



TEAMSTER

Northern California

Serving more than 70,000 Teamsters and their families

Volume 49, Number 4

October/November 2004

Vote November 2

Dear Member,

If you care about jobs and the right of working people to have a voice on the job, if you care about the cost of health care, if you care about your retirement, then this may be the most important election of your lifetime.

In the last four years, under the Bush Administration, the rights of working people have been attacked as never before. It will be worse in a second term.

First, there's the economy. Bush is the first president in 60 years to have lost more jobs on his watch than have been created. But it's not just about quantity; it's also about quality. Manufacturing and union jobs are going overseas; low-wage, low-benefit service jobs are Bush's jobs of tomorrow.

Next is Bush's effort to privatize social security, take away overtime pay and end pension plans as we know them. He's weakened safety regulations, he's gone after standards in government funded construction projects, and he's imposed reporting rules on unions that are far stricter than those imposed on corporations—solely for the purpose of reducing union strength.

And then there's the \$420 million deficit—this year alone—caused by a combination of massive tax cuts for America's wealthiest 2% and spending \$1 billion a week on the war in Iraq. Your children and grandchildren will be paying for the deficit in the years to come.

Whatever your views on the war, national security and fighting terrorism, please take these hard economic facts into consideration. And no matter what you feel about guns, abortion or gay rights, these issues will be overshadowed if your job is outsourced, your union is busted and you're struggling to pay the bills.

Your **vote for John Kerry** will give working people a seat at the table again. Kerry plans to create good paying jobs, cut *middle class* taxes, revitalize manufacturing and raise the minimum wage. This isn't just talk—his Senate record backs this up.

This year we also have a U.S. Senator to choose. For the past 12 years, Barbara Boxer has been a strong voice for working people and unions in the Senate. She's co-sponsored legislation for pension protection, she supports the right to organize unions, she's fought for transportation funding, she's championed safe working conditions, and she's backed a substantial increase in the minimum wage. **Barbara Boxer deserves your support.**

Finally, we urge you to **vote YES on Proposition 72**, the Health Insurance Act. By requiring companies with more than 50 employees to provide baseline health coverage for their workers, Prop 72 will bring coverage to 1.1 million Californians who currently have no insurance by forcing corporations like Wal-Mart and McDonalds to cover their workers. No wonder they oppose Prop 72!

Most important, on November 2, use your voice—and VOTE!

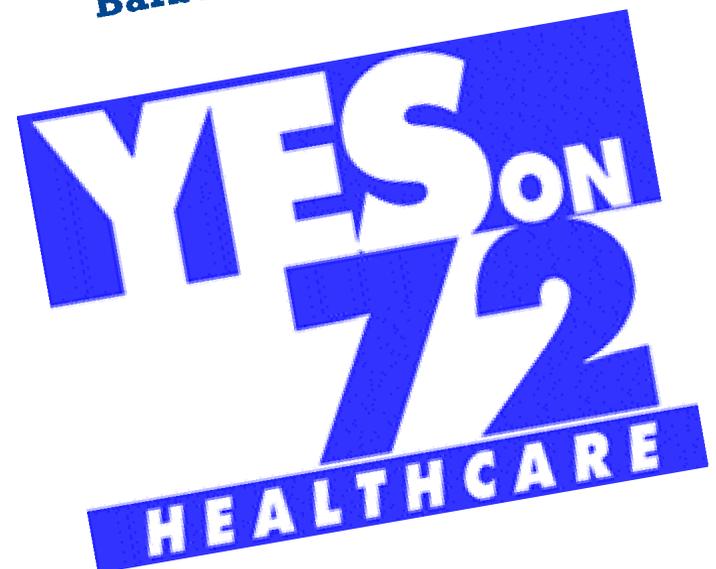
The Executive Board of Joint Council 7



John Kerry for President
John Edwards for Vice-President



Barbara Boxer for U.S. Senate



See pages 4-5
for a complete list of
Teamster political endorsements

MEMBERS IN FOCUS

Inspired by husband's tragedy, Jamie Tracey fights for injured workers

On July 23, Jamie Tracey came home to find her husband David dead from a self-inflicted gunshot wound. She blames his death on the California workers compensation system that enabled his insurance company to delay treatment until his pain from a workplace injury became intolerable.

David Tracey, a member of Teamsters Local 315, was 40 years old. He worked as a driver for Valley Waste Management in Walnut Creek for 17 years. In November, 2000, his right leg and right foot were crushed when he was unloading a container. This injury not only kept him on crutches, but also led to RSD, reflex sympathetic dystrophy, a chronic pain syndrome.

With David out of work, the couple eventually lost their home because they couldn't afford the mortgage on \$680 in disability payments.

David's pain took a turn for the worse in April, 2004. His doctor recommended an immediate increase in his medication and that he enter a pain management program.

But David's insurance company didn't want to pay for the treatment his doctor recommended. In two separate rulings, workers' comp judges ordered payment for the medical treatment, but the insurance company appealed and won both times.

What began as severe pain turned excruciating—a phenomenon known as "wind-up," which causes untreated pain to get worse.

"Imagine living with unbearable pain day after day and being ignored," Jamie says. "If he had gotten the help he needed, David would be alive now. He was so optimistic; we were making plans for the future. But the insurance company ignored our repeated requests for treatment, and finally, he was just slammed by the pain."

Taking on workers' comp

Jamie blames the workers' comp system for David's death because the system enabled the insurance company to delay and deny treatment. Reforms instituted in April further reduced the penalties that used to be im-



David and Jamie Tracey, when they renewed their wedding vows in 1999.

posed on insurance companies for not acting in a timely manner.

"The legislators say they were pushed in to Schwarzenegger's reform deal—they didn't even know what was in it. I knew that workers' comp wasn't perfect, but this 'fix' made it much worse," Jamie says.

Since the April reforms, workers already find their claims are moving at a snail's pace, according to attorneys for both sides of the Tracey case. Workers comp attorney Stewart Boxer understands that the reforms were a compromise, but he calls them a "disaster" for injured workers.

"The worst part is that this was 100% preventable," Jamie asserts.

"I just pray this doesn't happen to anybody else. I will be fighting on behalf of the workers. If they think I'm gonna stop now, they got another think coming. I don't want this happening to anybody else—especially another Teamster," Jamie says.

Her fight has taken her to Sacramento and Los Angeles to work with lawmakers to go back to the chalkboard on workers' comp reform.

State Senator Richard Alarcon (D-LA) is working with Jamie and other injured workers to change the law so that insurance companies have a specific time period in which they have to

respond to medical recommendations. They are also working to bring the penalties for non-response back up to a level that matters to insurance companies' bottom line.

"We're trying to get the word out that it's not just the injured worker who needs to be responsible. The companies need to be responsive in a timely manner," Jamie says.

Jamie detailed David's case in a letter that she sent to state and national legislators. Teamsters need to get out there and fight for the workers too.

Support from Teamsters

"David Tracey was a hard worker and a good member," recalls Local 315 Secretary-Treasurer Dale Robbins. "It's the lucky member who works his entire career without getting injured, but David's injury should never have led to this result. The system is clearly broken if workers like David can't get the treatment they need."

Robbins went on to commend Mrs. Tracey for her efforts to fix the workers comp system. "The Teamsters will do whatever we can to help. We've directed our Sacramento lobbyist to work with legislators on this issue, and will back him up as needed. This kind of tragedy should not happen to anyone else." Robbins added.

Members in Focus

Joint Council 7 has more than 50,000 members across the greater Bay Area and many of you are doing important & fascinating things—at work, at home and in your communities. If you have a story you think might work in the Northern California Teamster, please contact your business agent or e-mail newspaper editor Debra Chaplan at dchaplan@mindspring.com.

APPLY NOW



CONTACT
YOUR LOCAL FOR AN APPLICATION

Free Hazardous Materials Training

New standards for transporting hazardous materials are coming into effect. To enable Teamsters to comply, we offer free training:

- 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, call Barbara at 415-344-0085



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NATIONAL ACTION/LOCAL IMPACT

Union members support port drivers in Labor Day actions

Bay Area Teamsters and Longshore workers picketed the Danish Consulate in San Francisco on September 3 to demand that the Danish government curb worker rights abuses at Maersk Sealand steamship company. This action was one of 23 actions called for over the Labor Day weekend.

While Maersk Sealand is considered a model of corporate social responsibility in its home country of Denmark, unions contend that Maersk's container trucking companies have a history of violating the international standards for labor rights as defined by the International Labor Organization (ILO).

Here in Oakland, Maersk threatened, intimidated and terminated port drivers who protested against unfair treatment and sought the right to organize. In Miami, they refused to renegotiate an existing contract and are now asking the courts to prohibit driver protests in front of the port.

Citing a pattern of abuses against port drivers in the U.S. and across the world, union members gathered at the



Pickets at Danish Consulate stop to hear lawmakers and union leaders take Maersk to task about respecting port drivers' rights.

Danish embassy in Washington, D.C. and at 22 consulates across the country to enlist the support of the Danish government in telling Maersk to abide by the United Nation's standards for labor rights, including the rights of assembly, association and speech.

Politicians join SF picket

More than 120 union members picketed at the Consulate's downtown San Francisco office. Led by IBT Port Director and Joint Council 7 President

Chuck Mack and California Labor Federation Secretary-Treasurer Art Pulaski, they were joined by Attorney General Bill Lockyer, Assemblymember Liz Figueroa, San Francisco Supervisor Gerardo Sandoval and SF City College Board member Milton Marks.

"The Danish Consulate needs to show Maersk that they must be a good employer. If they don't, we'll continue these actions and increase the volume," said Mack.

Port drivers meet Local 70 members

In addition to this action, Joint Council 7 has been advising the port drivers in Oakland about their rights and how joining a union can be of benefit to them. Port drivers came to Local 70's auditorium on August 28 to meet Teamster drivers and to talk about the legal hurdles they must cross in order to unionize. Out of that, a port drivers Council was organized.

"This meeting gave our members a better understanding of the plight of port drivers, and helped the drivers feel supported by the union," said Mack. "We expect to hold more meetings like this in the near future."



On August 28, these drivers from Roadway met port drivers to learn about the unique challenges port drivers face.

Beating back Wal-Mart in San Francisco

A plan to ban retail giants such as Wal-Mart from San Francisco was approved recently by the San Francisco Board of Supervisors by a vote of 8-2.

Supervisors Tom Ammi-ano, Bevan Dufty and Matt Gonzalez co-sponsored the legislation, which is intended to protect small businesses and retain neighborhood character.

Bob Morales, Secretary-Treasurer of Teamsters Local 350, spearheaded passage of this legislation. Morales worked closely with Walter Johnson at the San Francisco Labor Council to line up support from city supervisors.

The measure prohibits stores larger



than 120,000 square feet from being built anywhere but downtown; bans all stores of that size that would sell a significant volume of non-taxable items, such as groceries; and requires retailers with more than 50,000 square feet to obtain a conditional use permit.

San Francisco joins Oakland, Los Angeles, Martinez and other communities in enacting legislation that limits the expansion of companies like Wal-Mart. "It's a major win for us," said Morales. "As the number of communities opposing Wal-Mart grows, I think we'll make a real difference."

\$40 million settlement for ex-CF workers

More than 13,000 Teamsters who lost their full-time jobs when Consolidated Freightways (CF) closed its doors on Labor Day, 2002 will receive about \$3,000 in wages and benefits under a tentative \$40 million settlement. Casual and part-timers will receive pro-rated settlements.

"This is a major victory in our ongoing battle to recoup wages and benefits for our members who were unfairly terminated without warning by

CF," said Jim Hoffa, Teamsters General President.

CF failed to meet the requirements of the Worker Adjustment and Retraining Act (WARN Act) that required the company to provide workers with 60 days notice. The union actively pursued this claim in bankruptcy proceedings since day one.

Once the court approves the settlement, members should expect their payments starting in December 2004.

Teamsters launch DHL organizing campaign

Joint Council 7 representatives joined other Teamster leaders and organizers in Chicago in August to help launch a national campaign to organize the more than 400 independent vendors who deliver packages for DHL.

The campaign follows DHL's acquisition of Airborne Express last year for \$1.05 billion, and DHL's recent announcement that it is investing \$1.2 billion in the United States to better compete against UPS, FedEx and other package delivery companies.

"We want to strike while the iron is hot," Teamsters General President Jim Hoffa told more than 150 Teamster leaders and organizers at the recent kick-off meeting in Chicago.

The companies that contract with DHL to deliver packages, known as independent vendors, typically employ 10 to 25 drivers. Several Teamster local unions have already been

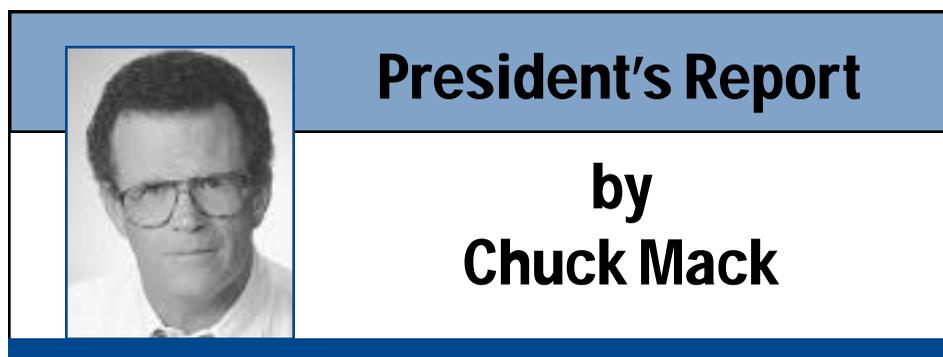
successful organizing these independent vendors. In fact, local unions have organized about 1,100 DHL workers at the independent vendors and at "gateway" locations. The IBT estimates that 9,000 more potential members are at the independent vendors alone.

Coordinated vendors

"The Organizing Department and the Freight Division are working together to make this campaign a success," Hoffa said. "The local unions will take the lead in the campaigns, but they will get any assistance they need from the International Union."

Local 70's Freight Coordinator Bob Bell represented Joint Council 7 at the meeting. "While we don't have many non-union vendors in the Bay Area, we intend to work with locals in Joint Council 38," Bell said. "There are a number of opportunities in the Valley that we can capitalize on."





President's Report

by
Chuck Mack

Vote Kerry for your future

Hang in there. It's upon us; the election is only a few weeks away. One thing is for sure: we—Teamster members and our families—can't let down or just turn off. Too much is at stake. This is the most important election in our lives. It will determine the agenda in our country for not just four years but the next generation.

The Teamsters and almost every other union have endorsed John Kerry. The decision was not an automatic, but given the alternatives, not difficult or surprising.

Bush and his administration have been a disaster for American workers. This is a President who defends the outsourcing of jobs to other countries as good for America, and who continues to sign free trade agreements with the claim it creates jobs for U.S. workers. This is a President who abolishes overtime for millions and then argues it will give workers more flexibility.

In four years Bush has delivered sustained unemployment, out-of-control health care costs, soaring gas prices, unaffordable housing and a higher education system increasingly out of reach for the sons and daughters of workers.

And if his acceptance speech at the Republican National Convention is any indication, this is just the beginning. Bush is now promising workers tax credits for health care, individual control over retirement funds, and privatization of social security. These aren't new ideas. We've heard it all before during the debate surrounding deregulation, privatization, and free trade.

Worker, beware!

What Bush is really proposing will shift the cost of health and welfare and pension from employer to individual. He's about freedom all right, the freedom of business to wipe out worker

benefits.

Kerry, on the other hand, proposes an agenda that recognizes the legitimacy of unions and supports collective bargaining. He knows that when 45 million Americans have no health care, it's a problem that government must address. He knows that the promises of pension plans and social security must be kept. Workers can't be left to their own devices, their future left to the whims of corporations. And hey, those of you who lost

"In four years Bush has delivered sustained unemployment, out-of-control health care costs, soaring gas prices, unaffordable housing and a higher education system increasingly out of reach for the sons and daughters of workers."

your overtime, you'll get it back when Kerry's elected.

Kerry deserves our support. He's "people before profits," outspoken in favor of a strong middle class and credible.

Yes, credible! Notwithstanding Bush's campaign ads and the mantra of his supporters, Bush is the one who's unbelievable.

He took us to war in Iraq, if you remember, because of the close link between Osama Bin Laden and Saddam Hussein; because Iraq was building, hoarding and hiding weapons of mass destruction; and because Iraq was secretly developing biological weapons to poison the world. Good reasons if they were true.

George Bush is decisive but as Ellen Goodman recently pointed out, his decisions are wrong. We didn't have to go to war. George Bush wanted to go to war, and what a price—more than 1,000 Americans killed and a budget deficit for the ages. Domestically, tax breaks for the wealthiest haven't stimulated the economy and put people to work.

Yes, there is a lot at stake this November. A President who cares about people, who supports the American dream and levels with the American people would be a nice change. VOTE John Kerry.



Teamster Endorsements

Meeting in Long Beach at Teamsters Local 848's Jerry Vercruse Auditorium, the California Teamsters Public Affairs Council took the following endorsement action. These recommendations reflect the candidate's interest in issues of concern to working people.

President/Vice President John Kerry & John Edwards (D)

United State Senator *Barbara Boxer (D)

U.S. Congress **California State Assembly**

| District Candidate & Party | District Candidate & Party |
|------------------------------|----------------------------|
| 1 *Mike Thompson (D) | 1 *Patricia Berg (D) |
| 6 *Lynn Woolsey (D) | 6 *Joe Nation (D) |
| 7 *George Miller (D) | 7 Noreen Evans (D) |
| 8 *Nancy Pelosi (D) | 11 *Joe Canciamilla (D) |
| 9 *Barbara Lee (D) | 12 *Leland Yee (D) |
| 10 NO ENDORSEMENT | 13 *Mark Leno (D) |
| 11 NO ENDORSEMENT | 14 *Loni Hancock (D) |
| 12 *Tom Lantos (D) | 15 Elaine Duggar Shaw (D) |
| 13 *Fortney 'Pete' Stark (D) | 16 *Wilma Chan (D) |
| 14 *Anna Eshoo (D) | 18 Johan Klehs (D) |
| 15 *Mike Honda (D) | 19 *Gene Mullin (D) |
| 16 *Zoe Lofgren (D) | 20 Alberto Torrico (D) |
| 17 *Sam Farr (D) | 21 Ira Ruskin (D) |

| District Candidate & Party | District Candidate & Party |
|----------------------------|----------------------------|
| 3 Carole Migden (D) | 22 *Sally Lieber (D) |
| 7 *Tom Torlakson (D) | 23 Joe Coto (D) |
| 9 *Don Perata (D) | 24 *Rebecca Cohn (D) |
| 11 Joe Simitian (D) | 27 *John Laird (D) |
| 13 Elaine Alquist (D) | 28 *Simon Salinas (D) |
| 15 Margaret Penard (D) | |

* Denotes Incumbent

Ballot Propositions

| | | |
|-----|--|-------------------|
| 59 | Access to Government Information | YES |
| 60 | Primary Elections (No Open Primaries) | YES |
| 60A | Sale of Surplus State Property | NO |
| 61 | Children's Hospital Projects | YES |
| 62 | Primary Elections (Open Primaries) | NO |
| 63 | Mental Health Services Expansion and Funding | YES |
| 64 | Limitations on Enforcement of Unfair Business Competition Laws | NO |
| 65 | Local Government Funding and State Mandates | NO |
| 66 | Limitations on "Three Strikes" Law | YES |
| 67 | Telephone Surcharge for Emergency and Medical Services | No Recommendation |
| 68 | Tribal Gaming Compacts (Racetracks and Card Clubs Measure) | YES |
| 69 | Collection of DNA Samples for State DNA Database | NO |
| 70 | Tribal Gaming Compacts (Agua Caliente Measure) | NO |
| 71 | Stem Cell Research and Funding | YES |
| 72 | Health Insurance Act of 2003 | YES |
| 1A | Protection of Local Government Revenues | YES |

Look at the facts—decide for yourself

- **John Kerry** plans to create 10 million new jobs in his first four years as president. His energy policy alone will create some 500,000 good jobs.

(Associated Press, 3/25/04)

- **John Kerry** supports workers' right to overtime pay and co-sponsored legislation to stop Bush administration efforts to take overtime pay away from millions of U.S. workers.

(AFL-CIO questionnaire, 2003; S. Amdt. 1580, 2003)

- **John Kerry** will reform the federal unemployment insurance program to cover more workers and provide sufficient benefits and job training.

(www.johnkerry.com)

- **President Bush's** economic policies and tax cuts for the rich cost the nation 1.7 million private-sector jobs and 2.7 million manufacturing jobs.

Bush will be the first president since the Great Depression to end his term with fewer jobs than when he started.

(Bureau of Labor Statistics; Economy.com, July 2004)

- **The Bush administration** issued new rules that could take the right to overtime pay away from more than 6 million workers.

(Federal Register, Vol. 79, 4/23/04; www.epinet.org)

- **Bush's** fiscal year 2005 budget for job training and employment programs is \$1 billion less than 2001 levels, despite massive job loss.

(Bush administration fiscal year 2005 budget; Bureau of Labor Statistics)

Election action steps

Register to Vote: The deadline is **Monday, October 18**. If you've moved since the last time you voted, you must re-register. There are many ways to get a voter registration form:

- Ask your business agent.
- Most public offices (library, DMV, post office, county election office) have forms.
- Call 1-800-345-VOTE to request a form be mailed to you.
- Register on-line at: www.ss.ca.gov.

If you're already registered, make sure that your family members and co-workers have registered.

Request an Absentee Ballot: If you have any doubt that you can get to the polls on time, you will need to request an absentee ballot in writing **by Monday, October 25** in order to vote.

Get involved in your community: Union members can make the difference in key races. Contact your local Central Labor Council to find the perfect volunteer job for you—phone banking, precinct walking, stuffing envelopes, looking up numbers.

Teamster running for East Palo Alto City Council

Local 278 member **Everardo Luna** is running for City Council in East Palo Alto. Teamsters Local 278 and Joint Council 7 have both endorsed Luna in his bid.

Luna has been a union member for the nine years that he's worked at UPS. Active in his union, he's served as shop steward and assistant shop steward.

Luna has also been active in his community. In the last year, his involvement heightened when the City Council voted to give tax breaks to IKEA. Luna supported bringing in a Safeway instead to increase tax revenues while employing union workers. He has served on the Human Resources Commission, San Mateo County Sheriff's Department, San Mateo County Gang Prevention Unit and the Citizens of East Palo Alto.

Joint Council 7 encourages the members of its Local Unions to be involved in their communities. By seeking public office, Luna is going the extra mile.

Help build Teamster power. Vote Everardo Luna for East Palo Alto City Council.



Bay Area Union Labor Party & Teamsters Joint Council 7 ENDORSEMENTS: CITY & COUNTY OF SAN FRANCISCO

Board of Supervisors

| | |
|-------------|------------------------------------|
| District 1 | Jake McGoldrick (Dual endorsement) |
| | Lillian Sing |
| District 2 | Michaela Alioto-Pier |
| District 3 | Aaron Peskin |
| District 5 | Robert Haaland |
| District 7 | Sean Elsbernd |
| District 9 | Tom Ammiano |
| District 11 | Gerardo Sandoval |

SF School Board

| | |
|-----------------------------------|-------------------|
| SF Community College Board | Heather Hiles |
| | Natalie Berg |
| | Milton Marks, III |
| | Julio Ramos |

BART Board of Directors

Lynette Sweet
Tom Radulovich

Bond Measures

| | | |
|---|-------------------------------|-----|
| A | Affordable Bonds | Yes |
| B | Historical Preservation Bonds | Yes |

Charter Amendments

| | | |
|---|--|-------------------|
| C | Health Services Systems | Yes |
| D | Changes to Charter | No recommendation |
| E | Police & Fire Survivors Benefits | Yes |
| F | Noncitizen voting school board elections | No Recommendation |
| G | Health Plans for City Residents | Yes |

Ordinances

| | | |
|---|---|-----|
| H | Naming the Stadium Candlestick Point | No |
| I | Economic Analysis of Legislation | Yes |
| J | Sales Tax Increase | Yes |
| K | Business Tax | Yes |
| L | Use of Hotel Tax to Preserve Movie Theaters | No |

Declaration of Policy

| | | |
|---|---|-------------------|
| N | Withdrawing U.S. Military Personnel from Iraq | No recommendation |
| O | Use of Sales Tax Funds | Yes |

BART General Operating Bond

Yes



Why you should vote Yes on Prop 72

Over the last three years, health care premium costs have almost doubled for California employees, and experts say there's no end in sight. Prop 72 will protect employees from these cost increases and it will extend health insurance to over 1.1 million working people and their children who are currently uninsured. Under Prop 72, these Californians will be able to see their own doctor, rather than rely on emergency rooms and clinics.

Who benefits? California taxpayers currently pay \$4.6 billion annually for the health care for the uninsured. By extending coverage to 1.1 million Californians who work for large companies that don't offer insurance, Prop 72 will save tax dollars.

Who opposes Prop 72? Wal-Mart, McDonalds and Macy's are the largest funders of the NO on 72 campaign to repeal the Health Insurance Act. Why? Because they do better with unfair competition. Union companies pay for health insurance for their employees—these companies don't want to.

Vote YES on Prop 72. For more info: www.saveyourhealthcare.com

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

Please note:

The Bulletin Board will be included in the paper only once each year, in the June issue. (We will print address and meeting changes on an ongoing basis.) Please save this copy of the Bulletin Board for information about your Local Union.

Delegates' Meetings

The regular 2004 delegates' meetings are held the first Tuesday in February, April, June, August, October and December.

Notice of nominations and election of officers, business agents, trustees

Local 70 — Oakland

Due to the Thanksgiving and Christmas holidays, the November and December Membership meetings will be held the third Tuesday of the month, 7 p.m.

Notice of Nominations and Election

Notice is hereby given of the nomination and election of officers and business agents of Local 70. The terms of office for these officers will commence on January 1, 2005 and conclude on December 31, 2007.

Nominations of candidates for the offices of President, Vice-President, Secretary-Treasurer, Recording Secretary, three trustees and six Business Agents will be conducted at a special membership meeting as follows:

Date: November 6, 2004

Time: 10:00 a.m.

Location: 70 Hegenberger Road, Oakland

(Local 70 Auditorium)

To be eligible to be a candidate, the member must be in good standing for a period of 24 consecutive months prior to nomination. To be eligible to nominate or second a nomination, members must have their dues paid through the month of October, 2004. Nominations may be made orally from the floor or in writing. Forms for written nominations are presently available at the Union office. Written nominations must be received by the Union prior to the nomination meeting on November 6, 2004.

Candidates must accept nominations at the time made, either in person or if absent in writing.

A member on dues check off will not lose good standing as a result of a delay or default by the employer in sending dues to the Local or because of an employer's failure to make the proper deductions from the member's pay in any month in which the member had any earn-

ings from which deductions could have been made.

Potential candidates are encouraged to check their eligibility, and the eligibility of their nominators and seconders, prior to the nominations meeting by submitting a written request to the Local Union Secretary-Treasurer Chuck Mack.

Note: The 50% meeting attendance rule shall not be enforced as a condition of eligibility to be a candidate in this election.

The election shall be conducted by mail referendum. Ballots and voting instructions shall be mailed on November 23, 2004, to the members' addresses on file with Local 70. Ballots must be received at the post office address on the return envelope no later than 11 a.m. on December 7, 2004. Ballots will be counted at the Union Hall starting at 1:00 p.m. on December 7, 2004. To be eligible to vote, members must have their dues paid through the month of November, 2004.

Members who have not received a ballot by November 30, 2004, should call the Local Union Office at (800) 243-1350 or (510) 569-9317 to request a ballot. Duplicate ballots may be requested through December 3, 2004.

Eligibility to vote in this election requires members of Local 70 to be in good standing with initiation fees and dues paid through November 2004. Members have until 4 p.m. on December 6 to pay their initiation fees or dues at the Local Union office in order to have their votes counted.

The nomination and election will be conducted pursuant to the provisions of the International Constitution and Local 70 Bylaws, copies of which are available at the Union's office.

Please see page 7 for additional information on nominations and elections.

Chuck Mack, Secretary-Treasurer

Local 665 — Daly City

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

Notice of Nominations and Election

Nominations for Officers of Local 665 will be held on October 26, 2004 at 7 p.m. at 295 89th Street, Suite 306, Daly City, Calif., 94015.

Officers to be nominated are as follows: President, Vice President, Secretary-Treasurer, Recording Secretary, Three (3) Trustees.

The nominations and election will be governed by the provisions of the International Constitution, which are stated on page 7 of this newspaper, and the Bylaws of Local 665.

The election shall be conducted by mail referendum ballot. The ballots will be mailed out on November 12, 2004 and all ballots must be received by 12 noon on November 27, 2004. The ballots will be counted on November 27, 2004 at the Union office.

In order to nominate or second a nomination, a member must have his/her dues paid through the month of September, 2004. In

order to vote, a member have his/her dues paid through the month of October 2004.

To be eligible to run for office, members of Local 665 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. Membership in good standing, as required, is subject to verification by the Union.

Requests for a duplicate ballot because of allegations the ballot was never received shall be made to Local 665's office by the member requesting such duplicate ballot. Your request will then be forwarded to the election service.

NOTE: The 50 percent meeting attendance requirement shall not be enforced as a condition of eligibility to run for office in this election. You should also consult excerpts from the International Constitution that appear in this newspaper and also the Bylaws of Local 665.

Ernie Yates, Secretary-Treasurer

Local 315 — Martinez

Nominations for Officers and Business Agents will be take place at a Special Called Meeting on Monday, October 11, 2004 at 8 p.m. at the Martinez Union Hall, 2727 Alhambra Avenue, Martinez, California.

Positions to be nominated for a three (3) year term commencing January 1, 2005 are as follows: President, Vice President, Recording Secretary, Secretary-Treasurer, three (3) Trustees and (3) Business Agents.

Nominations and Election of Officers and Business Agents will be governed by the provisions of the International Constitution which are stated in this publication; and the Bylaws of Local 315 which are available upon request to Local 315. The election shall be conducted by mail referendum ballot. The ballots will be mailed out October 25, 2004 to the members' last known address and all ballots must be received by 11:30 a.m. on November 20, 2004 at the Martinez Post Office in order to be counted and must be in compliance with the instructions contained in the envelope that includes the ballot. The Ballots will be picked up from the post office and counted at Teamsters Local 315 on November 20, 2004.

To be eligible for election to any office in

the Local Union, a member must satisfy the requirements of Article II, Section 4 of the International Constitution and must be a member in continuous good standing, with dues paid during the current month due on or before the last business day of the current month, and actively employed in the craft during the twenty-four (24) months immediately prior to nomination (October, 2002 – September, 2004). There is no requirement for election to the offices and positions involved in this election that the nominee must have attended a particular number of membership meetings within the last 24 months prior to nominations as referred to in Article II, Section 4 of the International Constitution. In order to nominate or second a nomination, the nominator must be a member in good standing and have dues paid through the month of September, 2004.

NOTE: Prospective candidates and their nominees are advised that detailed information and verification of eligibility for candidates and nominators should be obtained from the office staff of local 315 prior to nomination meeting.

Dale Robbins, Secretary-Treasurer

Local 624 — Santa Rosa

DUE TO THE THANKSGIVING HOLIDAY

The regular General Membership Meeting and Officer Nomination Meeting in November will be held the third Thursday, November 18, at 7:30 p.m. at Santa Rosa Veterans Building, 1351 Maple Street, Santa Rosa.

Notice of Nominations and Election

Nominations for Officers will be held on Thursday, November 18, 2004, at 7:30 p.m. at the Santa Rosa Veterans Memorial Building, 1351 Maple Avenue, Santa Rosa.

Officers to be nominated are as follows: PRESIDENT, VICE PRESIDENT, SECRETARY-TREASURER, RECORDING SECRETARY, THREE (3) TRUSTEES

The nominations and election will be governed by the provisions of the International Constitution, which are stated on page 7 of this newspaper, and by the Bylaws of Local 624. Prospective nominees are advised to verify the eligibility of their nominators and seconders in advance of the nominations meeting you have until the close of business day November 18, 2004 (4:00pm.).

In order to nominate or second a nomination, a member must have his/her dues and initiation paid through the month of October, 2004. In order to vote, a member must have his/her dues paid through the month of November, 2004. Membership in good standing, as required, is subject to verification by the Union.

The election shall be conducted by mail referendum ballot. The ballots will be mailed out on December 3, 2004 and all ballots must be received at the P.O. Box by 9 a.m. December 20, 2004, at which time they will be picked up

and counted. You have until the close of business day on December 17, 2004 (12:00 Noon) to become current on your membership (Dues and Initiation).

Request for duplicate ballot should be made if a member has not received a ballot by December 8, 2004. Request will be made directly by the member to the Election Service at Pacific Election Service Inc., 1650 Stanmore Dr., Pleasant Hill, Ca 94523, phone 925-685-4935. NOTE: the 50 percent meeting attendance requirement shall not be enforced as a condition of eligibility to run for office in this election. The provisions of the International Constitution printed on page 7 of this newspaper are excerpts dealing with the principal requirements for participation in nomination meetings and elections. You should consult the Constitution and/or the Bylaws of Local 624 within the excerpts which appear in this newspaper.

Bob Carr, Secretary-Treasurer



Reminder

General meeting notices were posted in the June/July issue of this paper. For meeting dates and locations, refer to that notice or call your Local Union.

| | |
|----------------------------|----------------------------|
| 15 510-487-1386 | 490 707-643-0387 |
| 70 510-569-9317 | 624 707-542-1292 |
| 78 510-889-6811 | 665 650-991-2102 |
| 85 415-344-0085 | 853 510-895-8853 |
| 278 415-467-0450 | 856 650-635-0111 |
| 287 408-453-0287 | 890 831-424-5743 |
| 315 925-228-2246 | 896 707-644-8896 |
| 350 650-757-7290 | 912 831-724-0683 |
| 484 415-333-2680 | |

Notice of meeting changes

Local 490

Local 484 has merged into Local 490. The Quarterly meetings for Bakery will continue to be held as in the past. For additional information and dates contact Local 490 at the West Bay office: 415-333-2680.

Carlos Borba, Secretary-Treasurer

Local 856

The following are dates and locations for the Annual Thanksgiving meetings:

DATE: Tuesday, November 16, 2004

TIME: 6:00 p.m.

PLACE: Best Western Grosvenor Hotel
380 South Airport Blvd., So. San Francisco

For members residing in the Sacramento area:

DATE: Wednesday, November 17, 2004

TIME: 6:00 p.m.

PLACE: Teamsters Union Local 150

7120 East Parkway, Sacramento

Michael McLaughlin, Sr., Secretary-Treasurer

In Memoriam

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

| | | | |
|---------------------------------|--------------------------------|---------------------------------|-------------------------------------|
| LIND, Almajean V., Local 15 | BRUTON, Marcel, Local 85 | ARATA, Fred, Local 315 | BENTO, Agnes, Local 856 |
| NILAN, Edward J., Local 15 | CANALE, Fred, Local 85 | BOSACKI, Chester, Local 315 | CHAPMAN, Donia, Local 856 |
| SCHOTT, Idamae B., Local 15 | CRUZ, Antonio, Local 85 | STARK, Theodore, Local 315 | GARCIA, Theresa, Local 856 |
| UMSTEAD, Burt, Jr., Local 15 | GAGGERO, Ronald, Local 85 | TRACEY, David, Local 315 | GARRETT, Brandon, Local 856 |
| BELCHER, James, Local 70 | HART, Paul, Local 85 | ALBAN, John, Local 350 | REVEL, Charlene, Local 856 |
| BIGENHO, Merle, Local 70 | HUTCHINS, Allan, Local 85 | BRENNAN, Lester, Local 350 | VAN TASSELL, Lloyd, Local 856 |
| COCHRAN, Harold, Local 70 | LEONARD, Andrew, Local 85 | CLIFFORD, Albert, Local 432 | ALCANTAR, Jose Bonifacio, Local 890 |
| DARCY, Robert, Local 70 | LUCERO, Jeff, Local 85 | GIUNTINI, Samuel, Local 432 | AMADOR, Andrea, Local 890 |
| GAMEZ, Manuel, Local 70 | PIERCE, Victor Allen, Local 85 | HAFEY, Thomas, Local 432 | BETHEL, Dave, Local 890 |
| HALL, Debbie, Local 70 | SANTOS, Bernard, Local 85 | EFSAIF, John, Local 484 | BOTELLO, Ruben, Local 890 |
| KOMENSKY, Victor, Local 70 | SOTO, Frank, Local 85 | PERRAZO, Thomas, Local 484 | BOZZO, Joan, Local 890 |
| LEWIS, Frank E., Local 70 | WRIGHT, Frank D., Local 85 | YANIKIAN, Armen, Local 484 | DEWEY, Glen, Local 890 |
| LUDTKE, Heinz, Local 70 | PEREZ, Mateo, Sr., Local 216 | WEST, Michael, Local 490 | DOMINGUEZ, Manuel, Local 890 |
| MARCHETTI, Louis, Sr., Local 70 | BARBANO, Anthony, Local 287 | COGSWELL, Louise, Local 853 | ENGLAND, William J., Local 890 |
| NOLAN, Robert, Local 70 | HUSTON, Richard, Local 287 | CUMMINGS, Dwaine, Local 853 | HOPKINS, Virgil, Local 890 |
| PINA, Joe, Local 70 | LACSON, Mario, Local 287 | DALIE, Dwight, Local 853 | PADILLA, Connie, Local 890 |
| REPETTO, Louis, Local 70 | MONTESANO, Charles, Local 287 | JELGERSMA, Kornelius, Local 853 | SILMON, Demetrius, Local 890 |
| YEAGER, Richard, Local 70 | NUNES, Gilbert, Local 287 | ROBINSON, Mike, Sr., Local 853 | MATTINGLY, Robert, Local 896 |
| BACCHUS, Gregory N., Local 78 | NYE, Richard, Local 287 | SANDERS, Bert, Local 853 | LAWRENCE, Cyril, Local 921 |
| BROWN, Tyrone, Sr., Local 85 | PIMENTAL, Carlos, Local 287 | SCARANO, Anthony, Local 853 | |

Nominations & Elections — International Constitution

August, 2004

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's dues must be 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 pro-

vided 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 the Local Union Bylaws. If the Bylaws do not set forth an order of priority, the principal executive officer shall have first priority, followed by the remaining elected officers in the order determined by the Executive Board.

Members are advised to consult the Bylaws of their Locals for additional rules concerning nominations and election procedures).



AROUND THE LOCALS

Two strikes at Graniterock facilities bring better wages, retain right to strike

On June 9, 20 members of Local 287 who work at Graniterock's Berryessa Ready Mix plant in San Jose went on strike. This was strike #1.

Local 287 Business Agent George Netto says that the union had offered to go into federal mediation with Graniterock, but the employer was not interested. "This employer was trying to starve us into submission. We had no choice but to strike."

The workers went strike over wages, hours and working conditions. "This company did not want to provide the industry standard as far as economics," Netto says. "But more important is that the company wanted to take the Teamsters' right to strike away. We couldn't let that happen."

After three months of standing strong and united, the union finally reached agreement with the company. The members went back to work on September 16 with a four-year contract which includes

wage and benefits increases of \$1.81 the first year, and \$1.50 each of the next three years. "And we did not give up our right to strike," Netto adds. "We could not have achieved that without going on strike."

Netto adds that the union has filed unfair labor practice charges against Graniterock for not returning the Teamsters back to work immediately after the strike settled.

Second strike at Aromas Quarry

When the San Jose workers were already on strike for five weeks, Graniterock took on the members of several unions at the Aromas Quarry in San Benito County. Here, the Teamsters were part of a multi-union agreement that included Operating Engineers, Machinists and Laborers.

This ten-week strike started on July 16, and was finally settled on September 11 with support from

Teamster Locals 853, 890 and 912, as well as the other unions involved. In all, the number of picketers eventually included more than 500 workers.

Netto reports that the three-year deal included increases of \$1.25 for the first two years, and \$1.35 the third year. And again, the Teamsters did not give up their right to strike.

"This employer wanted to lead the industry by getting concessions and limiting the union presence at the job site," Netto says. "We have a labor dispute with this employer each time a contract comes up. Our members, and our fellow Teamsters, stood up strong for union principles."

Netto thanked the members of Local 287 for their participation and recognized Rome Aloise from Local 853 and Teamsters Local 912 for their continued support during this difficult time.

Allied Waste workers join Local 350 for wages, benefits

About 30 equipment operators, scale masters and sorters at Allied Waste/BFI's transfer station in San Carlos voted in June to join Local 350. "These workers want improved wages and improved benefits, including retirement and health and welfare benefits," said Robert Morales, Local 350 Secretary-Treasurer.

On September 9, the 10 workers at Allied Waste/BFI's landfill in Half Moon Bay also voted to join Local 350. These workers share the same concerns as those in San Carlos.

"We're optimistic that we can deliver for all of these workers because we have won strong contracts for our other Allied Waste/BFI workers," Morales said.

Local 490 welcomes Local 484

Local 484 merged into Local 490 on September 1. "It's always tough for a Local Union to give up their autonomy, but sometimes they recognize that they need to for long-term stability and strength," says Local 490 Secretary-Treasurer Carlos Borba. "We welcome all members of Local 484 and look forward to serving them."

Borba says that Local 490 will maintain the San Francisco office at its Mission Street location. Local 484's Business Agents and office staff will continue to service the members. "Bringing on this additional staff gives our Local an opportunity to do some organizing and better represent our total membership," Borba added.

Teamsters prepared to honor hotel strike

If UNITE-HERE members decide to strike at 14 San Francisco hotels, more than 600 Teamsters in Locals 856 and 665 are committed to supporting them. At presstime, negotiations are still on-going, but a strike could be called any day.

The 4,000 members of HERE Local 2 authorized a strike if they can't achieve better working conditions, employer-paid health care benefits and better pensions through contract negotiations. Local 2 is also seeking a two-year contract that will

expire at the same time as hotel contracts in other major cities such as Los Angeles, Washington, D.C., Boston, Chicago, New York and Toronto. The workers believe that by joining with hotel workers in other cities, they will gain equality with the global hotel industry.

"Local 2 stood by our members 100% when we were on strike against the hotels in 2003," says Local 856 Business Rep Julie Wall. "Now it's our turn to return the solidarity."

Beer agreement ratified

Terry McHugh of Local 278 and Dennis Hart of Local 78 recently ne-

gotiated a new agreement with beer distributors in the West Bay and San Jose area. The agreement calls for a \$2.65 increase in wages and pension over four years.

The contract fixes problems in the health and welfare plan, protects the membership's liability insurance and ensures the 40-hour work week for sales people. It also brings back the 'five stairs' limit in San Francisco. "Ever since this language was lost 20 years ago, beer drivers have been injured at an alarming rate," says McHugh. "Every beer driver must work to protect the new language so that we never lose it again."

"Overall, this is the best agreement for beer drivers in years," Hart said.

America West workers join Teamsters

In one of the largest victories for workers in the private sector this year, the 3,200 Customer Service Representatives (CSRs) at America West Airlines voted to join the Teamsters.

"Finally!" said Sheelayah Hatcher, a CSR at Phoenix's Sky Harbor Airport, "It's been a long, hard road but now we have our union and the chance to make the changes we need."

The 3,200 CSRs work in 50 airports and at two reservations call centers around the country for the Phoenix-based airline. Approximately 100 of the CSRs at the Bay Area and Sacramento airports will be represented by Local 70.

Auto dealership member wins arbitration

Angelito Gonzalez is a tire and lube tech at Anderson Chevrolet in San Jose and has been a Local 665 member since 1989.

In February of 2003, Gonzalez was fired from the dealership. The Local grieved the firing and took the case all the way up to arbitration. After hearing the evidence, the arbitrator learned that Gonzalez' superiors had actually been involved in the transgressions for which they fired Gonzalez.

The arbitrator ruled in favor of Gonzalez and Local 665, awarding full back pay, Western Conference of Teamsters Pension and his health and welfare payments.



Local 665's Chuck Andrew congratulates Angelito Gonzalez on winning the arbitration.

"The grievance procedure works," says Local 665 Business Agent Chuck Andrew. "If Angelito wasn't in a union, the truth would never have come out. Members should take heart that standing up for your rights really can have a positive outcome."