

## TAP NEWS

## Golf tournament wrap-up

On May 9, the Sunol Valley Golf Club was the site of TAP's 17th Annual Golf Tournament fundraiser. Nearly 250 golfers enjoyed a beautiful day—an early round and afternoon lunch. Players from almost every Teamster Local and from among 75 employers participated.

Tournament proceeds support TAP's continuing care program, work-site trainings and outreach services that enable Teamsters to get help for alcohol, drug and other personal problems.

Phil Tarantino, Local 853, and Frank Mellon, Central Concrete, served as the golf committee labor and management co-chairs. Julie Piankoff and Carol Souza of TAP handled the vast details of the tournament, lunch and raffle.

State Fund was the biggest contributor to the tournament again this year, donating windbreakers,

golf balls, tees, towels and cloth carrying bags for every golfer. Teamsters Local 490 received a plaque for selling the most raffle tickets of any local—2,240.

Dan Fennel, a Teamsters Local 490 member and Albertson's employee, won the grand prize—a \$1,500 trip donated by Bay Dental.

Other major sponsors for the tournament were Bright Now! Dental, eLabor Online, Health Net, Kaiser Permanente, Lipman Insurance Administrators, MPI Chemical Dependency Treatment Services, PacificCare, Rael & Letson, RxAmerica, Teamsters Joint Council 7 and Teamsters Local 853.

TAP thanks everyone who volunteered their time and donated raffle prizes—you made the tournament fun and financially successful.

## Training on new DOT regs

On April 26, 65 participants, including Teamsters business agents from 11 Locals and 31 employers, came to the TAP office for a training update on the Dept. of Transportation Drug and Alcohol Testing Regulations.

Consultant Tamara Cagney and TAP counselors Bill Gaito and Carl Price provided information about how the new DOT regulations will impact both employers and commercial drivers. They also reviewed the procedures by which TAP conducts assessments, referrals, follow-up and continuing care for Teamsters who violate the regulations.

The seminar has already resulted in the scheduling of worksite training for over 700 Teamsters about the regulations and for supervisors at three companies.

## TAP Primary Continuing Care Meeting Schedule

## Oakland Center: 300 Pendleton Way

Mon	6:30-8:00 PM	Women	Vera Hardy
Tues	6:00-7:30 PM	Open	Tony Valdez
Wed	7:30-9:00 PM	Open	Billy Rodgers, TSV
Thurs	7:00-8:30 PM	Open	Ted Bowers

## Burlingame: 1850 El Camino Real, Room #8

Tues	7:00-8:00 PM	DOT	Rose Millan
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## Campbell Center: 65 West Hamilton Ave.

Thurs	7:00-9:00 PM	Open	Candace Gold
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## San Francisco: 5 Thomas Mellon Circle, Suite 130

Tues	6:30-8:00 PM	Open	Eddie Oberste
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## Santa Cruz: 200 7th Avenue (in the Little House)

Sat	10:30 AM-noon	Open	Jason Lubin
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## Vacaville: Vacaville Sanitation, 831 Davis Street

Wed	7:00-8:30 PM	Dual Addiction	James Wallace
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## Watsonville: Lutheran Church, 95 Alta Vista Street

Wed	6:00-7:30 PM	Spanish/English	Robert Rodriguez
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*Meetings are open to Teamsters, family members & friends who wish to participate in a recovery support group.*

## Stop Rolling Blackmail

George Bush and the Federal Energy Regulatory Commission (FERC) have given Texas energy corporations a license to steal. The energy generators have jacked up wholesale prices and pushed at least one California utility into bankruptcy. They've looted the California treasury for \$75 million every day since January, damaging the state's credit rating and threatening jobs.

**The California Labor Federation calls on all union members to demand price controls from FERC.**

Layoffs have begun in high-tech and manufacturing and will soon spread. Every family's checkbook will be crunched by high energy costs.

Union members will start feeling the impact in contract negotiations as employers are forced to put more money into energy.

And the crisis has other costs. The state has spent more than \$6 billion in six months to keep the lights on. Investments in education, transportation, housing, healthcare and essential services are in jeopardy.

Californians have shown we can conserve power and we're committed to building new energy plants. But increased conservation and capacity won't solve the problem of price gouging by out-of-state energy generators.

*Join union members across the state to stop rolling blackmail!*

*For more info: [www.workingcalifornia.org](http://www.workingcalifornia.org)*

## Seize the Power!

- Join labor's march to demand:
- Energy price controls!
- Take over of pirate power generators!
- Tax on excess profits!

**Rally — Wednesday, June 6**  
4:00 p.m. — Oakland Federal Building  
1301 Clay Street, Oakland  
Then, march to the Duke power plant —  
50 Martin Luther King Way, Oakland

Sponsored by the California Labor Federation,  
Alameda County Central Labor Council & FORUM Region 3  
Watch for other labor-sponsored events  
across the Bay Area and California

## In Memoriam

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

ALLEN, Rubin, Local 70	JOHNSON, William, Local 315
CHUDANSKI, Larry, Local 70	KRYSTOFIAK, Florence, Local 315
DUNBAR, Richard, Local 70	MCCARTHY, Patrick, Local 315
ENOS, Henry, Local 70	RICE, Gus, Local 315
FARIA, Robert, Local 70	SULLIVAN, Clyde, Local 315
FORE, Otis, Local 70	WILSON, Donald, Local 315
MCCULLOUGH, William, Local 70	GARRISON, Frank, Local 484
MCKINNELLY, Nathan, Local 70	KOUMARIAN, John, Local 484
ROWLAND, Kenneth, Local 70	KWIECIEN, Edward, Local 484
SHEEHAN, Clifford, Local 70	WOSSER, John, Local 484
THOMPSON, Louis, Local 70	NASH, Robert, Local 490
TOMPKINS, James, Local 70	NORMILE, Larry, Local 490
BIBLE, Lawrence, Local 78	ROBERTS, Don, Local 490
DUMAS, Leo, Local 78	BEAUGRAND, Eugene, Local 665
GAGNON, Paul, Local 78	BERROYA, Ricky, Local 665
RHOTON, Bill, Local 78	FULLARD, Glenn, Local 665
BOTTARO, John, Local 85	POSTON, Gregory, Local 665
BURKLE, Walter, Local 85	CRUZ, John, Local 853
CALFAS, Milton, Local 85	MURRAY, Charlene, Local 853
SCHOTT, Daniel, Local 85	NOONAN, Kevin, Local 853
VESTNYS, Michael, Local 85	NUTTER, William, Local 853
CASTRO, Edward, Local 216	SHORT, Charles, Local 853
LUM, Andrew, Local 265/860	STEFANO, Frank, Local 853
GALLAGHAN, John, Local 287	GALLI, Lena, Local 856
JIMENEZ, Frank, Local 291	SARTIN, Laverne, Local 860
SILVA, John, Local 291	HUDSON, Lowell, Local 896
DEMARTINI, Alfred, Local 315	ZANTATIN, Jamie, Local 896
FLEMING, Arthur, Local 315	GILMAN, Bill, Local 921
GUSTAFSON, Paul, Local 315	SEGUR, Gerald, Local 921

## NOTICE TO MEMBERS

The California Teamsters Public Affairs Council represents the members of each local union of the International Brotherhood of Teamsters located in the State of California before the California Legislature, Executive Branch of Government, and the administrative agencies of the State of California. The Council has a contract with the Law Offices of Barry Broad to provide services as its legislative representative.

### Per Capita Tax

All Teamsters affiliated with Joint Councils 7, 38 and 42 supports the California Teamsters Public Affairs Council through a per capita tax of 25 cents per member per month, from union dues. When possible fifteen percent (15%) of this is set-aside in the Political Action Committee from which the Executive Committee makes campaign contributions.

### Executive Committee

Chuck Mack, President of Joint Council No. 7, is the Chairman of the Executive Committee. James Long, President of Joint Council No. 38, serves as a Member and Jim Santangelo, President of Joint Council No. 42, serves as Treasurer of the Executive Committee, which supervises the staff of the Council.

### Policy Committee

A policy committee of eight mem-

bers from each Joint Council is responsible for the development of the Council's long-term political, legislative and education policy, screening candidates and making recommendations to the House of Union Delegates for endorsement of statewide offices. The Policy Committee members are:

**Joint Council of Teamsters 7:** President Chuck Mack, Jack Bookter, Carlos Borba, Franklin Gallegos, Mike McLaughlin, Robert Morales, Dale Robbins, Ernie Yates.

**Joint Council of Teamsters 38:** President James Long, George Avalos, Jr., Dave Hawley, Darrell Pratt, Ralph Ramirez, Cliff Webb, 2 members to be named.

**Joint Council of Teamsters 42:** President Jim Santangelo, Danny Bruno, Randy Cammack, Paul Jones, Patrick Kelly, Phil Saal, C.E. 'Charlie' Silvas, Ray Whitmer.

The House of Union Delegates meets on the call of the Executive Board. Each Local Union is entitled to two delegates to the meetings.

**Legislative Representative:** Barry Broad

**Public Affairs Administrator:** Marsi Newman

Any questions about the California Teamsters Public Affairs Council may be addressed to Barry Broad at 1127 11th St., Ste. 501, Sacramento, CA, 95814. E-mail: info@teamsterctpac.org.

## 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 June, 2001.

ALL RETIRED TEAMSTERS ARE WELCOME TO JOIN OUR RETIREE CLUB.

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

Please note new meeting time: Meetings/lunches are held third Friday of the month at the Labor Center, 1710 Corby Avenue, Santa Rosa, 12 Noon.

Robert Paterson, President

### Sacramento Teamsters Retiree Assoc.

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

# JOINT COUNCIL 7



## Executive Board

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

## Delegates' Meetings

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

# BULLETIN BOARD

## Local 15, Union City

Membership meetings will be held: June 18 and July 23, 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.

NOTE: Membership meetings are suspended for the months June and July. Meetings will resume in August, 2001.

*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.

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. The June meeting will be held June 12th.

*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.

**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

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.

NOTE: The Stewards' meeting scheduled for June 28th is cancelled due to the International Convention.

*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, June 14, 7 p.m. in San Francisco

Note: Due to the IBT Convention, the San Jose Membership meeting will be held Wednesday, June 13, 7 p.m.

## San Francisco District:

San Francisco Electricians' Hall  
55 Fillmore Street, San Francisco

## San Jose-Santa Clara District:

Teamsters Local 287  
1452 North Fourth Street, San Jose  
*Robert Morales, Secretary-Treasurer*

## Local 484, San Francisco

The next General Membership Meeting will be held on Tuesday, June 12, 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, June 19, 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: Per the Local 624 Executive Board, the June, July and August Membership meetings are suspended, subject to the disapproval of the membership.

*Bob Carr, Secretary-Treasurer*

## Local 665, Daly City

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

NOTE: The June Membership meeting will be held the third Tuesday of the month, (June 19th) wherein a vote will be taken to suspend Membership meetings 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 June Membership meeting will be held at Local 853's West Bay office, 1103 Airport Blvd., South San Francisco.

The July Membership meeting 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, 7 p.m.  
NOTE: The June, July and August, 2001 Membership meetings are canceled.

*Michael J. McLaughlin, Secretary-Treasurer*

## Local 890, Salinas

Membership meetings are suspended for the months of 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.

June 23 • July 28

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, June 24 • Tuesday, July 31  
*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.

Sergio Lopez, 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.

June 27 • July 25

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

*Mike Killean, Secretary-Treasurer*

# Teamster Convention

the future. and Trustees. Only candidates nominated at the Convention will be eligible to run for office in the October/November mail-ballot election.

charged Internation- General Treasurer, Presidents

completely unionized actions for a convention the Teamsters. Las Vegas makes fine. Teamster researchers exhaustive study comparing Philadelphia, Orlando of the last two Internation- (ventions) and Las Vegas. ne looked at meeting fad- gding costs, food or air decision was a no-brain- gas won hands down.

## The IBT convention?

Delegate	Alternate
Gurdev Shergill	W. T. Brown
Edward Carter	Vincent Jung
Ernie Yates	
David Lynch	
Edward Dion	
Rome Aloise	Bob Strela
John C. Becker	Daniel Harrington
Antonio Christian	
Pete Gemma	
Phil Tarantino	
Michael Furtado	
Harvey Gomes, Sr.	
Julie Wall	Earl Averette
Michael McLaughlin	Larry Ferrigno
Peter Finn	
Joe Lanthier	
Myrtle Hamilton	
Deirdre Owen	
Neil Saccoman	
Joe Martinelli	
Francisco Reynozo	Juan Aguirre
Tony F. Gonzalez	Arnold Bernal
Crescencio Diaz	Kenneth Gallegos
Crispin Leon	
Salvador Carrillo	
Michael A. Johnston	
Franklin Gallegos	
Eleanor Pineda	
Steve Dowd	
Rene Medrano	Rebecca Corral
Claudia Settle	
Nick Camarda	
Sergio Lopez	Santos Lerma, Jr.
Joe Fahey	
Pamela Cheaney	
Jose "Chavelo" Moreno	
Michael Killean	Philip Puett



## SACRAMENTO REPORT

# Energy crisis consumes legislature

by BARRY BROAD, Legislative Representative

The 2001 session of the Legislature is underway and is dominated by energy, energy, and more energy. As the state spends billions of dollars to purchase electricity for our near bankrupt investor-owned utilities, the state budget surplus is simply wasting away—filling the pockets of out-of-state generators who are manipulating the market.

The state's consumers, both large and small, face huge increases in electricity rates and blackouts this summer. Extensive rolling blackouts could lead to unemployment and plant shutdowns.

It's another case of a "deregulation" plan that ended up hurting the consumers. We Teamsters witnessed similar fiascos in trucking and airline deregulation. As the folk singer Woody Guthrie wrote: "Some people rob you with a six-gun, some with a fountain pen."

Eventually, enough new generation will come on line to moderate prices, but not before the generators have stolen as much of California's wealth as they can get away with.

Organized labor has made every effort to be cooperative in planning for rolling blackouts. However, the one legislative request we have made, which is to allow workers who are temporarily laid off as a result of blackouts to qualify for unemployment insurance, is being opposed by the California Chamber of Commerce and the California Manufacturer's Association. They are trying to "leverage" this request with an attempt to temporarily repeal the 8-hour day.

Their efforts failed. The Governor signed an executive order allowing for a waiver of the 7-day waiting period for collecting unemployment insurance during blackouts and the Senate Labor Committee defeated a bill, SB 72X by Senator Charles Poochigian (R-Fresno), to repeal the 8-hour day.

### Commercial vehicle safety

This year we are sponsoring a three bill package that deals with commercial vehicle safety, hours of service, and drug and alcohol testing. (These bills were described in

the April/May issue of this paper.)

SB 278 by Senator Richard Alarcon (D-Los Angeles), if passed, will have nationwide implications for the way commercial drivers' hours-

*As the state spends billions to purchase electricity, the budget surplus is simply wasting away.*

of-service rules are enforced. SB 278 has already passed the State Senate and will be heard shortly in its first committee in the Assembly.

SB 871 by State Senate President Pro Tem John Burton (D-San Francisco), will plug the biggest loopholes in the drug and alcohol testing system for commercial drivers. SB 871 is on the Senate Floor.

Our third sponsored bill, AB 1262 by Assembly Member Carole Migden (D-San Francisco), will require that any motor carrier—which includes everyone from trucking companies to transit districts—will be required to undergo a California Highway Patrol safety audit whenever they replace more than half of their drivers in a thirty day period. AB 1262 has passed the Assembly Transportation Committee.

A fourth bill on highway safety, SB 1048 by Senator Jackie Speier (D-San Mateo), will mandate on-board recording devices on trucks for the purpose of monitoring hours-of-service enforcement. Once some drug testing provisions of the bill were removed, the Teamsters signed on.

### Bad drug testing bill is back

For the second year in a row, Assembly Member Dean Florez (D-Shafter), is carrying a bill sponsored by the California Trucking Association which we detest. AB 880 would require that all positive drug and alcohol testing results be sent to a Department of Motor Vehicles data base which could be accessed by motor carriers when a driver applies for a job.

We don't like the "big brother" approach, which places highly sensitive material on the Internet with supposed security. We know that the material will get out and could dog

people for the rest of their lives. The bill barely passed the Assembly Transportation Committee. In addition to Assembly Member Florez, who has made it a habit to be hostile to organized labor, three other Democrats cast bad votes, including Bay Area Assembly Member Joe Simitian (D-Palo Alto). The Republicans on the Committee all voted against us. We will be working hard to kill this bill in the Assembly Appropriations Committee.

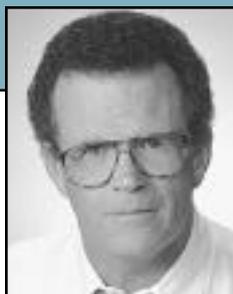
### Labor's Legislative Agenda

Committee deadlines to hear the 3,000 bills introduced this session are fast approaching, the annual budget battle is looming and the state's leaders have yet to come up with a workable short- and long-term solution to California's energy crisis. As a result, organized labor must fight very hard to achieve its legislative goals, as well as to ensure that tough labor standards that were enacted in the past, do not get weakened in the name of saving California from an economic meltdown.

Labor's major goal this year is to get increases in Workers Comp and Unemployment Insurance benefits. Benefit levels for both Workers Comp and UI are some of the lowest in the country. SB 40 by Senator Richard Alarcon (D-Van Nuys), would increase the maximum unemployment benefit to \$380 per week over a 3-year period, index the benefit level, and create a movable base period to help support contingent workers. SB 71 by Senator John Burton (D-San Francisco), would increase Workers Comp benefit levels for both temporarily and permanently disabled workers.

These measures should have little trouble moving through the Legislature. However, obtaining the Governor's signature on either bill will require difficult negotiations with the employers and the administration.

Besides social insurance issues, labor is supporting a variety of other bills to improve worker protections. At the same time, organized labor has to remain vigilant against attacks on existing worker protections. So far, we're holding our own.



## President's Report

by  
**Chuck Mack**

# Newest trade agreement: "NAFTA on steroids"

President Lincoln while discussing trade with a White House visitor recalled a time when he was a clerk in a grocery store in New Salem. "A man came in," said Lincoln, "and said to the storekeeper, 'I want a nickel's worth of ginger snaps.' When they were laid out on the counter, the customer changed his mind and said, 'I'll have a glass of cider instead.'

The man drank the cider and turned toward the door. 'Here, Bill,' said the storekeeper, 'ain't you going to pay for that cider?' The man replied: 'Didn't I give you the ginger snaps for it?'

'Well, then,' said the storekeeper, 'pay me for the ginger snaps.' 'But I never ate your ginger snaps,' said the customer. The storekeeper grudgingly admitted that the customer had told the truth, but added he had lost something, somehow, in the deal.

"So it is with the trade tariff," said Lincoln. "Somebody loses, but I don't know as yet who it is."

Tariffs may make it difficult to identify trade's winners and losers. That's not the case when it comes to so-called "free" trade agreements.

NAFTA, GATT, and the new Free Trade Area of the Americas (FTAA), unveiled at the April 21 Summit of America meeting in Quebec, all have much in common. They put the interest of big business and big money ahead of workers, ahead of human rights and ahead of the environment.

### NAFTA on steroids

Dubbed "NAFTA on Steroids," the Free Trade Area of the Americas (FTAA) would expand NAFTA throughout the western hemisphere. Only Cuba would be excluded.

With the Quebec meetings behind them, trade ministers from 34 nations in North, Central and South America will resume negotiations. Their goal is to impose the failed NAFTA model of increased privatization and deregulation hemisphere-wide.

Imposition of these rules will empower

corporations to constrain governments from setting standards to safeguard their workers, protect public health and safety, and ensure that corporations do not pollute the communities in which they operate. Effectively, these rules would handcuff our government's public interest policymaking and enhance corporate control at the expense of workers and other citizens throughout the Americas.

The fact is that the FTAA would deepen the negative effects of NAFTA that we've experienced over the past seven years and expand its damage to

the other 31 countries involved. The FTAA would intensify NAFTA's "race to the bottom." Under the FTAA, the wages of exploited workers in Mexico could be leveraged against even more desperate workers in Haiti, Guatemala or Brazil by companies receiving new guarantees to produce goods for export back into U.S. markets.

### Organize/Mobilize

We have said it before and we say it again, we are not anti-trade. Many of our members' jobs depend on it, but trade must have a human face—it can't be just profits and corporate protections. Human rights must not be sacrificed for copyrights and patent rights. With NAFTA and the FTAA they certainly are.

The fair trade demonstrations in Seattle and Quebec were more than about measuring the depth of our opposition; they were about coalition building; they were about voice; they were about offering an alternative-changing policy.

"The debate over globalization, after all, isn't a competition between isolationism and internationalism," explains the human rights organization Global Exchange. "It's a contest of values—life values vs. money values, popular democracy vs. top-down policy making."

Strategize, organize and mobilize. It's time. We can do no less.

*The trade ministers from 34 nations have one goal: to impose the failed NAFTA model of increased privatization and deregulation hemisphere-wide.*

# Gearing up for the Team

The 26th International Convention of the IBT is set for June 25-29 at the Paris Hotel in Las Vegas.

The Convention is the supreme governing authority of the International Union. The Teamsters hold a convention every five years wherein the issues of the union are debated and resolutions and constitutional changes are addressed.

In January, every Local held nominations for delegates, who were then elected by mail ballot (see certified list below.) These delegates will adopt policy resolutions, vote on constitutional amendments

and chart the Union's agenda for the

Convention delegates are with nominating candidates for national office; these include President, General Secretary-Treasurer, At-Large and Regional Vice Pres-

## Why Las Vegas

The Teamsters chose Las Vegas deliberately. Even with Nevada's "right-to-work" laws, one in five Nevada workers belongs to a union, which makes it the seventh most unionized state in the nation. More than 60% of all hotel rooms in this entertainment mecca are at facilities covered by union contracts.

Las Vegas, designated a "Union City" by the AFL-CIO, is actually one of the few sites in America that

can offer a commodat size of the

In addition nancial ser did an exha costs amor (the sites tional Con

Whether o cilities, loc travel, the er: Las VE

## Who's representing you at the

Local	Delegate	Alternate	Local
15	Charles A. Davis	Dave Ellis	665
70	Chuck Mack Joseph Silva Marty Frates Lawrence Dias Dominic Chiovare	Emil Radloff Daniel Gonsalves James Brown Odus Hall	853
78	John Kikes Mike Amaral Lou Valletta Steve Mack Ron Paredes Kenn Hill Dan Varela Dennis Hart Al Ignacio	Don Wallace Skip Joaquin Jim Sherrill Cheryl Scott Rich Donofrio Ron Valdez	856
85	Van Beane	Lou Marini	
278	Jack Bookter Terry McHugh Eugene Busch	Joe Cilia Michael Dorsey	
287	George Netto Jim Simon Douglas O'Neal	Jack Hampel Louis Bettencourt	890
315	John Plumos Bill Baccellatto Dale Robbins	Steve Gutierrez	
350	Robert Morales Larry Daugherty	Jose Moreno Larry Belfield	
484	John Bottali	Thomas Oneto	896
490	Carlos Borba George Saavedra	Sandy Ellison	
624	Jeff Heon William Londeree William Thomsen	Leo Callagy	912
			921



## AROUND THE LOCALS

### Every member an organizer

In May, more than 200 workers at four different employers from San Francisco to Hayward to Yolo County voted for a voice at work and elected Local 856 to be their bargaining representative.

"The in-house organizing committee was critical to reaching people in the different departments at Eden Hospital," said Secretary-Treasurer Michael McLaughlin. "We give big thanks to Diana Hernandez, lab tech; Jerry Lemke, respiratory therapist; and Wahid Ghasoor, Paul Lyons, Sharvin Dolatshahi, radiation technologists. "They kept the group together in the election battle, and also in our dispute with Local 250."

The Eden organizing campaign started in September of 1999 and the first election was held in April 2000. Unfortunately, Local 856 had more than an intransigent employer to contend with; they also had to fight another union.

"SEIU Local 250 represents many of the workers at this hospital, but they had never sought to represent this group of technical workers—until the group came to us. Because SEIU was on the ballot in the first election, we were forced into a run-off. In the end, after the May 2001 vote, the Eden Hospital workers voted handily for Local 856," said McLaughlin.

The involvement of proud and committed Teamster members was one key to the success of this campaign. Joe Marino and Mark Dierking, shop stewards at neighboring St. Rose Hospital, visited with workers at Eden Hospital—in person and by telephone.

### Solidarity at Parc 55

Similarly, Myrtle Hamilton, a 35-year steward at the San Francisco Hilton, helped spearhead organizing at the Parc 55 Hotel. Now the 60 reservations, front desk and clerical workers at this "A" hotel are members of Local 856.

Hamilton recruited the initial contact at the formerly non-union hotel. On her off-duty hours, Hamilton brought co-workers from the Hilton to the Parc 55 to talk with workers and explain the benefits of Teamster representation.

Unlike at Eden Hospital, this campaign received a significant boost from the other union at the hotel. HERE Local 2 had fought for over five years to represent workers at the Parc 55, and their members wore 'Local 2 supports Local 856' buttons

### Celebrating Rosie history and opportunities in the trades



Local 853's Mobile Office served as 'Volunteer Central' for the March 27 'Tradeswomen Then and Again' tribute event at the Rosie the Riveter Memorial in Richmond. Pictured is a 20-year tradeswoman, two 'Rosies', and Local 853's Bo Morgan and Jesse Casquero.

on the job. "We know that our win, after only a few short months, was due to Local 2's long struggle," said McLaughlin. "This is what union solidarity is all about."

Julie Wall and Jerry Hipps staffed the organizing campaigns at both Eden Hospital and the Parc 55.

Out at the Yolo County Housing Authority, 40 general maintenance workers voted to join Local 856. Two smaller units with 12 employees will be voting in the next few months. McLaughlin thanks Joe Kojimak and Shirley Avants for spearheading that drive.

And finally, the 13 supervising dispatchers at the Golden Gate Bridge Transportation District not only voted

for union representation, but ratified their first contract by a vote of 9-2. Many thanks to chief steward John Custer.

### SFO organizing moves outside

Local 85 started working with the SFOrganizing Project last September when the organizing project moved from inside the terminal to the ground transport arena. This coalition of local unions, labor councils and the Teamsters International is working to organize up to 8,000 new airport workers.

SFO organizing campaigns utilize "card check," an organizing tool approved by the airport commission, that is designed to enable a union to start bargaining once a majority of

workers in a company sign pledge cards.

To date Local 85 has signed up a majority of the more than 400 employees working for Aeroground, Inc., and a majority of the roughly 75 employees working for Trux have also signed cards.

Despite the preliminary success with getting cards signed, Local 85 has plenty of work left before they Local can claim any new members there. Aeroground has refused to enter into a card check agreement and Trux has not yet responded.

Aeroground tried to claim that it was exempt from the card check rule but the SF Airport Commission denied this claim. The company has since filed a lawsuit challenging the SFO card check rule itself. In response to the union filing complaints of unfair labor practices, the company has also tried to claim that it is exempt from the NLRB.

"We're thankful to Paula Macchello. She developed the organizing plan and got it approved and funded by the International Union. It's really something that the IBT would help a small local," said Secretary-Treasurer Van Beane.

"We've had a lot of support from our members," Beane continued. "They've gone out to the airport on evenings and weekends." Local 85 has asked members for a one-year special assessment to support the organizing effort. "It's in everybody's interest to support organizing."

### Bee union

Local 15 has just signed a five-year contract with the *Modesto Bee*, reports Secretary-Treasurer Chuck Davis. The *Stockton Record*, *SF Chronicle*, *SJ Mercury News* are now all under contract with the earliest expiration of 2005.

The Local also announced that it is once again moving its general membership meetings to Lake Elizabeth Park in Fremont. "Since we started the tradition of combining our meetings with barbecues in the park three years ago, we've never failed to have a quorum," said Davis. "All of our meetings from May through September will be outside. We recommend this to every local!"

### New appointment

Congratulations to Teamsters Local 78 President John Kikes; he was appointed President of the I.B.T. Industrial Trades Division in May.

## BFI pays for bad management

Back in 1997, BFI fired Carlos Cervantes just before the garbage strike ensued. Cervantes was a shop steward and was terminated for alleged "gross insubordination."



Local 315 member Carlos Cervantes shows off his \$79,000 back pay and pension check

The union asserted that far from being insubordinate, Cervantes was the victim of retaliation by the employer against the union and Business Agent John Plumos.

The arbitrator decided that while "the employer demonstrated that it hired an inexperienced, poorly trained supervisor who engaged in numerous contract violations and improper and immature conduct, they failed to establish a case of insubordination." The arbitrator further stated that the decision to terminate Cervantes was based primarily on the fact that he was a shop steward who caused the employer problems by filing grievances. As a result, the employer did not have just cause to terminate Cervantes.

Cervantes was reinstated to his former position with \$79,000 in full back pay and benefits and with his seniority intact. While he had gone back to work in February 2000, after the arbitrator's initial decision came down, he did not collect his check until March 2001.

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## How about cross border organizing?

Teamsters joined a contingent of labor representatives to introduce their new immigration policy to Vicente Fox, the recently-elected President of Mexico. Fox visited California in mid-March with a delegation of Mexican officials and used the visit to announce a number of trade agreements and cultural exchanges.

Lieutenant Governor Cruz Bustamante convened a California-Mexico Leadership Round Table meeting. U.S. participants included Governor Gray Davis and representatives from the financial community, business, labor and the environment.

United Farm Workers President Arturo Rodriguez served as the labor discussion leader. The labor delegation included Joint Council 7 President

Chuck Mack, Maria Elena Durazo from HERE Local 11 and Amy Dean from the South Bay AFL-CIO Labor Council.

"Time didn't allow for every question—including mine," Mack said. "That was, if we have cross-border trade and possibly cross-border trucking, why not cross-border organizing?"

As the meeting concluded, Mack informally asked Fox his question. "He did not summarily dismiss the idea," Mack reports. "He said he was open to discussing it and suggested I follow up with Mexico representatives."

Fox also indicated interest in meeting Teamsters General President James Hoffa and suggested a meeting in Mexico. The Teamsters will continue discussions.

## YOUR LEGAL RIGHTS

### Your right to a safe workplace

California and federal law require your employer to provide a safe and healthful workplace. The Union and employees have a correlative duty to protect their own safety and cooperate in promoting safety. This issue's column explores the law of worker safety and your options when your employer's equipment or practices threaten worker safety.

California Labor Code section 6400 requires every employer to furnish employment which is safe and healthful for the employees. Section 6402 prohibits employers from requiring or permitting employees to be in any unsafe or unhealthful job. These statutes are enforced by Cal-OSHA.

If you believe that there are unsafe or unhealthful conditions where you work, you can file a Cal-OSHA complaint and ask Cal-OSHA to inspect your workplace. Generally, the employer will not be given advance notice of an inspection. You have a right to speak privately with the Cal-OSHA representative during an inspection and your Union representative has the right to accompany the representative.

#### You have the Right to Refuse to do unsafe work under certain conditions

What about a situation where there isn't time to wait for inspection by Cal-OSHA or for a grievance to be heard and resolved?

A well-established principle requires employees to obey management's orders and carry out their job assignments, even if the employee believes the order violates the collective bargaining agreement, then grieve the violation later. However, an important exception to this "obey now, grieve later" rule comes into play in situations where obedience would involve an unusual or abnormal safety or health hazard.

Because any refusal to perform work could jeopardize your job, it is important to consider carefully whether the job hazard is sufficiently

hazardous before refusing a work assignment. Many Teamsters hold jobs where dangerous conditions are inherent in the machinery they operate and the work they perform. For your refusal

#### *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.*

to perform work to be protected, the work must violate a Cal-OSHA standard or the Labor Code, must create a real and apparent hazard, and there must be insufficient time to eliminate the danger through the grievance procedure.

#### Steps to take before you refuse to do an unsafe job

- 1) **Report the hazard** and ask that it be fixed.
- 2) If the employer refuses to fix the hazard and you are not sure whether a particular job presents hazards, **talk to your union steward, business agent and other workers.** Find out whether they agree with you that the work presents an immediate hazard.
- 3) Make it clear to the supervisor that the only reason you are refusing to do the work is because you believe that your health or safety would be in danger if you did the work. **Tell your supervisor that you believe that doing the work would be a violation of either Cal-OSHA or the Labor Code.**
- 4) Make it clear to the supervisor that **you are willing to do the job as soon as it is made safe.** Tell your supervisor you will do work that is safe in the meantime.
- 5) If the employer does not immediately eliminate the hazard, **call your business agent, then call the nearest office of Cal-OSHA.** You cannot be disciplined for contacting Cal-OSHA with your complaint.

#### Retaliation is illegal

If your employer fires you or threatens to punish you for refusing to perform unsafe work or for using any of your rights under Cal-OSHA, immediately call your Union. You are also entitled to file complaints with the California Labor Commissioner and the Regional Office of Federal OSHA.

**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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# TEAMSTER

## Northern California

Serving more than 70,000 Teamsters and their families

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# Teamsters stand up to Kroger

In the first nationally-coordinated action that's taken place in the chain store industry in more than a decade, Joint Council 7 Locals took part in Kroger Action Days.

Kroger's Northern California subsidiary is Ralph's Market, and on April 7th and 8th that's where the action was.

East Bay Teamster Locals 70, 78 and 853 teamed up to leaflet Ralph's Dublin, Livermore and San Ramon stores. With more than 30 people at each store, they successfully kept customers away.

Local 890 hit Ralph's Monterey; Local 912 was in front of the Wat-

sonville store; Local 287 descended on Ralph's Capitola; Local 624 leafleted in Santa Rosa and Local 490 was out in front of Ralph's Vacaville, Davis and Napa stores.

Our efforts in the Bay Area were joined by sister Locals across the state and the country.

Locals 439, 601, 386 and 150 leafleted Stockton and Sacramento. Joint Council 42 Locals hit stores in Southern California while Local 104 took Phoenix.

Locals 435 and 537 got Denver and Joint Council 28 Locals leafleted in Seattle/Tacoma.

Locals in the East, Central and South covered stores from Atlanta to Virginia and Cincinnati to Detroit. All told, more than 1,500 Teamsters took on Krogers in the two days of action.

The result: almost total shut down at many of the stores where Teamsters leafleted.

The Teamster dispute with Kroger is a national one. The company is aggressively anti-union, all too often using third parties to escape their contractual responsibilities. If they get the chance to go non-union, they do.

Kroger got the message—they took pictures and videotaped at most locations as we delivered it. The question yet to be answered is will they change their ways? If not, expect more action days and even more intense effort.



Teamster members from Locals 70, 78 and 853 gathered in the parking lot at Ralph's Market in Dublin for Kroger Action Days on April 7-8. Locals 287, 490, 624, 890 and 912 also took action that weekend, leafletting at Ralph's stores in their communities.



Local 853's mobile organizing center offered pickets donuts, coffee and shelter from the elements on this cold and wet day.

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# Western Teamsters meet to set strategies

Over 300 Teamsters, representing locals from Los Angeles to Seattle and from Colorado to San Francisco met in Palm Springs recently for three days of workshops and discussions on the future of the IBT.

The featured guest was International President Jim Hoffa who pulled the meeting together with a vigorous affirmation of Teamster unity. He called for increased political activity, especially in the face of the Bush Administration's new drive to begin unrestricted cross-border trucking.

"These periodic meetings are extremely useful and productive," said Joint Council 7 President Chuck Mack. "They allow us to meet on a very infor-

mal basis, without a lot of politics, to exchange information and learn from one another. Relationships are formed that pay off for the members down the road."



Representatives of affected locals met in Palm Springs to discuss a joint strategy to take on Albertson's in grocery warehouse negotiations early next year. "That employer needs to understand that we are all in this together," said JC7 President Chuck Mack, who chaired the meeting.

The meeting was hosted by Western Regional Vice-Presidents Mack, John Rabine, Randy Cammack, Ralph Taurone and Jim Santangelo.

The participants broke off into a series of workshops on legal issues, effective organizing, political action, Project RISE and other issues. There were also special caucuses such as Albertson's, Farmer Brothers, motion picture and theatrical trade, and the food industry. Participants also heard reports from Western Region Division Directors including Warehouse, Tankhaul, Public Employees, Parcel and Small Package, Industrial Trades, Freight, Carhaul, Brewery and Soft Drink and Airline.