



TEAMSTERS Northern California

Serving more than 70,000 Teamsters and their families

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“We’ve got to continue to register and update our members on the issues.”

NorCal political coordinators meet to set strategies for special election

Spurred on by the special election called by Governor Schwarzenegger for November, Teamster Worksite Coordinators throughout Northern California met on two weekends in May. These meetings, held in Oakland, Martinez, San Jose, Sacramento, Modesto and Fresno, were unprecedented, marking the first time that rank and file members from every Local Union in NorCal joined Teamster leaders to strategize and build political power.

As part of the Teamsters new Political Action Program, the worksite coordinators will help build member participation in the Teamsters’ Political Action Committee, D.R.I.V.E., as well as increasing voter registration and member education. They will also recruit rank and file political coordinators at every California worksite.

With hundreds of rank and file coordinators at the four meetings, the turnout exceeded expectations. “We can accomplish much more politically and impact the anti-worker agenda



The above montage comes from the Joint Council 7 Political Coordinators Meeting held at Local 70 on May 14. From left is Assembly Member Alberto Torrico, Joint Council President Chuck Mack, D.R.I.V.E. Representative Jack Peasley and Marsi Newman California Teamsters Public Affairs Council. (Collage by M. Humbane)

coming out of Sacramento and Washington if we’re willing to organize internally,” said Joint Council 7 President Chuck Mack at the Oakland meeting.

“The special election in November

**Upcoming
Political Coordinators
Meetings:
September 10
Oakland: 10:00-11:30 a.m.
Stockton: 1:00-2:30 p.m.**

will be a challenge,” Mack added. “The governor is going after public employees and teachers, which has an impact on some of our members. If we lose these initiatives in November, the governor won’t hesitate to come after the rest of us.” (See page 8 for more info on the special election.)

Local Union Political Coordinators and Worksite Coordinators received voter registration forms and have already started registering members and signing them up for D.R.I.V.E. Worksite flyers on the election should be available at every job site soon.

The Political Coordinators are Bob Blanchet for Joint Council 7 and Jim Tobin for Joint Council 38.

Teamsters withdraw from AFL-CIO

As this paper goes to press, the General Executive Board of the International Brotherhood of Teamsters has unanimously voted to withdraw the IBT’s membership from the AFL-CIO.

“The Teamsters have partnered with seven strong and progressive unions in the **Change to Win** coalition to organize the unorganized and create real power for the working families of America,” President James Hoffa announced on July 25.

Hoffa said that the Teamsters made the decision to disaffiliate as a matter of principle, after months of discussions and deliberation.

Even though the Teamsters opted out of the AFL-CIO convention, taking place in Chicago during the last week of July, the union plans to maintain working relationships with Building Trades Councils, State Federations and Local Labor Councils. Stay tuned!

Pledge to Deliver Efficiency, Productivity, Dependability

Labor, management announce historic port trucking pact

The International Brotherhood of Teamsters and Maritech Leasing announced on June 6 the first new union contract between the Teamsters and a port trucking company in more than 20 years. The two entities hailed the new agreement as the first step toward a solution to the problems that have plagued port trucking throughout the United States.

“This is the initial step to re-establishing the Teamsters in America’s ports,” said Chuck Mack, Director of the Teamsters Port Division and Vice President of the International Brotherhood of Teamsters. “Port drivers on the West Coast now have a contract that guarantees them fair wages, health and pension benefits and a grievance system.”

Long Beach-based Maritech also agreed to remain neutral during any future organizing efforts by the Team-

sters at their terminals across the country. Company officials believe that retaining quality workers is a crucial key to providing their customers with unparalleled service.

“The volume of cargo entering U.S. ports is growing by leaps and bounds, while insurance, fuel and truck maintenance have gone up and net truck driver compensation has plummeted,” said Bob Kelly, President of Maritech Leasing. “Our industry must take decisive steps to stem the growing shortage of truck drivers hauling containers from the ports to rail depots, warehouses and distribution centers. Drivers are leaving faster than the industry can replace them.”

“With the Teamsters on board, Maritech will provide our customers with first rate service they can depend on,” Kelly said.

Many of the players in the west

coast shipping industry recognize that they must treat truck drivers as partners and pay reasonable rates to ensure a productive and dependable road transport system for the final miles of a container’s journey.

“Maritech has agreed to periodic reviews and wage adjustments as the company prospers,” Mack said. This contract covers truckers operating company equipment, but the Teamsters are also working to represent owner-drivers hauling for port trucking companies throughout the U.S.

“We believe that inter-modal transport companies see the advantage of treating owner-drivers as employees and stabilizing the industry through a Teamster contract,” Mack said.

Maritech, which got its start at the Ports of Los Angeles and Long Beach, intends to open another operation in Oakland by the close of 2005.

Special Election November 8, 2005

Rather than try to negotiate with the state legislature—which is his job—Governor Schwarzenegger has some propositions that he'd like you to vote on in a special election on November 8, 2005. (That is, if he doesn't change his mind, after this paper goes to press, and cancel the special election that he called.)

Here are some questions to ponder as you review Arnold's propositions:

1 Is this election necessary or is it a political vendetta against public employees and unionized workers?

2 Will these propositions solve the state budget crisis? Do they actually save any money at all?

3 With the state budget still running multi-billion dollar deficit, should the counties pony up another \$80 million for an off-year election?

Prop 74: Eliminating seniority in public schools

This initiative prohibits a school district from designating a teacher as a permanent employee until he or she has worked five consecutive school years. Not only does this affect job stability, but it alters when teachers are eligible for health and retirement benefits. Prop 74 also allows a school district to terminate a permanent employee based on two negative job evaluations.

Prop 75: Paycheck deception for public employees

This initiative would prohibit a union that represents any public employees from using union dues or fees for political contributions unless each member provides written consent on a form mandated by the initiative. Also known as the "son of Prop 226," Prop 75 would make it more difficult for working people to have a voice in the political process.

Prop 76: Eliminating school funding commitment

This initiative allows the Governor to make devastating mid-year budget cuts if revenues fall below expenditures. Prop 76 would gut Proposition 98, the law voters approved to guarantee minimum funding for our schools. It eliminates the requirement that the state must restore any money owed to schools when education funding falls below the minimum guarantee.

Here's what else the \$80 million being spent on the Special Election could pay for

- Salaries for 2,300 teachers.
- Four million up-to-date textbooks for our students.
- 1,200 shiny new school buses.
- College tuition for almost 10,000 UC students and almost 12,000 Cal State students.
- More than 4,000 quality homecare caregivers for seniors and persons with disabilities.
- A year of health insurance for nearly 30,000 uninsured Californians between the ages of 30-49.



MEMBERS IN FOCUS

"I want to be the heavyweight champion of the world"

Local 78's Martha Salazar holds several boxing titles

For the past five years, Martha Salazar has embarked on two new ventures. By day, she works at Aramark as a Raw Sales Representative out of San Jose. This means she drives a delivery truck, picking up dirty uniforms and dropping off the clean goods. She's a proud member of Local 78.

When she's not driving a truck, Martha is working toward her goal of becoming the next heavyweight boxing champion of the world—and she's well on her way.

About the same time that she started at Aramark, Martha left behind kickboxing, enlisted Danovis "Dee" Pooler to be her trainer and manager,

and started training for heavyweight boxing. "There was just no competition in my weight category in kickboxing," she says. "Dee told me that women's boxing was coming up. I should try it. Dee has been a trainer forever, but he was learning the game of managing. We both started fresh and together we've been doing pretty well."

Ranking #1 and loving it

Now, a short five years later, with a record of 10 wins, three losses and two KO's, Martha ranks number one in the world in every federation, including the WIBF, WUBI, IBA and the IBE.

"I love it," Martha says. "The at-

tention I get in the ring, the crowd, the media. I got to travel for free to Guyana to fight for two world belts and my next big fight for the WUBI title will be in Trinidad, in September." To date, Martha has fought in Las Vegas, at the Oakland Coliseum, Hayward, Vallejo, Washington state



Martha Salazar displays three of her world championship belts. Each weighs about 25 pounds.

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.

and Cleveland—where the fight was taped for Friday Night Fights and aired on pay per view for millions to watch.

Martha trains every day, and increases her regimen in the weeks before a big fight. To keep her cardio up, she plays basketball twice a week and runs around Lake Merritt. "She's always in shape," says manager Dee Pooler, who provides Martha with a variety of workouts, not only for strength and conditioning but also to hone the science and art of boxing.

"She's a chameleon. She adapts. She can do whatever style you do, but better." Pooler adds that Martha's talent is being able to see in-between punches. "She can fight in the trenches effectively."

Weighing 228 pounds and sporting a t-shirt that says "compassion," Martha showed off the many ways she could climb stairs at Oakland's Cleveland Cascade—from a straight climb on two legs, to using all fours, to a "bear jump" and working her way backwards. "This will help strengthen her upper body and increase her balance," Pooler explains.

continued on page 8



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Debra Chaplan, Managing Editor



AROUND SACRAMENTO

By

BARRY BROAD, Legislative Director

The 2005 session of the Legislature has now reached its halfway mark, with bills having now passed the house of the Legislature in which they were introduced and moving to the opposite house. Anything that didn't make it out of its "house of origin" is now a dead bill. Most of the bad labor bills have met this fate.

Teamster legislative proposals advance

This year, we introduced four sponsored bills. All have made it out of their house of origin and are moving along.

SB 848 by Senator Joe Dunn (D-Santa Ana), and SB 762 by Senator Alan Lowenthal, (D-Long Beach), both address the significant challenges facing port drivers. SB 848 will afford owner-operator drivers serving the ports the right to form organizations and collectively negotiate their rates with trucking companies. SB 762 will create a system of traffic control at the ports to insure that port drivers—who are paid by the load—will get enough "turn arounds" to make a decent living.

AB 962 by Assembly Speaker



2006 office-seekers address Teamsters at legislative breakfast in Sacramento in May. (L) Chuck Mack welcomes State Treasurer Phil Angelides, who has announced that he's running for Governor. (Top) Insurance Commissioner John Garamendi and (Bottom) State Senator Liz Figueroa will both be running for Lt. Governor.



Fabian Nunez, (D-Los Angeles), will enact a series of provisions to increase railroad safety and security, including insuring that railroads place proper signs up along tracks to warn engineers that railroad crossings are nearby and to prohibit railroads from parking hazardous materials cars along railroad sidings without them being guarded.

AB 1048 by Assembly Member

Fran Pavley, (D-Agoura Hills), will insure that trucking companies that use owner-operator drivers can be held fully responsible for the safety of their drivers.

Labor's agenda moves forward

Most of the union sponsored bills we outlined in our last edition also made it out of their house of origin, although the votes were closer than they should have been. Most labor sponsored bills passed with no Republicans voting for them and some even had a few recalcitrant Democrats going south.

As a reminder . . .

AB 89 by Assembly Member Jerome Horton, (D-Inglewood), which would require the disclosure and annual reporting of employer names whose workers receive public assistance for health coverage, made it to the Senate.

AB 48 by Assembly Member Sally Lieber, (D-Palo Alto), which would increase our minimum wage from \$6.75 to \$7.75 over two years, also made it to the Senate despite some last-minute shenanigans by the restaurant employers.

AB 524 by Assembly Member Wilma Chan, (D-Oakland), which would require state contractors to report back to the state (1) the number of workers they hire outside the U.S. and (2) information about any subcontracted work that is performed, is in the Senate.

AB 875 by Assembly Member Paul Koretz, (D-West Hollywood), which would require the Labor Agency and Franchise Tax Boards to develop protocols where certain labor law violations would trigger a tax audit of the

employer, is awaiting hearing in the Senate.

AB 391, also by Assembly Member Koretz, which would address the situation that arose in last year's grocery strike when the locked-out workers were denied unemployment insurance benefits by ensuring that such workers get benefits in the future, made it to the Senate despite vigorous opposition from the grocery industry.

A couple of other bills spearheaded by labor that we didn't mention last time are also moving with the hope of keeping good jobs in California. AB 1654 by Assembly Member Hector de la Torre, (D-South Gate), would grant a bid preference for state contractors who hire Californians to do the work. More than a dozen other states provide some sort of preference for state vendors and contractors who employ in-state workers.

SB 46 by Senator Richard Alarcon, (D-Van Nuys), would stabilize and reduce the price of workers' compensation insurance in California by re-regulating the insurance market. Several painful changes were made to the workers' compensation system in California over the last few years and the insurance companies have reaped the benefits of those changes. Their profits are higher than ever, while some workers' benefits have been drastically reduced and insurance rates have remained high.

Teamsters weigh in on animal rights issue

Every so often a bill seemingly unrelated to the Teamsters pops up that actually would have a devastating impact on some of our members in a particular industry. AB 820 by Assembly Member Audra Strickland, (R-Westlake Village), is just such a bill. The intent of the measure is to address some incidents that have occurred recently with wild animals escaping into suburban areas and, in some instances, attacking people.

Unfortunately, the original draft of the bill went way too far and would have made it very difficult for Local 399 members who train animals for the entertainment industry. The animal rights groups backing the bill seek, ultimately, to put an end to wild animal exhibitions and animal appearances on film and television—putting our members out of work. We aggressively opposed the measure and were able to get some key amendments to the bill so that it no longer jeopardizes the work of Local 399's animal trainers.

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.

President's Report

by
Chuck Mack

The Teamster plan for politics

For the past several months, California Teamsters have been building a Political Action Program. We're looking to increase contributions to D.R.I.V.E. (Democratic, Republican, Independent Voter Education), our Political Action Committee, and to build member participation and involvement at the grass roots level.

To that end, we've constructed a program that takes political action directly to our rank and file members. Our goals – a Political Coordinator at each local union and a Worksite Coordinator(s) at each plant, terminal, warehouse, barn and office where there are Teamster members.

Worksite coordinators are the key. They will distribute information about candidates and issues, register their co-workers to vote and keep them updated as political events unfold.

Some have suggested this can't be done, claiming it's too much work, members are not interested and no one cares anyway. I emphatically disagree. Teamster members are intelligent. They understand that there is a relationship between political action, their labor contracts and job security. They're willing to make the effort, spend the time and do the work.

The new program will get a chance to show its stuff in November. The Governor has called a special election. He and

his friends are mounting an attack on California unions and working families. We won't let that go unchallenged. We are gearing up now to make sure that Teamster voices are heard.

"It's about creating the power to change the political agenda to one that is worker-friendly, PRO health care, PRO pension, PRO organizing and PRO union."

The Political Action program that we're building is not just for this November or next, it's ongoing. It's about the future. It's about creating the power to change the political agenda to one that is worker-friendly, PRO health care, PRO pension, PRO organizing and PRO union. It's about going from defense to offense.

Here's how you can help.

- Register to vote. See your Worksite Political Action Coordinator or Shop Steward for the registration form or drop by your local union.

- Sign up for D.R.I.V.E. We're asking every member to voluntarily donate \$1.00 per week.

- Sign up to be a "Worksite Political Action Coordinator." Coordinators will receive emails from the Teamsters Public Affairs Council with information that needs to be distributed and talked about with your co-workers.

- Think like a Teamster. When you hear politicians talking about any legislation that restricts a union's ability to fight for its members, fight back and get involved.

Newly elected mayor of L.A. makes history



Local 350 Secretary-Treasurer Bob Morales (L) congratulates Antonio Villarraigosa for his election in May as Los Angeles' first Latino mayor in 150 years.



Attorney General Bill Lockyer keynotes peace officers seminar

After addressing a seminar of Local 856 probation officers from San Mateo and Alameda Counties, Attorney General Bill Lockyer (2nd from left) poses with Local 856 President Joe Lanthier, Sec Treas. Mike McLaughlin and Fresno-based attorney Barry Bennett.

Local 853 raises nearly \$100,000 for MS cure



The 2005 TeamMSters

"Each year gets better and better," says Local 853 Office Manager and TeamMSters MS Walk Coordinator Janine Vanier. "We've collected nearly \$100,000, breaking last year's amazing record of \$66,000. I'm so proud of this Local and our entire union's participation."

In its fifth team effort in the annual Multiple Sclerosis Walk, the TeamMSters had another great day out at Crown Beach in Alameda on April 10, as they raised more money than ever before.

Taxi drivers sign with Local 278

A new organization called the Bay Area Taxi Drivers Association has signed a service agreement with Teamsters Local 278, reports Business Agent/Organizer Terry McHugh. "We are starting out small, but with 5,000

taxi drivers and permit holders in San Francisco, the potential for new members is huge."

"This gets our foot in the door in the taxi industry in San Francisco. We will be handling their political work and help them organize to get their message out," says McHugh.

Local 315 gets \$55,000 back pay award for garbage driver



Jesus Hernandez gives a big thumbs up for getting his job back and a back pay settlement.

Teamsters Local 315 member Jesus Hernandez is all thumbs up, showing his appreciation to the Union for getting him reinstated to his job as a driver at Valley Waste Management in Walnut Creek. Jesus also got a back pay and benefits settlement of just over \$55,000.

The company had terminated Jesus for alleged "recklessness" even though he had a clean driving record and no prior disciplinary actions. He had been involved in an accident on a rainy day and the company thought they had "just cause" to terminate him.

Local 315 said 'no way' and took the case on. Ultimately, an arbitrator ruled that the accident did not constitute "recklessness" on Hernandez' part and therefore the company could not terminate him. Jesus was awarded his job back with full back pay plus lost health and welfare and pension benefits.

"I am grateful to the union for being there when I needed them," says Jesus. "This just shows that our members need to be safe. But also, everyone should read your contract so you can become aware of your rights and obligations."

AROUND THE LOCALS

JS Concrete Construction is now Teamster

After organizing JS Concrete Construction of Hayward in July, Local 853 was able to negotiate a first contract for the employees who work on material hauling in bottom dump equipment, transfer rig equipment, semi-end dump equipment, ten wheel dump trucks, flatbed trucks, heavy duty transport, and water trucks.

The new contract includes the Western Conference of Teamsters Pension, Teamsters Health and Welfare for active members, the Retirement Security Plan, as well as other standard items such as vacation and holiday pay.

First contract with KRS

Local 853 members unanimously ratified a first time contract for the supply and distribution company, KRS. The facility supplies almost all living essentials for Kwajalein Range and Island, deep in the Pacific, where the U.S. Army is developing missile systems.

The members perform all selection, forklift, and container stuffing functions for the island out of a local warehouse facility. The first time contract resulted in a minimum 22% wage increase, transfer to the Union health and welfare and Union pension.

Napa garbage workers approve contract

Napa garbage workers gave overwhelming approval on Friday, June 3, to a short-term contract extension with Waste Management, said Carlos Borba, Secretary-Treasurer of Teamsters Local 490.

The contract will run through September 30 when a new company, Napa Recycling and Waste Services, will replace Waste Management's two local operations—Napa Garbage Service and Napa Valley Disposal Service.

"Waste Management agreed to pick up the \$242/month that employees are now paying for health benefits for their families," Borba said.

Local 490 represents 110 garbage employees in Napa County. The union will now negotiate with Napa Recycling and Waste Services, which has agreed to hire former Waste Management employees to launch its new service on Oct. 1.

Cal Teamsters unite for chain store bargaining

With the goal of forging statewide

Local 78 wins back pay for Acme workers fired during organizing drive



(L) Anthony Porras shows off his \$12,000 back pay check; (R) Larry Pichado receives his check from Local 78 organizer Skip Joaquin.

Local 78 organizer Skip Joaquin was disappointed that the employees at Acme Sanitation in San Jose voted against union representation last March—but he wasn't surprised. Even though he had 39 people out of 65 in the shop say they would definitely vote for the union, support started to waiver when the company hired an anti-union law firm, and when they terminated three prominent union supporters. Joaquin says that one was hired back, but the company succeeded in turning around his vote.

"This was a nasty, expensive campaign," Joaquin says. "The company handed out 'Vote No' t-shirts and posted 'Vote No' signs and banners around their facility. They even replaced all of the sponges in the sanitation trucks with sponges that said 'Don't get soaked by the union.' One man-

ager bragged that Acme spent over \$200,000 to break the union's attempt to organize them."

After the vote, the union filed Unfair Labor Practice charges to protest the two terminations and one suspension of union supporters. Ultimately, the company settled and gave lost-time checks for \$12,000 to Anthony Porras and \$20,000 to Larry Pichardo. Both have since found employment elsewhere. Jesus Velasquez, who still works at Acme, had been suspended for two days. He received three vacation days as a settlement.

"The union may lose a campaign, but we still fight for those people who were part of it," says Joaquin. "And now we have two very happy people."

solidarity and coordinated bargaining to maximize wages, benefits and conditions in this year's chain store negotiations, more than 40 representatives from 10 California locals met at the Teamster Unity Conference in May.

The Southern California chain store agreement covers seven locals with 10,000 members who work for Vons,

Albertsons, Ralphs, Stater Brothers and Western Unified. Northern California has 1,000 Teamster members at Albertsons, represented by Locals 150, 70 and 490. The contracts expire in September and November, 2005.

The key issues identified were maintaining health care and pensions, wage increases and job preservation.

IBT Vice Presidents Chuck Mack and Jim Santangelo called the meeting. Southern California locals selected Santangelo and Paul Kenny to co-chair, and Carlos Borba will coordinate talks for Northern California locals. Proposal meetings for both areas will be called over the next few months.

Keeping up the fight for unionized auto dealerships

"Auto dealerships used to be mom and pop-owned franchises," says Local 665 President Mark Gleason. "Now many of them are part of huge corporate conglomerates."

Forty years ago, a large majority of dealerships were unionized. Now, unions hold claim to just about 50%. And every time a dealership is sold, unions have to fight to keep the jobs and benefits for their members.

On July 28, Teamsters Local 665 and IAM Local 1414 joined together to picket **South City Ford**. When this dealership was sold, the new owner closed the service department completely, putting 12 Teamsters and 12 Machinists out of work.

He's offered to hire them back, but at extremely substandard conditions—including wage cuts of \$3-4/hour, cutting both the health and welfare plan and the employer contribution to the Western Conference of Teamsters Pension in half.

"We're going to fight this, because if this owner gets away with it, this will be the end of our good contracts in San Franc-

sico and Santa Clara," says Gleason. "We're in for the long haul to get a decent agreement."

Gleason asks all members who work in dealerships to come out to the picket line on Saturdays and Sundays. "If we lose here, the union jobs at other dealerships may be next."

Don't turn Berkeley Honda into an automotive Wal-Mart!



Since June 15, IBT Local 78 members and IAM Local 1546 members have been on strike at Berkeley Honda (formerly Jim Doten Honda). They've maintained a daily picket line, with special weekend events called by the Alameda Central Labor Council.

The average seniority for Doten employees was 15 years. However, the new owner didn't rehire many long-time employees, and reduced benefits for those he offered to keep.

The Wal-Mart message resonated with Berkeley's City Council, which unanimously passed a resolution on July 12 urging residents to boycott Berkeley Honda.

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 May issue. (We will print address and meeting changes on an ongoing basis.) Please save that copy of the Bulletin Board for information about your Local Union.

Delegates' Meetings

The regular 2005 delegates' meetings are held the first Tuesday in February, April, June, August, October and December.

Local 15, Union City Notice of Nominations and Election

Membership Meetings: Fourth Monday of the month:

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

October 24, 3 p.m. at Teamsters Local 287, 1452 North Fourth Street, San Jose

November 28, 3 p.m. at Teamsters Local 853, 2100 Merced Street, Suite B, San Leandro

NOTICE OF NOMINATIONS AND ELECTION OF OFFICERS:

Nominations of candidates for the offices of President, Vice President, Secretary-Treasurer, Recording Secretary and three (3) Trustees for a three (3) year term will be held at the regular Membership meeting on November 28, 2005, 2100 Merced

Street, Suite B, San Leandro.

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

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

The Election will be by mail referendum ballot. Ballots will be mailed on December 12, 2005, and will be counted on December 28, 2005.

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

Chuck Davis, Secretary-Treasurer

Local 350, San Francisco Notice of Nominations and Election

Nominations for officers of Teamsters Local 350 for a three (3) year term will take place on November 7, 2005 at 7:00 p.m. at the Electricians Hall, 55 Fillmore Street, San Francisco, California.

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

Election to be held on Monday, December 5, 2005. Polls to be open from 8:30 a.m. to 7:00 p.m. at the following locations:

San Jose-Santa Clara District: Teamsters Local 287, 1452 North 4th Street, San Jose, California

San Francisco District: Teamsters Local 350 Board Room, 295 89th Street, Suite 304, Daly City, California.

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

Copies of these documents are available at the Union's office. Note particularly the relevant provisions of the International constitution that appear below, on page 6 of this paper.

Robert Morales, Secretary-Treasurer

Local 315, Martinez Notice of Propose By-Law Change

The proposed by-law amendment is regarding Article 10. "Disbursements" of the Local 315 by-laws concerning authorization of the Executive Board to consider and make charitable contributions and donations for civic, political or other causes.

The proposed amendment will be

read at the July and August Membership meetings and will be discussed and voted on at the General Membership meeting by secret ballot on Wednesday September 14, 2005, 8:00 p.m. at the Local 315 Union Hall, 2727 Alhambra Ave, Martinez, CA

Dale Robbins, Secretary-Treasurer

Local 665, Daly City Meeting change

Membership meetings are suspended for the months August and September. Membership meetings to resume

in October, 4th Tuesday of the month, 7 p.m.

Ernie Yates, Secretary-Treasurer

Nominations & Elections International Constitution July, 2005

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 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 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).

Workers' Compensation pre-designation of treating physician update

When the Workers' Comp reform bill was passed last year (SB 899), all union members were advised to pre-designate a treating physician. Because the Administrative Director (AD) of the Division of Workers' Compensation had not yet issued regulations about pre-designation, many employers and insurers inappropriately rejected the pre-designation forms that were filed. Regulations on this process are coming in the next few months.

Many workers had their pre-designation forms rejected due to the fact that the forms either (1) did not have a physician's signature; (2) were not filed with the employer in accordance with the employer's timeline; or (3) failed to meet some other criteria established by the employer but not strictly provided for under the law.

Contrary to what these employers and insurers are contending, the only timeframe before which a pre-designation form must be filed is prior to the date of injury. Further, while your physician's signature is not required, it is recommended that you get his signature (or that of the doctor's authorized employee), to better ensure that your employer will accept the form.

The AD has posted a pre-designation form on her website: www.dir.ca.gov, which may be used by all employees and should be acceptable to all employers.

Some important things to remember when filling out your pre-designation form:

1 You may only pre-designate if your employer provides you with health care. You may only pre-designate an MD or DO with whom you have a prior treating relationship (like your primary care physician).

2 While a doctor's signature is not required, it is highly recommended that you get it to ensure that your employer does not improperly reject your form. If you don't have a doctor's signature, some other form of evidence that your doctor agrees to be your pre-designated physician is required. Additionally, many doctors are now refusing to treat workers' compensation cases. By securing your doctor's signature, you are guaranteed that he will see you in the event you suffer an occupational illness or injury.

3 The new regulations permit an authorized employee of the doctor to sign the form, so when you contact your doctor's office inquire whether he has authorized anyone in his office to sign, and whether you may fax your form in or if you need an appointment to secure the signature.

4 Make sure to make three copies of your form: one to keep, one to provide to your employer, and one to provide to your union.

New web site on pension cost of living

The Western Conference of Teamsters Supplemental Benefit Plan was established in 1982 to help retirees deal with increases in cost of living after retirement. This year, the Supplemental Benefit Plan distributed over \$9 million to nearly 22,000 current retirees, surviving spouses and beneficiaries.

The *Northern California Teamster* newspaper described the key features of the Plan in previous articles. Due in part to the tremendous response to these articles, the Supplemental Benefit Plan has now developed a web site for the convenience of retirees, active workers, employers, and local unions. The Plan's web site can be accessed at:

www.wctsbp.org

The web site describes important features of the Plan in easy-to-understand language including the Plan's advantages, benefits, contributions, eligibility conditions, and much more. For those who want further details, the Summary Plan Description is available for viewing or printing at the click of a button.

If you have further questions about the Supplemental Plan, call Southwest Administrators toll free at (877) 350-4792, Ext. 657.

In Memoriam

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

| | |
|-------------------------------------|--|
| BONILLA, Manuel, Local 70 | PALMER, Olen, Local 315 |
| CARDENAS, Helidoro, Local 70 | RODRIGUEZ, Louis "Rod," Local 315 |
| EVANS, Barry, Local 70 | TASSIELLI, Frank, Local 432 |
| GONZALEZ, Pedro R., Local 70 | KING, Eugene, Local 484 |
| LAWSON, Dean, Local 70 | POST, Robert, Local 484 |
| LEHOULLIER, Joseph, Local 70 | SAMARZES, Louis, Local 484 |
| MARSHALL, James A., Local 70 | TRAVERSO, John, Local 484 |
| MARTINEZ, Fred, Local 70 | CROXEN, Robert, Local 490 |
| REMSON, Bernard, Local 70 | FERGUSON, Charles, Local 490 |
| SCOTT, William, Local 70 | NEWTON, Fredrick "Wayne," Local 490 |
| VERNON, James, Jr., Local 70 | WEBB, Donald E., Local 490 |
| DE ABREU, Juaquin, Local 78/588/768 | MORENO, Robert, Local 588 |
| ESTRADA REYNOSO, Emilio, Local 78 | APLET, Richard, Local 624 |
| FLORES, Jose, Local 78/588/768 | MADSON, Roy, Local 624 |
| MACIOCA, Lavina, Local 78 | ATKINS, Charles, Local 665 |
| MEDA, Rinaldo "Monte," Local 78 | KHAROUD, Nirmal, Local 665 |
| ROSE, Leroy E., Local 78 | TANG, Wallace, Local 665 |
| SMART, Gerald, Local 78 | ULLOM, James, Local 665 |
| CRADER, John, Local 85 | CROTTI, Bartolo, Local 853 |
| GALLIAN, Robert, Local 85 | PUENTE, Michael, Local 853 |
| GARCIA, Lorenzo, Local 85 | COSTA, Eilene, Local 856 |
| LESSA, Lester, Local 85 | PARSLEY, Lucille, Local 856 |
| MOSSMAYER, Allen, Local 85 | BADILLA, Lourdes, Local 890 |
| NOORDA, Claude, Local 85 | CABRALES, Arturo, Local 890 |
| NORTON, Richard G., Local 85 | CAMACHO, Maria Carmen, Local 890 |
| RAEL, Stephen, Local 85 | CHAVEZ, Enedina, Local 890 |
| RUIZ, John, Jr., Local 85 | CORONEL, Evangelina, Local 890 |
| ROCCO, Arthur, Local 85 | ECLARIN, Margarita, Local 890 |
| STELTER, Raymond, Local 85 | GUTIERREZ, Guadalupe Garcia, Local 890 |
| SMALL, Robert Bob, 216 | HORCAJO, Carmen, Local 890 |
| CALLEJAS, Jesse, Local 278 | MARQUEZ, John, Local 890 |
| LEW, Lenny, Local 278 | MENDOZA, Bernardo, Local 890 |
| STUKINS, William, Jr., Local 278 | TAPIA, Ramon, Local 890 |
| PAVKOV, Dave L., Local 287 | VILLARREAL, Nicolas, Local 890 |
| BERG, John, Local 315 | JOSEPH, Ben, Local 921 |
| DEMAPELES, Mario, Local 315 | |
| JARRETT, John, Local 315 | |
| MEADOWS, C. Rex, Local 315 | |
| MORRIS, Dean, Local 315 | |

NOTICE TO MEMBERS

The California Teamsters are represented at the California Legislature and before state administrative agencies by the California Teamsters Public Affairs Council (CTPAC). Barry Broad and Shane Gusman are the Legislative Representatives and Marsi Newman is the Public Affairs Administrator.

Per Capita Tax

All Teamsters affiliated with Joint Councils 7, 38 and 42 support the California Teamsters Public Affairs Council through a per capita tax of 25 cents per member per month, from union dues. Thirty three and 1/3 percent (33 1/3%) of this is set aside in the Political Action Committee from which the Executive Committee makes campaign contributions.

Executive Committee

Chuck Mack, president of Joint Council No. 7, is the chairman of the Executive Committee, Jim Santangelo, president of Joint Council No. 42 is treasurer and, James Long, president of Joint Council No. 38 serves as a member of the Executive Committee, which supervises the staff of the Council.

Policy Committee

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

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

Joint Council of Teamsters 38: President James Long, Rob Pellettieri, Dave Hawley, Darrell Pratt, Ralph Ramirez, Sam Rosas, Lucio Reyes, John Souza.

Joint Council of Teamsters 42: President Jim Santangelo, Randy Cammack, John Harren, Shannon Silva, Ray Whitmer, Phil Saal, Patrick Kelly, Ron Herrera.

Any questions about the CTPAC may be addressed to the chairman of the Executive Board, California Teamsters Public Affairs Council, 1127 11th St., Ste. 501, Sacramento, CA 95814. Phone: 916-446-0291, FAX: 916-446-9321. E-mail: info@teamsterctpac.org.

Teamster makes her mark as champion boxer

continued from page 1

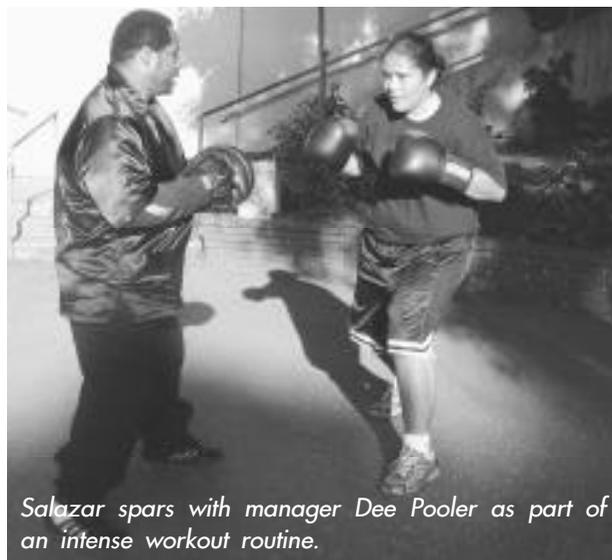
And she's always on the lookout for good sparring partners at World Gym. "Mostly I spar with the guys because the women here are small. The guys don't take it easy on me. They keep me in good shape, ready to take a punch," Martha says.

When asked about the movie *Million Dollar Baby*, which tells the story of a female boxer, Martha admits that boxing can be a dangerous sport. But she says that she is careful to train hard and protect herself at all times. (And as an aside, she gave the movie a big thumbs up!)

"She's the real deal," says 2005 Golden Gloves winner Alex Paracha. "I've seen her drop guys. People think she's out of shape, but she's tough."

"Even though I'm heavy, I'm agile," Martha says. "I can move. That's why they call me The Shadow." She is trying to drop a few pounds, however, so that she can attract more fights.

At 35, Martha figures she has another year to fight professionally—depending on the fights she



Salazar spars with manager Dee Pooler as part of an intense workout routine.

can get. So far, the biggest purse she's gotten is \$10,000, but she and Pooler know that the bigger money comes with the bigger fighters. The big names she's hoping to take on soon are Leila Ali (Mohammed Ali's daughter), Ann Wolf and Jacqueline Frazier. If she can get a title fight with any of them, then she's looking at a \$100,000 purse.

"I'm the first heavyweight Hispanic who has held more than one super heavyweight world title at the same time—in fact, I have three of them," Martha says with confidence. "I'm definitely ready and willing to take on the big name fighters."

Before heading to Trinidad, Martha will be showing her stuff on August 12—not far from her office, at the HP Pavillion in San Jose.

"I want to thank Aramark for sponsoring me and believing in me and supporting me—especially Plan 511 out of San Jose."



YOUR LEGAL RIGHTS

Releasing medical information to your employer: You can object to overly broad medical releases

Medical information is considered sensitive and private by most people, and state and federal laws protect certain health information from disclosure.

However, from time to time, such as with a workers' compensation claim, employers will request medical information in connection with an employment issue.

Some employer requests for medical information are overly broad. You have the right to object when an employer asks you to sign a release of medical information that is unreasonably broad. The following arbitration case illustrates the point.

An employee, discharged for reporting to work under the influence of alcohol, was reinstated on a conditional basis. An arbitrator ordered her to immediately enter and complete an alcohol treatment program to the satisfaction of her employer.

The program's report to the employer contained no diagnosis of alcohol abuse and no recommendation for additional treatment, but it recommended that the employer administer frequent and random breathalyzer tests to the employee. The employer contacted the treatment program for clarification and for more information, but the program refused to answer any questions unless the employer obtained a release of medical information from the employee.

The employer directed the employ-

From the Law Office of Beeson, Tayer & Bodine

This commentary is not to be construed as legal advice. Specific legal questions may be directed to the law offices of Beeson, Tayer & Bodine or your own attorney.

ee to sign a medical release form allowing it access to the treatment program's evaluation. In addition, the release form included language giving the employer access to information

about the employee's "history of alcohol/drug usage and behavior." The employee refused to sign the release, and the employer suspended her.

In a subsequent arbitration, the arbitrator ruled that the discipline was without just cause and found that, "The scope of the release sought by the Company was overly broad in its application and directly affected the Grievant's rights of privacy and confidentiality."

Privacy rights are not absolute and, as the arbitrator recognized, such rights must be balanced against a compelling need for the information.

Nonetheless, the arbitrator noted that, "Even where an employer can demonstrate a compelling need for medical information, it may be outweighed by the employee's privacy concerns if the scope of the medical authorization is not limited to the specific matter at issue..."

What to Do

If your employer asks you to sign a medical release, read it carefully. If the release seems overly broad, contact your Shop Steward or Business Agent immediately, before you sign the release.



NEWS FROM TAP

TAP golf tournament is big success

The 21st Annual TAP Labor-Management Golf Tournament, held on April 20th at the Chardonnay and Eagle Vines Golf Clubs in Napa, raised more than \$80,000. These funds support important TAP services available to those Teamster members and their families whose employers subscribe to TAP services.

All money raised by the golf tournament will be used to deliver TAP continuing care, outreach, and training services.

TAP extends thanks to both Team-

sters Local 853, which raised \$4,241, and to Teamsters Local 490, which raised \$3,832 by selling raffle tickets. Fred Parades, a retired Teamster, won the \$1,500 Grand Prize Raffle.

This year's co-chairmen were John Becker from Teamsters Local 853, and Jerry Sobrero from Waste Management.

Golfers and those who came for lunch hailed the new Napa venue. Thanks to Julie Piankoff for having the vision to switch to such a beautiful location.



**TAP's
8th Annual
Family Picnic
Knowland Park Zoo
Oakland**

**Saturday, August 20
Starting at Noon**

- *Discount zoo admission is provided for everyone; children less than 12 years old get into the zoo for free.*
- *Teamster members, family and friends are welcome to join in the fellowship, games, raffle and barbecue lunch.*
- *Entrance to the picnic grounds is off Highway 580 at the Golf Links Road exit. Limited parking is available for \$4.00 per car.*

For more information: 510-562-3600