



# TEAMSTER

## Northern California

Serving more than 70,000 Teamsters and their families

Volume 47, Number 2

February/March 2002

### UPS negotiations impact 8,000 Northern California members

## "We're going to negotiate the strongest contract in UPS history" Teamsters promise

The UPS contract doesn't expire until the end of July, but preparations for contract negotiations have been going on for months.

"Getting a good contract in today's economy won't be easy but we're up for the challenge. Solid preparation is critical to meeting our members' needs," said Jack Bookter, Secretary-Treasurer of Local 278. Bookter is heading up the negotiating team for the Western Region and for the Northern California supplemental agreements.

The UPS master agreement covers more than 8,000 members in Northern California and will involve the following Joint Council 7 Locals: 70, 278, 287, 315, 490, 624, 665, 856, 890 and 912.

"Every local held their proposal meetings in November and December," explained Bookter. "The Committee met to screen the proposals and we're working on formulating a package to present."

Joint Council 7 members on the Negotiating Committee, in addition to Bookter, include Larry Ferrigno, Business Rep for Local 856, and Chuck Mack, Secretary-Treasurer of Local 70 and International Vice President.

On the national level, more than 200 local union officers and activists gathered in Washington on January 26 to review proposals for the master agreement. Management neutrality, subcontracting, air language, work preservation and full-time jobs will be key non-economic issues in the talks.

"We're going to negotiate the strongest contract in UPS history," promised James P. Hoffa, Teamsters General President and Chairman of the Teamsters National UPS Negotiating Committee. "We've never been so prepared as we are now for these negotiations."

#### Bay Area issues

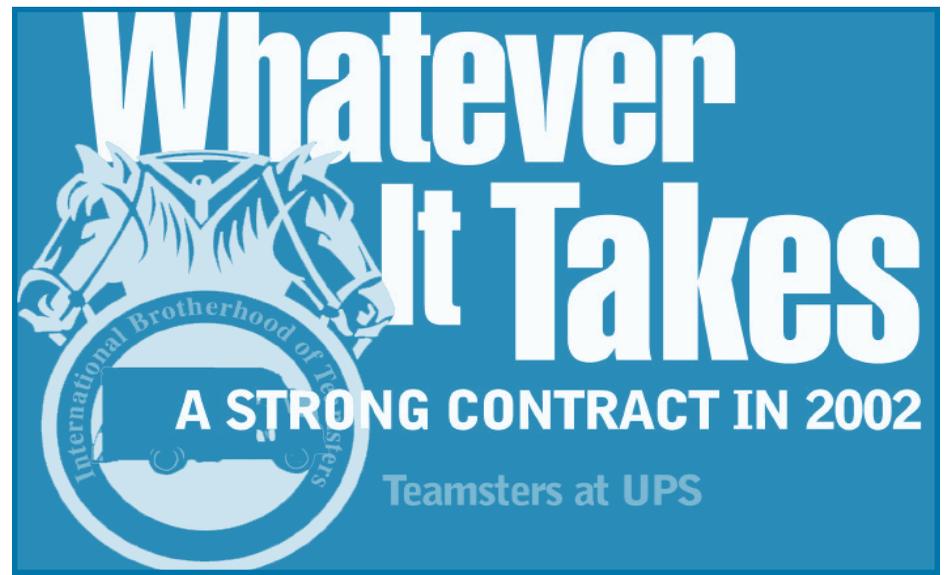
Bookter said that the priorities of members in the Bay Area are somewhat different than those of members

across the country. "Obviously, the cost of living in the Bay Area is a big issue. Many of our people have two-hour commutes because they have to live where they can afford housing."

According to Bookter, the next step is to finalize the regional proposal package and set dates for exchanging proposals with the company. "We expect to commence negotiations in February," Bookter added.

As soon as the talks begin, the negotiating committee will send regular notices to the locals to distribute to the members. They'll also set up a web site to keep members up to date. But Bookter warns that a blow by blow description of the negotiating process can be deceiving. "Everything is hanging until the whole contract is finalized. What's on the table today can completely change tomorrow."

The 1997 negotiations led to a 16-day strike. "The best thing members can do is to plan for any possible outcome and be well-prepared," Bookter



adds. "It never hurts to be prepared, but it can sure hurt not to be prepared."

#### Stewards' Kick-off

The kick-off meeting for Joint Council 7 stewards was held on Feb. 2 at Local 287's Hall in San Jose.

The National UPS contract campaign will kick off in Rialto, in Southern California, on February 16. Local union officers and members from all

western region locals are encouraged to attend this event. The family oriented-rally will feature music, food and refreshments. For more information, call Local 63 at 626-859-4005 or email them at ups@teamster.org.

The Teamsters will provide weekly updates on the 2002 UPS National Master Contract campaign at 866-TRAK-UPS or check the national website: www.trakups.org.

### Teamsters and highway safety advocates win compromise

## Congress acts to restrict cross border trucking

Congress responded to the issues raised by the Teamsters and other highway safety groups in reaching a compromise agreement on cross border trucking in December, 2001. Attached to the Transportation Appropriations Act, the legislation addresses all of the concerns that we raised and more. **It requires:**

- ◆ Safety exams by the DOT of all Mexican motor carriers before they are granted conditional operating authority.

- ◆ A full safety compliance review, with a satisfactory rating, before any Mexican motor carrier is granted permanent operating authority.
- ◆ Federal and state inspectors at the border to electronically verify the validity of drivers' licenses.
- ◆ All Mexican motor carriers, granted authority to operate in the United States, to undergo safety inspections at least every 90 days.
- ◆ The 10 highest volume border crossings to be equipped with weigh-in motion systems.
- ◆ The Department of Transportation to issue final safety-related regulations and policies.
- ◆ The DOT Inspector General to conduct a follow-up review at least 180 days following the first review cited above and then annually thereafter.

Further, **the legislation prohibits:**

- ◆ Mexican motor carriers from crossing into the United

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## Victory for Teamsters, highway safety advocates

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States at any border crossing where a certified motor carrier safety inspector is not on duty.

- ◆ Vehicles that are owned or leased by a Mexican motor carrier, and that carry hazardous materials to operate beyond the commercial zone, until Mexico initiates a criminal-background-checks program for drivers carrying hazmat.
- ◆ Any Mexican motor carrier from operating beyond the commercial zone until the Department of Transportation Inspector General first conducts a comprehensive review of the DOT's ability to ensure safety on U. S. Highways.

Even further, Mexican carriers will not be granted operating authority unless they show proof of valid insurance with a company licensed in the United States, and until computer data bases of the Mexican government are accurate, accessible and integrated with the U. S. so that the validity and status of drivers' licenses can be verified, along with vehicle registration and operator authority of Mexican carriers.

### A win for Teamsters and public safety

To say this is a big win for the

Teamsters and others concerned with truck safety is stating the obvious.

Some of the press releases issued after the legislation was passed by Congress were misleading. They gave the impression the border will be open sometime within the next couple of months.

The requirements contained in the legislation virtually guarantee that there will be little to no cross border trucking for at least three to four years. It also guarantees that when and if trucks from Mexico come north, they will meet the equipment and driver standards in place in the U.S.

It's a win for Teamster members, but it's a bigger win for the American motoring public and highway safety.

### It's not over yet

If and when Mexican trucks and drivers meet U.S. safety standards, the Cross Border battle is not necessarily over. Several important labor and environmental issues must still be addressed.

The Teamsters are considering a lawsuit against the U.S. Government arguing that trucks from Mexico are not in compliance with the California Clean Air Act. The union has learned that the diesel used south of the border is the equivalent to "bunker" oil. If

true, it means Mexican trucks present a serious environmental problem and, the use of cheaper fuel would give them a competitive advantage over their U.S. counterparts.

Speaking of competitive advantage, the difference in U.S./Mexican labor costs is sobering. How do Teamsters compete with drivers whose hourly labor rates, with fringes, are \$4 to \$5 an hour. It's impossible.

### Attorneys General meet

In December, California Attorney General Bill Lockyer convened a United States/Mexico Attorneys General Conference in Southern California. The conference focused on several cross border problems shared by the two nations, including prostitution, drugs, money laundering and cross border trucking.

Attorney General Lockyer invited Teamster Vice-President Chuck Mack

*The Teamsters' struggle will continue as long as workers are the victims rather than beneficiaries of trade agreements.*

### Organizing is the answer

The only answer is to let Teamsters organize in Mexico. That would move wages and benefits of our southern brothers and sisters upward and serve as a counter to driver exploitation.

The U.S./Canadian experience should serve as a model. The Teamsters can organize in Canada, and, as a result, the union is a force north of the border. Labor rates for truck drivers, and workers in general, are virtually identical with those in the U.S.

This labor parity up north is probably why Vicente Fox indicated to General President Jim Hoffa that he is not supportive of Teamsters organizing in Mexico.

The Teamsters' struggle will continue as long as workers are the victims rather than beneficiaries of trade agreements. Our goal remains the same: harmonize upward rather than spiral downward.

to address the conference and lay out the Teamsters' position on cross border trucking. While the audience was auspicious, the presentation was somewhat anticlimactic as the congressional compromise had been reached the week before the meeting.

Nonetheless, Mack used the opportunity to explain why Teamsters demand that truck safety not be sacrificed in the interest of trade. He also stressed that Mexican trucks and drivers must meet the same safety standards as American trucks and drivers.

Conference participants included the Attorneys General from Arizona, New Mexico, Alaska, Idaho, Nevada, Oregon, Utah and North Dakota. Their Mexican counterparts were Gen. Rafael Macedo de la Concha, the Attorney General from Mexico, and the Attorneys General from Nueva Leon and Coahila.

**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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**When sending in your address changes, please include your Local number.**



Beagle and Bleiweiss Communications  
Managing Editor: Debra Chaplan



### MARK YOUR CALENDAR

for the

### 18th Annual Teamsters Assistance Program Golf Tournament



Wednesday, May 15, 2002  
Sunol Valley Golf Course  
Registration - 6:00 am  
Shotgun Start - 7:30 am

If you are interested in being a sponsor, golfer, volunteer or contributor, call TAP at 510-562-3600

## AROUND THE LOCALS

### First contract at PCA for Local 78

Local 78 successfully negotiated a first contract for about 70 new members at Parking Company of America on November 1. PCA is an off-airport parking facility that shuttles airline travelers to and from the Oakland Airport, and shuttles employees to the airport's FedEx facilities.

The agreement gives all full-time members health and welfare coverage with no co-pay. Members will also now be covered for paid sick days which they did not have before. They can also count on seniority rights being enforced.

Other new benefits include: a grievance procedure, funeral leave, paid vacations, Teamsters 401(k) retirement plan and paid holidays and raises. Prior to the negotiations, many of the employees were earning about \$7 an hour. Now the lowest wage rate is \$9, with many employees earning more than \$10 an hour, and members will receive raises each May for the next two years.

"This was a great success for these

### Next target: beer distributors

Burke Beverage of California closed its doors for good on January 7 after selling off its operations to five San Francisco Bay Area beer distribution companies. The sale and closure left more than 150 Teamsters Local 78 workers without a job and benefits. Burke distributed Miller, Corona, and other major beer brands from its Hayward, CA distribution center.

Most disturbing is that the majority of Burke's brands were sold to three non-union distributorships: Markstein Beverage of Pittsburg, Coors of Contra Costa and Bay Area Beverage of Oakland.

"This sell-off to non-union entities is a blatant, brazen industry move to

### Local 315 is a gas

Six employees at BOC Gasses in Richmond voted on December 20 to join Local 315. These helium operators and HPfillers and loaders worked with Local 315 President and Organizer Steve Guttierrez to win union representation.

"Their main issues are job security,

employees of PCA, who really had nothing prior to this negotiation," said John Kikes, Local 78 President and chief negotiator. "The members accepted this agreement with a 99% yes vote. The company had hired an attorney who fought every inch of the way, so I'm sure the members appreciate the efforts of the local union to get them a good deal," Kikes added.



abolish union representation and eliminate the good working conditions, wages and benefits for which employees and Teamsters have fought for many years to build and protect," said Local 78 Secretary-Treasurer Stephen Mack.

Teamsters Local 78, along with the Teamsters International, vow to engage in a massive campaign to organize these non-union Bay Area beer distributorships.

"It may be a huge battle," Mack added, "but members can be assured we will be unwavering in our fight to protect the rights of Bay Area beer industry workers."

work rules and economics. And they wanted a voice in the workplace," said Secretary-Treasurer Dale Robbins. "That's why they called us."

Contract negotiations have already begun. Alphonso Rodriguez, a rank and file member, is at the bargaining table with Guttierrez.

### Local 287 case will affect thousands of workers nationwide

### Arbitrator rules: UPS must pay

An arbitrator ruled on December 18, 2001 that United Parcel Service needs to pay Local 287 members in San Jose more money for working late-night or early-morning shifts. Following the ruling and negotiations with the International, the company agreed to pay employees throughout the U.S. who are affected.

"This is a major victory for Teamsters at UPS," said General President James P. Hoffa. "The ruling affects thousands of Teamsters nationwide who deserved to be paid a shift differential for working difficult hours."

"This is a landmark decision," agreed Douglas O'Neal, Secretary-Treasurer of Local 287.

The grievance filed by Local 287 in November, 1998, involved more than 100 part-time employees who work at the hub and gateway at San Jose International Airport.

The case involved an interpretation of Article 40 of the National Master United Parcel Service Agreement between the Teamsters and UPS, and whether the Preamble to Article 40 prohibits the payment of shift differential in UPS' air facilities. An arbitrator ruled that the employees were entitled to the shift differential provided for in a supplemental agreement that covers employees in Northern California.

The shift differentials are typically 15 to 35 cents per hour, but the exact number of employees involved and the amount to be paid by UPS will be negotiated.

### More drivers join Local 853

#### Right Away Redy Mix

Not long after the drivers at Right Away Redy Mix in Oakland successfully negotiated a first contract with Local 853, the drivers at the Pleasanton yard decided they wanted the same good deal. The company fought it, but finally the drivers won their right to a union. Their election was in April, and now these 11 drivers are covered by the Oakland agreement.

#### Double "D" Transportation

Despite an unlawful and very bitter campaign on the part of Double "D" Transportation, the equipment transport drivers have decided that being a Teamster is the way to go. This Hayward-based company has a 50-year history of anti-Teamster animosity and is trying everything in its power to avoid negotiations.

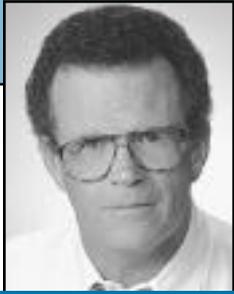
The 12 drivers voted for union representation in September. "They were looking for a good pension, but the real issues were respect and dignity on

the job," said organizer Bo Morgan. Appeals from the company—locally and in Washington, D.C.—delayed certification until December. "This has been quite a battle," Morgan added.

Even though the company is owned by DeSilva Gates, which has contracts with Teamsters, Operating Engineers and Laborers, "they chose to fight us tooth and nail." Starting in February, they'll have to bargain. "There's no where else for them to go."

#### H&N Fish Co.

Back in September, the 20 drivers at H&N Fish Co. in San Francisco voted "union—yes." They're looking forward to the benefits and protections of a Local 853 contract. "We've been in negotiations," says organizer Jesse Casqueiro, "and we had to go on strike for a day to protest unfair labor practices. All these guys want is better wages, a pension, and some dignity on the job."



## President's Report

by  
**Chuck Mack**

# Support Davis for Governor

From a labor standpoint, California is a much different state than it was three years ago. . . Davis has made sure labor has a place at the table and has a voice.

Hey, there's no holding back. . . this time. The Teamsters have endorsed Gray Davis' re-election for Governor. Why, you ask? He deserves it. Davis and his Administration, in the last three years, have responded in a positive way to California workers. Accomplishments abound; there's progress on a number of fronts:

**Construction.** Prevailing Wage and Project Labor Agreements are the norm. Contrast that with the open shop efforts of the Wilson and Deukmejian Administrations.

**Social Insurance:** When Davis took the oath of office, California ranked 48th among all states in weekly disability and 46th in weekly unemployment. Davis has signed legislation increasing the maximum weekly disability benefit from \$336 to \$490 and the weekly unemployment maximum from \$230 to \$330 effective January 1, 2002.

This year Davis has promised to do something that hasn't been done in a decade—increase workers' compensation benefits. It's needed. California ranks near the bottom of the states providing temporary weekly benefits.

There's more. The Governor signed Teamster bills SB 871 and AB1262. Both bills grew out of Teamster experiences during Local 439's strike at Safeway-Summit in the Fall of 2000. John Burton, State Senate President Pro Tem, carried 871. It closes some big loopholes.

First, companies that use owner-operators will be responsible for these drivers—maintenance of equipment, hours of service and drug and alcohol testing.

Second, the legislation will make trucking companies that fail to test drivers for drug and alcohol liable for treble damages if the driver or owner-operator causes an accident while under the influence.

Assemblywoman Carol Migden carried AB 1262. It requires the Highway Patrol to

perform a full safety inspection whenever a trucking company replaces more than half of its full-time drivers within a 30-day period. This means when companies use scabs during a strike, the Highway Patrol will audit the company to make sure the strike breakers are licensed, drug and alcohol tested, and not violating hours of service.

Davis also signed AB 1268. The idea for this legislation came from the strike that Local 890 had against Bud Antle several years ago. Once Davis affixed his signature, California law was brought into conformity with federal labor law. No longer can an employer enjoin a strike without the union having its say in court. And unions no longer are liable for illegal acts committed by their members unless an employer can prove the unions had knowledge and acquiesced.

From a labor standpoint, California is a much different state than it was three years ago. Even without all the worker-friendly legislation, Davis would be deserving of Teamster support. He has consistently invited us to participate in the decision-making process. Whether social insurance, health and safety, or the future of California's economy, he has made sure labor has a place at the table and has a voice.

Those who doubt Davis can win have a short memory. They were wrong in 1994, in 1998, and they are wrong now. Davis has been tested. Whether the issue is energy, anti-terrorism or special interests, he's met it head-on and fared well. The worst that Labor can say about him: he hasn't given us everything we want.

For workers, the election in November offers no choice. Republicans Riordan, Simon and Jones are the captives of Big Business and Big Money. One thing for sure, should any of them unseat Davis, workers will get neither what they want or what they need.



Governor Gray Davis



## California Teamsters Endorsements • Tuesday, March 12, 2002

Meeting in Los Angeles, the California Teamsters will announce their endorsement action on State Candidates, as well as House of Representatives candidates. These recommendations reflect the concerns of the working people and are often, but not always, in agreement with the California Labor Council.

### STATEWIDE OFFICES

**Governor**

**Lt. Governor**

**Secretary of State**

**Attorney General**

**Controller**

**Treasurer**

**Insurance Commissioner**

**Supt of Public Instruction**

**Board of Equalization**

District 1

District 2

District 3

District 4

**U.S. House of Representatives**

1 \*Mike Thompson (D)

6 \*Lynn Woolsey (D)

7 \*George Miller (D)

8 \*Nancy Pelosi (D)

9 \*Barbara Lee (D)

10 \*Ellen Tauscher (D)

11 No endorsement

12 \*Tom Lantos (D)

13 \*Fortney 'Pete' Stark (D)

14 \*Anna Eshoo (D)

15 \*Mike Honda (D)

16 \*Zoe Lofgren (D)

17 \*Sam Farr (D)

**California State Senate**

2 \*Wes Chesbro (D)

8 \*Jackie Speier (D)

10 \*Liz Figueroa (D)

12 Rusty Areias (D)

Larry Morse (D)

**California State Assembly**

1 Patricia Berg (D)

6 \*Joe Nation (D)

7 \*Pat Wiggins (D)

11 \*Joe Canciamilla (D)

12 Leland Yee (D)

13 Mark Leno (D)

Holly Thier (D)

14 Loni Hancock (D)

Charles Ramsey (D)

15 Donna Gerber (D)

16 \*Wilma Chan (D)

\*Gray Davis (D)

\*Cruz Bustamante (D)

Kevin Shelley (D)

\*Bill Lockyer (D)

Johan Klehs (D)

Steve Westley (D)

\*Phil Angelides (D)

Tom Calderon (D)

John Garamendi (D)

Tom Umberg (D)

Jack O'Connell (NP)

Carole Migden (D)

Tom Santos (D)

NO ENDORSEMENT

\*John Chiang (D)

\*Ellen Corbett (D)

Gene Mullin (D)

Gina Papan (D)

\*John Dutra (D)

\*Joe Simitian (D)

Rod Diridon, Jr. (D)

Sally Lieber (D)

\*Manny Diaz (D)

\*Rebecca Cohn (D)

John Laird (D)

\*Simon Salinas (D)

## Public Affairs Council

March 5 • Primary elections

The Teamsters Public Affairs Council took the Constitutional Officers and Legislative candidates and Statewide Ballot Initiatives. Candidate's interest in issues of concern to voters, supported by a voting record.



### PROPOSITIONS

**Proposition 40** - California Clean Water, Clean Air, Safe Neighborhood Parks, and Coastal Protection Act of 2002 - Bond Measure

**Recommendation YES**

**Proposition 41** - Voting Modernization Act of 2002 - Bond Measure

**Recommendation YES**

**Proposition 42** - Transportation funding: Sales and Use Tax Revenues - Legislative Constitutional Amendment

**Recommendation YES**

**Proposition 43** - Right to Have Vote Counted - Legislative Constitutional Amendment

**Recommendation YES**

**Proposition 44** - Insurance Fraud - Legislative Initiative Amendment

**Recommendation YES**

**Proposition 45** - Legislative Term Limits - Initiative Constitutional Amendment

**Recommendation YES**

## Endorsements

**Bay Area Union Labor Party and Joint Council 7**  
March 5 Primary Election

### City of San Francisco

Public Defender \* Kimiko Burton  
Assessor-Recorder \* Doris Ward  
District 13 Holly Thier / Mark Leno (dual endorsement)

### San Francisco-area State Assembly

District 12 Leland Yee

### City of San Jose

Mayor \* Ron Gonzales

### Santa Clara County Board of Supervisors

District 1 Don Gage  
District 4 Jim Beall

### San Jose City Council

District 1 Linda LeZotte  
District 3 Cindy Chavez  
District 5 Nora Campos  
District 7 Terry Gregory  
District 9 Chris Hemingway



Kimiko Burton, candidate for SF Public Defender

\* denotes incumbent



## YOUR LEGAL RIGHTS

### Organizing temporary workers

Over the last decade or so, employers have increasingly used temporary agencies to supply workers to perform work on what is really a permanent basis.

Until recently, organizing these so-called “perma-temps” into a Union was hopeless because the NLRB required that a bargaining unit including temporary agency workers must include workers from all of the individual work sites, regardless of the lack of contact and community of interest between them.

#### Establishing joint employers

However, in M.B. Sturgis, 331 NLRB No. 173, the Board overturned this requirement and held that a unit composed of an employer’s permanent employees and its temporary agency employees was permissible as long as there was a “joint employer” relationship and community of interest between the workers.

Establishing that two employers are “Joint Employers” requires showing that each employer governs some essential term or condition of employment over the temporary agency employee. This is generally the case because the temporary agency typically controls the temporary workers’ wages and benefits, while the user employer controls the day-to-day working conditions, including supervision and discipline.

A “community of interest” will be found in most cases where the temporary agency employees and the permanent em-

ployees work alongside one another and share working conditions and supervision.

#### New organizing possibilities

This decision opens organizing possibilities in both new and existing units. In existing units, where the number of temporary workers are small compared with the permanent workforce, the Union can file a “unit clarification” petition seeking to include the temporary workers in the existing unit without a vote.

A Union seeking to include temporary agency workers in a unit will typically want to name both the temporary agency and the “user” employer in the petition for election. If only the user employer is named, the temporary agency has no duty to bargain. Because the temporary agency frequently controls the wages and benefits of the temporary agency employees, the Union would be giving up significant bargaining rights if it chooses to name only the user employer.

The Board’s ruling in Sturgis may or may not be advantageous in an organizing campaign, depending on how the numbers and support shake out, but Sturgis at least provides the opportunity.

The down-side is when the Union does not want the temporary agency workers included and the employer argues that the bargaining unit must include them. However, this is a difficult argument for the employer to win because the Board does not require a Union to petition for the most appropriate unit, only an appropriate unit.

### 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.

## Boycott Charles Krug and C.K. Mondavi

Since July 3, 2001, 40 members of UFCW Local 186-D have been locked out of C. Mondavi & Sons’ St. Helena winery. This has been a union winery since 1954—but it’s the last one in the Napa valley.

The company proposed a 1.5% wage increase, wage reductions in 10 classifications, increased health insurance co-pays, and the ability to contract out jobs. When the workers said ‘no,’ the company locked them out.

#### Support Krug Workers

You can support these workers with three easy steps:

1. Boycott all Charles Krug and C.K. Mondavi wines
2. Tell Marc Mondavi to end the lockout now. 707-963-2761, Fax: 707-967-2291; info@charleskrug.com
3. Get info and get involved: Contact the UFCW at 707-252-0262 or go to: [www.progressiveportal.org/letters/labor](http://www.progressiveportal.org/letters/labor)

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

# BULLETIN BOARD

## Local 15, Union City

Membership meetings will be held: February 25th, 3:30 p.m. at Teamsters Local 853, 2100 Merced Street, Suite B, San Leandro.

March 25th, 3:30 p.m. at Teamsters Local 287, 1452 North Fourth Street, San Jose.

*Chuck Davis, Secretary-Treasurer*

## Local 70, Oakland

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

*Chuck Mack, Secretary-Treasurer*

## Local 78, Hayward

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

The Local 78 Bakery Division Quarterly meetings are held the second Tuesday of the month in March, June, September and December, at 492 C Street, Hayward, 5 p.m.

*Steve Mack, Secretary-Treasurer*

## Local 85, San Francisco

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

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.

*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.

**Note:** Notice of proposed By-laws changes: There will be a regular General Membership meeting to vote the membership in attendance with regard to increases of initiation and re-initiation fees and late charges.

The proposed amendments include By-law provisions affecting the dues structure for members in the construction and ready-mix industry but will not increase dues above two times the hourly rate of pay for such members. Please note that the proposed increases are appropriate because of the recent amendments to the International Constitution that substantially increases the share of each initiation fee and re-initiation fee that is payable to the International Union.

The proposed amendments will be read at the January and February Membership meetings and will be discussed and voted on at the General Membership meeting by secret ballot on Wednesday, March 13, 2002, 8:00 p.m. at the Local 315 Union Hall, 2727 Alhambra Avenue, Martinez.

*Dale Robbins, Secretary-Treasurer*

## Local 350, Daly City

### General Membership Meetings:

Thursday, March 14th, 7 p.m. in San Francisco

San Francisco Electricians' Hall  
55 Fillmore Street, San Francisco

Wednesday, March 27th, 7 p.m. in San Jose

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, March 12, 2002, 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, March 19, 2002, 6 p.m. at Carpenters' Hall, 1700 Corby Avenue, Santa Rosa (across from 7-11 store).

*John Bottali, Recording Secretary*

## Local 490, Vallejo

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

*Carlos Borba, Secretary-Treasurer*

## Local 624, Santa Rosa

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

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

*Bob Carr, Secretary-Treasurer*

## Local 665, Daly City

Regular Membership meetings are held the fourth Tuesday of the month at 7 p.m., 295 89th Street, Suite 306, Daly City.

*Ernie Yates, Secretary-Treasurer*

## Local 853, San Leandro

Membership meetings are held the second Thursday of the month, 7 p.m.

The February, 2002 Membership meeting will be held at 1103 Airport Blvd., South San Francisco.

The March, 2002 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, at 7:00 p.m.

February 26 • March 26

*Michael J. McLaughlin, Secretary-Treasurer*

## Local 890, Salinas

Membership meetings are held the second Thursday of the month, 8 p.m., 207 North Sanborn Road, Salinas.

*Franklin Gallegos, President*

## Local 896, Oakland

### Northern California Soft Drink

Meetings will be held on Saturdays at 10 a.m. at the offices of Local 896, 8400 Enterprise Way, Oakland

February 23

March 23

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

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

Tuesday, February 26

Sunday, March 24

*Rene Medrano, Secretary-Treasurer*

## Local 912, Watsonville

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

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

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

*Pamela T. Cheaney, Secretary-Treasurer*

## Local 921, San Francisco

General 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.

February 28

March 28

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

*Mike Killean, Secretary-Treasurer*

## TEAMSTERS JOINT COUNCIL NO. 7 ♦ Principal Officers 2002

Several Local Unions held elections in 2001. We can't list all of the winners, but here are the current principal officers:

Local 15	Chuck Davis, Secretary-Treasurer	Local 624	Bob Carr, Secretary-Treasurer
Local 70	Chuck Mack, Secretary-Treasurer	Local 665	Ernie Yates, Secretary-Treasurer
Local 78	Steve Mack, Secretary-Treasurer	Local 853	Rome Aloise, Secretary-Treasurer
Local 85	Van Beane, Secretary-Treasurer	Local 856	Michael McLaughlin, Secretary-Treasurer
Local 278	Jack Bookter, Secretary-Treasurer	Local 890	Franklin Gallegos, President
Local 287	Douglas O'Neal, Secretary-Treasurer	Local 896	Rene Medrano, Secretary-Treasurer
Local 315	Dale Robbins, Secretary-Treasurer	Local 912	Pamela Cheaney, Secretary-Treasurer
Local 350	Robert Morales, Secretary-Treasurer	Local 921	Mike Killean, Secretary-Treasurer
Local 484	John Bottali, Recording Secretary	Local 2000	Danny Campbell, Secretary-Treasurer
Local 490	Carlos Borba, Secretary-Treasurer		

## In Memoriam

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

STERN, William, Local 15	SEPULVEDA, Arthur, Local 70	PORTER, Thomas, Local 315
BOLLA, Bernard, Local 70	SOUZA, Joseph L., Local 70	SEMAS, John, Local 315
CLOUD, David, Local 70	STAPF, James, Local 70	SNEED, Louis, Local 484
COLEMAN, Joseph, Local 70	DRAKE, Austin, Local 78	CLARK, Martin, Local 490
DAME, Jimmie, Local 70	YOUNG, Larry, Local 78	MORRISON, Cliff, Local 490
EDLEY, Sr., William, Local 70	INAMASU, Kazuo, Local 287	ABREW, Joseph, Local 853
ENNIS, Thomas, Local 70	LINDQUIST, Glenn, Local 287	BATES, William, Local 853
FERREIRA, Philip Diniz, Local 70	STREIGHT, Jack, Local 287	EASTERLING, Worthy, Local 853
GLENN, Eldon, Local 70	CHAMBERLAIN, Clarence, Local 291	MARSILI, William, Local 853
GRAFF, William, Local 70	CAVA, Peter, Local 302	LIPTON, Kaye, Local 856
HOWELL, John, Local 70	CHESHARECK, John, Local 315	MESSERSMITH, Gladys, Local 856
MAYR, Craig, Local 70	IMFELD, Walter, Local 315	ROSA, Dudley, Local 856
MCCARTHY, William, Local 70	KECK, Robert, Local 315	ROSENOW, Belva, Local 856
MENDOZA, William G., Local 70	NEWTON, Carle, Local 315	TURNBULL, Alex, Local 856
PRATT, William, Local 70	PARAMO, Benito, Local 315	GRAHAM, Perry, Local 860

## Another extra check for pensioners

The Western Conference of Teamsters Pension Trust approved the payment of the Extra Check for the year 2002 for those pensioners who retired before January 1, 1985, or their eligible survivors. The checks will be mailed on, or about, February 5, 2002.

The amounts for the Extra Check will be the same as those issued in 2000 and 2001: \$1,100 for retired participants and \$550 for their eligible survivors.

Funding for Extra Checks is based on the prior calendar year's investment performance. With the economic downturn, the trustees had to utilize their "Rainy Day Fund" to provide the benefit this year.

The Trustees remind members that Extra Checks are neither automatic nor guaranteed. Rather, they are subject to discussion, deliberation and to economic realities.

If you have any questions about the 2002 Extra Check distribution, contact the Prudential customer service line at 800-336-3387.

## RETIREE CLUBS

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

The Local 85 Retiree Club is self-supporting. Weekly meetings and home-cooked luncheon every Thursday at 12 Noon, Pacific Rod and Gun Club, 520 John Muir Drive, San Francisco. PLEASE JOIN IN!  
*Marion "Mike" Lombardo, President*

### Local 278 Retiree Club

Second Wednesday, every three months, 12:30 p.m. at the Granada Café, 4753 Mission Street, San Francisco. Next luncheon March, 2002. 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 on the third Wednesday, 11 a.m. at Local 70, 70 Hegenberger Road, Oakland.  
*Ernie Freitas, President*

### North Coast Teamsters Retiree Club

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

*Warren Sallady, President*

### Sacramento Teamsters Retiree Association

Meets at Local 150's Hall, 7120 East Parkway in Sacramento, the last Wednesday of each month at 1 p.m., upstairs. Joint Council 7 retirees living in the Sacramento area are cordially invited to join and attend.  
*Eddie Bedrosian, President*

### Teamsters Retiree Club of Santa Clara County

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

*Gilbert Garcia, President*

### Wine and Spirits Retiree Club

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

*Art Royce, President*

### Teamsters Retiree Association of Local 137, Eureka

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

*John Stewart, President*



Local 278 Retiree's Club board members at the club's annual picnic in September. 120 people attended the event at Coyote Point in San Mateo. Same place next year—watch for it!

## Artist Richard King 'moonlights' at United Parcel

For almost 20 years, Richard King has been a UPS driver. He has great customers on his Foster City route and says the company has been outstanding.

King has also been active with his union, Local 278. He's been a shop steward, chief of his division, and went to a Teamsters convention several years ago as a credentialed delegate.

But these days, his true love is his art. And nearly 250 people came to the artist's reception on January 19 at the Foster City Art Gallery for his first show.

### Need to create

King's heritage is Jamaican and Austrian. After a family tragedy five years ago when his sister was killed in a racially-motivated attack in Indiana, King says that he needed to do something.

"After my sister's death, I had a real desire to be alone and to create something," King says.

King has taught martial arts and self-defense for women. "I've always had an interest in history, in Japan and in the martial arts," he adds. "My art developed from those interests."

### New technology for old art

King is happy to share the process of making his lithographs and he says that anybody can do it. "The end result looks very simple, but it's a complicated process. You have to go from point A to point Z."



Richard King stands before two of his lithographs at the Foster City Gallery artist's reception

He starts with a piece of linoleum from Home Depot, his "favorite art store." First he draws a picture on the linoleum and then he carves it. Next, he attaches it to a tortilla maker and presses the image onto either paper, linen, silk or canvas. Then he'll paint the new image and coat it with lacquer and pine resin—an ancient Egyptian technique. "The end result is a product that will last at least 200 years," he boasts.

King estimates that each of his pieces takes about 10 hours to complete.

"Block is a neo-ancient process. But, in thousands of years, we haven't come up with anything more clever than a hand press." Consequently, King uses new technology to create an old looking art.

King sees all of his subject matter as being inter-related. His first piece was the geisha. "This came to me because of my regard and esteem for women and because of the colors this figure lends itself to." King frames his geisha lithographs with intricate ribbons. "This truck driver spends way too much time in fabric stores," he says with a laugh.

His next set of prints were of samurai warriors. These led to a specific group of Samurai who had their thumbs cut off. Later, he says, "the European knights created thumb guards...they were better warriors."

In addition to the block prints, King says that calligraphy is his most favorite thing. King specializes in Old English and Hebrew calligraphy. "The prints are my passion. I love how they utilize color. But calligraphy is more of a discipline."

King's Foster City show runs only through February 3, but he expects to open at a Palo Alto gallery in April.

To get on King's mailing list or to find out more, contact him by e-mail at: [rking27469@aol.com](mailto:rking27469@aol.com)

## Local 890's Citizenship Project brings immigrants into the mainstream

Millions of immigrant workers from Mexico and Central America have come to California seeking a better life for themselves and their families. They've worked hard and they've organized hard into a movement for citizenship.

In the 1995 anti-immigrant ballot initiative, Proposition 187, Local 890 saw an opportunity to build a coalition with the citizenship movement and merge the fight for labor and immigrant rights. The Local founded the Citizenship Project, and in the last seven years, the Project has pioneered an organizing model for labor's defense of immigrant rights.

"We organized 1,000 volunteers to help 12,000 people become citizens," says Executive Director Paul Johnston, who brought the Project's story to the IBT Human Rights Conference in January.

Johnston sees the Project as having a big payoff for the union. "We were able to hire seven strikers from Basic Vegetable. They not only helped people become citizens and register to vote, they also conducted crucial strike support."

### The Ex-Bracero Program

In the 1940s and 50s, thousands of Mexican laborers were brought to



Young people get out the vote and help their elders study to become citizens

California for a specific time to work in the fields. They were supposed to be paid upon their return to Mexico. But that didn't happen.

The Citizenship Project's Ex-Bracero program now has about 300 active members. The Program recently launched a lawsuit to collect the workers' unpaid wages and they are seeking to get September 29 declared as the International Day of the Bracero.

"We consider the Braceros to be the pioneers of many of the families that live here," said Johnston. "They not only deserve the wages that they earned back then, they should also be honored for the contributions they made to the war effort."

### Youth in Action

The Citizenship Project's Youth in Action program involves more than 120 young people who help their elders to become citizens, register people to vote and advocate for their rights. "These young people lead and serve our community. They help us win our rights while learning many useful skills," Johnston says.

The Project also runs a Freedom School and a Women's Rights program.

For information about immigration and how to apply for citizenship, go the Citizenship Project's web site at [www.newcitizen.org](http://www.newcitizen.org), or call the Project at 831-424-2713.



Ex-Braceros fight for back wages and recognition.