



TEAMSTER

Northern California

Serving more than 70,000 Teamsters and their families

Volume 51, Number 1

February/March/April 2006

In lead up to IBT Convention, members elect delegates

The process has begun for Teamsters to democratically elect their International officers for a new five-year term. About 1,700 locally-elected delegates from across the U.S. and Canada will converge on Las Vegas from June 25-29 for the IBT 27th Convention.

The process governing the Teamsters is different from most other international unions because at all stages, the members have not only a say, but a vote. Teamster members have the opportunity to nominate and elect their delegates to the International Convention. When those delegates nominate candidates for international office, every member will have an opportunity to vote.

Step One: The Nominations

In November, members of most Locals in Joint Council 7 received a special notice about Nominations meetings which were slated for January. The purpose of these meetings was to take nominations of those in-

The officers of the Joint Council encourage all members to talk with their Local's delegates about the convention, read the Teamster magazine for information about the candidates, and participate in their union's democratic process.

interested in serving as delegates. An election would then be scheduled to have members vote for their Local's designated number of delegates.

Locales 890 and 912 are considered "seasonal" Locals because many of their members work only during the agricultural or canning season. In order to give the most possible members the opportunity to participate in the delegate selection process, these Locals held their nominations in August and elections in September.

At presstime, the nominations meetings for all Joint Council 7 Locals have been held. In many cases, a slate of candidates was nominated, but

since there was no opposition, the slate was considered elected on a "white ballot."

Step Two: The Convention

These delegates and alternate delegates will then attend the Teamster Convention at end of June in Las Vegas, chosen for its easy access and prime convention facilities which are all staffed by union workers.

The convention is the supreme governing authority of the union. Only at a convention can the constitution be amended. The delegates will pass a wide range of resolutions on policy and financial matters and will set policy for the union for the next five years. Of

course, they will also nominate candidates for the five-year positions of General President, General Secretary-Treasurer, Vice Presidents and Trustees.

Step Three: The Election

Finally, in mid-October, the members will directly elect their international officers and executive board. Ballots will be mailed out, to be returned in a month and tallied by Thanksgiving.

This process is unique. Prior to the Teamsters consent decree with the federal government, and like most other international unions, elected officers automatically served as convention delegates because they had already been elected.

The officers of the Joint Council encourage all members to talk with their Local's delegates about the convention (see page 2 for list of elected delegates), read the Teamster magazine for information about the candidates, and participate in their union's democratic process.

Teamsters work to improve port operations and conditions for drivers

In the Teamsters' continuing effort to improve conditions at the ports, in Oakland and across California and the nation, IBT Port Division Director Chuck Mack explains that the union and its public advocates will be working on four-pronged legislative and administrative strategy.

1 Enable port drivers to join a union and bargain collectively.

Last year the Teamsters were successful in getting the legislature to pass (SB 848 sponsored by Sen. Joe Dunn, D-Orange County); however Governor Schwarzenegger vetoed the bill. We will work with legislators to resubmit this bill again this year.

Port drivers are characterized as independent owner-operators, yet they work for the same company for years and lease their truck from the motor carrier, rather than actually owning their own rig. They are paid a pittance for each load they take in and out of the ports and have no power to nego-

tiate their "per load" rate. Due to port congestion, they are limited in the number of loads they can haul per day.

This bill would grant port drivers an exemption from the Sherman Anti-Trust Act so that they may join a union and negotiate their rates collectively. This would be an important first step in enabling them to negotiate a fair contract.

2 Keep overweight containers off the highways.

Our advocates are also working to help design legislation that will prohibit overweight containers from operating on highways by requiring all marine terminals to weigh containers before they go on road. This would effectively increase driver safety as well as improving the safety for the general driving public.



Similar legislation will be simultaneously raised in California, Oregon, Washington, Florida and New Jersey.

3 Regulate the flow of trucks into port areas.

In an effort to help regulate the flow of traffic in and out of ports, SB 762 by Assembly Member Alan Lowenthal (D-Long Beach), would create port trucking commissions in Oakland and Long Beach. Similar to the way taxi commissions operate at airports, these commissions would be charged with granting trucking companies the right to service the ports, enabling the commissions to help alleviate environmental hazards and traffic congestion, both for those servicing the port and for the general public near the ports.

4 Ensure that all drivers meet the same high standards.

Teamsters and Teamster employers work hard to ensure that our driver members meet all state and federal requirements, including being licensed, drug-tested, maintaining the correct endorsements, such as hazardous materials certificates, having physical exams and not being in violation of hours of service rules.

Unfortunately, non-union employers are not as diligent, which the Teamsters contend leads to unfair competition. Our goal, whether met by legislative or administrative changes, is to ensure that every carrier has the responsibility to insure that their employees and/or subcontractors meet the highest driving standards and that these standards are uniformly enforced.

Watch this newspaper for updates about our progress on these issues and for what you can do to help.



President's Report

by
Chuck Mack

Preparing for a busy 2006

2006 is going to be a busy year for Joint Council 7 local unions. Besides the normal—contract negotiations, single worksite organizing, and grievance handling—there's the election of delegates to the Teamsters International Convention, the convention itself and the election

for IBT President, Secretary-Treasurer and Executive Board. And if that weren't enough, we intend to mount an aggressive campaign on several fronts to build Teamster power.

Front one is Sacramento. Last year the legislature passed Teamster supported bills that would have given independent

contractors working out of California ports the right to collectively bargain, and a rail bill that provided important safety protection for teamster rail workers and the public. Both of these important advances were vetoed by Governor Schwarzenegger.

Guess what? We're back. Both bills will be reintroduced again this year, along with several others.

We want overweight containers off California roads. We have a proposal that will require every container be weighed before being released from Marine yards. Those overweight don't go.

We are also looking at legislation that will hold brokers or overlying carriers responsible to insure their drivers comply with all DMV/DOT regulations.

So as not to ignore the solid waste industry, we're working with environmental groups to insure safe and secure landfills.

Front two is organizing on a regional level and in core industries—freight and small package.

With Yellow's purchase of US Freight, UPS's purchase of Overnite and DHL's acquisition of Airborne, the opportunities are obvious.

We intend to put time, effort and resources into bringing the union to Bestway, Reddaway and Overnite.

It won't be much easier than before but it's doable.

At DHL we're looking at its subcontractors, ABX facilities and gateways, especially San Francisco. We won't do it all this year but I expect tangible results.

A third front is state politics. Californians will go to the polls (primary in June, general election in November) again this year.

We'll make choices for U.S. Senate, Governor, statewide offices, Congress, Assembly, State Senate and who knows how many Propositions.

Last year we showed that workers can win, but it takes commitment, dedication and lots of hard work. We have to be as prepared this year as we were last.

Look for Worksite Political Coordinators meetings in the early spring. Voter registration, getting out the vote and helping in the campaign of worker-friendly candidates will again be the order of the day. If we meet our responsibilities, come November, we will have advanced the cause of both California and workers as we go into the future.

In all we do, member involvement and participation is indispensable. Whether it's legislation, organizing, or political action it takes grass roots rank-and-file participation to win.

Please join with local union leaders and rank and file members. Give some time and ideas to further the cause of working families.

"Last year we showed that workers can win, but it takes commitment, dedication and lots of hard work. We have to be as prepared this year as we were last."

IBT Convention Delegates

The following Locals elected their delegates on a white ballot at the nominations meeting. These are the people who will represent you in Las Vegas.

Local 15

Delegate: Chuck Davis
Alternate: Dave Ellis

Local 70

Delegates: Chuck Mack, Joe Silva, Dominic Chiovare, Marty Frates, Larry Dias
Alternates: Emil Radloff, Lou Marchetti, Larry Aiello, Milton Lewis

Local 78

Delegates: Steve Mack, Kenn Hill, Ron Paredes, Dennis Hart, Dan Varela, Michael Amaral, Lou Valletta, James Sherrill
Alternates: Adolph Felix, Skip Joaquin, Robert Baker, Ron Valdez

Local 85

Delegate: Van Beane
Alternate: Derek Brown

Local 278

Delegates: Jack Bookter, Terry McHugh
Alternates: Joseph Cilia, Eugene Busch

Local 287

Delegates: Bill Hoyt, Bob Blanchet, George Netto
Alternates: Marvin Jones, Ken Sandoval

Local 315

Delegates: Dale Robbins, Bill Buccellato, Steve Gutierrez
Alternates: Doak Jones, Mario Martinez

Local 350

Delegates: Robert Morales, Larry Daugherty
Alternates: Jim Furgas, Jose Moreno, Sheila Domdoma

Local 490

Delegates: Carlos Borba, Don E. Garcia, Robert Cross
Alternates: Joel Sims, Bill Vice

Local 624

Delegates: Bob Carr, Rafael Miranda
Alternate: Will Thomsen

Local 665

Delegates: Ernie Yates, Mark Gleason, Edward Carter, Chuck Andrew, Edward Dion
Alternates: Vincent Jung, W.T. Brown

Local 853

Delegates: Rome Aloise, John Becker, Phil Tarantino, Antonio Christian, Dan Harrington, Bo Morgan
Alternates: Pete Easton, Stu Helfer, Julie Molina, Jeff Belunza, Steve Zucker

Local 856

Delegates: Mike McLaughlin, Sr., Joseph Lanthier, Neil Saccoman, Mike McLaughlin, Jr., Larry Ferrigno, Mike Lagomarsino, Joe Martinelli, Don Lawson
Alternates: Paula Arnett, Kitty Benjamin

Local 890

Delegates: Franklin Gallegos, Crescencio Diaz, Tony Gonzalez, Salvador Carrillo, Steve Garcia
Arnold Bernal, Francisco Reynozo, Michael Johnston
Alternate: Roberto Sanchez

Local 896

Ballots for election of Local Union Delegates to the June 2006 IBT Convention will be mailed to Local 896 members on or about February 7.

Local 912

Delegates: Brad Sebring, Santos Lerma
Alternates: Sergio Mancilla, Maria Cuca Santana



(USPS 395-880)
(ISSN 0468-690X)

The Northern California Teamster is published 5 times per year (February, May, August, October, and December) by:

Teamsters' Joint Council No. 7
250 Executive Park Blvd., Suite 3100
San Francisco, CA 94134
Tel: 415-467-2552

Periodicals Postage Paid at the San Francisco, CA and at additional mailing offices.

POSTMASTER:
Please send address changes to:
Northern California Teamster
250 Executive Park Blvd., Suite 3100
San Francisco, CA 94134-3306

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

Debra Chaplan, Managing Editor



AROUND THE LOCALS

Organizing victory for Local 315

The eight inspector clerk employees from ASR International who work at the Richmond Bulk Mail Facility are bringing in the New Year on a positive note: on December 28, 2005, they voted 7-1 in an NLRB election for Teamsters Local 315 to represent them.

"In spite of a vicious all-out employer effort to persuade the employees to vote against the union, the group remained united behind having union representation," said Local 315 Organizer Steve Gutierrez.

New York-based ASR is a subcontractor to the U.S. Postal Service. When ASR took over the subcontract from a unionized subcontractor in 2005, they immediately lowered the employees' wages. "One of the employees called us to find out about gaining Teamster representation and told us what his new employer did," says Secretary-Treasurer Dale Robbins. "We advised him that because the company would be covered by the Service Contract Act, lowering wages was illegal."

In response, the employees first filed charges against the company at the Labor Department, and got a ruling in their favor. Then, they signed authorization cards and Local 315 filed with the NLRB for a Teamster election. "They actually received raises—getting them back to their original pay scale—even before getting a union contract," Robbins adds.

In an effort to delay the election, the employer forced a hearing at the NLRB alleging that because some of the employees are supervisors, they are therefore ineligible to be part of the bargaining unit. The NLRB ruled

Appreciating member's hard work on election



Bill Tisnado (L) accepts certificate from IBT Vice President Chuck Mack.

At Local 278's December General Membership meeting, Joint Council 7 President and IBT Vice President Chuck Mack presented a "certificate of appreciation" from the California Teamsters Public Affairs Council to Bill Tisnado for his "outstanding performance and lasting contribution in the 2005 Special Election." Brother Tisnado is Local 278's Picketing Program Coordinator and worked morning, noon and night passing out flyers regarding the Special Election to the members of Local 278.

against ASR and scheduled the election.

After the union won the election, the employer filed objections again, using the same argument. It took no time for the NLRB to again rule in favor of the union. In January, they certified the union victory.

"The union has requested to start

negotiations and expects the process to begin soon," says Gutierrez.

ASR has 22 other units in the U.S. but only the Detroit facility is unionized.

Robbins welcomes the new members to Local 315 and is optimistic that the union will get them a fair contract with the representation they seek.

Local 78's Executive Board sworn in



Joint Council 7 President Chuck Mack swears in Local 78's newly-elected Executive Board to a three year term. Officers are: Steve Mack, Secretary-Treasurer; Kenn Hill, President; Mike Amaral, Vice President; Ron Paredes, Recording Secretary; James Sherrill, Don Wallace and Bob Baker are Trustees.

Tow truck drivers begin organizing with Local 665

Tow truck drivers in the Bay Area are attempting to join a union after nearly a quarter of a century of misclassification as independent contractors.

Local 665 has identified employee drivers at some of the largest tow companies in the Bay Area, and is starting to receive authorization cards for union membership.

"In the 70's, some federal agencies allowed these drivers to be classified as independents, and forced Local 665 and other unions to disclaim representation," said Local 665 President Mark Gleason. "We have now found tow drivers who are working under horrendous conditions but who are clearly employees. Their pay is at rock bottom."

The majority of these drivers, estimated at more than 300 in the Bay Area, are performing emergency road service and law enforcement-directed removal after accidents.

"These drivers find themselves literally on their backs, in the streets and on the freeways, hooking cars and changing tires in all kinds of weather. Yet their pay and benefits are comparable to fast-food workers. The Emergency Road Service industry must do better."

The Tow Drivers Organizing Committee, as the umbrella group of workers is known, is gaining traction with the recent filing for a representation election for 30 drivers at Auto Guardian, a subsidiary of the California State Automobile Association (AAA).

"We are excited about our chances with these AAA drivers. A victory for these drivers should build momentum for organizing this industry," Gleason said.

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.



SACRAMENTO REPORT

2006 primary election candidates

It seems like every year we say the same thing—and it's been true for four years running—that this is a very important election year. We will be electing the Governor, all of the statewide Constitutional Officers, a U.S. Senator, all of our congressmembers and state assembly members and half of our state senators (those from odd-numbered districts).

While a number of Democrats and Republicans have begun raising money for a statewide campaign or talked of their plans to run, anything could change before the March 10, 2006, filing deadline. At presstime, the campaign lineup looks like this:

Governor

Republican **Arnold Schwarzenegger** is running for re-election and state Treasurer **Phil Angelides** and state Controller **Steve Westly** are the Democrats looking to challenge him. The Teamsters have endorsed Angelides—see below for more details about why.

U.S. Senator

Democrat **Dianne Feinstein** is looking for a third full term in the Senate. **Richard Mountjoy Sr.**, a retired state senator, is the lone Republican who has expressed interest.

Lieutenant Governor

Insurance Commissioner **John Garamendi** and state Sens. **Jackie Speier** of Hillsborough and **Liz Figueroa** of Fremont plan to run for the Democratic nomination. State Sen. **Tom McClintock** of Thousand Oaks (Ventura County) is the major announced Republican candidate.

Attorney general

On the Democratic side, it's Oakland Mayor **Jerry Brown** vs. Los Angeles City Attorney **Rocky Delgadillo**. For the Republicans, Fresno state Sen. **Chuck Poochigian** is in the race, with **Pierre-Richard Prosper**, an ambassador and war crimes prosecutor under the Bush administration, a possible entry.

Secretary of State

Republican Secretary of State **Bruce McPherson**, a former Santa Cruz state senator appointed to the job last year by Schwarzenegger, is running. Termed-out state Sens. **Debra Bowen** of Marina del Rey (Los Angeles County) and **Debra Ortiz** of Sacramento are the Democrats in the race.

Controller

Sen. Joe Dunn of Garden Grove (Orange County), Assemblyman Dario Frommer of Los Feliz (Los Angeles County) and **John Chiang** of Los Angeles are looking for the Democratic nomination. State Sen. **Abel Maldonado** of Santa Maria (Santa Barbara County) and **Tony Strickland**, a former Thousand Oaks (Ventura County) assemblyman, are the GOP candidates.

Treasurer

For the Democrats, Attorney General **Bill Lockyer**, state Sen. **Kevin**

Murray of Los Angeles and **Mark Saldino**, the Los Angeles County treasurer, are vying for the nomination. Republican hopefuls are Assemblyman **Keith Richman** of Northridge (Los Angeles County) and **Claude Parrish** of Long Beach, a state Board of Equalization member.

Insurance Commissioner

Democratic Lt. Gov. **Cruz Bustamante** is in the race, along with Republicans **Phil Kurzner**, **Steve Poizner** and **Gary Mendoza**, the 2002 GOP candidate for the post.

Superintendent of Public Instruction

Democrat **Jack O'Connell** is seeking re-election. Assemblyman **Tim Leslie** of Tahoe City and **Michael Agbaba** are two Republican possibilities.

Source: The San Francisco Chronicle compiled this list from the secretary of state, political parties, candidate campaigns.

California Teamsters endorse Phil Angelides for Governor

"After all of Governor Schwarzenegger's broken promises, after all his cuts in education, after his relentless assault on nurses, firefighters and teachers, I am reminded, when I listen to him, of the old saying: If a man fools you once..."

"We need a Governor who will genuinely fight for California's future—fully funding education, lowering tuition so more young people can go to college, and enacting a real, affordable prescription drug program..."

That's how Phil Angelides responded to Governor Schwarzenegger's State of the State speech in January, and that's why he has received the endorsement of the California Teamsters in his bid to run for Governor on the Democratic ticket.

Who is Phil Angelides?

Born and raised in Sacramento, Phil Angelides has been active in politics since he was a young man.

From 1975 to 1983, he worked in California state government developing a reputation as a leader in the fields of affordable housing and sustainable development. In 1984, he moved into the private sector and in 1986 formed his own successful business that planned and built Laguna West, which remains a model of a livable, walkable, environmentally sustainable community.



Angelides on the campaign trail in 2005 to stop Schwarzenegger's anti-union Special Election.

In 1991, he became the Chair of the California Democratic Party, leading an aggressive grassroots campaign that registered more than one million new voters.

Elected California's State Treasurer in 1998, Angelides has earned solid financial returns even in the toughest economic times. While in office he has made investments in California companies and communities, working to create jobs and opportunity for all Californians. He has fought for a budget that is balanced, fair, and protects investments in the future while he has helped lead the national movement towards corporate responsibility.

Angelides is married and has three daughters.

What Angelides stands for

Phil Angelides is running for governor to take back this great state, put it to work for working Californians and build a better future for our children. Here are his positions on some key issues:

"I am running for Governor because I still believe in the California of limitless possibilities and big dreams. Throughout my life I have stood up for the values of responsibility, fairness, and broadened opportunity that built the wealth and strength of our state."

Bottom Line initiatives to direct investment capital through state programs and the State's pension and investment funds to spur economic growth in urban areas to support sensible growth patterns,

Increasing Educational Opportunities

Phil Angelides has been a long-time champion of education, believing that California's quality of life and future economic competitiveness depend upon a world-class system of education. He served as Co-Chair of the Sacramento Mayor's Commission on Education and the City's Future in 1995-96, and helped turn around the city's troubled school district. As Treasurer, he launched innovative programs to strengthen California's educational system.

Investing in Communities

As Treasurer, Angelides pioneered the Smart Investment and Double

create jobs, and earn solid returns for taxpayers and pensioners.

Access to Quality Health Care

Angelides believes that working families deserve affordable access to quality health care—for themselves and for the state's long-term economic competitiveness.

Protecting the Environment

Angelides has enhanced California's quality of life and economic competitiveness with innovative investment policies and programs that foster sustainable development and sound environmental practices.



YOUR LEGAL RIGHTS

Leaves — in a nutshell (Part 1)

Federal and state laws provide various paid and unpaid leaves to employees. Below is a short summary to give you a basic idea of the types of leaves available to employees. Please keep in mind that there are other leaves in addition to those mentioned here. This article simply sets forth some of the more common leave provisions. This topic will be continued in the next newsletter.

Federal Family and Medical Leave Act and California Family Rights Act

The federal Family and Medical Leave Act (FMLA) and the California Family Rights Act (CFRA) provide up to 12 weeks of job-protected leave. An employee qualifies for leave under FMLA or CFRA if: (1) the employee has worked for their employer for at least one year; (2) the employee has worked 1,250 hours in the year preceding the leave; and (3) the employee works for an employer with at least 50 employees within a 75-mile radius of the employee's worksite.

An employee may take FMLA/CFRA leave to care for an employee's newborn child or to care for a child placed with the employee for adoption or foster care; to care for an employee's child, parent, or spouse who has a serious health condition (the CFRA also includes taking care of a domestic partner with a serious health condition); and to care for the employee's own serious health condition. Under the FMLA, an employee may take leave for pregnancy, childbirth or a related medical condition. Under the CFRA, pregnancy-related disabilities may be excluded.

The maximum time an employee may take off under the FMLA and CFRA is 12 weeks. Generally, these 12 weeks are unpaid, but an employee may voluntarily use vacation time or sick leave. Health benefits also continue to run during these 12 weeks.

Significantly, an employer cannot discipline an employee for taking FMLA or CFRA leave under an attendance program.

California Pregnancy Disability Leave

Pregnancy Disability Leave (PDL) applies to employers with 5 or more employees. An employee is eligible for PDL immediately when she becomes disabled due to pregnancy or pregnancy-related conditions. PDL lasts during the periods of actual dis-

ability, up to 4 months. When the employee is no longer disabled, the employer must reinstate her to the job she held prior to the disability.

An employer may require an employee taking PDL to provide medical certification that the employee is actually disabled. Also, while an employer cannot mandate use of vacation time under PDL, the employer may require the employee to use sick leave.

Also, if an employer provides health benefits to employees on disability leave generally, then that employer must provide continued health benefits to employees on PDL.

California Paid Family Care Leave Act

Employees who are covered by State Disability Insurance may take a paid leave to care for a family member with a serious health condition, to care for a child placed with the employee for adoption or foster care, or to bond with a new child. However, the employee must be able to show that no other family member is able

Federal and state laws provide various paid and unpaid leaves to employees... these are just a few.

and available to provide the necessary care.

The Paid Family Care Leave Act (PFL) gives an employee up to 6 weeks of partially paid leave during a 12 month period. Generally, an employee will receive about 55% of the employee's weekly earnings, but there is a cap on that number. In 2005 the cap was \$840

a week. These wage replacements are a part of the SDI program. An employee may not receive unemployment, state disability insurance benefits or workers' compensation benefits and be eligible for PFL benefits.

An employee is eligible for PFL immediately upon employment. However, the employee must wait 7 days before becoming eligible for benefits, and the employer may require the employee to take up to 2 weeks of paid vacation first.

If an employee is qualified for

PFL and FMLA or CFRA, he or she is entitled to up to 12 weeks of leave total, 6 of which would be paid under PFL. Also, if an employee is disabled by pregnancy, she can take PDL and when that runs out, she can take PFL.

An important side note: PFL is only an income replacement program. There is no right for an employee to return to his or her job after taking paid leave (although an employee who is terminated for taking paid family leave may be able to regain reinstatement by demonstrating that he or she was fired in violation of public policy). Also, there is no right to continued health benefits unless the right exists under some other law, such as the FMLA or CFRA.

California Family Sick Leave

Any employer who provides sick leave must allow employees to use accrued and available sick leave to care for a parent, child, spouse or domestic partner. The amount of sick leave allowed to take care of a parent, child, spouse or domestic partner can be no less than what the employee would accrue in a six month period. Basically, this means that an employee can use at least half of the sick leave he or she earned in one year to take care of a parent, child, spouse or domestic partner. This is in addition to benefits provided by the FMLA and the CFRA, mentioned above.

If an employee takes a leave pursuant to many of the provisions mentioned above, the employer may not discriminate or retaliate against that employee. Examples of discrimination or retaliation include discipline, demotion, termination and refusal to reinstate.

Remember, the above is just an outline of the various federal and state leave laws. If you are considering taking a leave mentioned above, or for any other reason, please contact your business agent or family attorney for more detailed information. This is especially important as you can be fired for abusing some of these leave provisions. Also, please read the next issue for more information regarding leaves.

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.



"I appreciate you coming here to personally vouch for him. But we'll still need to see a doctor's note."

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 2006 delegates' meetings are held the first Tuesday in February, April, June, August, October and December.

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

Changes or Updates in Meeting Schedules

Local 350, Daly City

Membership meetings are held quarterly:
 San Francisco - Electricians' Hall, 55 Fillmore St., San Francisco, 7 p.m. March 9
 San Jose - Teamsters Local 287, 1452 North Fourth St., San Jose, 7 p.m. March 22

Local 856, San Bruno

Regular Membership meetings are held at Teamsters Local 856's Chetcuti Hall, 453 San Mateo Ave., San Bruno, at 7:30 p.m.
 February 28 • March 28 • April 25

Local 896, Vallejo

Branch 1 - Northern California Soft Drink:

Membership meetings are held Saturdays at 10 a.m., at the TAP offices, 300 Pendleton Way, Oakland
 Feb. 25 • March 25 • April 29

Branch 2 - Northern California Anheuser-Busch:

Membership meetings are held at the Suisun Senior Center, 318 Merganser Drive, Suisun
 Tuesday, Feb. 28, 4:30 p.m. • Sunday, March 26, 9:00 a.m. • Tuesday, April 25, 4:30 p.m.

Upcoming Retiree Luncheons

East Bay Teamsters Retirees Club

33RD ANNUAL LUNCHEON

Saturday, April 15, 2006

Colombo Club

5321 Claremont Avenue, Oakland.

No-host cocktails—11 a.m., Lunch—12 Noon.

Donation for lunch: Retirees: \$16/Guests: \$32.

For more information please call Bernie Kearns: 510-351-6854.

Local 278 Retirees' Club

Local 278 Retirees' Club 2006 Luncheon Dates:

Luncheons will be held at Elk's Club, 920 Stonegate (off Hillside Blvd.), South San Francisco, as follows:

March 14 12 Noon

June 14 12:30 p.m.

September 12 12 Noon

December 13 12:30 p.m.

In Memoriam

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

ALCALA, Richard, Local 70	HARRIS, Robert, Local 315
CONNORS, Mervin, Local 70	HIGGINS, James, Local 315
COSTA, Edward, Jr., Local 70	HOPKINS, William, Local 315
DAHL, Roy W., Local 70	JEFFERS, Jerry, Local 315
DIAS, Alfred, Local 70	MATSON, Herb, Local 315
DOBBINS, George, Local 70	MOELLER, Victor, Local 315
JONES, Edward, Sr., Local 70	SCOTT, Doris, Local 315
MARTINELLI, Albert, Local 70	DELLACELLA, Lawrence, Local 350
PATTERSON, Herbert, Sr., Local 70	FARRINGTON, Matthew, Local 853
RODRIGUES, Walter "Rod", Local 70	JORDAN, Thomas Alvin, Local 853
RUIZ, Lawrence, Local 70	MONIZ, John, Local 853
TWEETEN, Harold, Local 70	PERALES, Tony, Local 853
WOLF, Carl J., Local 70	SALINAS, Jerry, Local 853
BLATZ, Gerard, Local 78	ANGERMAN, Dorothea, Local 856
GOBER, William, Local 78	DAVIS-TAYLOR, Loretta, Local 856
LEWIS, Frank, Local 78	MCGEHEE, Janice, Local 856
MORGAN, Dan, Local 78	DAVIS, Toby, Local 890
BOSBERY, David, Local 216	CHACON, Jose Nieto, Local 890
DOUGLAS, Harold J., Local 291	GRIJALVA, Juan, Local 890
HOSTETLER, Rex, Local 302	RODRIGUEZ, Sarah, Local 890
BOURGUIGNON, Matt, Local 315	SALOMON, Sanchez, Local 890
BRIDGEMAN, Alma, Local 315	TORRES, Rosie, Local 890
FOX, Jerry W., Local 315	NAISH, Joseph, Local 896



LABOR NEWS

The union rat stays

Since September, members of Local 78 and IAM Local 1546 have been on strike at Berkeley Honda. This action came as a result of the sale of the long-time union dealership, Doten Honda, to a new owner who was more interested in busting the unions than providing good service to their customers.

The union members have not been alone in their strike action. Along with a strong corps of community supporters, they have been accompanied by the union rat. And that 10-foot tall inflatable beast has generated significant controversy—at least from the point of view of the dealership's new anti-union management.

The gray rat with red eyes is a union rat, so it goes home at 6:00 p.m. and returns to the corner of Shattuck and Parker at 6:00 a.m. "It's been quite effective," says IAM striker Gary Horrocks. "We're getting tremendous support from the community here in Berkeley."

According to KGO-TV however, Berkeley Honda General Manager Steve Haworth says the rat is infringing on his right to run a safe and profitable business. "It's a pretty scary looking creature out there."

But union members say it's their right to protest the employer changing their pension plan and cutting their wages, and they have a permit to do so.

Berkeley city attorneys say the permit to place an object on the sidewalk was intended for tables to distribute free speech literature. But permit officials have broadened it to include objects. The inflatable rat is the largest free speech object to receive a permit.

Back in September, the union got a 14-day temporary permit for the rat, but the city is allowing the rat to stay.

"Let's face it," says Berkeley Mayor Tom Bates. "Berkeley is a very pro-union town." In fact, the city council voted unanimously to encourage citizens to boycott Berkeley Honda.

Berkeley city attorneys say sandwich signs on the sidewalk are illegal, because they're for commercial use. But free speech signs as big as this rat are not. The city of Berkeley did not try to prevent the union from receiving a permit.

The IAM recently won a decision in federal court to display its rat in Ohio.

The union affirms that wherever a future labor dispute pops up, the union will erect another 10-foot-rat on a public easement.

Community members and the rat continue picket duty at Berkeley Honda after members of IBT Local 78 and IAM Local 1546 went on strike in September, 2005. The 10-foot rat has become a source of controversy—at least from the point of view of the dealership's new anti-union management.



IBT wins executive compensation reform at Coca-Cola

After years of rewarding failed executives with lavish severance packages, in December, 2005, the Coca-Cola Company adopted a new policy empowering shareholders to approve all future executive severance agreements that amount to 2.99 times the annual salary plus bonus.

General Secretary-Treasurer Tom Keegel, acting on behalf of the IBT General Fund, proposed this reform at Coca-Cola's 2005 annual meeting and received more than 40 percent of the shares cast in favor of the proposal.

"In the last decade, Coca-Cola shareholders have seen a revolving

door of top executives cash in big rewards while financial performance lagged," Keegel said. "It's time Coke invests in the long-term growth of the Company rather than country club dues for outgoing bosses."

Here's what Coca-Cola's board paid departing executives while sales and earnings suffered:

- Douglas Ivester, former Chairman of the Board and CEO, left after only three years as CEO, yet still received a severance package worth \$119 million, including a six-year consulting agreement, office space, furniture, supplies, a company car, home security service and country club dues.
- Steven Heyer, former Coke President, who was passed over for the CEO job, still walked away with a severance package worth \$24 million after only three years on the job.

• Douglas Daft, former Chairman of the Board and CEO, was paid more than \$36 million when he left the company's board in 2004.

"The era of rewarding poor performance at Coca-Cola is over," said Carin Zelenko, Director of the Teamsters' Capital Strategies Department.

Lunch Break Victory

In January, Governor Schwarzenegger

retreated from regulations that would have severely weakened the right of California workers to a lunch break. This victory for all California workers was only possible thanks to the many union members who opposed the lunch break takeaway.

The regulation would have jeopardized workplace health and safety by making it easier for employers to coerce workers out of their meal breaks. It would also have reduced the statute of limitations on meal break cases from three years to one year, giving a free pass to companies who deny lunch breaks to their employees.

In December, an Oakland jury awarded \$172 million to 116,000 Wal-Mart workers who were systematically denied lunch breaks. Wal-Mart had attempted to use the Administration's proposed regulations to avoid legal responsibility in the case.

"This announcement comes after a year-long battle in which unions and community allies challenged Schwarzenegger's proposed takeaway in the media, on the streets, and in the courts," said California Labor Federation Secretary-Treasurer Art Pulaski. "Congratulations to everyone who helped defeat this attack on our lunch breaks!"

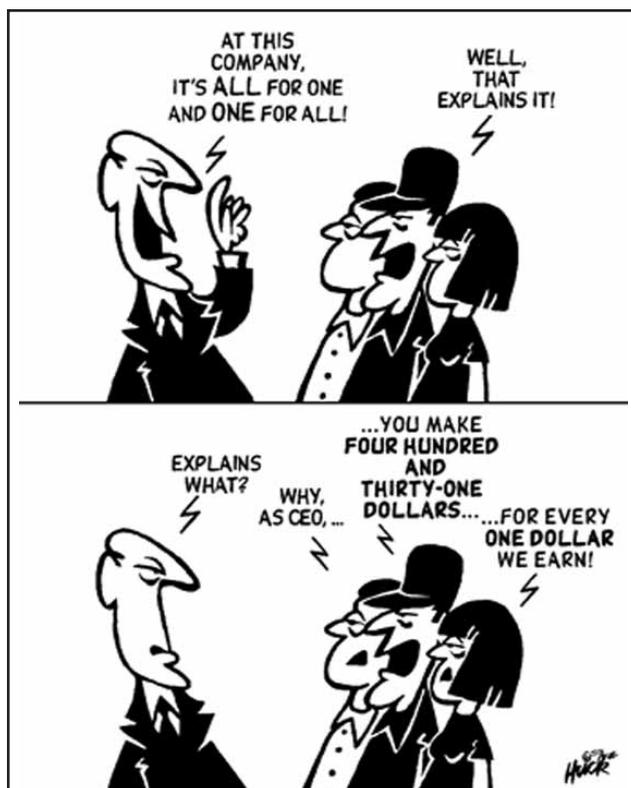
Union membership levels off

Long-declining union membership leveled off last year at 12.5% of the workforce, the Labor Department said Friday in a report labor leaders called encouraging.

The department said 15.7 million workers were union members in 2005. Blacks were more likely than whites, Hispanics or Asian workers to be members of a union. Men were more likely than women to be in unions and those in the public sector were four times as likely as those in the private sector to be in unions.

Full-time workers who were union members had median weekly earnings of \$801, compared with a median weekly income of \$622 for workers who were not in unions.

"The good news is that the annual hemorrhaging of union membership slowed last year," said Teamsters' President James P. Hoffa. "And that's not really good news. A worker's right to join a union has been continually eroded by a corporate takeover of our government."





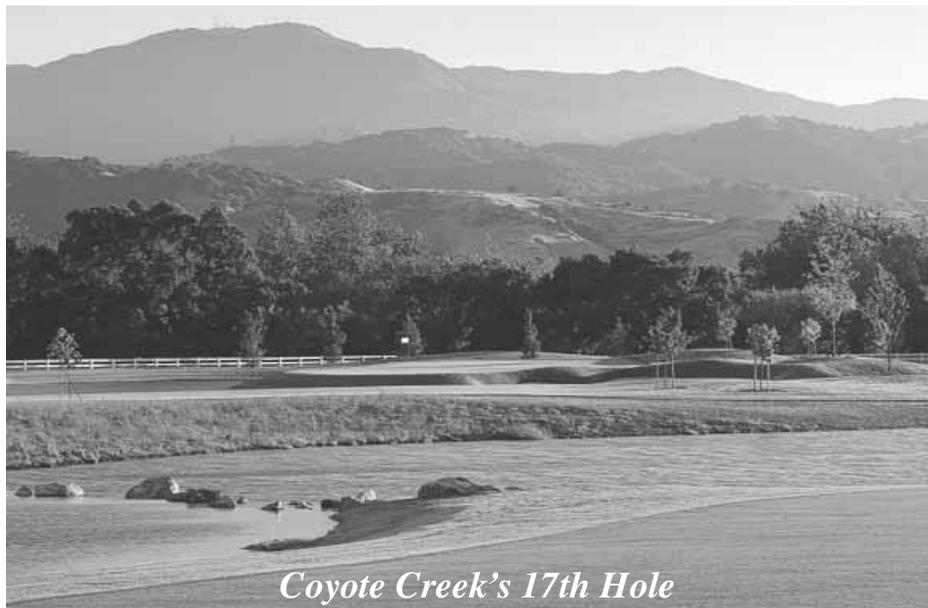
NEWS FROM TAP

TAP's 22nd Annual Golf Tournament just around the bend

TAP's 22nd Annual fundraiser Golf Tournament will be held at Coyote Creek Golf Club in San Jose on Thursday, April 20th. A morning round of golf will be followed by a lavish buffet banquet and raffle. Tickets for the \$1,500.00 cash grand prize can be purchased through your Local. (Special thanks to Bright Now! Dental for donating the cash prize.)

All proceeds help support TAP's continuing care and outreach programs. The continuing care program assists recovering alcohol and drug abusers in their pursuit of a life of sobriety. Continuing care meetings are held in San Francisco, Santa Rosa, Watsonville, San Jose, Oakland, and Santa Cruz (see full list below).

TAP's outreach services include worksite trainings for Teamsters on such topics as the DOT Alcohol and Drug Testing Regulations, DUI laws,



Coyote Creek's 17th Hole

stress reduction, anger management and how to cope after witnessing a tragedy in the workplace. TAP also trains supervisors and shop stewards to refer union workers for assistance

regarding a variety of problems, including substance abuse, depression, anxiety, family problems, stress, anger/violence, marital problems, gambling, and grief.

The goal of the outreach program is to encourage Teamsters and their family members to seek help for their problems as soon as possible, before severe consequences such as job loss, divorce, physical illness, bankruptcy, and severe psychological symptoms occur.

If you are interested in playing or attending the luncheon/raffle, please contact TAP at: 510-562-3600.

Coyote Creek Golf Course boasts two championship 18-hole Jack Nicklaus designed courses, both of which offer beauty and challenge amidst rolling hills, heritage oak trees and a natural countryside. There is a grass driving range, chipping area and two putting greens.

For those who attend the luncheon and raffle, there is a comfortable banquet facility and patio overlooking the course. You can find more information at www.coyotecreekgolf.com.

TAP's Schedule of Relapse Prevention Meetings

<u>Day of Week</u>	<u>Time</u>	<u>Group</u>	<u>Facilitator</u>
Oakland			
TAP Office: 300 Pendleton Way			
Monday	6:30-8:00 p.m.	Women	Vera Hardy
Tuesday	6:00-7:30 p.m.	Open	Willie Posey (Sponsored by The Camp)
Wednesday	7:30-9:00 p.m.	Open	Billy Rogers, TSV
Thursday	7:00-8:30 p.m.	Open	Danny Brogan
<i>The TAP Sobriety Birthday Celebration is held the Third Saturday of every month at the Oakland TAP office (at the above address) 11:30 a.m. to 3:00 p.m. Bring the family!</i>			
San Jose			
Support Systems: 1 West Campbell, Room E43			
Monday	6:00-7:30 p.m.	Open	Melissa To and Rocky Cetani
Santa Cruz			
Janus of Santa Cruz: 200 7th Avenue (Carmel Room)			
Monday	6:00-7:30 p.m.	Open	Jerry Pierce
Watsonville			
Lutheran Church, 95 Alta Vista Street			
Wednesday	6:00-7:30 p.m.	Spanish-English	Ralph Campus
Santa Rosa			
Campobello, 3250 Guernville Road			
Wednesday	6:00-7:30 p.m.	Open	Sean Winkel
San Francisco			
Walden House, 815 Buena Vista West			
Wednesday	6:30-8:00 p.m.	Open	Janice Ector

The following treatment programs support and participate in TAP's continuing care programs: **Janus of Santa Cruz** (Santa Cruz), **Maynard's CDRC** (Tuolumne), **Sunrise House** (Concord), **Support Systems** (San Jose), **Campobello** (Santa Rosa), **The Camp** (Scotts Valley) and **Golden Gate Recovery Program at Walden House** (San Francisco).

Meetings are open to all recovering people who need support.