



TEAMSTER

Northern California

Serving more than 70,000 Teamsters and their families

Volume 47, Number 4

August/September 2002

While the economy is going south, we went north!

UPS contract is 'richest in history'

The International Brotherhood of Teamsters reached a tentative contract agreement with UPS that provides the largest wage and benefit increases in the company's history.

"Today, we celebrate the fact that we won the richest contract in UPS history," said Jim Hoffa, Teamsters General President. "In an economic climate in which many workers are losing their retirement savings and having their health benefits slashed, this contract protects our UPS members and their families and sets a new standard for American workers."

The terms of the six-year agreement include:

- wage increases of \$5 over the life of the contract;
- a new cost of living formula that protects employees from future inflation;
- health and welfare and pension increases of \$3.75 over the life of the contract;
- part-timer increases include a \$1 "catch-up" wage increase, bringing their total wage increase to \$6 over the life of the contract; a 50¢ wage increase in the start rate after 90 days; increases in pension benefits and health insurance for part-time retirees;
- first ever long-term disability plan;
- creation of 10,000 new full-time

jobs (2,500 jobs in the third, fourth, fifth and sixth year of the contract) through the elimination of subcontractors; commitment from the company to preserve Teamster bargaining unit jobs.

"Beyond the economic package, we negotiated contract language that will protect, preserve and increase Teamster jobs well into this company's future," said Ken Hall, Co-Chair of the Teamster National Negotiating Committee.

While it gave away a lot, UPS may have gotten what it wanted most: the assurance of a long period of labor peace. The new contract runs for six years.

NorCal Improvements

"Mostly, I'm just glad it's over," said Local 278 Secretary-Treasurer Jack Bookter. Bookter served on the national negotiating committee with Joint



Jim Hoffa shakes hands with UPS' CEO Michael Eskew at Washington, D.C. press conference announcing the agreement.

Council 7 President Chuck Mack, and also led the bargaining for the Western and NorCal Supplements. "We got improvements in pension contribution language, making the first 2,080 hours compensable. For NorCal members, this is a good upgrade; for some of the other regions, this is a major improvement."

One of our big accomplishments in these days of skyrocketing health costs is continued maintenance of benefits on the health and welfare. The Nor Cal agreement also includes expanded transfer language.

"We were all over the map this time, working to get improvements in areas where members were just fed up. For instance, we got a prohibition against the employer accompanying employees to the doctor when they get injured, or visiting their homes, without prior consent, when they're recuperating."

This was Bookter's fifth national

UPS negotiations and his hardest yet. "Even though we got through before the expiration date, it was tough. In the end, I feel we got a very good contract."

"Especially in this day and age when a lot of things are going south, we went north—some people say we always go in the opposite direction in Northern California, and this time it's to our advantage," Bookter quipped.

With more than 210,000 Teamsters at UPS, this is the largest private single-employer collective bargaining agreement being negotiated this year. The tentative agreement was reached on July 15 after nine straight weeks and a marathon weekend of bargaining.

The Teamsters National UPS Negotiating Committee unanimously recommended acceptance of the agreement. The contract now goes to the membership for ratification. Results are expected in mid-August.

Even the *Wall Street Journal* had to admit that this contract is "something to crow about. The Teamsters won battles on issues that had gone nowhere in negotiations during previous contracts."

The outcome of this process could set the tone for upcoming labor negotiations. This fall, the Teamsters begin contract talks for roughly 120,000 trucking employees.

Unions rally for dockworkers and port drivers

With negotiations in its longshore contract bogged down over issues of maintaining health benefits, increasing pensions and making sure new technology is not used to outsource jobs, the ILWU recruited Teamsters and other unions to join in Solidarity Day rallies in all major ports on the coast on June 27.

In addition to supporting the ILWU contract negotiations, the "Unity on the Waterfront" rallies also were meant to show solidarity for the Teamsters' drive to organize the port truckers and for the SEIU port workers' contract talks with the Port of Oakland

where they face issues of cutbacks and outsourcing of their jobs.

Teamsters General President James Hoffa joined ILWU Interna-

tional President Jim Spinoso on the stage. Earlier that morning Hoffa had sat in on ILWU talks with its employer group the Pacific Maritime Association. "I walked into the negotiating room today and told the PMA that the ILWU does not stand alone," Hoffa said. "The 1.4-million-member Teamsters Union is with them. If you lock out the ILWU, you lock out the Teamsters."

While the ILWU's contract expired on June 30, the union and company have been renewing it on a day-to-day basis.



Jim Hoffa addresses 1000 union and community members at Oakland's solidarity rally on June 27.

SACRAMENTO REPORT

While budget stalls, important port and public transport bills still roll

by **BARRY BROAD**
Legislative Representative

While the Governor and the Legislature are grappling with a \$23 billion deficit, the Teamster legislative agenda keeps rolling along. After countless committee battles, most of the anti-labor bills have been killed and we are spending most of our time making sure Teamster and labor friendly bills become law.

Holding Ports Accountable

The California Teamsters Public Affairs Council sponsored two bills designed to help drivers servicing California ports. Both bills are moving forward.

AB 2650 by Assembly Member Alan Lowenthal (D-Long Beach), requires port operators to conduct business in a way that does not cause engines to idle for more than 30 minutes. Further, the bill would require air quality enforcement officers to fine port operators in violation of the 30 minute idling rule. This should allow drivers to breathe a little easier and force port operators to run a more equitable system.

Our other port bill SB 1507, by Senator Gloria Romero, (D-Los Angeles/San Gabriel Valley), deals with unsafe equipment. This bill would require intermodal chassis to be inspected and repaired before they are released to the drivers. Further, the bill would require the CHP to cite the owner of an unsafe chassis, rather than

the driver. The bill would also prevent owners of the chassis from requiring drivers to indemnify them before using the chassis. Any port operators who fail to perform the inspection required in the bill would be subject to sanctions. Finally, the bill would prohibit a terminal operator from retaliating against a driver who complains about an unsafe chassis.

Stability for Teamster Transit Employees

Public transit contracts have been changing hands so often that workers in this industry have little job security. As soon as public transit employees secure raises in wages and benefits, their employer faces competition with other contractors. These other contractors often underbid for the contract based solely on lower labor costs. Thus, workers who fought hard for increased benefits face termination immediately after acquiring them.

AB 2189 by Assembly Member Paul Koretz (D-West Hollywood), sponsored by the Teamsters, would require a contractor who enters into a contract for public transit services to keep the workers of the former contractor for a 60-day transition period. Workers will keep their jobs and, under federal law, the new contractor will be required to bargain with the union. The bill has passed the Assembly and is awaiting a vote in its first committee in the Senate.

Annual Minimum Wage Raises

All workers are impacted when minimum wages are kept low. For Teamsters, a low minimum wage is bad for union contracts because non-union companies are able to outbid union companies since their labor costs are low.

AB 2242 by Assembly Member Paul Koretz (D-West Hollywood), would increase the minimum wage annually, automatically adjusting the minimum wage according to the California Consumer Price Index. This adjustment prevents inflation from diminishing the value of the minimum wage.

More good bills in the works

The California Teamsters Public Affairs Council is also working to support bills that:

- ◆ give workers 60-days notice prior to an employer ordering a mass layoff (AB 2957);
- ◆ provide 12 weeks of paid leave for family emergencies (SB 1661);
- ◆ require employers to provide payroll records to employees and former employees (AB 2412),
- ◆ ensure that locally-sanctioned living wage ordinances will apply even if a project involves state funding (AB 2506).

Teaching young people about the labor movement is the focus of two bills. One establishes a Labor History Week in early April (AB 1900), and the other requires applicants for school-to-career grants to exhibit their ability to teach about employees' and employers' rights in the workplace (AB 2541).

Free Hazardous Materials Training

New standards for transporting hazardous materials are coming into effect.

All Teamsters should be prepared to comply.

The Teamsters JC7 Commercial Drivers Education Program offers the following training for free:

- ▼ 4-hour DOT (HAZMAT) Hazardous Materials Awareness course and refresher
- ▼ 40-hour (HAZWOPER) Hazardous Waste Materials course
- ▼ 8-hour (HAZWOPER) Hazardous Waste Materials refresher

To sign up, please call Barbara at:
415-330-8500

APPLY NOW



CONTACT
YOUR LOCAL FOR AN APPLICATION



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AROUND THE LOCALS



The DeAnza-Foothill bargaining committee negotiated a great contract. (L-R) Juanita Croft, George Robles, Lisa Hocevar.

'Cadillac of first contracts'

Local 287 is pleased to welcome the 28 new members from DeAnza-Foothill College in San Jose. These department supervisors voted to join the union in April 2002 and in July, they ratified their first five-year contract.

"This is the Cadillac of first contracts," says Local 287 Business Agent Bob Blanchet. "We got 4% wage increases and a 1% signing bonus, great benefits including retiree health and welfare, and lots of excellent language."

Now the local is working with the 30 truck drivers at Shred-It, in coalition with Locals 278 and 315, to help them get union representation. The election will be held in the company's three locations—Concord, South San Francisco and Milpitas—at 6 a.m. on August 1 and the votes will be counted later that day at the NLRB office in Oakland.

"The company is working hard to keep the union out, organizing captive audience meetings at each location. But our plan is to get there first and hold a rally on the same day," said Blanchet. Stay tuned for election results.

First contract for Marina Coast Water District

Local 890 Business Agent Mike

Johnston wrapped up negotiations in July for a first contract for a group of 10 managers, engineers and confidential clericals employed by Marina Coast Water District.

"These are a group of relatively highly compensated employees. Their issues were not really money," Johnston explained. "They wanted representation and a grievance procedure, and they wanted assistance from the Teamsters so they could take political action to safeguard their jobs and benefits." The new contract does all of that, and it was ratified unanimously.

No war this time at San Benito Foods

Local 890 was prepared for a fight when they opened negotiations for a new contract with San Benito Foods, because that's what they got the last time around. "It was far from easy this time," said Business Agent Mike Johnston, "but the same players came to the table intending to listen and to have a priority of working it out rather than going to war."

In the end, the negotiations went down to the wire, but the 600 workers at this Hollister tomato cannery ended up with a good five year contract that they ratified on July 19. In addition to wage increases of 4%, 3% and 3%, they



Teamsters Local 287 organizing team takes on Shred-It.

Delta Dental workers on strike

As we go to press, nearly 1,000 members of Local 856 who work at Delta Dental will be voting on a new contract on July 29. They went on strike on July 19 after having worked without a contract since May 31.

Key issues that drove members to reject the company's previous offer were the plan to cut dental and medical benefits, along with a longer work week without adequate compensation. Employees also objected to a proposal to include Saturday work shifts without paying overtime.

According to the negotiating committee, who spent 11 hours with a Federal Mediator hammering out the deal, "the employer is not budging on his benefit proposals, but we have clarified the overtime issues and the 40-hour workweek if the employer goes to a Tuesday through Saturday work schedule. Further, the committee was able to get the same total settlement money as in the last offer. This results in a little over 12% in hourly increases in rates over four years and more than 19% percent compounded over the contract term."

Chanting "Delta Dental, rich and rude, we don't like your attitude," more than 200 employees marched outside the company's San Francisco offices on First and Mission Streets. They plan to continue picketing until a new contract is ratified.



On June 19, with a vote of 650-3, Delta Dental workers authorized a strike if they couldn't get a fair contract. They walked out on July 19 and maintained a strong picket line at Delta's San Francisco offices.

got maintenance of benefits for their health insurance, improvements in dependent coverage and increases in all three years on the pension. The company can no longer use English, literacy or math skills requirements to bar people from promotions if these skills aren't related to doing the job. And the company needs to rotate where people stand on the production line.

"Clearly a strike was the last thing they wanted," said Johnston. "We think that they paid attention to the war we had at Basic. That was incredibly tough on our members, but the folks who owned that company don't own it any more. They didn't want the same fate."

The canning season starts on July

10. The members rejected the company's "final" offer on July 8, but got a new offer they could live with on July 9. "We went down to the wire," said Johnston, "but in the end, it's a solid agreement."

First pact at BOC Gasses

The five helium fillers at BOC Gasses in Richmond unanimously ratified their first contract which includes improvements in wages, Teamster health and welfare, Western Conference of Teamsters Pension, seniority, bidding rights, and more.

Local 315 Organizer Steve Gutierrez extends his thanks to Alphonso Rodriguez, who represented the members on the bargaining committee.



President's Report

by
Chuck Mack

UPS agreement worth \$9 billion

After nine weeks of almost non-stop negotiations, the Teamsters National United Parcel Negotiating Committee reached agreement with United Parcel Service for the terms and conditions for a new six-year labor agreement. And, what an agreement!

The total package is worth over nine billion dollars! This is the richest contract in Teamster history and more than double the amount negotiated in 1997.

Wages for full-time UPS members will increase by \$5.00 an hour over the life of the contract. Part-timers will receive a special \$1.00 catch-up. Their wages will increase by \$6.00 an hour.

Pension increases are also solid. They guarantee that UPS members will receive some of the highest pension benefits in the country.

We also protected health care benefits. No members were forced to join the company plan and where a Local had maintenance of benefits, it will continue. The contract will also create 10,000 new part to full-time jobs and the Teamsters will recover an additional 10,000 jobs that the company has previously outsourced or subcontracted.

Men (and women) don't live by "bread" alone. Arguably the most important accomplishment in the new agreement may be the numerous language changes which all address the experience and frustration of the last five years. There is language on forced overtime, supervisors working and the grievance de-

lays. There is new work preservation language and a multitude of changes in safety and health.

All in all, this is the best national contract in Teamster history.

Even though there was an early settlement, it did not come easy. Negotiations were long and hard—hour after hour, day after day. Even week-ends and holidays.

Over the years, I have negotiated several national Freight Agreements and a couple with UPS; this was the most difficult and demanding by far. The outcome, however, was a quick remedy for the discomfort and anxiety.

Several factors contributed to the success at the table. First, a unified and committed negotiating committee; second, General President Jim Hoffa and Secretary-Treasurer Tom Keegel joining negotiators in the final days and, third, the skill and patience of Ken Hall, National Co-Chair and Jack Bookter, who chaired talks in the West.

Most important, however, was the patience and support of Teamster rank and file members who work at UPS. Many times over the last several months they sent messages to UPS that they would not be short-changed and would do "Whatever it Takes" to get a fair contract.

It's appropriate they now have the final say. Over the next month UPS members will vote by mail referendum to accept or reject the contract.

"The most important factor in reaching this historic agreement was the patience and support of Teamster rank and file members who work at UPS. They let the company know they were ready to do 'Whatever it takes!' to get a fair contract."

Check out Joint Council 7's new web site

www.teamsters_jc7.org

Read the current issue and archived issues of the *Northern California Teamster* on-line and link up to other Teamster sites.



ORGANIZING



Some of the new Local 78 members at South Bay Beverage.

Victory at South Bay Beverage

Nearly 90 employees at South Bay Beverage in San Jose voted to join Teamsters Local 78 in May and were rewarded with one of the best Beer Industry contracts in the Bay Area.

Bay Area beer distributors had recently consolidated, leaving South Bay Beverage as the largest non-union Miller/Coors distributor in Northern California. Local 78 Business Agent & International Brewery & Soft Drink Representative Dennis Hart put together a team effort that culminated with an industry-leading contract. The agreement provides for wage, pension, and health & welfare increases, improved vacations, more holidays and improved sick leave language.

The workers at South Bay Beverage knew they had support from every level of the union and worked hard for this victory. "The credit for this victory has to go to the entire team," said Hart, "especially the members."

The workers at South Bay Beverage were also supported by drivers from other beer houses who recognized that everyone's long term job security depends on keeping this industry unionized.

Union dues worth it for Raytheon mechanics

The 21 mechanics and supply techs employed by Raytheon Aerospace LLC voted Wednesday, July 10, to join Teamsters Local 890. Raytheon Aerospace contracts with the U.S. Army to repair and maintain the Army vehicles at the Fort Hunter Liggett Army Base, located south of King City.

Despite a series of *Vote No* meetings conducted by Raytheon, the workers voted 14-7 for Teamsters representation. One member of the organizing committee, Jesse Portugal, had been a Shop Steward at Basic Vegetable Products in King City prior to working at Raytheon.

The Raytheon mechanics are currently being paid \$18.57 per hour, but have to buy their own medical insurance, boots and uniforms, and have no pension. "We want to negotiate to improve our benefits and get representation and fairness on the job. Paying \$50 in union dues will be fine, because we pay much more right now just for medical insurance," said Portugal, who was elected shop steward at Raytheon.

Union uniforms for Ameripride drivers

Six customer representatives employed by Ameripride Uniform Services voted five to one for union representation on May 3. The drivers had been hearing for years that Teamster-represented Ameripride drivers in Fremont and Fresno were receiving higher pay and better benefits. Finally this year one driver called Local 890, set up a couple of meetings, and within two months they had won their election. Negotiations have now started for their first contract.

NG WINS

Second time's the charm at St. Rose

Nearly 200 employees at St. Rose Hospital in Hayward, California, voted by better than two-to-one June 13, for Teamster representation, reversing an election two years ago when the union fell one vote short.

"This was a hard-fought campaign," said Mike McLaughlin, Secretary-Treasurer of Local 856, noting that only a week before the election, organizer Gerry Hipps was removed by four local police officers after he attempted to attend a meeting held by management. "Obviously, this Gestapo-like tactic did not deter the employees from voting for the union."

The 197-person unit includes clerical workers, certified nursing assistants, food service workers and housekeepers. Another unit of 135 technical workers earlier gained wage increases of 12 percent to 19 percent in their first contract with Local 856.



These Westcat bus drivers look forward to a good first contract with Local 315.

Political action leads to organizing success

For months, and even years before MV Transportation came to Contra Costa County, Local 315 has been working to ensure that whoever operated the Westcat buses would be union. And the strategy worked. In June, the company recognized Local 315 as the bargaining agent for its 75 employees.

Secretary-Treasurer Dale Robbins attributes MV's recognition of the union to "our Contra Costa Labor to Labor program and the success we have had getting pro-labor candidates elected. It definitely helps to have some leverage." In addition, the Local actively lobbied the Board members on the West Contra Costa Transit Authority.

"This wasn't a slam dunk," Robbins adds. "MV Transportation has, in the past, been involved with some aggressive opposition to the union in other organizing campaigns. But this time, they saw the light."

"We start off in a positive way with MV and look forward to getting the new members a good first contract," said organizer Steve Gutierrez.



YOUR LEGAL RIGHTS

When it comes to workplace investigations, you have rights

Beginning this year, if an employer wants to conduct a background check on an applicant or employee, the employer must take several steps before and after requesting the investigation. This applies to background checks used in deciding whether or not to hire an individual or when evaluating a person for a promotion, reassignment, or retention.

Employers must take steps to protect employees from identify theft before and after initiating background checks.

These new requirements are designed to reduce identity theft by alerting workers that their private information is being released. Because identify theft can go undetected for years, the new notice requirement allows employees to discover if another person has assumed their identity.

Your right to notice of the investigation

Generally, when an employer uses an outside organization, such as a credit reporting agency or law firm, to uncover information regarding an employee's character, general reputation, mode of living, or personal characteristics, the employer must first give at least three days notice and get written permission from the employee. However, when an employer is simply reviewing an employee's qualifications for a job or a

promotion, the employer is not necessarily required to get the employee's permission to conduct the evaluation.

The California law has a major exception to the employee's notice rights insofar as the employer does not have to notify the employee if the background check investigation is being conducted based on the "suspicion of wrongdoing." The breadth of this exception is uncertain at this time given its recent adoption.

Right to a copy of the report

The employer must provide the employee with a copy of the investigative report either at the time that they meet for an interview with the employee or within seven days after the employer receives the report, whichever is earlier. When the employer does not use an outside investigative agency and conducts the background check in-house or through some other means, the employee still has the right to a copy of the report and the employer must make it available within seven days or during the meeting.

If you feel these rights have been violated, contact an attorney for more information regarding the California background check laws.

From the Law Office of Beeson, Tayer & Bodine

The commentary in the above 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.

GLOBAL SOLIDARITY

Standing up for Chinese unionists

When five unionists in Lioyang, China tried to negotiate for payment of back wages, compensation for layoffs and unemployment benefits, they were arrested. The five have been charged with organizing illegal demonstrations and have been in prison for four months.

"I am writing in solidarity with all Chinese workers who are struggling for their rights," said International Vice President Chuck Mack in a letter to the Chinese

government. "I urge you to release these five workers and to recognize the ILO Conventions calling for the right to strike and to form independent trade unions."

Mack wrote this letter as part of an international solidarity delegation and rally held on July 10, at the Chinese Consulate in San Francisco.

For more information, contact the China Labor Rights campaign at 415-641-8686 or www.owcinfo.org

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 regular 2002 delegates' meetings are held the first Tuesday in February, April, June, August, October and December.

BULLETIN BOARD

Local 15, Union City

Membership meetings:

August 26 and September 23, 3:30 p.m. at Lake Elizabeth Park, Paseo Padre Blvd., Fremont. Come early and enjoy the barbecue!

October 28, 3:30 p.m. at Teamsters Local 287, 1452 North Fourth St., San Jose.
November 25, 3:30 p.m. at Teamsters Local 853, 2100 Merced St., Suite B, San Leandro.

NOTICE OF NOMINATIONS AND ELECTION OF OFFICERS:

Nominations of candidates for the offices of President, Vice President, Secretary-Treasurer, Recording Secretary and three (3) Trustees for a three (3) year term be held at the regular Membership meeting in November, 2002, at 2100 Merced St., Suite B, San Leandro.

Prospective nominees are advised to verify, in advance of the nominations meeting, the eligibility of their nominators and seconders.

To be eligible to run for office, members of Local 15 must be in continuous good standing (dues paid by the last business day of the month) for a period of twenty-four consecutive months, prior to nominations.

The Election will be by mail referendum ballot. Dates of ballot mailing and ballot count will follow.

Nominations and Election will be conducted in accordance with the provisions of the International Constitution and the Local Union Bylaws.

Chuck Davis, Secretary-Treasurer

Local 70, Oakland

Regular Membership meetings:

Fourth Thursday of the month, 8 p.m.
70 Hegenberger Road, Oakland
NOTE: Membership meetings are suspended for the months July and August. Membership meetings to resume in September.

Chuck Mack, Secretary-Treasurer

Local 78, Hayward

Regular Membership meetings:

Fourth Monday of the month, 7:30 p.m.
492 C Street, Hayward

Bakery Division Quarterly meetings:

Second Tuesday in March, June, September and December, 5 p.m., at 492 C Street, Hayward

Steve Mack, Secretary-Treasurer

Local 85, San Francisco

Regular Membership meetings:

Second Thursday of the month, 8 p.m.
2660 Newhall Street, San Francisco.
Stewards' meeting is an hour prior.
NOTE: Local 85 Labor Day Picnic and Blood Drive: Monday, September 2nd at San Bruno Park - Space 7 and 8, from 10 a.m. to 3 p.m. Mobile Blood Bank will be on site from 10 a.m. to 12 Noon with breakfast following.

Van Beane, Secretary-Treasurer

Local 278, San Francisco

General Membership meetings:

Third Tuesday of the month, 7:30 p.m.
Slovenian Hall, 2101 Mariposa St., San Francisco.

Jack Bookter, Secretary-Treasurer

Local 287, San Jose

Membership meetings:

Second Tuesday of the month, 8 p.m.

1452 North 4th Street, San Jose

Doug O'Neal, Secretary-Treasurer

Local 315, Martinez

General Membership meetings:

Second Wednesday of the month, 8 p.m.
2727 Alhambra Avenue, Martinez

Dale Robbins, Secretary-Treasurer

Local 350, Daly City

NOTICE OF NOMINATIONS AND ELECTION FOR OFFICERS OF LOCAL 350:

Nominations for officers of Teamsters Local 350 for a three (3) year term will take place on Monday, November 4, 2002 at 7 p.m. at the Electrician's Hall, 55 Fillmore St., San Francisco, California.

Officers to be nominated: President, Vice President, Secretary-Treasurer, Recording Secretary, and three (3) Trustees.

Election to be held on Monday, December 2, 2002. Polls to be open from 8:30 a.m. to 7:00 p.m. at the following locations:

San Jose-Santa Clara District:

Teamsters Local 287, 1452 North Fourth St., San Jose.

San Francisco District:

Teamsters Local 350 Board Room, 295-89th St., Suite 304, Daly City, California.

Nominations and the Election will be conducted in accordance with the provisions of the International Constitution and the Local Union Bylaws. Copies of these documents are available at the Union's office. Note particularly the relevant provisions of the International Constitution that appear on this page of this paper.

General Membership Meetings:

Wednesday, September 25, 7 p.m.
Wednesday, December 18, 2002, 7 p.m.
Teamsters Local 287, 1452 North Fourth Street, San Jose

Thursday, September 12th, 7 p.m.

Thursday, December 12, 2002, 7 p.m.

San Francisco Electricians' Hall

55 Fillmore Street, San Francisco

Robert Morales, Secretary-Treasurer

Local 484, San Francisco

General Membership Meetings:

Tuesday, September 10, 7 p.m., Spanish Cultural Center, 2850 Alemany Blvd., San Francisco.

For members north of the Golden Gate Bridge: Tuesday, September 17, 6 p.m.,

Carpenters' Hall, 1700 Corby Avenue, Santa Rosa

John Bottali, Recording Secretary

Local 490, Vallejo

Membership meetings:

Second Tuesday of the month, 7 p.m.
445 Nebraska Street in Vallejo.

Carlos Borba, Secretary-Treasurer

Local 624, Santa Rosa

Membership meetings:

Fourth Thursday of the month, 7:30 p.m.
Santa Rosa Veterans Building, 1351 Maple Street, Santa Rosa

NOTE: Membership meetings will be suspended for the months June, July and August subject to the disapproval of the membership. Membership meetings to resume in September.

Bob Carr, Secretary-Treasurer

Local 665, Daly City

Regular Membership meetings:

Fourth Tuesday of the month, 7 p.m.

Nominations & Elections — International Constitution August, 2002

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 regulations 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 (cont.)

295 89th Street, Suite 306, Daly City.
NOTE: Membership meetings are suspended for the months July through September.
Ernie Yates, Secretary-Treasurer

Local 853, San Leandro

Membership meetings:

Second Thursday of the month, 7 p.m.
August and September 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.
August Membership meeting is cancelled. September Membership meeting will be held September 24.

Michael J. McLaughlin, Secretary-Treasurer

Local 890, Salinas

Membership meetings:

Second Thursday of the month, 8 p.m.
207 North Sanborn Road, Salinas

NOTE: Membership meetings are suspended for the months July, August and September, 2002.

Franklin Gallegos, President

Local 896, Oakland

Northern California Soft Drink
Saturdays, 10 a.m. at Local 896, 8400 Enterprise Way, Oakland: August 24 September 28

Northern California Anheuser-Busch, Inc., Fairfield

At Suisun Senior Center, 318 Mergenser Drive, Suisun. Tuesday meetings - 5 p.m., Sunday meetings - 9:00 a.m.: Tuesday, August 27 • Sunday, September 29
Rene Medrano, Secretary-Treasurer

Local 912, Watsonville

General Membership meetings - 163 West Lake Avenue, Watsonville.

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

Frozen Food and Cannery Apples: Fourth Tuesday at 8 p.m.

Pamela T. Cheaney, Secretary-Treasurer

Local 921, San Francisco

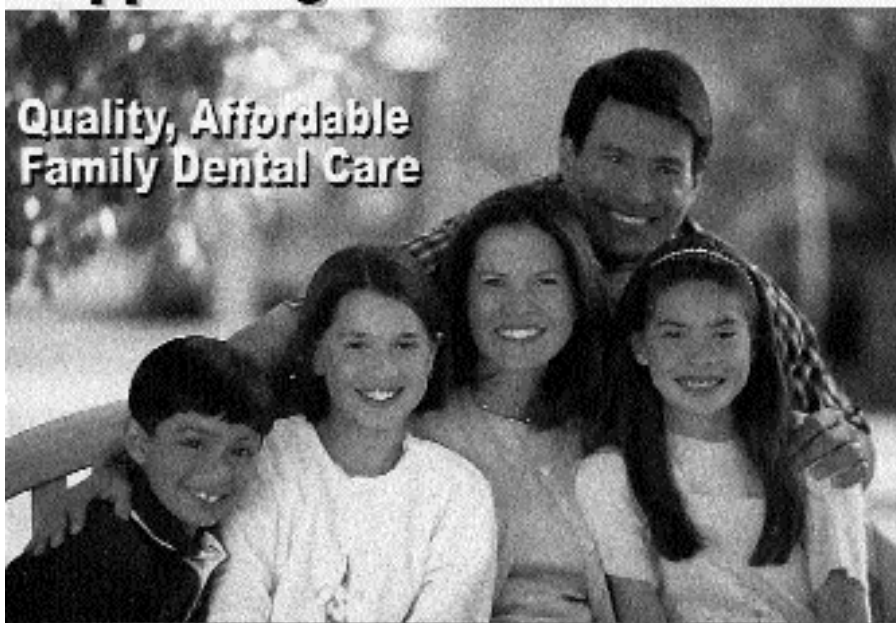
General Union Meetings: 11:30 a.m.
August 22 • September 26.
2660 Newhall Street, basement, San Francisco.

Mike Killean, Secretary-Treasurer

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DALY CITY M. Davidowitz, DDS	MARTINEZ C. Petrusik, DDS	ROHMERT PARK W. Briza, DDS	SAN JOSE C. Petrusik, DDS	TRACY F. Hobbs, DDS

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RETIREE CLUBS

Local 85 Retiree Club "Hitchin' Post"

Weekly meetings/home-cooked luncheon - every Thursday, 12 Noon
Pacific Rod and Gun Club, 520 John Muir Drive, San Francisco
Marion "Mike" Lombardo, President

Local 278 Retiree Club

Second Wednesday - every three months, 12:30 p.m. at Granada Café, 4753 Mission Street, San Francisco. Next luncheon September, 2002.
John Casaccia, President

Local 315 Retiree Club

Third Tuesday of every month, 10 a.m. at Local 315's Hall, 2727 Alhambra Avenue, Martinez
Dick Fleming, President

Local 490 Retiree Club

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, 12 Noon at the Pinch Hit, 6251 Third Street, San Francisco
Vic Sangervasi, Chairman

Central Coast Retiree Club

Last Thursday of the month at Local 890, 207 North Sanborn Road, Salinas.
Don Smith, President

East Bay Teamster Retirees

Monthly meeting on third Wednesday, 11 a.m. at Local 70, 70 Hegenberger Road, Oakland.
Ernie Freitas, President

North Coast Teamsters Retiree Club

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

Sacramento Teamsters Retiree Association

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

Teamsters Retiree Club of Santa Clara County

Monthly meetings are third Thursday, 10:30 a.m. at Local 287, 1452 No. 4th Street, San Jose.
Gilbert Garcia, President

Wine & Spirits Retiree Club

A letter will be sent out to members with meeting information.
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

- | | |
|---|--------------------------------|
| DOWNS, Edward J., Local 15 | CORREA, Frank, Local 315 |
| PRESTON, Harold L., Local 15 | CRAVEN, Delmer, Local 315 |
| BOSWORTH, Larry, Local 70 | GILLILAND, Jack, Local 315 |
| FINLEY, Willie D., Local 70 | JONES, Lloyd, Local 315 |
| GOULARTE, Arthur, Local 70 | JOHNSON, David, Local 315 |
| HEREDIA, Juan, Local 70 | MCFARLAND, Wayne, Local 315 |
| JOHNSEN, Jens C., Local 70 | MCGOLDRICK, Pat, Local 315 |
| REPOSE, Ken, Local 70 | RICHARDSON, Roger, Local 315 |
| SANTOS, John, Local 70 | STONESTREET, Thomas, Local 315 |
| SOUZA, Manuel, Local 70 | WATSON, Glen, Local 315 |
| TIELEMANS, Michael "Big Mike," Local 70 | TRAVERSI, Leroy, Local 350 |
| WEBER, Ralph, Local 70 | WESENDUNK, George, Local 484 |
| FREEMAN, Wilna, Local 78 | INGERSOLL, Robert, Local 490 |
| OLIVER, Joseph, Local 78 | MAMO, Hencok, Local 665 |
| SOUZA, John, Local 78 | JIMENEZ, William, Local 665 |
| BARRETT, Richard, Local 85 | CALDERA, Claudia, Local 853 |
| CROUCH, Claude D., Local 85 | FORD, Arland, Local 853 |
| TERNULLO, Frank, Local 85 | KIRBY, Lloyd, Local 853 |
| KESTER, Joseph, Local 216 | ROSEMOND, James, Local 853 |
| MARLOW, James, Local 287 | DELISLE, Linda, Local 896 |
| TORAZELLA, Steve, Local 287 | STAGNARO, Robert, Local 896 |
| EMGE, Harvey, Local 302 | TIESO, Douglas, Local 896 |
| HORAT, Albert Sr., Local 302 | CRESCINI, Joseph, Local 921 |
| WARD, Vernon, Local 302 | GREENWOOD, Eugene, Local 921 |
| BROWNING, Cecil, Local 315 | REILLY, Jim, Local 921 |

SPECIAL EVENTS

Retired Safeway Drivers and Mechanics 6th Annual Reunion

Saturday, August 24

The Safeway Retired Drivers and Mechanics 6th annual reunion is being hosted by Merve Ayers and his committee in Petaluma on August 24. Make reservations with Merve at 707-763-0149. All drivers or mechanics who worked at Safeway are invited.

Pension Improvement Committee (PIC) Meeting

Monday, August 12, 2002

10 a.m.—Noon (Lunch to follow)

Teamsters Local 287 Meeting Hall

1452 North 4th Street, San Jose

The PIC is for Retirees clubs, chapters and associates of the Western Region. This meeting is being hosted by the Teamsters Retiree Club of Santa Clara County. For more information, call Gilbert A. Garcia at 408-251-2656.

14th Annual Teamsters Hispanic Caucus Scholarship and Charities Golf Tournament

Friday, September 13, 2002

Torrey Pines Golf Course • La Jolla CA

Entry fee of \$200 includes: greens fee, cart, buffet lunch and prizes.

For more information: Art Cantu or Pete Espudo: 858-292-7344

Western Conference of Teamsters Pension Report

by

Chuck Mack, President Joint Council 7

Rome Aloise, Recording Secretary

Trustees for the Western Conference of Teamsters Pension Trust Fund held their quarterly meeting in July. There were several Plan changes. They have the potential to impact members both active and retired.

The first change was in suspension of benefits. Beginning next year (January 1, 2003) a retired member over 60 will be able to work up to 84 hours a month in covered employment before benefits are suspended. A retired member under 60 is still limited to 49 hours per month.

It should be noted that a member over 65 does not have an hours limitation. Also in a good number of cases there is little to no limitation on non-Teamster employment. Any retired member who is thinking of returning to work should check with the fund administrative office to determine if there are any employment limitations.

The second change will only impact members over 65. Again after January 1, 2003, it will no longer be necessary for them to have a month with fewer than 50 hours covered employment before being able to draw pension and continue working. This change brings

the Plan into conformity with social security. It means that the person over 65 can continue in employment if he/she desires and draw wages, social security and pension.

A note of caution, there are contracts (freight for one) that provide for termination of employment when a member begins collecting pension benefits. Check with your union representative to determine your right to continue employment after starting pension payments.

One other Plan amendment was adopted. Effective January 1, 2002 a person 55 or older who becomes covered by the Plan in a newly organized unit can vest after one year of covered employment provided he/she has four years of past service with the employer. Similarly a person 54 can vest with two years of coverage if he/she has three years of past service. A person 53 can vest with three years future credit and two years of past service, and a person 52, four future credits and one past service.

Mack and Aloise both serve as Trustees to the Western Conference of Teamsters Trust Fund.

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