



TEAMSTER

Northern California

Serving more than 70,000 Teamsters and their families

Volume 52, Number 5

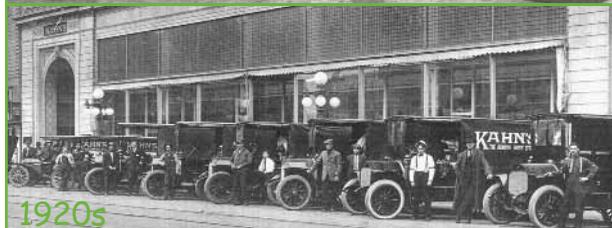
December 2007/January 2008

Joint Council 7 takes over City Hall for anniversary event

Celebrating a century of representing workers



1910s



1920s



1950s



1982

From top: Early Teamster beer drivers; Local 70 department store drivers in Oakland; the 1953 UPS organizing drive; 1982 Labor Parade brings 70,000 workers to San Francisco.



Joint Council 7 President Chuck Mack is flanked by a group of rank and file Teamsters from several locals —“the reason we exist”—as he introduces the evening’s speakers.

JOINT COUNCIL 7 proudly celebrated its 100th Anniversary on November 16, 2007 with a reception at San Francisco’s City Hall. The event was attended by officers and rank-and-file Teamsters from across Northern California and nationally, as well as by California’s most important elected officials—including both U.S. Senator Dianne Feinstein and Barbara Boxer, Congressman Tom Lantos, Mayor Gavin Newsom and numerous state and county legislators. The Joint Council collected numerous proclamations, and November 16 was declared Teamster Day in San Francisco.

Clearly the Teamsters have come a long way since the days when Joint Council was founded 100 years ago. Back in 1907, Teamsters worked 12 to 18 hours a day, seven days a week, with wages ranging from \$4 to \$16 for the week. Today, Teamsters in the Bay Area earn the top wages and benefits in the nation for their industries.

Back in 1900, 35 teamsters came together to form Local 85 in San Francisco. Seven years later, the Ice Wagon Drivers Local 610 in Oakland; General Draying Local 70 in Oakland; Material Teamsters Local 577 in Oakland; Milk Wagon Drivers Local 298 in Oakland; Material Teamsters, Local 420 in Richmond; and General Draying Local 287 in San Jose would join together under the leadership of Mike Casey to form Joint Council 7. Local 85 joined the Joint Council in 1910, and by 1912 the Council represented 13 local unions.

While the Teamsters union has been one of America’s strongest and most militant unions, Joint Council 7, like all unions around the country, weathered tough times through violent opposition to union organizing drives, two world wars, the Great

Depression, and a changed economy due to globalization and anti-union legislation.

However, today, Joint Council 7 represents more than 70,000 active and retired Teamsters and their families from 15 local unions. The Joint Council provides valuable services including:

- negotiating contracts for multiple local unions;
- advocacy to build political power for candidates and issues critical for Teamster jobs and families;
- strategic organizing training;
- legal support for your local union;
- the Teamsters Assistance Program to provide counseling for alcohol and drug problems and training for union reps and employers;
- help for workers to learn English, become citizens and vote;
- training for members to upgrade their skills;
- communication to members through this newspaper and the website;
- and All Charities Teamsters, a fund that supports members after natural disasters and personal tragedies.

“We’re adapting to change; we’re developing our political relationships and political power,” said President Chuck Mack at the anniversary celebration. “We look forward to the next 100 years, working with friends and associates to build the labor movement and build the American dream.”

From the officers and staff of
Teamsters Joint Council 7 and its affiliated locals
Happy Holidays!
¡Felices Fiestas! 节日快乐

Important notice to Participants and Beneficiaries of the Teamsters Life With Dues Benefit Plan (Trust Fund)

Important information about your rights under the Plan, and under the Employee Retirement Income Security Act, is included in this newspaper. This information should be read by you and retained for future reference.

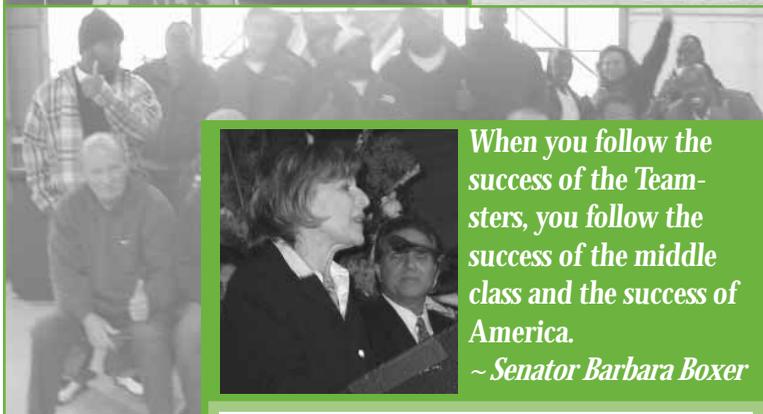


HAPPY BIRTHDAY JOINT COUNCIL 7



Often, during strikes, the Teamsters came in to help mediate. I came to have a great appreciation for the Teamsters as a constructive force.

~ Senator Dianne Feinstein



When you follow the success of the Teamsters, you follow the success of the middle class and the success of America.

~ Senator Barbara Boxer



All too often, we see folks focusing on their differences. Here, we are focusing on what unites us. In that spirit, I congratulate you on this extraordinary milestone. And I recognize November 16 as Teamster Day in San Francisco.

~ S.F. Mayor Gavin Newsom (R) with Joint Council 7 Secretary-Treasurer Robert Morales.



Joint Council 7 Presidents



Michael Casey
1907-1937



John P. McLaughlin
1937-1950



Joseph J. Diviny
1950-1973



Jack Goldberger
1973-1981



Rudy Tham
1981-1982



Chuck Mack
1982 -



Whereas, for its distinguished record of service to working men and women and their families and its immeasurable contributions to the advancement of the union labor movement in the San Francisco Bay Area for the past 100 years, Teamsters Joint Council 7 is deserving of special public recognition and the highest commendations...

~ From California Assembly Reslution, presented to President Chuck Mack by Assembly Members Ira Ruskin, Mary Hayashi and Mark Leno



On behalf of the Bay Area congressional delegation, we pay tribute to the men and women who built this country—the Teamsters and the American labor movement.

~ Congressman Tom Lantos

The Teamsters will lead us forward brilliantly over the next 100 years. Thank you for your valiant, visionary, rock-solid leadership.

~ State Senator Tom Torlakson

We salute you for your longevity and your agility. You are no-nonsense men and women.

~ State Senator Carole Migden



USPS 395-880 • ISSN 0468-690X

The Northern California Teamster is published 5 times per year (February, May, August, October, December) by: Teamsters' Joint Council No. 7
250 Executive Park Blvd., Suite 3100
San Francisco, CA 94134; 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 address changes, please include your Local number.



2008 ELECTIONS

California's Presidential Primary moved up to February 5, 2008

Unless you live in Iowa or New Hampshire where you've been bombarded with candidates and commercials for months, you're the rare political activist if you're actually paying attention to the debates. And yet, because California, with its 55 electoral votes, wanted a say in the primary process, our February 5 primary election is just around the corner. Are you ready to place your vote?

You'll likely make your decision based on numerous issues—from how you think the candidate will handle the economy and foreign policy, to "social issues," to personality and trust. We

can't address all of those issues here; we don't even have room to list all the candidates. But we have pulled out some issues important to unions and union members.

If you're interested in checking which candidate's positions match yours most closely, take the "test" at: www.selectsmart.com/president/2008.html

Please note: the ballot will also include three propositions. At presstime, the Teamsters have not yet made their endorsements. Please check the Joint Council 7 website for Teamster recommendations before you vote!

Key Labor Issues

Democrats

	Supports Employee Free Choice Act	Opposes privatizing social security	Supports increasing minimum wage	Opposes unrestricted free trade	US Chamber of Commerce rating	AFL-CIO rating
Hillary Clinton	+	+	+	+/-	35%	ni
John Edwards	+	+	+	+	15%	100%
Dennis Kucinich	+	+	+	+	30%	93%
Barack Obama	+	+	+	+/-	39%	92%
Bill Richardson	+	+	+	-	ni	ni

Republicans

Rudy Giuliani	-	-	-	-	ni	ni
Mike Huckabee	ni	ni	+	+	ni	ni
John McCain	-	-	+/-	-	72%	14%
Mitt Romney	-	-	-	-	ni	ni
Fred Thompson	-	-	-	-	ni	ni

Here's the key to our presidential candidate's chart:

- +** the candidate supports labor's position on the issue
- the candidate opposes labor's position
- +/-** indicates a mixed record
- ni** either there's no information or the candidate has not taken a stand or voted on the issue.



The 100th Anniversary Celebration program was opened by dragon dancers and closed with music by the Rex Allen America Swings Again band.



President's Report

by
Chuck Mack

Celebrating 100 years brings accolades and rededication

Teamsters Joint Council 7 celebrated its 100th anniversary last month. It was a festive occasion held at City Hall in San Francisco and attended by rank and file members, officers of affiliated unions, retirees, members of the community and political leaders.

A good time was had by all.

The myriad of resolutions and commendations and the words of support from U.S. Senator Barbara Boxer, Dianne Feinstein and Congressman Tom Lantos were a tribute to the Joint Council, but even more a recognition of the hard work and leadership from our affiliated locals and their members.

Speaking of Congressman Lantos, it was de ja vu—reminiscent of the congressional hearing he held at City Hall in the early nineties to support Teamsters working for Safeway. You might recall, the company planned to close their Bay Area warehouse, relocate to Tracy and dump their Teamster workforce. Lantos subpoenaed Peter McGowan, now of the San Francisco Giants, then Safeway CEO, and put him on the spot. It worked. The company signed a contract and took everyone that wanted to go. A great win for the Teamsters and all labor.

We were also honored by State Senator Carole Migden and Tom Torlakson, Assembly members Mary Hayashi, Mark Leno and Ira Ruskin. Aaron Peskin, President of the San Francisco Board of Supervisors with colleagues Gerardo Sandoval and Ross

Mirkarimi presented a resolution as did Scott Haggerty, President of the Alameda County Board of Supervisors.

We appreciate too, the kind and generous words from Art Pulaski, who heads the California State Labor Federation, AFL-CIO.

A lot of important people were there but none more important than the rank and file members who were "on stage" with us. As always they had our back, but more than that they showed the face of Teamsters today—the racial, ethnic, gender and occupational diversity that makes up our union. And man, they were strong, too! They stood up with us for close to two hours.

There have been a lot of changes over the last one hundred years but there are also some constants. We are as dedicated to organizing new members today as we were in 1907. And, we're as dedicated to negotiating the best contracts we can for members and their families and enforcing those agreements to insure members have due process, dignity and respect in the workplace, just like back then.

We look to the future with enthusiasm. The opportunities are immense. If we do it right and have member support we can grow our union, help rebuild the middle class and maybe, just maybe, give every worker an opportunity to realize the American dream.

Happy One Hundred, Joint Council 7 Teamsters!



Here are some of the rank-and-filers who helped take over San Francisco City Hall for the 100th Anniversary celebration. This group came from Locals 70, 853 and 896.



Local 78

Seventy-three Local 78 members who work at TGCAS in Hayward will split \$50,000 from a settlement to a grievance over how their seniority was determined.

The grievance centered on the seniority dates for members hired from a temporary employment agency. Historically, the company had based their seniority date as the first date of employment as a temp. However, when the company ended this practice in early 2004, the union filed a grievance.



A group of the TGCAS employees proudly hold up their settlement checks.

“This is a good settlement as it both compensates our members directly af-

Members share \$50K grievance settlement

ected by the grievance and it protects the rights of future members,” said Secretary-Treasurer Steve Mack. “This is also noteworthy because it addresses the growing practice of using temporary agency employees. At TGCAS, these employees will be

treated fairly and will be protected by the collective bargaining agreement,” Mack added.

The monetary settlement is intended to compensate the members for wage increases not enjoyed because of the incorrect seniority date. Additionally, members will have their seniority date adjusted and will be given additional sick days and vacation time. Dan Costa, Administrator of Teamsters Managed Trust was instrumental in the resolution of this difficult case.

TGCAS employs approximately 220 members of Teamsters Local 78 who produce the window and door moldings for cars produced at NUMMI in Fremont.

Victory at Horizon marks vote of confidence

Teamsters Local 78 members at Horizon Beverage in Oakland scored a decisive victory when they fought off a company-sponsored decertification effort in November. More than 98% of the 131 drivers, warehousemen, merchandisers and salespersons participated in the vote; they overwhelmingly rejected the company’s propaganda and voted to remain Teamsters.

“These members understand the value of their union and stood together in spite of the company’s empty promises,” said Secretary-Treasurer Steve Mack. “The company even promised some employees huge raises for a ‘no’ vote in the final days of the campaign. Nevertheless, the members remained united in their support for the union,” Mack added.

Although promises of raises for a ‘no’ vote is a clear violation of labor law, the union decided not to file charges with the Labor Board since

the vote was favorable. “Instead, we intend to take this unity and focus on negotiating the best contract in the beer industry,” said Business Agent Dennis Hart.

The International Organizing department provided guidance and support in this effort, sending in organizers who led the campaign to defeat the company’s efforts.

The decertification petition was filed by a member who retired shortly after filing the petition and is now working for Fed-Ex, a non-union company. “It’s a sad commentary on U.S. labor law that a person could file a decertification petition and then retire and draw a Teamster pension. Fortunately, the members realized that this was nothing more than a blatant attempt by the company to prevent other workers from earning the same pension that the petitioner now enjoys,” Mack added.

Local 350

Green Team workers join Teamster team

Organizing activity has increased over the past few months at Local 350 with victories at Green Team, San Jose, and separate petitions filed at Allied Newby Island for the equipment operators and for the clerical workers. “Bringing new members into the Local is a real priority for me,” said Secretary Treasurer Bob Morales. “It brings union wages and conditions to workers who need them and it builds the power of all members in the Local.”

In September, the 28 sorters at Green Team San Jose voted to be represented by Local 350. “As usual, the company put out negative information about the union, so we had a tougher fight than necessary. Sorters do a dangerous and dirty job with low pay and no representation. They stuck together and voted for the union and now they are negotiating their first contract,” explained Organizer Solon Castillo.

Two groups at Allied Newby Island want union

The Local is working with two different groups of workers who want to join the union at Allied Newby Island in San Jose. Currently, an election is scheduled for November 29 among the 27 equipment operators. “We know the employer will try everything to stop this unit from going union,” said Castil-

lo. “We’re making sure we visit every worker to talk to them about the union and answer all of their questions.”

The house visits have shown that Allied gives wage increases to some people and not to others. “Some workers told us that for five years they didn’t get a wage increase, but with the election approaching, the company has tried to buy off some of them by promising them raises. We don’t think this will work because the workers are saying ‘but what about the next increase?’ It just shows that Allied plays favorites and that’s why this group of workers really needs a union,” said International Organizer Juanlucio Reyes.

Clerical workers at Newby Island also contacted the local to join the union. “The workers said that they are the only island of non-union workers surrounded by Teamster 350 members. They want the security of a union contract with guaranteed wage increases and job security. They know Allied will make it hard for them to get a union but these workers are ready—they know what’s at stake,” said Solid Waste Division Campaign Coordinator Shannon O’Keeffe. An election has not yet been scheduled for this group.

Local 896

Anheuser-Busch employees donate holiday food boxes as “families helping families”

On Saturday, November 17, about 100 Local 896 members and friends got together at the Anheuser-Busch Fairfield warehouse to sort food into gift boxes to give to 120 families in



The “Families Helping Families” organizing committee, shown after the group prepared 120 gift boxes of food.

need. Their effort is not new; for the past 21 years, brewery employees have run “Families Helping Families,” which is now an employee-run charity funded through United Way payroll deductions.

Now-retired Teamster member Bill Stewart formed the organization in 1986 and is still active. Tony Garcia is the current chair.

“We started off trying to do something for the community,” explained

Local 896 Vice President Kevin Kohler. “This year, we will provide three boxes of food, including all the fixings for a Thanksgiving feast, to 120 families. We’ll also give gift cards for food to 50 seniors.” The group has

also set up volunteer days at the Boys & Girls Club as well as sending money to the San Diego Red Cross following the recent fires. “It’s gotten stronger and stronger every year,” Kohler added.

THE LOCALS

Local 665

San Francisco Tow Yard

After long negotiations with the City of San Francisco and Auto Return, 45 workers at San Francisco's tow yard and customer service center finally have a good contract and improved benefits. The agreement includes substantial wage improvements, health benefits, the Western Conference of Teamsters Pension and SIP 401-K and union protections, all patterned after the Local 665 parking agreement.

According to Local 665 President Mark Gleason, these workers had the support of Teamster and Change To Win (CTW) labor leaders during their multi-year struggle to gain the security of a union contract. "The organizing drive actually began with the previous operator, and fortunately, a Local 665-backed City Ordinance required that these workers be retained by Auto Return when this company won the city contract," said Gleason. "The unanimous 'yes' vote at ratification was a welcome conclusion to this story."

Gleason singled out Teamsters Joint Council 7 Secretary-Treasurer Bob Morales and CTW-affiliated UNITE-HERE Local 2 President Mike Casey for special recognition.

Local 665 welcomes new bus, tow and parking workers



Local 665 members at Auto Return ratified their first contract by 100%. (L to R) Ricardo Aguirre, Hilario Reyes, Athena Newman, Will Evans, Ernesto Castro, James Rosales, Oracio Urbina and Peter Ofoli.

"Brother Morales was instrumental in our negotiations with San Francisco government officials. And Brother Casey, as an appointed director of the agency that oversees the tow contract, put his reputation on the line, insisting that these workers enjoy the protections of a neutral card-check agreement during the organizing drive. We are grateful to both of these men," Gleason said.

Shuttle and parking members in San Jose

An agreement implemented in October between Local 665 and CTW-affiliated SEIU Local 1877 aims to resolve jurisdictional disputes and realign cross-industry memberships.

The agreement has already resulted in new Teamster membership for more than 300 shuttle bus and parking workers in San Jose. These new Teamsters will continue to enjoy the protections of their current contract,



Local 665 Vice President Edward Carter greets new members Napoleon Legaspi, Emebet Ergetie, Saleh Ibrahim and Anastacio Pato at their San Jose worksite

with an eye toward gaining improvements in the coming months and years.

Local 665 Secretary-Treasurer Ernie Yates stressed the importance of the merger for both old and new parking and shuttle members. "The parking and shuttle bus industries are becoming consolidated by large, multi-national companies. Adding Santa Clara to our current jurisdiction of San Francisco and San Mateo will further enable us to protect small bargaining units from being overwhelmed by ever-expanding corporations," said Yates.

The Santa Clara County jurisdiction includes members employed by ABM industries, Veolia/Shuttleport and Central Parking Systems. "Organizing will be a top priority in San Jose. We can't look for improvements without growing the membership," Yates added.

Local 853

After two years of organizing, mobilizing, fighting a union-busting campaign, winning an election and slogging through tough negotiations, the drivers at Reliable Trucking finally ratified their first union contract by an 84% margin on October 7. The company is headquartered in Concord, and the drivers work throughout Northern California.

"Reliable is the largest construction-related trucking company that the Teamsters have organized in decades, and we welcome the 120 new members who drive for this company. We hope this will be the spark that starts a resurgence of Teamsters driving construction gravel, dirt, and powder up and down the highways," said Local 853 Secretary-Treasurer Rome Aloise. "We now have a tool to use to organize the rest of these companies and bring them back to the

Drivers at largest construction-related trucking company finally get contract after 2-year battle



Reliable drivers join Local 853 after ratifying their first contract in October.

Teamsters—where they belong."

The company opposed the union organizing campaign every step of the way. They would not accept the union pledge cards signed by 70% of their

drivers and forced an NLRB election. They utilized a notorious union-busting firm to harass, bribe, make promises to and intimidate the drivers. And even after the mail ballot election

strongly favored union representation, the company filed objections to the election to delay the process.

Finally, after more than a year of legal maneuvering, in April, 2007, the company called Aloise to request an "off the record" meeting where they offered to start negotiations. In September, a tentative agreement was reached.

The two-year agreement puts in place all of the basics of a union contract, including a grievance procedure, job protections, vacations, and provisions for health and welfare and pensions.

"We see this contract as a first step," Aloise said. "In the next few years, we will work to organize other companies so that Reliable is not the only union company. Then when it comes time to renew the contract, we'll get an even better deal for our members."

For updates between newspapers, go to the Joint Council 7 Website: www.teamstersjc7.org

TEAMSTERS JOINT COUNCIL 7

Executive Board

Chuck Mack—President
 Steve Mack—Vice President
 Robert Morales—
 Secretary-Treasurer
 Rome Aloise—
 Recording Secretary
 Ernie Yates — Trustee
 Carlos Borba — Trustee
 Franklin Gallegos — Trustee



Delegates' Meetings:

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

Please note: The **Bulletin Board** is included in the paper only once each year, in the Feb/March issue. We print address and meeting changes on an ongoing basis.

Reminder

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

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
490 707-643-0387	

Retiree Club Meeting Notices

East Bay Teamsters Retiree Club

Meetings will now be held every third Saturday of the month at Teamsters Local 70 Hall, 70 Hegenberger Road, Oakland at 11 a.m. A wine raffle is held prior to lunch. Come and enjoy a few hours with your fellow Teamsters. Member dues \$26 yearly (spouses included and welcome).



East Bay Retirees Club Executive Board members cook for the club. (L to R) Charlie Scarano, Ernie Freitas, Gary Freitas, Charlie Irizerilla.

Ernie Freitas, President

Teamsters Local 278 Retirees Club Picnic



(L to R) Gene Fambrini, Rico Bertini, George Sestak, Gino Pettinari, Club President John Casaccia, Rich Rodriguez and Bob Silva.

On September 21, 2007, the Teamsters Local 278 Retirees Club met for their Annual Picnic at Coyote Point Park in San Mateo. Rich Rodriguez served as "head cook" and everyone enjoyed Italian sausage, pasta and salad.

Festivities included music and raffles, with gift certificates as prizes. Many thanks to the Retiree Club wives for all their help.



BULLETIN BOARD

— Meeting changes only —

Local 665

Due to the Christmas Holiday, the December Membership Meeting will be held Thursday, December 20th, 6:00 p.m. at 295 89th St., Suite 306, Daly City, CA.

Ernie Yates, Secretary-Treasurer

Local 912

Due to the Christmas Holiday, the December General Membership meeting will be held Thursday, December 27th, 12 Noon and 7 p.m., at the Local, 22 E. 5th St., Watsonville.

Brad Sebring, Secretary-Treasurer

APPLY NOW



CONTACT
 YOUR LOCAL FOR AN APPLICATION

In Memoriam

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

Local 70

BEARDSLEY, Russell
 DEYOUNG, Jacob
 HINCH, Henry
 HURST, Randall
 LEWIS, Milton W.
 MORGAN, Harold R.
 NETHERY, Rodney

Local 78

KAAPRO, Sylvia

Local 85

FANNING, Harry
 GRAVES, Robert
 HENNESSY, James
 SMYTH, Bernard

Local 287

BOTHILL, Chester H.
 BOUTTE, Arsene
 BYERS, Robert
 DELACUEVA, Michael D.
 DUNN, Bob
 GOLDEN, John
 IACONIS, John L.
 MCAFEE, Daniel P.
 MURPHY, Alexander L.
 OLIVERIA, Anthony R.
 OSBAN, Eugene
 RAWLUK, Anna
 REEDER, Richard E.
 ROE, Otto N.
 THOMAS, Russell J.
 VENEGAS, Olive

WILGER, Bart W.
 WORTH, Bobby L.

Local 302/853

VALDEZ, Lee

Local 315

CRITTENDEN, James

Local 484/490

HENEISE, Harry
 KANE, Harry
 MOLOSSI, Ted
 PODSAKOFF, Nick
 RUSSO, James
 VELVET, Joseph

Local 490

EUTROPIUS, Cornelis J.
 FRANKS, Johnny
 STRILER, David

Local 665

LINK, Glenn
 LUCAS, Charles, Jr.

Local 853

GALVAN, Ramona

Local 856

ABAYA, Adelina
 LOCKLAIR, Frances
 NG, Tun

Local 860/853

FONSECA, Oscar

Local 890

ARIAS, Mercy
 CULLIGAN, William J.
 GUIZA, Lucy
 LITTLEJOHN, Donald W.
 NUNEZ, Victor E.
 MERRITT, George
 REYES, Antonio
 REYES, Purita
 STREFF, Francis
 VALDEZ, Roberto G.
 VANDERPLUYM, Wayne D.



JOINT COUNCIL 7 ORGANIZING

Training of volunteer organizers quickly reaps benefits

By **PILAR BARTON**
Joint Council 7 Strategic Organizer

One of the greatest opportunities for the Joint Council 7 organizing program is to harness our existing strength by training current members to organize. Rather than hire a team of organizers, in May, Joint Council 7 brought me on board, in part to train members to serve as volunteer organizers.

Joint Council 7 local leaders have been key in supporting the organizer training effort. The first Locals to sponsor trainings for their members were Local 912, Local 70, and Local 890. The series of half-day trainings focused on the fundamentals of organizing—from choosing a strategic target to getting the first contract, and everything in-between.

Making the training real

One volunteer organizer at Local 912 is taking what he learned to research a strategic target and identify potential leaders among the workers at that facility. We are confident that, with this volunteer organizer's train-

ing, his first organizing effort will be a success and they will be able to get to a first contract. JC7 Organizing will give the Local the support they need through every step of the process.

After several Local 70 volunteer organizers completed five sessions of organizing training, they immediately used their skills to help neighboring Local 78 brilliantly thwart a hostile attempt by a rogue employer, Horizon Beverage, to pressure workers into forsaking their union membership.

Two other Local 70 volunteer organizers are now heading up a Media Watchdog committee. This committee will work to assure a Teamster presence in the media to raise community awareness about who we are and the work we do. They are also forming a "Rapid Re-



Nacho Garcia (L) and Brad Storm are volunteer organizers working on the Graniterock campaign.

sponse Team" to respond to any inaccurate portrayals of the Teamsters or of unions.

Yet another Local 70 volunteer organizer is working to implement a

"Labor in the Schools" program. The curriculum has been developed and contacts made within the local school districts that support our program.

Organizing for bargaining

Over the past few months, I have been working with Local 853 to develop an internal volunteer organizing committee at Graniterock. This group of six members has worked tirelessly on a campaign to pressure their employer to bargain in good faith. The committee has developed a multi-pronged plan that includes building a coalition of community allies, civil disobedience, working with the media, forming a committee of sup-

portive family members, online petitions, legal leverage campaigns and several other methods to bring their employer back to the bargaining table. These same workers will assist with organizing a neighboring competitor in their area.

Local 890 has completed one segment of the series of organizing trainings and has a second training scheduled. They will be assisting Local 853's committee in organizing non-union competitors to Graniterock.

This collective hard work and long hours have already delivered impressive results. JC7 Organizing now has rank-and-file volunteer organizers initiating strategic external drives, complimented by internal mobilizing within the industries they work in.

In the coming months I will conduct trainings with more locals and will continue to mentor our volunteer organizing team to pursue ongoing organizing drives or begin new ones.

If you are interested in getting involved, talk to your Business Agent or call me at 415-467-7768.



SACRAMENTO REPORT

Across the board, Governor vetoes all union-backed legislation

By **Barry Broad**
Calif Teamsters Political AC

When the clock struck midnight on October 15, 2007 and Governor Arnold Schwarzenegger put down his pen, hardly a bill sponsored by organized labor was left standing. He even vetoed some bills that were not opposed by the employer community. The message was loud and clear: stop sending me this stuff.

Here are some of the bigger bills that never made it off the Governor's desk.

Teamster-sponsored bills

SB622 by Senator Alex Padilla, (D-Van Nuys), would have created enhanced sanctions for "willful" misclassification of employees as independent contractors. While having a "worthy goal," the Governor thought that this bill would "ultimately contribute to a negative perception of California as having an inhospitable business climate."

SB942 by Senator Carole Migden, (D-San Francisco), would have helped injured workers get the training and education they need to get back in the

workforce by enhancing the Supplemental Job Displacement Benefit. The Governor vetoed this bill saying that the "procedures for the issuance of vouchers are too vague and will encourage litigation."

Health Care Legislation

AB8 by Assembly Speaker Fabian Nunez, (D-Los Angeles), was the Democrat's version of health care reform. The Governor didn't like the employer mandate (or at least one that cost 7.5% of payroll rather than the zero to 4% that he favors), the lack of an individual mandate, and the more generous subsidies for the working poor. Health care reform is on life support in a special session of the Legislature—with on-going hearings, a last minute deal is still possible.

Locked-out employees

AB504 by Assembly Member Sandre Swanson, (D-Oakland), arose out of the southern California lockout of supermarket workers in 2004. One employer pled guilty to a criminal offense in connection with hiring striking workers using false social security

numbers (which would have made the remaining locked-out workers eligible for unemployment insurance benefits). AB504 would have made employees whole financially in a situation where an employer was convicted of a crime related to the lockout. The Governor thought there were "sufficient remedies" under current law.

Farm worker unionization

SB180 by Senator Carole Migden, (D-San Francisco), would have given farm workers the right to union representation using a "card check" system of union representation under the Agricultural Labor Relations Act.

Sacramento insiders speculated that the Governor would sign the bill because First Lady Maria Shriver strongly supported the measure. In the end, the Governor nixed the bill, arguing that card check "limits the opportunity for employees to hear and consider other viewpoints [besides the union's] on unionization." Several unions were privately concerned that the sponsors of the bill had made too many concessions and that it would

conflict with the federally-proposed and union-supported Employee Free Choice Act.

Employment contracts

AB1043 by Assembly Member Sandre Swanson, (D-Oakland), would have made it unlawful for an employer to require an employee, as a condition of employment, to agree to litigate all claims under the laws of another state (presumably the one most favorable to employers). The Governor vetoed this one as an offense to the right of parties to "freedom of contract."

Indoor heat

AB1045 by former Assembly Member Laura Richardson, (D-Long Beach), would require Cal OSHA to adopt a standard to protect workers from being exposed to excessive heat indoors. Two years ago, amid media stories about farm worker deaths due to heat stress, the Governor signed a bill requiring Cal OSHA to develop regulations governing outdoor heat exposure. Unfortunately, the second time was not a charm and the Governor vetoed the bill.



NEWS FROM TAP

Warning: energy drinks may contain alcohol

Seizing an opportunity to market alcohol to the youngest part of the market, the two largest brewing companies in the U.S. are capitalizing on the trend among young drinkers to use energy drinks as mixers with hard liquor. They are advertising and distributing so-called energy drinks containing caffeine and other natural stimulants combined with alcohol ranging from 3.2% to 7%. That makes these drinks between 6.4 and 14 proof—higher than beer or most wine.

This summer, the attorneys general of 30 states wrote a letter to Alcohol and Tobacco Tax and Trade Bureau administrator John Manfreda urging the agency to stop alcohol manufacturers from making misleading health-related statements when advertising alcoholic beverages that contain caffeine and other stimulants. The letter targets Sparks and Sparks Plus drinks, BudExtra, Liquid Charge and Liquid Core.

The aggressive marketing campaigns claim the alcoholic energy beverages increase a person's stamina or can have an energizing effect. Clearly aimed at young drinkers, BudExtra's advertising slogan, "You can sleep when you're thirty." The ads, however, fail to mention the "potentially severe, adverse consequences of mixing caffeine or other stimulants and alcohol," the attorneys general said.

The attorneys general also requested an investigation into the makeup of

alcoholic energy drinks and other flavored malt beverages to determine whether, based on the percentage of distilled spirits contained in the drinks, they are properly classified as malt beverages under federal law. The malt beverage classification enables cheaper and broader sale of these drinks, making them more readily available to young people than distilled spirits.

In the April issue of *Alcoholism: Clinical & Experimental Research*, Brazilian researchers studied the effects of combining alcohol with Red Bull. They concluded that combining alcohol and energy drinks reduce the drinker's ability to accurately estimate how drunk they really are.

One researcher warns that mixing alcohol with energy drinks might predispose people to abuse alcohol when its depressant effects—or at least the perception of such effects—are masked.

Another researcher concluded, "The implications of these findings are that this association of alcohol and energy drinks is harmful rather than beneficial, as believed by consumers. Especially because those individuals who combine alcohol and energy drinks, believing they are less impaired, are actually at an increased risk for problems such as automobile accidents."

If you think alcohol problems are going to decrease any time soon, think again!

Combining alcohol and energy drinks reduce the drinker's ability to accurately estimate how drunk they really are.



YOUR LEGAL RIGHTS

NLRB issues a series of anti-worker decisions

From the Law Office of
Beeson, Tayer & Bodine

Turning its back on the National Labor Relations Act's goal of protecting "the right of employees to organize and bargain collectively," the National Labor Relations Board issued several decisions at the end of September that further undermine worker rights.

Perhaps its most radical decision was to reverse a nearly 40-year old case that protected newly-formed bargaining units from immediate threat of decertification where the union obtained recognition through a procedure called "voluntary recognition."

For years, workers have successfully unionized through voluntary recognition—where an employer agrees to recognition once the union shows that a majority of workers have signed cards authorizing the union to represent them. The old rule provided a period of stability for unions to be free from decertification challenges for a reasonable period of time to allow the parties to bargain fairly. Now the Bush Board has decided to allow a minority of employees (as few as 30 percent) to petition for an election to decertify the union for 45 days after recognition, during the vulnerable early stages of collective bargaining.

Adding insult to injury, the decision also requires unions and employers to notify the NLRB in writing after vol-

untary recognition and to post a workplace notice about the newly created immediate right to petition to decertify.

Organizing efforts were also attacked in a decision that stripped protection from certain types of union organizers. Sometimes known as "salts," these organizers play an important role

The Bush Board fully intends that its lasting legacy will be a rollback on the rights of employees to organize and of unions to represent their members.

in policing non-union companies by applying for jobs and uncovering hiring discrimination against those who would support a union. Salts also play a critical role in organizing because they have better access to employees and are able to organize from inside the workforce of a non-union employer.

The Board has decided that salts are now a disfavored class of applicants and will allow employers to test an applicant's level of "actual interest" in going to work for an employer before hiring for the purpose of screening out the salts..

Other Board decisions damaged the ability of unions to enforce sub-contracting clauses in collective bargaining agreements and granted more latitude to employers in the areas of employee surveillance, striker replacements, and the use of meritless lawsuits to harm unions.

Clearly, the Bush Board fully intends that its lasting legacy will be a rollback on the rights of employees to organize and of unions to represent their members.

Summary Annual Report: TEAMSTERS LIFE WITH DUES BENEFIT PLAN

This is a summary of the annual report of the Teamsters Life With Dues Benefit Plan (EIN 91-1691238, Plan No. 501), for the year beginning January 1, 2006 and ending December 31, 2006. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Insurance Information

The Plan has a contract with LifeWise Assurance Company to pay life, accidental death, and dismemberment claims incurred under the terms of the Plan. The total premiums paid for the plan year ending December 31, 2006 were \$2,351,347.

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the Plan, was \$15,401,849 as of December 31, 2006, compared to \$16,183,365 as of January 1, 2006. During the plan year, the plan experienced a decrease in its net assets of \$(781,516). This decrease included unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the begin-

ning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of \$1,792,184, including employer contributions of \$780,561, realized loss of \$(124,843) from the sale of assets, and earnings from investments of \$1,136,466.

Plan expenses were \$2,573,700. These expenses included \$269,591 in administrative expenses and \$2,304,109 in benefits paid to participants and beneficiaries.

Your Right to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed at right are included in that report:

1. An accountant's report;
2. Financial information and information on payments to service providers;
3. Assets held for investment;
4. Transactions in excess of five percent of the plan assets;
5. Insurance information including sales commissions paid by insurance carriers; and
6. Information regarding any common or collective trusts, pooled separate accounts, master trusts or 103-12 investment entities in which the plan participates.

To obtain a copy of the full annual report, or any part thereof, write or call the office of Board of Trustees for the Teamsters Life With Dues Benefit Plan, 14675 Interurban Avenue South, Suite 107, Tukwila, WA, 98168, (206) 441-3151. The charge to cover copying costs

will be \$4.75 for the full annual report or 25¢ per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the Plan and accompanying notes, or a statement of income and expenses of the Plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the Plan, 14675 Interurban Ave. South, Suite 107, Tukwila, WA, 98168, (206)441-3151, and at the U.S. Dept. of Labor in Washington, D.C., or to obtain a copy from the U.S. Dept. of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, N-1513, Employee Benefits Security Administration, U.S. Dept. of Labor, 200 Constitution Ave., N.W., Washington, D.C. 20210.

NOTICIA IMPORTANTE PARA HISPANOPARLANTES

Usted puede obtener informacion y ayuda en Espanol, si no entiende ingles, tocante de los beneficios y reglas del Plan. Pongase en contacto con la oficina y pregunte para que le ayuden, Board of Trustees for the Teamsters Life With Dues Trust Fund, 14675 Interurban Avenue South, Suite 107, Tukwila, WA 98168.