



TEAMSTER

Northern California

Serving more than 70,000 Teamsters and their families

Volume 46, Number 6

December 2001/January 2002

Joint Council's Mack and Gallegos both win office

Hoffa Unity Slate elected by members

Teamsters General President James P. Hoffa, Teamsters General Secretary-Treasurer C. Thomas Keegel and the 25 members of the Hoffa Unity Slate were re-elected to five-year terms.

According to the uncertified results, the Hoffa Unity Slate defeated the Tom Leedham Rank and File Power Slate, led by Tom Leedham, President of Local 206, and Tom Gilmartin, Principal Officer of Local 559.

Approximately 340,000 ballots were returned, with 310,432 ballots deemed valid and counted. Hoffa received 200,168 votes and Leedham received 108,389 votes.

The Independent Election Administrator who conducted the election—chosen by the Teamsters Union and the U.S. Department of Justice—posted final election results on his official website on November 16. His complete report can be viewed at: http://www.ibtvote.org/final_election_results.htm.

“This week the Teamsters Union sent a strong message to the nation—we are ready to lead the labor movement into the 21st Century,” said James Hoffa in his victory statement.

“I want to thank the 350,000 Teamsters who exercised their right to vote, especially during these difficult times. They have proven that democracy works in the Teamsters and democra-



Joint Council 7 President Chuck Mack, Local 890 President Franklin Gallegos, and Teamsters General President James Hoffa at the IBT nominating convention this summer

cy works for the labor movement.” “The membership has spoken loud and clear. They want a union that is democratic and united. They want a union that is fiscally responsible, yet forward looking. They want a union that gives them voice in the workplace and on Capitol Hill. They want an independent and free Teamsters union,” Hoffa stated.

“The members have spoken loud and clear,” Hoffa continued. “We are ready to govern our own affairs. There are many challenges ahead. Together we will win a strong contract at UPS. Together we will win a strong contract in the freight industry.”

Leedham concedes

“Just because the election is over,

the tough issues will not go away,” said Tom Leedham in his concession statement. “General President Hoffa will have a chance to live up to his promises to win strong contracts at UPS, freight, and all the other agreements that will be negotiated in the coming five years. I congratulate him on his victory and hope he succeeds.”

Mack, Gallegos also win elections

“This victory means that we’ll have a voice in policy-setting at the International level,” said Joint Council 7 President Chuck Mack, newly re-elected Vice President for the Western Region. “Our style of membership representation, and the progressive, even ‘militant,’ approach that we take

will be heard at the Board level.”

Franklin Gallegos, President of Local 890 in Salinas, was elected for his first term as an International Trustee.

Members vote

Ballots were mailed to all 1.4 million Teamsters on October 9 and they had until November 12 to vote.

“Nationally, the turnout was about 25%, though the turnout in our Joint Council was somewhat better than that,” reported Mack. “Democracy means giving people the opportunity to express their will—we can’t force them to do it.”

Several union officials from Joint Council 7, and many rank and file members from around the country, participated in the vote count held at a former auto dealership outside of Washington, D.C. “From Tuesday through Friday, they counted ballots for 14 or 15 hours each day,” explained Mack. “It was a lot of work for the observers.”

Hoffa was tentatively declared the winner on November 16, and the unity slate held a victory party that night in Washington, D.C.

The Election Administrator will accept post-election protests through December 6, 2001. The election results will not become official until the Election Administrator has resolved all protests and certifies the results.

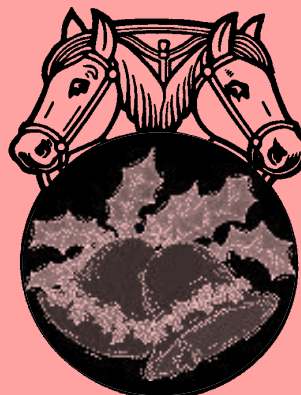
Important Notice

To: Participants and Beneficiaries of the Teamsters Life With Dues Benefit Plan (Trust Fund)

Important information about your rights under the Plan, and under the Employee Retirement Income Security Act, is included on Page 8 of this newspaper. This information should be read by you and retained for future reference.

Additionally, this issue of the Northern California Teamster contains a 4-page insert with a guide to the Benefit Plan. It explains:

- what Benefits are available,
- how you become a member,
- how contributions are made,
- when you can receive Benefits,
- how to apply for Benefits,
- how Benefits are paid, and
- the Restrictions and Administrative Procedures which apply.



BEST WISHES FOR A VERY HAPPY HOLIDAY SEASON AND A FANTASTIC NEW YEAR!

From the officers and staff of Teamsters Joint Council 7

Members upgrade skills with JC7 Drivers' program



Eric Francis, on the left, and Daniel Davis, in the center, with Joint Council 7 President Chuck Mack. Both members work at Roadway in San Jose and are holding their Joint Council 7 Truck Driver Training Certificates of Completion. They both received high scores on their DMV tests and now have a Class A license.



POLITICS & LEGISLATION

By CHUCK MACK

It's been a challenging year—with ups and downs from both Sacramento and Washington, D. C. Most of the good news comes out of California where the Legislature passed and the Governor signed three bills that are important to the Teamsters Union and our members.

1. Unemployment benefits are going up and it's about time. Until the passage of SB40, authored by Senator Richard Alarcon (D-Los Angeles), California ranked 48th in the nation in benefits provided.

The new legislation will change that. Beginning next year, the maximum weekly benefit will jump from \$230 to \$330 per week. In 2003, from \$330 to \$370; 2004, \$370 to \$410; 2005, \$410 to \$450. SB40 also will allow part-time workers who lose their jobs to receive benefits for the first time.

2. Truck driver protections. Senate President Pro Tem John Burton's SB871 grew out of Teamster experiences during the Summit/Safeway strike. It's been signed by the Governor and closes some big loopholes.

First, companies that use long-term owner-operators will be responsible for these drivers—including maintenance of equipment, hours of service, and drug and alcohol testing. The bill also prohibits any and all drivers from being placed on duty until pre-employment background checks and drug and alcohol tests are completed.

SB 871 will also make trucking companies that fail to test drivers for alcohol and drugs liable for treble damages if the driver or owner-operator causes an accident while under the influence.

3. Striker replacement protections. Finally, AB1262, authored by Carole Migden (D-San Francisco), requires the Highway Patrol to perform a full safety inspection of a trucking company whenever it replaces more than half of its full time drivers within a 30-day period.

The latter two bills would have made a difference during the Summit/Safeway strike. The companies Summit hired to provide strike breakers did not test for drugs and alcohol with any regularity. Neither did they perform comprehensive background checks on employees. If they had to undergo an audit, they would not have passed. Drivers were exceeding

the weekly hours-of-service limits by 40 to 50 hours and many were not adequately licensed for California.

Less positive is the news at the national level. As we go to press, the Republican side in the Senate is still trying to move a cross-border trucking proposal with Mexico. Hard to believe, especially in light of the terrorist activities we've experienced since September, and completely inconsistent with what is now being proposed for United States truck drivers.

The domestic anti-terrorist legislation just adopted by Congress requires criminal background checks for all drivers hauling hazardous substances, and there's another proposal floating around that would suspend a person's commercial drivers license if the individual received two serious violations within a six month period of time. Serious means speeding, lane changing, reckless driving, etc., and it doesn't have to be in a truck. Outrageous!

On the one hand, Republicans in Congress would allow foreign drivers to operate at will and with impunity in the U. S. while, on the other hand, advocating for new restrictive regulations that will impair U. S. drivers' ability to make a living. Cross-border trucking made little sense prior to September 11. It makes absolutely no sense now.

Also at issue is the so-called "Economic Stimulus" Program and proposals. Shortly after September 11, Congress passed a \$15 billion airline bailout bill. It gave business big money and little to nothing for workers. Congress now is looking to provide billions of dollars more in tax relief. Again, most of it to benefit large, multi-national corporations. "Trickle-down economics" doesn't work.

The Teamsters have joined the debate, along with the rest of labor. Any benefit package must consider the needs of workers. It should expand unemployment insurance benefits, provide money for extended health and welfare coverage and offer additional job training funds for workers who are most impacted. The recession that was in place before September 11, and events since, have put close to 600,000 Americans out of work. That can't be ignored. The approach need not be balanced. Economic stimulus ought to be skewed in favor of workers.

APPLY NOW



CONTACT

YOUR LOCAL FOR AN APPLICATION

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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*Thousands of union members lost their lives, livelihoods; thousands more come to their aid***We mourn, remember, carry on**

Every day, approximately 50,000 people worked or visited at the World Trade Center's 107 story twin towers and ancillary buildings. If you ever imagined who those people were, you'd probably think of the executives who worked in financial firms—and you'd be right.

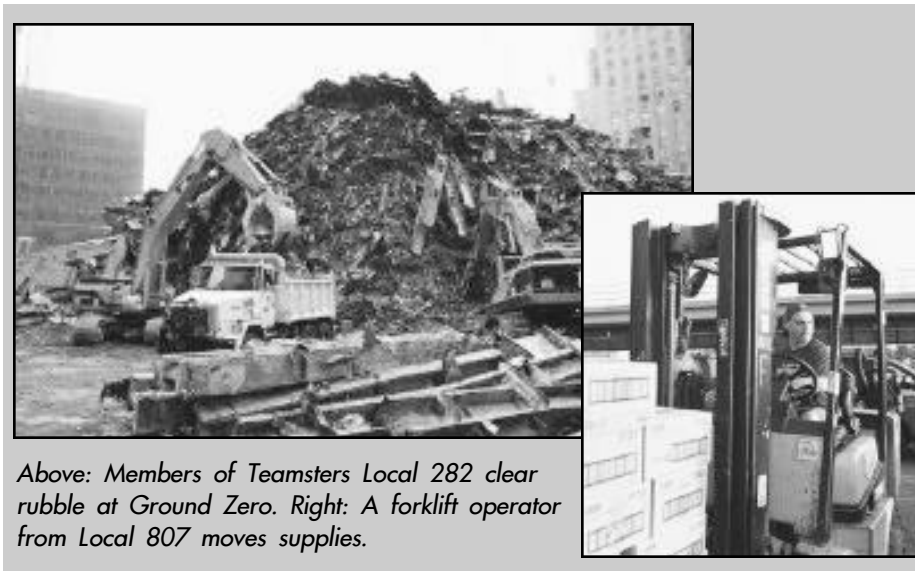
But in addition, scores of unions have members who worked in the World Trade Center and the Pentagon, which were attacked on September 11 by terrorist airline hijackers.

Here are some of the people you might not have thought about who were at the World Trade Center that fateful morning.

- ◆ Some 70 restaurant workers at the Windows on the World Restaurant, and 30 more who worked at the Building 7 cafeteria;
- ◆ Five telephone company workers;
- ◆ 350 building maintenance workers including porters, cleaners and elevator operators were on duty at the time of the attack;
- ◆ About 235 members of three Government Employee locals worked in the World Trade Center complex for the Commodity Futures Trading Commission, the Equal Employment Opportunity Commission and the Federal Trade Commission;
- ◆ Building trades workers, including Electrical Workers, Painters and Allied Trades members, Laborers, Carpenters and Steam Fitters worked on several construction projects in both World Trade Center towers.
- ◆ The four hijacked airliners used in Tuesday's terrorist attacks carried a total of 233 passengers, 26 flight attendants and eight pilots.
- ◆ And of course, hundreds of fire fighters, emergency services workers and police officers came to the scene as soon as the first plane crashed to help evacuate people in the upper floors. Hundreds lost their lives trying to save others from the disaster.

Offering helping hands

"We mourn those who perished as they performed their work, whether in rescue efforts, in offices or on airplanes," said AFL-CIO President John Sweeney. "Union members immediately went into action to assist the rescue operations and provide medical care for the injured."



Above: Members of Teamsters Local 282 clear rubble at Ground Zero. Right: A forklift operator from Local 807 moves supplies.

The International Brotherhood of Teamsters coordinated the delivery of Red Cross communications equipment vital to the World Trade Center disaster relief effort.

Chris Hope, a UPS driver, Memphis native and second-generation Teamster, left Memphis before dawn Thursday, September 13 and headed for New York City in a UPS truck filled with phones, computers and other technology.

"We had some critical communications equipment in Memphis that we needed in Manhattan," said Cindy Fithian of the Red Cross. "But we had no way to get it there."

Teamsters were called into duty when the Red Cross phoned Cheryl Johnson, director of the Teamsters Disaster Relief Fund, to ask for assistance. Johnson's department sprung into action. Working with UPS officials, who provided invaluable assistance, the department reached out to UPS Teamsters for their expertise and aid.

In Detroit, more than a dozen tractor-trailers loaded with relief supplies were dispatched to New York City. IBT members and Postal Workers loaded the respirators and other medical supplies, rescue tools and work clothes, including gloves, shoes and water supplies for rescue workers. IBT members drove the

trucks. The donations were made by Detroit-area businesses.

"Teamsters responded to the call for help immediately," said James P. Hoffa, Teamsters General President. "Our members continue to stand ready to offer aid to the victims of this horrendous disaster and to the agencies helping to restore order."

Across New York, teams of union emergency services and medical workers conducted rescue and aid missions, and union volunteers contributed skills, funds and blood.

Working with cranes, bulldozers, end loaders and by hand, union construction workers are removing the massive debris from the streets in lower Manhattan. Iron Workers came from across the eastern seaboard; Laborers are helping with asbestos removal; Operating Engineers are operating heavy equipment and Teamsters are driving away the debris from the rescue operations.

Thousands of health care workers responded in the hours and days following the attack providing around-the-clock emergency medical service.

Union psychologists worked near the site, at the morgues and at other locations to help victims, workers and their families deal with the emotional reaction to events.

A time for tolerance

Amid reports of unprovoked attacks on Arab Americans, Muslim Americans and South Asian Americans, AFL-CIO President John Sweeney issued a call for tolerance.

"We must do everything we can to prevent acts of prejudice against our fellow Americans based on racial, ethnic or religious stereotypes....This attack was a terrorist attack, not an attack by any religious or ethnic group....We are all angry; let our anger be directed at the real enemy—the terrorists," he said.

The U.S. Department of Justice announced that attacks on Arab Americans would be prosecuted as hate crimes. Several such attacks already are being investigated by the FBI.

Economic crisis in the U.S. and Bay Area grows

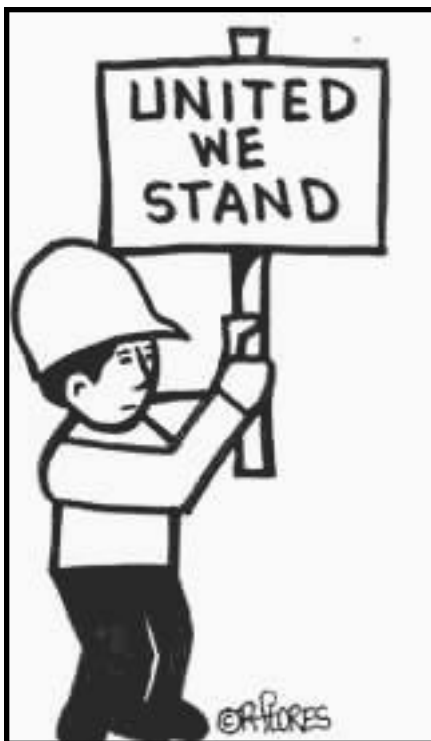
Announced layoffs tracked by the AFL-CIO top more than 651,000 since Sept. 11. This adds to the 1.1 million jobs lost in 2001 before Sept. 11. In October, the Bureau of Labor Statistics announced that the unemployment rate jumped a half percentage point to 5.4 percent—the largest one-month jump since May 1980.

Researchers report that large numbers of layoffs will not show in official counts. In industries like hospital-ity, workers are not laid off formally but are simply told not to come in or they have their hours reduced.

Meanwhile, over the last year at SFO, hundreds of curbside, parking and airport workers had signed pledge cards to join Teamsters Locals 665, 85 and 278. The ink was still drying on several first-contracts when the tragedy struck.

While passenger traffic had been down all year, the tragedy has devastated business, not only for the airlines, but for the service industries inside the airport. Thousands of airport workers are facing layoffs.

Curbside check-in was completely restricted in the weeks following the hijackings and is only now back on a limited basis. All security workers will have to re-apply for their positions with the federal government; many who are not U.S. citizens will no longer be eligible for the jobs for which they trained.





President's Report

by
Chuck Mack

Responding to tragedy

Each edition of the *Northern California Teamster* has a time lag. That's the period between an article being written and its going to press. That lag was apparent in the October/November issue of the paper. We did not adequately address the terrorist attacks of September 11.

To the families and friends of those who lost loved ones, we extend our most sincere sympathy, and to those who were wounded physically or emotionally, we want you to know that we share your pain.

We also do not forget. We support the President and Congress in their efforts to bring an end to terrorism both at home and abroad. Those who inflict such suffering must be held accountable and brought to justice.

Mixed with the carnage and horror, the tears and travail of September 11, was tremendous courage and valor on the part of so many. Trade union members in particular stood out—firefighters, police officers, construction workers, paramedics, Teamsters, doctors, nurses, and medical assistants all worked together to assist those in need. So many emotions in such a short period of time: grief, sorrow, anger, pride, and passion.

In some ways, campaigning for union office after September 11th has seemed surreal. We who are candidates moved, spoke, and greeted members but seemingly in slow motion. The World Trade Center and Pentagon attacks and the anthrax threat have changed life in the United States for a long time, if not forever.

We are in a period of real uncertainty, attempting to adjust psychologically, physically, and economically. The uncertainty can, at times, be paralyzing.

Almost lost in the gravity of recent events was the right-to-work battle that took place in Oklahoma in mid September. In case you missed it, Oklahomans passed a right-to-work initiative by a 54% to 46% margin, thereby becoming the 22nd state to go right-to-work and the first state to do so in the last 15 years.

Not the cataclysm of New York or Washington, but its passage is guaranteed to change the lives of workers in Oklahoma for years to come—and not for the good. States with right-to-work have much in common: fewer union members, lower average wages and a weakened union movement. Worse yet, the victory in Oklahoma has energized

the anti-union zealots who support right-to-work. This is a big win for them and they are looking to capitalize on it. They already have targeted several other states—Colorado, Missouri, Kentucky—to spread the “cancer.”

Any way it's analyzed, the vote in Oklahoma is a real blow

to unions and workers. The impact goes way beyond one state. It's national in scope. Probably most discouraging, from our view, is that labor will have to battle in a number of different states using a tremendous amount of resources just to maintain the status quo—the right of workers to have union security clauses in their collective bargaining agreements. Rather than labor being on the offensive and pushing an agenda for working people, we'll be playing defense, trying to protect what we have.

On the other hand, it doesn't necessarily have to be that way. If working people here in California and across the country are smart, if we do what is necessary, we have the wherewithal to prevail in the right-to-work struggles that are coming.

But even more important, we have the wherewithal to change the agenda and move from defense to offense. To do so, however, means that labor must organize internally like never before. Local Unions and their members have to support grass roots political action programs. Our Teamster rank and filers must join DRIVE, register to vote, help with voter registration, precinct walk and Get Out the Vote (GOTV) at election time. It's not easy, but it's clear: when we mobilize, we win.

We don't have the money to match Big Business and right-to-workers, but we've got the numbers and that's what it's all about.

Mixed with the carnage and horror, the tears and travail of September 11 was tremendous courage and valor on the part of so many.



AROUND



Driving for the country



Three members of Teamsters Local 70 drove this giant gear reduction box for a United States Nuclear Submarine from San Carlos to Houston. Lead driver Mark Botelhom, Push driver Chris Nunes, and Service driver Silvio Silva, all employees of Sheedy Drayage of San Francisco, drove the 181 foot long, 350,000 pound load—the weight included truck and trailer. The California to Texas trip took close to four weeks.

Teamsters help Teamsters

The Teamsters Assistance Program (TAP) currently offers services to 33,000 Teamsters through 14 Trust Funds. Last year the TAP staff worked with 500 individuals and helped more than 300 people receive treatment for alcohol and drug problems.

TAP is pleased to announce that Casey Sawyer has joined the staff as Executive Director. A Teamster for 39 years, Sawyer recently retired as Secretary-Treasurer of Local 490 and as a Joint Council 7 Trustee.

Sawyer's experience with the Joint Council and with numerous Trust Funds will be invaluable to TAP. His focus will be on spreading the word about TAP services, increasing the number of Trusts and employers that offer TAP services to members and working to keep TAP services at the highest quality possible for Teamsters and their family members.

Sawyer can be reached at 510-562-3600 or by e-mail at caseytap@pacbell.net.

TAP Annual Picnic

The Fourth Annual TAP Picnic held on August 11. More than 100 TAP alums



L-R: TAP's new Executive Director Casey Sawyer, and Local 853 Business Agent Silvio Silva, who kept the food moving.

THE LOCALS

Local 856 members honor Lois Carlson, 42-year Teamster member

Local 856's annual Thanksgiving meeting marked a very special occasion — Lois Carlson's 80th birthday! Carlson, who's been a Teamster since 1959, still works every day as an Accounts Payable Clerk at Core Mark. The Local gave her a bouquet of flowers and sang Happy Birthday to her. And to make the day even more special, Carlson also won one of the night's raffle prizes—dinner for two at the Palace Hotel.



Member appreciation at Local 853 means a big haul

On Saturday, November 3, more than 300 members filled the Local's hall to hear Secretary-Treasurer Rome Aloise give the State of the Local address. The highlight of the day, however, was the door prizes. While everyone took home a Teamster t-shirt, nearly 50 lucky members also won prizes ranging from a 25-inch TV to DVD/VCRs, boom boxes, and much more.

S — and celebrate

Family Picnic

AP Knowland Park Zoo picnic was a huge success. Mini, family and friends

enjoyed the bar-b-cue feast. Children played ring toss for prizes and a pinata was hung, eventually spilling loads of candy. The softball game ended when Dominic Chiovare, Local 70 Business Agent, hit a towering 3-run home run.

A 50/50 raffle netted almost \$200 for Floyd Alcutt from Local 490. Raffle prizes included a 25-inch TV, donated by Local 853, two \$50 Safeway gift certificates, donated by Local 315, windbreakers, donated by State Fund, and four Oakland A's tickets, donated by Maynard's Ranch.

TAP gives special thanks to Bob Strelo, Local 853 Business Agent, for serving as the bar-b-cue chef for the entire day, as well as to The Camp, Janus of Santa Cruz and Maynard's Ranch—three treatment centers—for providing food.

Casey Sawyer, Clinical Assistant Carol Agent and BBQ chef extraordinaire, Bob

The rules on drug and alcohol testing

Drug and alcohol testing has become a standard practice in many of the industries where our members work. In fact, more than 8 million workers across the country are subject to the testing regulations established by the DOT.

We take this opportunity to highlight and summarize the testing procedures most Teamsters are subject to under the National Master Freight Agreement (NMFA), which track the DOT regulations. We'll also describe the services offered by the Teamsters Assistance Program of Northern California (TAP).

What employers may do

The NMFA allows employers to test an employee's breath for alcohol use and/or urine for five classes of drugs, including marijuana, cocaine, opiates (opium and codeine derivatives), amphetamines (and methamphetamines), and phencyclidine (PCP). An employee may be required to submit to testing when a supervisor has "probable suspicion" to believe that he or she is under the influence of a controlled substance, randomly, or after an accident in which there is no suspicion that the employee is under the influence.

On December 19, 2000, the DOT issued its revised "Workplace Drug and Alcohol Testing Procedures" which will be incorporated into the NMFA. One of the most significant changes in the new regulations is the requirement that employers either require driver-applicants to submit to pre-employment testing or obtain testing results from the applicant's former employer.

Limits to testing

An employer's ability to order testing after hiring an employee is limited in several important ways. For example, in the case of "probable suspicion," the suspicion must be that of a supervisor trained in the detection of alcohol and drug use and cannot be based solely on the statements of others. The supervisor's suspicion must also be committed to writing within twenty-four (24) hours of the observation.

In non-suspicion post-accident circumstances, testing may only be required where (1) there is a fatality or (2) where the driver is issued a citation and someone involved in the accident requires immediate medical attention or a vehicle involved in the accident is towed.

However, even where an employer may

require post-accident testing, it must order the employee to submit to alcohol testing within eight (8) hours and urine testing within thirty-two (32) hours of the accident.

All initial positive breath and urine tests are confirmed through more sensitive and accurate methods. In addition, all urine testing is done by "split sample" method where some of the original sample is separately stored and, if

the employee elects, may be tested to confirm or refute the initial test. Prior to certifying a positive urine test, employees have the opportunity to consult with a Medical Review Officer to describe the types of over-the-counter and prescription medications he or she may be taking.

Potential discipline

Employees, whose breath test shows a positive result for alcohol, are subject to discipline ranging from a one-day suspension to discharge depending on blood-alcohol-level, reason for testing, and number of prior violations. Employees testing positive for any of the five classes of controlled substances are subject to discharge. When the catalyst for testing was not probable suspicion, a discharged employee may be reinstated one time during their lifetime after completing an approved substance abuse program.

Importantly, employees may, prior to any act that may subject them to discipline, take a leave of absence to seek alcohol or drug abuse counseling and treatment and return to work without penalty.

Getting help

Employees seeking treatment, whether because of a positive test or not, may turn to TAP: 800-253-8326.

TAP is a non-profit labor and management organization designed to assist those needing alcohol or drug abuse treatment. Based in Oakland, TAP offers training and counseling sessions across Joint Council 7. TAP's professionals have the expertise to recommend and oversee individual substance abuse programs.

TAP's experts also provide free training to members and employers on the causes and effects of substance abuse, how to identify and refer employees suffering from it, and the complex testing procedures under the DOT regulations and the NMFA.

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.

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 and 2002 delegates' meetings will be held the first Tuesday in February, May, June, August, October and December.

NOMINATIONS, ELECTIONS INTERNATIONAL CONSTITUTION December, 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: December 17th, 3:30 p.m. at Teamsters Local 287, 1452 North 4th Street, San Jose.

January 28th, 3:30 p.m. at Teamsters Local 853, 2100 Merced Street, Suite B, San Leandro.

Chuck Davis, Secretary-Treasurer

Local 70, Oakland

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

NOTE: Due to the Christmas Holiday, the December Membership meeting will be held the third Tuesday, December 18th, 8 p.m.

NOTICE OF ELECTION –

Local 70 Officers and Officials:

The election will be governed by the provisions of the International Constitution which are stated on this page, and the Bylaws of Local 70. Election will be held as follows:

Date & Time: Friday, December 7, 2001 — 6:00 a.m. to 7 p.m. and Saturday, December 8, 2001 — 8:00 a.m. to 2:00 p.m.

Place: Local 70 Auditorium

Absentee voting by mail is available upon written application of the member. Such written application shall be made on a form provided by Local 70. Such forms are available upon request. They can be obtained at Local 70's office, 70 Hegenberger Road, Oakland, Ca. between the hours of 8:00 a.m. and 4:00 p.m., Monday through Friday.

They can also be obtained by writing to Local 70 at P. O. Box 2270, Oakland, Ca. 94621-0170, or by calling (510) 569-9317. Absentee ballots shall be valid only if they are received by noon of the day in which the polls close.

In order to vote, a member must have his dues paid through the month of November 2001.

Membership in good standing, as required, is subject to verification by the Union. In order to obtain a ballot at the election, the member will be required to present the authorized identification card, a dues receipt, or other substantial proof to show membership in good standing, as provided herein.

NOTE: There is no requirement for

election to the offices and position involved in this election that the nominee must have attended a particular number of membership meetings within the 24 months prior to nomination, as referred to in Article II, Section 4 (a)(2) of the International Constitution.

You should consult the Constitution and/or Bylaws of Local 70 if you have any questions about subjects that are not dealt with in this notice. Copies of the International Constitution and the Local 70 Bylaws are available for prospective candidates at the office of Teamsters Local 70.

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: Due to the Christmas Holiday, the December Membership meeting will be held Monday, December 17th, at 7:30 p.m.

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

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

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

Van Beane, Secretary-Treasurer

Local 278, San Francisco

The General Membership meetings are held 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.

continued on page 7

BULLETIN BOARD (cont.)

NOTE: Due to the Christmas Holiday, the December Stewards' meeting is cancelled.

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.

Dale Robbins, Secretary-Treasurer

Local 350, Daly City

General Membership Meetings:

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

San Francisco Electricians' Hall
55 Fillmore Street, San Francisco

NOTE: Due to the Christmas Holiday, the San Jose-Santa Clara District Membership meeting will be held Wednesday, December 19,

7 p.m. in San Jose

Teamsters Local 287

1452 North Fourth Street, San Jose

NOTICE OF VOTE: A secret ballot vote will be taken to increase the initiation fee and reinitiation fee at the general membership meeting to be held:

Date: March 14, 2002

March 27, 2002

Time: 7:00 p.m.

Location: San Francisco and San Jose locations, during regular meetings.

The question to be voted on is whether both the initiation fee and the reinitiation fee should be increased from \$300.00 (as presently provided in the Bylaws) to \$400.00. This vote will be conducted pursuant to Article

V(G) of our Bylaws, and if adopted will constitute an amendment to Article V(B) and V(C) of the current Bylaws. The amendment does not affect the monthly dues rate in effect. Please note that the proposed increase is appropriate because of the recent amendment to the International Constitution that substantially increases the share of each initiation fee and reinitiation fee that is payable to the International Union.

Robert Morales, Secretary-Treasurer

Local 484, San Francisco

The next General Membership Meeting will be held on Tuesday, December 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, December 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.

Bob Carr, Secretary-Treasurer

Local 665, Daly City

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

NOTE: Due to the Christmas Holiday, the December Membership meeting will be held December 26th, 2001.

Ernie Yates, Secretary-Treasurer

Local 853, San Leandro

Membership meetings are held the second Thursday of the month, 7 p.m. The December, 2001 and January, 2002 Membership meetings will be held at 1700 Marina Blvd., San Leandro.

Rome Aloise, Secretary-Treasurer

Local 856, San Bruno

Membership meetings are held at Local 856's Chetcuti Hall, 453 San Mateo Avenue, San Bruno, at 7:00 p.m. December, 2001 - cancelled Tuesday, January 29, 2002

Michael J. McLaughlin, Secretary-Treasurer

Local 890, Salinas

Membership meetings are held the second Thursday of the month, 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

December 15, 2001

January 26, 2002

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. Sunday, December 16, 2001

January 29, 2002

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.

NOTE: Due to the Christmas Holiday, the Frozen Food and Cannery Apples meeting will be held December 18th.

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.

December 19, 2001

January 23, 2002

Attention members: 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 12 Noon, Pacific Rod and Gun Club, 520 John Muir Drive, San Francisco.

PLEASE JOIN IN!

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 March, 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

Central Coast Retiree Club

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

Don Smith, President

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

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.

Warren Sallady, 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. Joint Council 7 retirees living in the Sacramento area are cordially invited to join and attend.

Eddie Bedrosian, President

Teamsters Retiree Club of Santa Clara County

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

Gilbert Garcia, President

Wine and Spirits Retiree Club

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

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

In Memoriam

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

- | | |
|-------------------------------------|--------------------------------|
| FRANKLIN, Robert W., Local 15 | HERRERA, Jereme, Local 287 |
| ANDERSON, Elim, Local 70 | STORM, Ken, Local 287 |
| BAGLEY, Allan, Local 70 | CROWE, Archie, Local 315 |
| CANNON, James, Local 70 | ELLIS, Leroy, Local 315 |
| CARREIRA, Donald, Local 70 | GIANARELLI, Steve, Local 315 |
| FLEMING, Alfred, Local 70 | GOMEZ, Reyes, Local 315 |
| FLINDT, Stanley, Local 70 | GREEN, Ira, Jr., Local 315 |
| GOMEZ, Jerome, Local 70 | HEATHERLY, Dellora, Local 315 |
| KALNING, Charles, Local 70 | HOGAN, Bernard, Local 315 |
| LUPIAN, Rafael, Local 70 | LEWIS, Floyd, Local 315 |
| MACK, Robert, Local 70 | MONTOYA, Robert, Local 315 |
| MAXWELL, Leroy, Local 70 | PENNINGTON, Oliver, Local 315 |
| NESS, Milo Herbert, Local 70 | TRUPELL, August, Local 315 |
| REPETTO, Ernest, Local 70 | WEBBER, Gilbert, Local 315 |
| VASCO, Victor, Local 70 | BOGGERI, Benny, Local 350 |
| CARTNER, Ruth, Local 78 | GANN, Edward, Local 484 |
| MEDER, James W., Local 78 | GARRETTSON, Frank, Local 484 |
| OLSON, Dorothy, Local 78 | NORTON, Harold, Local 484 |
| PAVON, Edward, Local 78 | HODSON, Ralph, Local 624 |
| TAPIA, Daniel R., Jr., Local 78 | STONE, Pearl, Local 624 |
| ZANDER, Jack, Local 78/296 | SULLIVAN, Russell, Local 624 |
| ADAMI, Gabrielle, Local 85 | WILSON, Edward, Local 624 |
| CALFAS, Milton J., Local 85 | IZQUIERDO, Louis B., Local 853 |
| FRENCH, Alvin P., Local 85 | LIPTON, Kaye, Local 856 |
| GRIMES, Kenneth, Local 85 | MESSERSMITH, Gladys, Local 856 |
| MALINVERNO, Henry E., Local 85 | ROSA, Dudley, Local 856 |
| NICHOLAS, Ray, Local 85 | ROSENOW, Belva, Local 856 |
| SULLIVAN, William, Local 85 | TURNBULL, Alex, Local 856 |
| TALMAGE, Edward D., Local 85 | CARDINALE, John, Local 860 |
| BETANCOURT, Raymond, Locals 109/853 | TOLLIE, John F., Local 860 |

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September 27, 2001

SUMMARY ANNUAL REPORT FOR TEAMSTERS LIFE WITH DUES BENEFIT PLAN

This is a summary of the annual report of the Teamsters Life With Dues Benefit Plan (EIN 91-1691238, Plan No. 001), for the year beginning January 1, 2000, and ending December 31, 2000. The annual report has been filed with the Pension and Welfare Benefits Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Insurance Information. The plan has a contract with States West Life Insurance Company to pay life, accidental death and dismemberment claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2000, were \$904,248.

Basic Financial Statement. The value of the plan assets, after subtracting liabilities of the plan, was \$17,001,581 as of December 31, 2000, compared to \$15,482,981 as of January 1, 2000. During the plan year, the plan experienced an increase in its net assets of \$1,518,600. This increase included unrealized appreciation or depreciation in the value of plan assets; that is, the difference be-

tween the value of the assets at the end of the year and the value of the assets at beginning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of \$2,570,795 including employer contributions of \$620,717, realized losses of \$215,022 from the sale of assets, and earnings from investments of \$1,735,056.

Plan expenses were \$1,052,195. These expenses included \$147,947 in administrative expenses and \$904,248 in benefits paid to participants and beneficiaries.

Your Rights To Additional Information. You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. An accountant's report;
2. Financial information and information on payments to service providers;
3. Assets held for investment;
4. Transactions in excess of 5 percent of plan assets; and
5. Insurance information includ-

ing sales commissions paid by insurance carriers.

To obtain a copy of the full annual report, or any part thereof, write or call the office of the Board of Trustees for the Teamsters Life With Dues Benefit Plan, 552 Denny Way, Room 117, Seattle, Washington 98109, (206) 441-3151. The charge to cover copying costs will be \$5.50 for the full annual report, or 25¢ per page for any part thereof.

You also have the right to receive from the administrative agent, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the administrative agent, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan, 552 Denny Way, Room 117, Seattle, Washington 98109, (206) 441-3151, and at the U. S. Department of Labor in Washington, D. C., or to obtain a copy from the U. S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, N5638, Pension and Welfare Benefits Administration, Department of Labor, 200 Constitution Avenue, N. W., Washington, D. C. 20210.

NOTICIA IMPORTANTE PARA HISPANOPARLANTES

Usted puede obtener informacion y ayuda en Espanol, si no entiende ingles, tocante de los beneficios y reglas del Plan. Pongase en contacto con la oficina y pregunte para que le ayuden, Board of Trustees for the Teamsters Life With Dues Trust Fund, 552 Denny Way, Room 117, Seattle, WA 98109, (206) 441-3151.