



TEAMSTER

Northern California

Serving more than 70,000 Teamsters and their families

Volume 47, Number 3

June/July 2002

Dues increase will build Teamster power

The elected delegates to the International Brotherhood of Teamsters Special Convention on April 30 approved a new funding structure that will provide financial security for decades to come.

"We will show UPS and the freight companies that we mean business," Jim Hoffa, Teamsters General President, told delegates. "Our members will have a union that will be there during a strike—that will build its ranks—that will be financially secure for many, many years."

Hoffa thanked the members of the Blue Ribbon Commission on Teamster Finances. The Commission assessed the union's financial situation and determined what needed to be changed and produced a plan to make those changes

The Commission recommended several changes that will allow the In-



President Hoffa goes to the Convention floor to 'call the question' as blue-vested delegates prepare to vote on the recommendations of the Blue Ribbon Commission.

ternational Union to create a dedicated strike fund, fund new organizing campaigns and rebuild the union's net assets.

Special Convention delegates approved the recommendations by a

wide margin, with more than 1,675 out of 1,748 voting for the proposal.

"This is our opportunity to build our role as the strongest union in North America," said Joint Council 7 President Chuck Mack as he opened

the proceedings.

"Today we show UPS that we mean business," said Jack Cipriani, International Vice President from Greensboro, North Carolina. "We will fight to preserve the dignity of our members. We will fight to protect Teamster jobs. We will fight to get the wages and benefits our members deserve."

A nickel an hour to build Teamster power

The approved proposals will result in a dues increase of about five cents per hour, per member—or the equivalent of an extra half-hour's pay per month. The increase is scheduled to go into effect starting July 1, 2002.

"This gives us the war chest that we need to take on the big employers," Hoffa added. "We will not back down. Anti-union employers should beware—the Teamsters are back."

Political action plan unveiled

Joint Council 7 has joined with Joint Councils 38 and 42 for a California-wide effort to provide Teamster working families a strong voice in the 2002 election cycle.

This effort, unveiled in Las Vegas before the Special Convention and re-confirmed in at the Teamsters' legislative breakfast in Sacramento on May 7, will strive to increase by 10% the number of Teamsters registered to vote; will provide information about the candidates and their positions on working people's issues; and will get-out-the-vote on election day.

"The goal is to get our members registered to vote," explained President Chuck Mack. Currently only 43% of JC7's members are registered voters.

Setting priorities

The top priority for the coming elections is to re-elect Governor Gray Davis. "When we compare Davis and Simon on so many issues that effect us

as working people—the 8-hour day, increasing workers' compensation and unemployment insurance—there's no question who's for us and who's against us," said Mack.

The three Joint Council Presidents have worked closely with the staff of the California Teamsters Public Affairs Council (CTPAC) to target Congressional and state legislative races. More information about these will come in the summer and fall.

Finally, each Local will be responsible for naming Worksite Political Coordinators who can distribute voter registration forms, information about the candidates, and absentee ballot requests, as well as soliciting volunteers for phone banks, precinct walks and other get-out-the-vote activities.

"What we need is a strong statewide organization, a committed staff, local union buy-in and great candidates," said Mack. "We've got a great start."

Overwhelming strike vote at UPS

Members who work at United Parcel Service (UPS) voted overwhelmingly to authorize a strike, if necessary, to obtain a decent contract. Secret ballot votes were taken at membership meetings on May 18 and 19 of all 196 local unions who represent UPS Teamsters.

According to preliminary results, members voted by a 93% margin for a strike authorization.

"It is time that we break the log jam at the negotiating table," said Jim Hoffa, General President and Chairman of the National Negotiating Committee. "Our members deserve a strong contract that reflects the success of UPS over the past five years. They deserve a contract that restores dignity and respect on the job. A contract that expands full-time Teamster job opportunities, preserves Teamster jobs, provides good wages and pensions and maintains health benefits. In short, a contract that reflects the members' contributions to the success of this company."

In 1997, negotiations continued past the contract expiration of July 31 and resulted in a 15-day strike. In 1993, a settlement was not reached until October—three months beyond the contract expiration.

"We have been at the bargaining table since February and we have been moving forward at a very slow pace," said Ken Hall, Co-Chairman of the National Negotiating Committee.

Following the announcement of the strike authorization vote, union negotiators achieved significant progress on a number of supplemental agreements that had previously been stalled. In fact, tentative agreement has been reached on more than half of the 32 supplemental agreements.

The UPS contract expires on July 31, 2002.

Nor Cal Black Caucus seeks to build Teamster strength

"The Black Caucus is all about strengthening the Teamsters," says newly-elected chairperson Jerome Otis. "That's what we're about."

The Northern California chapter of the Teamsters' Black Caucus was founded, unofficially, in October 2000. Members met once a month and had several steps to complete before gaining official chapter status in July, 2001. These steps included holding a specific number of meetings, all attended by no less than 20 members.

Otis was named Acting Chair of the Caucus in August, and the official election for Chair was held in January, 2002. A Teamster for 13 years, Otis works at UPS in Oakland and is a member of Local 70.

Other members of the founding Executive Board of the Caucus are Antonio Christian, Recording Secretary of Local 853, Phil Frost, Warden for Local 70 and James Walker, Local 70 member.

Both Christian and Frost sit on the Executive Board of the Teamsters' National Black Caucus. Otis credits them with bringing a wealth of information about structure and resources to the chapter.

Getting off the ground

"First we had the set-up phase and then the transitional phase," Otis explained. "That's when you do the hard work that you don't get the glory for—like developing the budget, ordering stationery and business cards and setting up the phone. You don't get credit for it, but it has to be done."

Now the Caucus is ready to go public. "This thing is poised to bust at

the seams," Otis says.

"Our goal is to strengthen the Teamster organization by organizing the unorganized,"

Otis explains. "We want to serve as a liaison to help bring people into the Teamster fold who might not think about getting involved with the union. We're a bridge for a whole segment of members and a community of people who might not understand what the Teamsters are all about."

Supporting the union

Otis' goal for the Caucus is to make the Teamsters stronger. "By getting a lot of people involved with the Teamsters through this organization, we can be an asset. We want to involve the members who happen to be Black, but who have no knowledge about the Teamsters. This can only enhance the Teamsters and move us forward."

Otis wants to wake up that "dormant sector" of the membership. "When you tap into that, you don't know what resources, talents, ideas and perspectives you'll uncover."

The agenda for the June meeting includes putting committees together to get the membership involved. Initially the Caucus will have three committees: a Membership Drive committee, an Ethics Committee to maintain a strong standard for the organization,

and a Political Action Committee.

Now is a great time to get involved because each member can help shape

how the organization and the committees are run. "As we move forward, we'll tap the interest of the members and see if there are other committees

they want to form," Otis adds.

The importance of allies

Otis gives credit to Chuck Mack for helping the caucus get off the ground. "He wants to see that we have a caucus and that it works."

"The Northern California Chapter of the Teamsters Black Caucus brings us to 25 chapters throughout the coun-

try," says Antonio Christian. "We want everybody to know about it and talk about it. This is not a secret; the Black Caucus has been around for 25 years."

Christian's goal mirrors that of Otis. "Our overall structural plan is to organize members so that they understand that they're Teamsters and learn how the organization works. We also want to make sure the Teamsters have a strong voice in the community. Along with our work with members, we'll work with youth in the schools," Christian adds.

"We want to make sure that African American Teamsters know there's an organization they can join if they need assistance or help."

The Caucus has been meeting at Local 70's hall, but wants to have a presence at different Locals around the Bay Area. The Caucus meets on the third Saturday of every month from 10 a.m. through noon. To find out where future meetings will be held, call 510-869-4664 for an updated message.

The Northern California Chapter of the Teamsters Black Caucus meets on the third Saturday of every month from 10 a.m. to Noon. For meeting locations, call 510-869-4664.

APPLY NOW



**CONTACT
YOUR LOCAL FOR AN APPLICATION**

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



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AROUND THE LOCALS

Senator Clinton visits San Francisco



Local 350 Secretary-Treasurer Robert Morales was proud to welcome Senator Hillary Clinton to San Francisco in April for events to support Lieutenant Governor Cruz Bustamante and Governor Gray Davis.

Greenteam and Haz Waste Workers vote 'Union YES!'

The 75 people who work at the Greenteam Zanker Transfer Station in Sunnyvale will soon be part of the Local 350 team.

The 62 to 0 vote for union representation took place on April 24. Secretary-Treasurer Robert Morales is pleased to welcome these new members and has already commenced ne-

gotiations for their first contract.

Local 350 also received a majority vote from the 15 workers at the Hazardous Waste Station, Sanitary Fill Corporation in San Francisco. Contract negotiations are under way and the Local looks forward to representing these employees as well.

First contract at Double D is a good start

Local 853 is pleased to welcome its 11 new members from the Low Boy Division of Double D Transportation in Hayward. "This employer has been non-union for 40 years," explained organizer Bo Morgan. "They put up a vicious anti-union campaign during the election campaign last fall. But once we sat down to negotiate the contract, they saw the light."

The contract includes "tremendous improvements in wages, health benefits, vacation time, sick leave, grievance procedures, 401K, you name it," said Morgan. "These members averaged 20% increases across the board, which is amazing for a first agreement."

The contract was ratified unanimously. "Even people who voted against the union were smiling ear to ear when they left the hall."

Morgan gives special thanks to shop steward Mike Hedger, who

joined Rome Aloise and Phil Tarantino in the negotiations.

Rock Transport moves the union way

When 15 of the 16 employees at Rock Transport in Oakland signed a petition to hold a union election, the company agreed not to put up a fight. They immediately recognized Local 853 as the bargaining representative for these employees who handle transfers, bottom dumps and powder trucks. Organizer Bo Morgan expects negotiations for a first agreement to begin in June.

"As more companies come under union contract, we seem to have increased leverage," says Morgan. "It helps us reach out to new locations and to get better contracts."

TeaMSters walk for a record

The 2002 TeaMSters Walk-a-thon team did it again, and this time they were one of the top ranked teams in the country. The 38-member team raised more than \$41,000 on April 7 for research into a cure for Multiple Sclerosis.

Local 853 Office Manager Janine Vanier, who lives with MS herself, couldn't be more proud. "A lot of it came from members, employers and providers who respect our union and its leadership, and me too, I guess."

"The response has been phenomenal. What stands out and keeps me

going is getting to know people in a whole new light. I find out how many people have someone in their life who has MS." Vanier says that this walk-a-thon gives people an opportunity to feel a part of the effort to contribute to the well-being of others.

"Cheerleaders from Castro Valley High cheered in the bike-a-thon teams. Because MS affects three times as many women as men, I suddenly realized that one day, one of those girls could be diagnosed with MS. Hopefully there will be a cure by then," Vanier said.

Local 856 Business Agent is former Golden Gloves champ

For the past eight years, Earl Averette has been a Business Agent with Local 856, but he hasn't always been a Teamster.

From 1956-66, Averette was a Golden Gloves champion, fighting in bouts across the country. Based in Canton and Cleveland, Ohio,



Local 856 Business Agent and former boxer Earl Averette

Averette won titles as a middle weight, light heavy and heavy weight.

In 1966, Averette went to the finals of the National Golden Gloves. After 8 bouts, he finally lost to a Californian. "The guy who beat me went on to fight Joe Frazier," Averette says. "It was a close fight and they wanted me to fight Frazier too, but he wouldn't fight me. I moved so fast."

Averette says he went professional for 18 months. "I wanted to make fast money but it didn't happen. Then I met my wife and she worked on me to quit."

Averette says he grew up with a guy who was ranked number five in

the world (light heavy). "He beat me up as a kid. Once I got in the game, he wanted to fight me for real. I ended up beating him and eventually winning the Heavyweight Title of Ohio.

In what became his last fight, Averette was knocked out. "I

couldn't see. By the time I went to the doctor, I had to go for emergency surgery." Averette is now totally blind in one eye.

"In 1968, I got a job with the Teamsters—and the beat goes on." Averette eventually got involved in Local 856. "Mike McLaughlin hired me as a business agent in 1994, and life's been great ever since."

Averette went to Ohio in May to attend an awards celebration for all the Cleveland Golden Gloves winners.

"The boxing was great," Averette recalls. "But the best thing that ever happened to me was becoming a Teamster. I've met so many great people."

600 at Con Agra Gilroy have new contract

The 600 members of Local 890 who work at Con Agra in Gilroy have a new 5-year contract. After the Local's past strike experience with this company in King City, getting an agreement was far from guaranteed.

"We were afraid that the Basic Vegetable conflict might spill over to Gilroy, but it didn't happen," says Business Agent Mike Johnston. "It

took a lot of work to put our relationship back together in King City. They sent in their VP of Labor Relations to negotiate—and we got it done."

The contract calls for 14% wage increases, a severance pay clause and maintenance of benefits on health and welfare. "Our members were glad to have the deal," Johnston added.

Looking for Teamster parents whose kids ride on Durham Transportation

If your kids ride on Durham School Services busses, you may be able to help the drivers get a first contract.

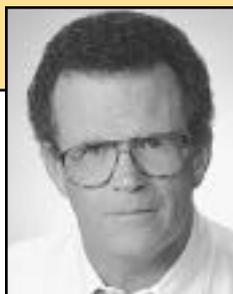
According to Skip Joaquin, organizer for Local 78, Durham's drivers voted for Local 78 to represent them in June, 2001, but the company is not bargaining in good faith.

"This company is playing games, not only here, but across the country," Joaquin says. "Our efforts to mobilize

parents is part of a national effort. These parents can play an important role in supporting the workers."

In addition to treating the workers unfairly, Joaquin says that the California Highway Patrol has cited Durham for a variety of safety violations.

Contact Skip Joaquin at Local 78 if your kids ride on Durham, or if you think you can help pull some strings with the company: **510-889-6811**.



President's Report

by
Chuck Mack

Delegates say 'yes' to Teamster power

Responding to the cry, "A nickel an hour for Teamster power," delegates to the Teamsters Special Convention on April 30 approved several far-reaching Constitutional amendments.

On the one hand, they ratified a proposal to increase member dues by approximately a half-hour wages per month. On the other they earmarked a large part of the increase for two areas of real need.

First, a strike fund. Thirty percent of the new money is dedicated to building a strike fund and increasing Out-of-Work benefits for members who strike or are locked out. Beginning July 1st, the benefit for members on strike will jump from \$55 per week to approximately ten times a member's hourly rate of pay. A member earning \$15 an hour could expect strike benefits of \$150 per week. Similarly, someone with a \$20 hourly rate could expect a \$200 a week benefit.

Almost immediately upon passage, Teamster President James Hoffa and Secretary-Treasurer Thomas Keegel moved to secure a \$100 million line of credit to be used in the event the Teamsters have to strike at UPS later this year.

Strike fund gives leverage

The purpose of contract negotiations is to reach an agreement rather than strike. We hope for the best, but prepare for the worst. A \$100 million line of credit means we have the ability to meet the needs of our members during a strike.

Just as important, UPS knows we mean business. A strike threat can be a powerful negotiating weapon—an incentive for the company to reach settlement favorable to our members and their families.

Organizing will also receive its share of the increase. The International has spent about two to three million dollars annually over the last several years to organize. That's not enough.

The delegate approved changes will up that amount to \$15 million a year. This means that the IBT will have the resources to conduct regional and national campaigns in partnership with our Local Unions. Remarkably, the Teamsters have been able to organize over the past decade with almost no money. This infusion of funds can only make us stronger and more effective.

Local Unions were not left out. They'll receive approximately one-half of the increase.

That's appropriate. Locals are the heart and soul of Joint Councils and the International. Insuring

that they have the financial strength to organize, negotiate and arbitrate is imperative. We need an International that is financially secure but we also need Local Unions that are autonomous, viable and financially secure.

A democratic process

Approval was not particularly surprising, but the margin of victory was. It appeared that only 50 to 60 delegates out of 1,748 voted against the proposal.

That means something. First, delegates responded to the vision of the Teamsters articulated by the Hoffa Administration. They want a stronger and more effective union and are willing to pay for it.

Second, notwithstanding that it was a delegate vote, it accurately reflects the sentiment of Teamster members across the country. They too want a union that is effective and powerful—a union that has the necessary resources and will to take on employers if need be.

Members can be proud of what was accomplished. They can also be proud of the process. It was open. Officers, officials and rank and file members had the opportunity to advance ideas. They had the opportunity to debate the issues and proposals and, in the end, to cast their votes.

Democracy was served.

"Teamster members across the country want a union that is effective and powerful — a union that has the necessary resources and will to take on employers if need be."

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Teamsters met with Speaker of the Senate John Burton outside a meeting room after the picket line was withdrawn.

When at the capital, Teamsters meet with state lawmakers

The Teamsters would never cross the picket line set up by the Painters Union to protest the non-union painting contract at the State Capital Building.

But fortunately, members of Joint Councils 7, 38 and 42 were still able to meet with several legislators at an early-morning breakfast. And they had some good conversations about Teamster issues with lawmakers who also walked the picket line.

Finally, when the picket line was disbanded for the day at 11:15 a.m., they walked the halls of the Capital, meeting with Senate President Pro Tem John Burton and the labor representative for Speaker of the Assembly Herb Wesson.

"It's important for these politicians to see us and to know that the Teamsters care about the legislation that affects our members," said Joint Council 7 President Chuck Mack.

To get up-to-date information about legislation that is of interest to the Teamsters and other union members, please visit the California Teamsters Public Affairs Council's web site: www.teamsterctpac.org. Information is updated frequently. In September, candidate information will be added.

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Ensuring health and safety at the port

Teamsters, ILWU and the Port of Sacramento have introduced bills that will improve health and safety for port drivers and neighborhoods in California.

Assembly Bill 2650 requires California terminals to install gates to reduce idling by more than fifteen minutes longer, the terminal

isolation to see trucks lined up by the terminal gates. They often wait for an hour or more, all the while emitting pollutants, including oxides of carbon dioxide and particulate

It's not have to be that way

Terminals have the wherewithal to operate more efficiently and increase the gates to be open. If AB 2650 becomes



Assemblymember Lowenthal discusses port bill.

law, it will make breathing easier for those living adjacent to ports and port drivers will get a "two-fer"—cleaner air and a more efficient system. The waiting's over.

Senate Bill 1507, authored by Gloria Romero, is also a "no brainer." It would require that every chassis carrying a container be inspected and certified as safe before going on-road.

Right now horror stories abound. Unsafe chassis are all too common and each one has the potential to kill.

Good news: both bills have moved out of committee in their respective Houses with overwhelming bi-partisan votes. Marine terminals, shipping companies and some retailers are opposing both bills and will try to turn up the political heat. Teamsters in port cities are working to get support from their local Ports.

We're preparing for a knock-down drag-out battle.



General Bill Lockyer showed his support for Teamsters' legislative breakfast.



Joint Council 7 Political Coordinator Louie Betencourt introduces Assemblymember Elaine Alquist.



YOUR LEGAL RIGHTS

Your rights to family leave

California employees are guaranteed unpaid family and medical leave under the federal Family Medical Leave Act (FMLA) and the California Family Rights Act (CFRA).

Both laws apply to employers of 50 or more employees and guarantee eligible employees 12 work-weeks of unpaid leave during a twelve month period for any of the following reasons:

- (1) the birth or placement for adoption or foster care of a child;
- (2) the serious health condition of a spouse, child or parent; or
- (3) the employee's own serious health condition.

Eligibility for leave

To be eligible, employees must have worked for the employer for at least twelve months and worked at least 1,250 hours during the 12 months before leave is requested. In addition to FMLA/CFRA leave, female employees of any employer with five or more employees may receive up to an additional four months of unpaid pregnancy disability leave prior to and through delivery of a newborn child under California's Fair Employment and Housing Act (FEHA).

While FMLA/CFRA leave is generally unpaid, the employee may elect or the employer may require the employee to substitute accrued paid vacation, personal or sick leave for any part of the leave. However, the employer may only require the employee to use paid sick leave for the employee's own serious health condition—not that of a family member.

FMLA/CFRA leave may be taken intermittently or on a reduced work schedule if it is medically necessary or if both the employee and employer so agree.

If the need for leave is foreseeable, the employee must give the employer 30 days notice; if the need for leave is unforeseeable, the employee must give notice as soon as practicable. The employer may also require medical certification of the need for leave and may require an employee to provide a fitness-for-duty certification regarding the employee's serious health condition before returning to work.

Returning to work

An employee who takes FMLA/CFRA leave must be returned either to their same position or to a position equivalent in pay, benefits, and other terms and conditions of employment.

An employee cannot forfeit any previously accrued seniority or benefits as a result of taking a leave, but benefits are not required to accrue during the leave period. Nevertheless, many collective bargaining agreements provide that benefits and/or seniority accrue during leave periods.

Employees on FMLA/CFRA leave are also entitled to continued employer payment of any health coverage offered by the employer. An employer may recover the health coverage premiums if the employee does not return to work at the end of the leave period—unless the failure to return is the result of a serious health condition.

Significantly, the FMLA and CFRA set the floor for family and medical leave; a collective bargaining agreement may lawfully provide for greater, but not lesser, leave rights.

Both statutes make it unlawful to interfere with or deny an employee's right to family or medical leave. An employer may not fire or otherwise discriminate against an employee for asserting her right to leave.

Requesting your leave

It is important for an employee who requests leave to inform his or her employer of the reason for the leave so that the employer has notice that the leave may qualify as FMLA/CFRA leave.

The FMLA includes regulations that describe how employers must provide notice, and what happens if an employer unlawfully denies FMLA leave.

A broad range of remedies are available to employees under the FEHA including back pay, front pay, injunctive relief, punitive damages, interest, and attorneys' fees.

If you are in a position where you need family leave, contact an attorney to ensure that you understand and follow the regulations to get the greatest possible benefit.

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.

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:

June 24 and July 22, 3:30 p.m., at Lake Elizabeth Park, Paseo Padre Blvd., Fremont. Come early and enjoy the barbecue!

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.

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

NOTICE OF NOMINATIONS AND ELECTION:

Please take notice that nominations of candidates for the office of President, Vice President, Secretary-Treasurer, Recording Secretary, and three (3) Trustees will take place as follows:

NOMINATION DATE: Tuesday, September 3, 2002, 6:30 p.m.

ELECTION DATE: Monday, October 14, 2002, 8 a.m. to 7 p.m., Local 78 Union Hall, 492 C Street, Hayward, CA.

Application for candidacy and copies of the rules governing the nominations and election are available and may be obtained at the Union office, 492 C Street, Hayward, CA, by any member so requesting to run for office. This form must be returned to the Secretary-Treasurer by 4:30 p.m. on August 16, 2002. Nominations and seconds must be made orally from the floor.

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 78 must be in continuous good standing (dues paid by the last business day of the month) for a period of twenty-four (24) consecutive months, prior to nominations.

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

Because of nominations and election of officers, the regular order of business for the months September and October, 2002 will be suspended.

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.
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

General Membership Meetings:

Thursday, June 13th, 7 p.m., SF Electricians' Hall, 55 Fillmore St., San Francisco
Wednesday, June 26, 7 p.m.

Teamsters Local 287, 1452 North Fourth Street, San Jose

Robert Morales, Secretary-Treasurer

Local 484, San Francisco

General Membership Meetings:

Tuesday, June 11, 7 p.m., Spanish Cultural Center, 2850 Alemany Blvd., San Francisco.
For members north of the Golden Gate Bridge:

Tuesday, June 18, 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. 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.
295 89th Street, Suite 306, Daly City.

NOTE: Membership meeting 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.

The June Membership meeting will be held at 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, at 7:00 p.m.

NOTE: June, July and August, 2002 Membership meetings are cancelled.

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 June, July and August, 2002.

Franklin Gallegos, President

Local 896, Oakland

Northern California Soft Drink

Saturdays, 10 a.m. at Local 896, 8400 Enterprise Way, Oakland: June 29 • July 27

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.:

Sunday, June 30 • Tuesday, July 30

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.

June 27 • July 25. 2660 Newhall Street, Basement, San Francisco.

Mike Killean, Secretary-Treasurer

Nominations & Elections — International Constitution June, 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).

In Memoriam

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

BECKER, Donald, Local 15
 BUETOW, Thomas W., Local 15
 HUNT, Glenn, Local 15
 ANDERSON, Charles, Local 70
 ENOS, Thomas, Local 70
 GOULARTE, Arthur, Local 70
 GROVE, William, Local 70
 GUERRERO, Al, Local 70
 HAMM, William, Local 70
 KRUSEMANN, Marion, Local 70
 MEDIROS, Edwin, Local 70
 MONTGOMERY, Ralph, Local 70
 PADILLA, Arcenio, Local 70
 PETERSON, Donald, Local 70
 RITCHSON, George, Local 70
 RIZZO, Robert E., Local 70
 ROLFE, Art, Local 70
 RUSSELL, Thomas, Local 70
 SHAFFER, Edward, Local 70
 STEPHENS, Robert, Local 70
 ZAVORAL, Glenalan, Local 70
 RICCA, Frank, Local 78
 SMITH, Richard, Local 78
 VERDUGO, Manuel, Local 78
 FITZPATRICK, Raul "Fitz,"
 Local 216
 MICELI, Andrew B., Local 278
 PICCHI, Gino, Local 278
 CREGO, Sonny, Local 287
 CURTIS, Timothy, Local 287
 DIEHL, Walter Ray, Local 291
 BATTISTE, Jesse, Local 315
 BLACKBURN, Joe, Local 315

DAVIS, Joseph M., Local 315
 HANKE, Joseph, Local 315
 CASAZZA, Luigi, Local 350
 FODREY, Anna, Local 350
 GALLAGHER, Allan B., Local 484
 BROOKS, Michael, Local 490
 DUBNOFF, Marvin, Local 490
 KEMPER, Leroy, Local 490
 LONG, Charles, Local 490
 MORALES, Al, Local 490
 LOREDO, Danilo, Local 665
 AGUIAR, Marlene, Local 853
 NAY, Gene, Local 853
 ATCHISON, Oliver, Local 856
 CUSTODIO, Abel, local 856
 LARSON, Marlene, Local 856
 MARTINEZ, Paul, Local 856
 MONTEROLA, Lucy, Local 856
 MONZOR, Feliciano, Local 856
 SHELMDINE, Melba, Local 856
 GENOCHIO, James H., Local 860
 LINDELL, Dave, Local 890
 BIGGS, William, Local 896

Special Notice:

Retired Local 484 member, Andrew Guidici, is still alive and well! That's the good news. The bad news—he was mistakenly reported as deceased in the April, 2002 issue. Brother Guidici has graciously accepted our sincerest apology and we hope you do too!

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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 June, 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

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Encountering the Wal-Mart challenge Change in the chains

As Teamster grocery locals in Northern and Southern California approach contract expiration dates, don't look for a quick fix.

Bargaining will be hard and tough. A strike is not out of the question.

If the uncertain economy and employer greed weren't enough, there's one other complication: Wal-Mart.

This multi-billion dollar behemoth has gone into the grocery business in a big way, operating 78 distribution centers across the country. In just two decades, it's become the largest retail food operator in the United States and a formidable competitor to union grocery chains.

Playing the Wal-Mart card

We fully expect California chains to play the "Wal-Mart card" in upcoming talks that sound something like this: *"Wal-Mart, a multi-national company with loads of money, is looking to control the grocery industry. They've got a competitive advantage because they're non-union. If we're to survive, unions and their members should expect less, not more. Let's not waste time talking wages and benefits. Let's talk work rule flexibility."*

Predictable? Yes. Self-serving? For sure. But not completely without merit.

Wal-Mart is the largest player nationally. It's grown rapidly and it's not only non-union, it's anti-union. They are a company the labor movement can't ignore.

Unions fight common enemy

Over the next several months, the Teamsters and United Food and Commercial Workers Union (UFCW) will meet to discuss Wal-Mart and to put together a plan for dealing with this ogre.

The question: How do we bring the benefits of a union to Wal-Mart workers? The task won't be easy. We expect to battle with Wal-Mart on several fronts—economic for sure, but political as well. They pose a major threat to our members' job security and the conditions, wages and benefits in the grocery industry.

While we recognize a responsibility in going after Wal-Mart, neither Safeway nor Albertson's should expect a pass in upcoming contract talks. They've made money and we intend to get a good contract for our members—one that rewards them for their hard work and one that reflects the cost-of-living in the Bay Area.

Union Security Notice

This notice is printed to make sure you understand your financial obligation to the Local Union that represents you in collective bargaining.

If your job is covered by a Union security clause in your collective bargaining agreement, the law provides three different methods for you to comply with its obligations:

1. You may become a full member of the Union by paying the initiation fee and monthly dues required pursuant to the Local's Bylaws.
2. You can pay the initiation fee and monthly dues without becoming a member.
3. You can become a "service fee payer," that is, you can pay the percentage of the initiation fee and monthly dues that represents your pro rata share of the collective bargaining expenditures of the Union.

The amount of the service fee is calculated each year by determining the percentage that the Union's collective bargaining expenditures bears to its total expenditures, and applying that percentage to the regular initiation fee and monthly dues. You can obtain this dollar amount upon request to the Local.

Under the law, you have the right to challenge the correctness of the Local's calculation of the service fee payment. Procedures for doing this will be explained to you by your Local if you decide to satisfy your Union security obligation by paying a service fee.

A service fee payer is not a member of the Union, and is not entitled to participate in Union affairs.

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