, President*

### North Coast Teamsters Retiree Club

Meetings/luncheons are held third Friday of the month at the Labor Center, 1710 Corby Avenue, Santa Rosa, 12 Noon.

*Robert Paterson, President*

### Sacramento Teamsters Retiree Association

Meets at Local 150's Hall, 7120 East Parkway in Sacramento, the last Wednesday of each month at 1 p.m., upstairs.

*Eddie Bedrosian, President*

### Teamsters Retiree Club of Santa Clara County

Monthly meetings are held the third Thursday, 10:30 a.m. at Local 287's Hall, 1452 No. 4th Street, San Jose.

*Gilbert Garcia, President*

### Wine & Spirits Retiree Club

A letter will be sent out to members with meeting information. All retired liquor and wine salesmen are invited.

*Art Royce, President*

### Teamsters Retiree Association of Local 137, Eureka

Meeting every second Monday, 2 p.m. at Laborer's Hall, 840 "E" Street, Eureka.

*John Stewart, President*



## TAP Family Picnic at the Oakland Zoo

**Tiger Timbers Picnic Area  
Oakland Zoo (Knowland Park)  
Saturday, August 18, 2001  
11:00 a.m. to 3:00 p.m.**

Join the TAP Staff, Alumni and Friends for games, bar-b-que and fellowship at the annual Family Picnic at the Oakland Zoo.

The day's events include:  
discounted admission to the zoo,  
a softball game, kid's games,  
bar-b-que lunch and a raffle.  
Parking is \$3.00 per car.

Everyone is welcome.  
Hope to see you there!

For directions or more information, call TAP: 510-562-3600



## SACRAMENTO REPORT

### Getting a budget...and more

by **BARRY BROAD**, Legislative Representative

Not surprisingly, the state budget was done late . . . as it has been for most of the last 20 years. After nearly two weeks of lobbying and promise-making, we finally have an agreement.

Meanwhile the energy crisis drones on, with California being spared rolling blackouts so far this summer and various legislative committees investigating price fixing conspiracies among electrical generators. For the first time since 1929, the Legislature may try to throw some energy industry corporate types in jail for contempt if they don't ante up evidence they've been asked to produce.

#### Teamster-sponsored trucking bills keep moving

Our three sponsored bills dealing with commercial trucking regulation are continuing to move successfully through the legislative process. I am pleased to report that the California Trucking Association is actually now in support of two of the measures, and we are trying to resolve our differences on the third measure.

AB 1262 by Assembly Member Carole Migden, (D-San Francisco), would require the California Highway Patrol to perform safety audits on motor carriers whenever they replace more than half of their drivers in a thirty day period. That bill passed the Senate Transportation Committee and will be heard shortly in the Senate Appropriations Committee.

SB 871 by Senator John Burton, (D-San Francisco), will plug the loopholes in the drug and alcohol testing system and require trucking companies that use long-term owner-operators to be responsible for all safety practices of those drivers. That bill passed the Assembly Transportation Committee on a bipartisan 13 to 2 vote and is headed to the Assembly Appropriations Committee.

Finally, SB 278 by Senator Richard Alarcón, (D-Van Nuys), will give drivers a private right of action to enforce hours-of-service rules. The bill is now on the Assembly Floor awaiting final amendments before it is sent to the Governor.

#### Public Sector Employees

We are sponsoring SB 1018 by Senator Don Perata, (D-Oakland), which will give deputy district attor-

neys, public defenders, and public defender investigators enhanced public safety retirement, as is now enjoyed by other law enforcement personnel. The bill unanimously passed the Assembly Public Employee and Retirement Committee.

In addition, we are strongly supporting SB 90 by Senator Joe Dunn, (D-Santa Ana), which will increase the retirement "cap" for public safety personnel to 90% of final compensation. This measure will enhance the pension benefits of Teamster police officers, deputy sheriffs, and probation officers. SB 90 has passed the Assembly Public Employment and Retirement Committee and is moving forward.

#### Budget play for Local 315

Local 315 represents employees of the L'Chiem School in the East Bay. We were able to get millions of dollars included in the final version of the state budget to fund a system of crime victim counseling programs throughout the state. A significant amount of this money, if the Governor approves it, will go to fund work for our members at the school.

#### Trade and NAFTA issues

Although NAFTA and trade issues are largely a federal issue, we've been doing our best to support the Teamster position on international trade. We are supporting SB 1044 by Senator Sheila Kuehl, (D-Santa Monica), which will require the Department of Industrial Relations to draft a report to the Legislature indicating which labor laws are threatened by the various multinational trade agreements.

We are also working with the California Trucking Association to develop a strategy to fight the implementation of the NAFTA trucking provisions by the Bush administration.

#### Major labor bills

Labor's fight to increase benefits in both the Workers' Comp and the Unemployment Insurance programs continues to be the primary struggle between employers and employee groups at the Capitol.

While three years of negotiations continue, the business community will undoubtedly play the energy card to try to prevent any meaningful increase in benefits from occurring.

## In Memoriam

Joint Council 7 officers extend condolences to the family and friends of the following Teamster members who died recently

JEPPESEN, Carl, Local 12	BARNETT, David, Local 302
COREY, Charles, Local 15	BRUZZONE, Angelo, Local 302
LUDERS, Mel, Local 15	BOONE, George J., Local 315
BROWN, Charley D., Local 70	BUCCELLATO, Rocco, Local 315
COTTRELL, Clarence "Marty", Local 70	DUNHAM, Jimmy, Local 315
GAMBA, Pat J., Local 70	FREEMAN, William D., Local 315
HYDE, Marvin, Local 70	GARLICK, Melvin E., Local 315
MRAZ, Jiri, Local 70	GARVEY, Henry, Local 315
MURRAY, Tom, Local 70	GILBERT, Thomas C., Local 315
PERINI, Peter, Local 70	HAMPTON, Louis, Jr., Local 315
PRATER, Bobby, Local 70	LE FORT, Charley, Local 315
ROTELLI, Neilo, Local 70	PEAK, Harold, Local 315
STUBBLEFIELD, Ron, Local 70	TEIXERA, John, Local 315
WHITE, Ralph, Local 70	UTLEY, Floyd, Local 315
BIONDOLILLO, Joseph, Sr., Local 78	VICKERS, Larry, Local 315
MOZZONE, Anthony L., Local 78	BELLUOMINI, Rudolph, Local 484
RIGDON, Randy, Local 78	BRAIN, Booth, Local 484
COYNE, John, Local 85	EPIDENDIO, Kevin, Local 484
GOMES, James, Local 85	KALODEMAS, Andrew, Local 484
SENA, Domenic, Local 85	MCARDLE, Alvin, Local 484
STENDER, Milton, Local 85	PARSONS, Wayne, Local 484
WHEELER, Warren, Local 85	NORMIL, Larry, Local 490
TUCKER, Warren, Locals 96, 296, 78	SNYDER, Clyde, Local 490
BEZZINA, Michael, Local 216	GALLI, Lena, Local 856
MCCALLUM, Lloyd, Local 216	HARRIS, Hazel, Local 856
CARAMELLA, Alfred, Local 287	MASON, Glen, Local 856
MOORHEAD, Robert L., Local 287	CINTI, Joseph, Local 860
	AZARO, Virgil, Local 896
	KAEMMERER, Fritz, Local 896
	SPARKMAN, Charles, Local 896
	YOUNG, James, Local 896