



TEAMSTER

Northern California

Serving more than 70,000 Teamsters and their families

Volume 53, Number 5

December 2008/January 2009

Bush leaves legacy of joblessness, recession and anti-union bureaucracy

Obama win a victory for America's workers

America's workers won on election night. By electing Barack Obama by a 52 percent margin, voters have given him the mandate he needs to change the political and economic direction this country has been heading for the past eight years. On Nov. 4, the voters turned a page on the tax breaks for the rich, on the trickle-down economics and on the unrestrained corporate greed that characterized the regime of anti-worker GOP President George W. Bush.

Teamsters worked harder on this election than any ever before. Across the country, more than 40,000 Teamsters volunteered for the union's massive member mobilization efforts. The Teamsters' get-out-the-vote push included more than 2.6 million direct mail pieces, 1.6 million phone calls, 40,000 volunteers and one million job site visits.

Locally, Joint Council 7 members registered several thousand co-workers to vote. They walked precincts, hung signs and staffed phone banks. Because of this unprecedented effort, American voters rejected racism and fear and voted for the most worker-friendly President since Franklin Delano Roosevelt.

And along the way, Americans also voted in a significantly more labor-friendly House and Senate, which means that the hope inspired by Obama may be translated into reality by the Congress.



Locally, all of the Teamster-endorsed candidates for State Senate and Assembly in the Joint Council 7 area won. With one additional Democrat elected to the State Senate, the Democrats will have a 26 to 14 majority, just one vote short of the two-thirds necessary to pass a state budget.

The economy and the right to organize

The issues were clear. According to a survey conducted by the Change to Win Federation in October, the single most important issue working Americans chose in deciding their vote for President was the economy and jobs (72%), followed by health care and prescription drugs (26%), and the war in Iraq (23%). Almost nine in ten workers felt both the U.S. economy and their own families' economy were on the wrong track.

"This victory was nothing short of amazing," says Joint Council 7 President Chuck Mack, "but now the hard

work begins. We must hold our elected leaders to the promises they made during the campaign. And we know that will be tough, because this country is facing the worst economic crisis since the Great Depression."

History shows that unions are the critical factor in building a strong middle class in this nation. However, since Ronald Reagan busted the air traffic controllers union in 1981 and the Bush administration gave free reign to union busters, the numbers of unionized workers declined as did the standard of living for most Americans.

For that reason, unions have been working for the past several years to build support for the Employee Free Choice Act (EFCA). This bill will finally give workers who want to join unions a fair chance to do so. The Bush administration and big business oppose the EFCA, but Barack Obama co-sponsored the bill and has promised to sign it when the new Congress sends it his way.

Americans resoundingly elected a Congress and president who are committed to passing the EFCA, because they know that workers who belong to unions earn 30 percent more than nonunion workers, are 59 percent more likely to have employer-provided health coverage, and are four times more likely to have pensions.

And speaking of pensions, the Obama transition team is already contacting union leaders to learn what must be done to shore up union pension plans that are taking a beating in the stock market.

Keeping the heat on

As Barack Obama said upon winning the election, "For even as we celebrate tonight, we know the challenges that tomorrow will bring are the greatest of our lifetime—two wars, a planet in peril, the worst financial crisis in a century.... And above all, I will ask you to join in the work of remaking this nation the only way it's been done in America for two-hundred and twenty-one years—block by block, brick by brick, calloused hand by calloused hand."

Obama laid down the challenge, and Teamsters plan to meet that challenge. "American workers sent a strong mandate for a progressive agenda that includes secure pensions, good jobs, universal health care, equal pay on the job and the right to organize," Mack said. "We will continue to follow-up to ensure that mandate is followed."

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 on page 7 of this newspaper.

This information should be read by you and retained for future reference.



YOUR LEGAL RIGHTS

Dealing with “No-Match” letters

From the Law Office of Beeson, Tayer & Bodine

Every year, the Social Security Administration sends out several million “No-Match” letters to employees and their employers. A “No-Match” letter says that the Social Security number provided by the employer for that employee does not match Social Security’s records because the number is not that employee’s Social Security number, or the employee has no valid Social Security number.

Some employers have tried to use the letters as grounds for investigating, and even terminating employees, claiming that the letters indicate that they cannot legally employ the “No-

Match” employee because he or she is undocumented.

In August 2007, the Department of Homeland Security issued a rule intended to force employers to investigate their employees to determine their immigration status when they receive a No-Match letter. Under the rule, if the employee is unable to verify his status, the employer is required to terminate the employee. However, in October of 2007, the AFL-CIO successfully sued to block Homeland Security’s rule with an injunction. As a result of the court injunction, the SSA announced that it would stop sending “No-Match” letters to employers while the injunction remains in effect.

A big part of the reason the court blocked the rule is that Social Security’s database has an extremely high error rate. Social Security admits that a wide range of errors, unrelated to a worker’s documented status, can cause it to send a “No-Match” letter. Mistakes such as misspellings, typos, out of date maiden names, and reversed hyphenated names can lead Social Security to send a “No-Match” letter. Social Security estimates that about 3.3 million entries misclassify foreign-born U.S. citizens as aliens.

In response to the injunction, Homeland Security recently proposed another version of the same rule which, like the old rule, requires em-

ployers to investigate, and possibly terminate, employees when the employer gets a “No-Match” letter. Homeland Security claims the new rule should not be blocked by the court because it claims it has addressed many of the errors in the system that led the court to block the first rule. The fate of the new rule is uncertain, nor is it yet clear whether Social Security will use this new rule as their excuse to resume sending “No-Match” letters, although there have been reports that some employers may recently have received them.

Below is an explanation of how to protect yourself if you or your employer receives a “No-Match” about you.

What does a No-match letter from the Social Security Administration mean for an employee?

There are two letters the SSA sends when the database shows a “No-Match:”

- An “employee letter” sent to the employee stating that the database results did not match the name or information on your W-2 form and asking the employee to correct the discrepancy personally within 90 days. These letters are not subject to the court case described above. If you receive this letter, it does not necessarily mean that you are undoc-

umented. It does not mean that any information has been sent to your employer and you are not required to give it to your employer; or

- The “employer letter” is sent to the employer notifying them of the “No-Match.” The employer letter is sent to employers if Social Security is unable to contact the employee or if more than ½ of 1% of the employer’s total work force generated “No-Match” letters.

What do I do if I receive a no match letter?

There are several easy steps you can take if you receive a “No-Match” letter at home:

- Do NOT notify your employer of the “No-Match” letter;
- If you can, attempt to resolve the discrepancy with Social Security yourself within 90 days of the receipt of the letter.

If your employer questions you about their receipt of “No-Match” information:

- Notify the Union of the employer’s request and exercise your “Weingarten Rights” to ask for representation before talking with your employer about the letter.

- Do not discuss your immigration status with your employer.

- Ask your employer for a copy of the “No-Match” letter and the date they received the letter.



Obama-Biden transition plan includes support for key labor issues

Our country faces its most serious economic crisis since the Great Depression. While it is important to devise measures like the stimulus package to boost the economy in the short term, it is also important to design policies to get the economy back on a healthy long-term growth path.

Adopting policies that strengthen the ability of workers to organize unions will be an important part of the recovery story. The Obama administration understands the connection between strong unions and a strong economy and has pledged to do the following:

- sign the Employee Free Choice Act (EFCA) when it comes to him from Congress;
- ensure that his labor appointees support workers’ rights;
- work to ban the permanent replacement of striking workers; and
- increase the minimum wage and indexing it to inflation to ensure it rises every year.

The EFCA, supported by a bipartisan coalition in Congress, would enable working people to bargain for better wages, benefits and working conditions by restoring workers’ freedom to choose for themselves whether to join a union.

The EFCA (HR 800) was passed by the House of Representatives on a vote of 241 to 185 in 2007, but due to a Republican filibuster, the Senate never voted on the bill. With at least six additional labor-friendly Senators just elected, the bill should pass both houses of Congress.

Passage of the EFCA is labor’s top priority to ensure fairness in the new economy. Already, nearly a million people have signed the EFCA petition (freechoiceact.org/petition/). Watch for demonstrations, rallies and teach-ins in the coming months because, now that passage of the EFCA is a real possibility, the business community will put the heat on less-supportive legislators.



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Members:**

**When sending in address changes,
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SACRAMENTO REPORT

Governor vetoes important Teamster legislation

By BARRY BROAD
CTPAC

While the state legislature passed many important bills this past session that we supported, the governor wielded a heavy veto pen. Of the 13 bills we asked Governor Schwarzenegger to sign, he vetoed 12, giving lie to the notion that Arnold is a “moderate” Republican. At least on our issues, the Terminator is no moderate. It was definitely “Slaughter on Teamster Street.”

Here are some examples of the bills that the Governor vetoed:

Homestead Exemption: The Governor's most disappointing—and unexpected—veto was of AB 2878 by Assembly Members Joel Anderson, (R-El Cajon) and Dave Jones, (D-Sacramento). This bill would have increased the amount of equity a homeowner could protect as part of the “homestead exemption.” The bill had no opposition and passed the Legislature virtually unanimously.

The Governor's veto message basically said that the bill wasn't very important. Maybe not to wealthy people like Arnold Schwarzenegger, but to people who are unemployed, in debt, or facing bankruptcy, it could help them preserve some equity in their homes. Funny how we can find billions to bailout banks, insurance companies, and corporations, but we can't do anything for working Americans.

Right to pre-designate your doctor: The Governor also vetoed SB 1338 by Senator Carole Migden, (D-San Francisco), that would have extended the law that allows our members to pre-designate their treating physician in the workers' compensation system. Set to expire next year, the law enables our members to go to their own doctor instead of employer-chosen medical hacks.

The Governor stated that he was vetoing the bill because “there is no reason a select few employees should be allowed to opt out of a system that is working well for everyone else.” I think the Governor is confusing injured workers with his insurance company friends.

Workers' Compensation: In another area of workers' compensation, the Governor vetoed AB 507 by Assembly Member Hector De La Torre, (D-Southgate), which would have required employers to post on the internet if they had workers' compensation in effect. Although the bill had little opposition in the Legislature and was supported by employers and unions, it

was still vetoed. Similarly, the Governor vetoed AB 2969, a bill by Assembly Member Sally Lieber, (D-Mountain View), that would have required that doctors who approve medical procedures for injured workers be licensed to practice medicine in California. This was a common sense proposal that would prevent doctors with a different standard of practice from reviewing treatment under California law.

Health Care: With regard to the all-important issue of health insurance coverage, the Governor vetoed two important bills, both by State Senator Sheila Kuehl, (D-Los Angeles). SB 840 would have created a single payer system of universal health care and SB 1440 would have limited health insurers overhead costs to 15% of the premiums paid—an idea that the Governor embraced in his own failed health insurance proposal. I guess it was a good idea when he thought of it, but a bad idea when it was someone else's.

Budget crisis resolve? Not!

After the longest budget stalemate in California history, (the budget was 85 days late), the Legislature threw in the towel and passed a “get out of town budget.” On the way out the door, however, the Democrats sold out most of their principles.

First, they simply failed to address the \$15 billion budget deficit and rolled it over until next year. So next year's fight is probably going to make this year's look like child's play.

Moreover, they managed to give corporations a \$500 million tax break with no offsetting revenue, which means they will be taking it out of the hides of poor people and school children.

The Governor agreed with the majority Democrats that a temporary sales tax increase was necessary to get us out of the mess, but the minority Republicans would have nothing of it. In the end, Governor Schwarzenegger was terminated by his own political party and was unable to get even one Republican to vote for his budget.

Next year, the voters will have a chance to weigh in on the mess as the Governor has promised to call a special election—probably in June. It seems as though we are in a perpetual cycle of elections, special elections, and perhaps even gubernatorial recalls. The California Correctional Peace Officers Association, nursing a grudge the size of San Quentin and Folsom combined, made threats to recall Arnold. Sound like an idle threat? That's what Gray Davis thought.



President's Report

by
Chuck Mack

A new day dawns for America

Barack Obama President of the United States. Now that has a real ring to it.

It was a campaign about change and we elected a candidate who had a different name, was a different color and from a different background. But not for those reasons. Obama was the candidate of substance, the candidate of reason—the one who offered solutions and a directional change.

John McCain, on the other hand, was more of the same. His answer to every problem—the “free market,” privatize Social Security, tax relief for the wealthy and tax increases for the workers who have employer-provided health care. Most of all, more trade agreements that ship U.S. jobs overseas.

On Election Day the American people said NO to McCain and Bush and YES to a man who promises change and offers hope.

Barack Obama's election is history. Who could have imagined an African-American as President even ten years ago? His election is a great personal tribute, but also is a tribute to the character and sense of the American people. The adage “you can be anything you want to be” has meaning now for everyone.

By the way, Barack Obama is arguably the most pro-labor President in the history of the U.S. Think back...who was better? The only challenge would come from Franklin Roosevelt because of what he did, not from where he came.

As a community organizer in Chicago, Obama worked with unions. He advocated for workers and has walked picket lines. He recognizes the

contribution labor has made in building a middle class. Unions don't frighten him and he has committed to us that we will have a voice in policy formulation.

There were two other important election victories in Joint Council 7. Jerry McNerney beat off a ferocious well-financed challenge by arch-conservative Dean

Andal to hold his seat in the 11th Congressional District.

McNerney has strongly supported labor and the Teamsters, in particular. Despite tremendous pressure from business, he voted for the Employee Free Choice Act when it was before the House.

Joan Buchanan was elected to represent the 15th District in the State Assembly. Buchanan turned back conservative San Ramon Mayor Abram Wilson in a spirited and expensive race. This the first time ever that a Democrat has won in that district.

The Teamsters played a big part in both campaigns.

Thank you!

I can't say it loud enough or long enough but THANK YOU to our officers, officials, staff and especially our members who helped elect our new President. To those who visited work sites, THANK YOU! To those who registered their co-workers and family members to vote, THANK YOU!

To those who walked precincts and phone banked THANK YOU! To those who took off work to deliver the message, THANK YOU! To those who went to Reno to convert Nevadans, THANK YOU! All of that effort made the difference.

Barack Obama is arguably the most pro-labor President in the history of the U.S.

APPLY NOW



PLEASE NOTE CHANGE
Teamsters Joint Council 7
Commercial Drivers' Education Program is now
Northern California Teamsters Apprentice Training.
Please call the program at
916-354-2122 or visit us at
www.nctat.org



Local 896

Good five-year contract at A-B/InBev

By a 95% majority, the employees at Anheuser-Busch/InBev across the country ratified a new five-year contract that's the best in 20 years, reported Local 896 Secretary-Treasurer Rene Medrano.

"This long-time American company was bought out by the Belgian brewery InBev earlier in 2008, which meant that we didn't know what to expect when we got to the table," Medrano said. "We took five chief shop stewards from Fairfield and three from Los Angeles to Cincinnati for a week of talks about local issues and they played a very important role. In the end, we got a good letter from the company that underscored the right for stewards to vigorously enforce the contract."

As for dollars and cents, wages will increase by 90 cents in year one, 80 cents in year two, and 75 cents in each of the final three years. Members also retained the Cadillac health plan that they currently enjoy, retiree health and welfare and a pension increase. Health and welfare will be paid from day one, instead of having a three-month wait-

ing period, and everybody got a \$1,000 signing bonus.

"When asked what we had to give up to get this deal, the only thing I could think of was that the new CEO is into making beer and not running theme parks, so we lost our Sea World tickets," Medrano explained. "Our members will have to pay to see Shamu from now on."

While Medrano couldn't be more positive about this contract, he warns members to be aware that when the next contract comes due in five years, the union will most likely be dealing directly with InBev in Belgium. "The International is working to create an alliance with union leaders around the world, because both Anheuser-Busch and Miller were acquired by foreign companies."

Medrano wanted to especially thank the stewards from Fairfield for their participation in the talks: Chris Barngraph, Bob Litke, Johnnie Johnson, Fred Gutierrez and Kevin Koehler as well as Business Agent Dan Valencia.

Local 856

Unique open house for Teamsters at United



On Sunday, October 12, 2008, Local 856, Local 986 and United Airlines co-hosted an open house at the company's SFO Maintenance Base.

Approximately 10,000 employees—union members and families—strolled through the maintenance hangers to view numerous exhibits.

In addition to the two Teamster tractor/trailers on display, Officer Gus Vasquez, a Teamster member from the Broadmoor Police Department, brought the Department's 1949 Chevy patrol car to the event. Another 100 or so other classic cars and trucks were also on display.

A special event highlight was that U.S. Navy Blue Angels had parked their jets at the Maintenance Base for everyone to inspect prior to taking off for the air show over San Francisco.

Everyone was entertained by Funnybones the Clown and the children had the opportunity to have their faces painted by an artist.

There were many smaller airplanes, as well as a jet pull contest. Food vendors offered a delicious variety of taste treats.

"The day was a huge success enjoyed by all," said Secretary-Treasurer Joe Lanthier. "We hope this will become an annual event for our Teamster members."

Local 287

Teamsters win major legal victory against Granite Rock

NLRB and court litigation involving Local 287 and Granite Rock that has been going on since 2004 came to a very satisfying conclusion on October 22, with a resounding win for the Local Union. A federal court of appeals reversed a jury verdict against Local 287 handed down in May, 2007, and directed that the case be heard and decided in arbitration, rather than by a jury.

"Unions are better off in arbitration than in court," said Local 287 Secretary-Treasurer Bill Hoyt, who was pleased with the court decision. "Professional labor arbitrators have a much better understanding of labor relations than juries. We expect to win in arbitration."

The back story

Back in 2004, Local 287 members who worked at Granite Rock in San Jose, went on strike for a new contract. In early July, 2004, after several weeks of striking, the parties reached a tentative agreement after an all-night bargaining session. At the end of the



Members of Local 853 organized a picket line on July 4 at a concert held at Granite Rock's quarry in Aromas. The Local is still trying to get a contract for the workers at Redwood City.

session, George Netto, Local 287's business agent, became aware of disciplinary and other issues that arose during the strike. He explained to the membership, at a meeting later the same morning, that before the tentative new agreement could be ratified, there would have to be an acceptable "back-to-work" agreement protecting the job rights of Local 287 and the rights of sister Teamster Locals. Accordingly, the Local did not hold a ratification vote at that time.

In the jury trial, the 20 members who attended the meeting testified

that there was no ratification vote taken. One member, who had abandoned the strike and had taken a job at another Granite Rock location, and had crossed the picket line daily, testified that the tentative new agreement had actually been ratified. Since the new contract had a no-strike clause, the employer argued that the continuation of the strike violated the new agreement.

Separate trials were held before the NLRB and in federal court. The NLRB agreed with the union that the new contract had not been ratified at

the July meeting. The jury, on the other hand, believed the scab's testimony and found a violation of the no-strike clause.

Bruce Woolpert, owner and CEO of Granite Rock, claimed that the employer lost millions of dollars as a result of the strike. He used his jury "victory" as leverage in an ongoing campaign to defeat union representation in other Granite Rock facilities, including those represented by Locals 853, 890 and 912.

Local 287 had insisted all along that the dispute with Granite Rock should not be decided by a jury, but in arbitration. The appellate court has now agreed. Meantime, Granite Rock has asked for reconsideration in the appellate court.

Hoyt says that his attorneys have told him that such requests are very rarely granted, and they anticipate Granite Rock will be turned down. The law firm representing Local 287 is Beeson, Tayer & Bodine.

THE LOCALS

Local 287

Our work is not done

Membership participation in this year's election was outstanding. Congratulations to Marvin Jones for his efforts to register voters. Because Marvin signed up the highest number of new voters in Joint Council 7, he will take home the first place prize of \$1,000. Great job! Thanks goes out to all who gave up their nights and weekends to phone bank and precinct walk.

Even with numerous electoral victories under our belt, political action never ends. Just days after this historical election mandating change, Governor Arnold Schwarzenegger wants to stimulate the economy on the backs of working families. He is again proposing to cut workers' overtime pay and take away meal periods. We are asking all members to contact your legislative leaders ASAP and tell them that working families cannot afford any more take-aways and the Governor's proposals are not the changes that we are looking for.

Note: Local 287 December Stewards meeting is cancelled.

Local 287's Holiday Party

SATURDAY DECEMBER 13

10:00 A.M. AT THE LOCAL UNION HALL

Tickets are \$5/person and are available from your shop stewards and at the Local 287 office. Questions: contact your business agent or office staff.

Bringing Oak Harbor issue to SF—in a big way



Joint Council 7 members joined with the IBT to support the workers at Oak Harbor Freight Lines in Oregon, Washington and Idaho by taking action locally. On October 21, Teamsters rappelled down the side of Gap's San Francisco headquarters in an attempt to raise awareness of the issue.

Oak Harbor workers went on strike in September to protest the company's unfair labor practices. The company responded by cutting healthcare benefits for its workers and retirees.

Gap, Inc.—one of Oak Harbor's largest freight customers—continued to use the company despite their union-busting practices. It looks like this action may have done the job as Gap is now talking about pulling out its support of Oak Harbor.



JC7 ORGANIZING

Obama brings hope for a new era of union organizing

After eight long years of an administration seeking to destroy union power to represent workers, Barack Obama's electoral victory is a tremendous boost to unions.

President-Elect Obama is a co-sponsor of the Employee Free Choice Act (EFCA). This bill would require employers to recognize unions if a majority of employees sign "union-authorization" cards. The measure, championed by Obama, would effectively eliminate the secret-ballot process that has been so completely corrupted during the Bush administration, and would make it easier for unions to help workers organize their union. Obama's unparalleled support of labor brings new hope to our organizing efforts; the larger labor-friendly majority in the Senate can transform that hope into reality.

Bringing hope home

Joint Council 7 locals are increasing their organizing efforts knowing that working people have never been hungrier for change.

After winning campaigns at MV Transportation and UPS Freight, Local 624 is keeping organizing alive. The local is initiating several more campaigns in the waste, paratransit and freight industries. Watch this space for updates.



In an exciting victory, AmeriCold workers voted overwhelmingly to form a union with Teamsters Local 912. The local will continue to organize workers in the temperature-controlled warehousing industry in their area. By gaining union density in this

The 32 workers at Stericycle in San Leandro filed an election petition to be represented by Local 70. The Labor Board hearing will be on November 24 to set the date and unit. Attorneys from Beeson, Tayer and Bodine have filed a wage and hour lawsuit against the company and community allies are lining up to support the union effort.



The 13 employees at Americold, in Watsonville, were able to join Local 912 in October when the employer recognized the union cards they signed. Bargaining is set to begin in the next month.

Local 912 is pleased to welcome these new members and will continue its efforts to organize the workers in other area temperature-controlled warehouses to ensure the best possible wages in this industry.

industry, they can achieve their objective of being able to bargain stronger, more enforceable contracts. The local is already researching and preparing to make contacts with workers for their next organizing target in this industry.

Local 350 is working strategically to get recognition for the workers at West Bay Sanitary. The Local worked to build a committee and keep the workers organized while seeking a top-down approach. We will update you on the outcome in our next article.

Local 856 is beginning numerous campaigns in the public and private sectors. After doing an analysis of key strategic targets, Local 856 is preparing to staff-up to meet the needs of these campaigns.

Local 70 has two campaigns in the finishing stages and one large campaign just beginning.

Several other locals in are the beginning phases of campaigns and have stepped up the pace on the heels of the current presidential election.

Thanks must go to all of the rank and file union members across the country who were key in making the Obama victory a reality. This unity came from union members and all Americans working together to achieve a common goal and that unity made this historic change possible.

As we continue, like never before, to organize workers who need unions, we must keep that drive alive. We must also support sweeping labor law reform that will embolden our efforts to secure the middle class and bring back the American dream.

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/Mar/April issue. We print address and meeting changes on an ongoing basis.

Your Local Union Phone Numbers

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

70	510-569-9317	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
624	707-542-1292		



BULLETIN BOARD

— Meeting changes only —

Local 70, Oakland

The January Membership Meeting will be held at Local 70, the fourth Thursday of the month at 7 p.m.

Local 315, Martinez

The December, 2008 and January, 2009 Membership meetings will be held at Teamsters Local 315, 2727 Alhambra Avenue, Martinez, at 8 p.m.

Bakery Division meetings:

San Mateo, 151 W. 20th Avenue – January 20, at 6 p.m.
 Santa Rosa, Carpenters Hall, 1700 Corby Avenue - January 27, at 6 p.m.

Local 853, San Leandro

NOTE: MEETING LOCATION CHANGE

The December, 2008, and January, 2009 Local 853 Membership Meeting will be held at Local 853, 2100 Merced Street, San Leandro, at 7 p.m.

Local 856, San Bruno

NOTE: MEETING TIME CHANGE

Beginning January, 2009 the Local 856 Membership meetings will begin at 6 p.m. January Membership Meeting – January 27 at Local 856's Chetcuti Hall, 453 San Mateo Avenue, San Bruno

In Memoriam

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

Local 15/853

ANDREAS, Robert
 CESENA, Arthur
 GIRTEN, Ed
 GOMEZ, Raoul
 GUZMAN, Valentin
 HANSEN, Dale
 HARVEY, Joan
 HEINTZ, Thomas
 KOBESAK, Frank
 MELENDY, Tommy
 MERCER, Marvin
 PARSEGHIAN, Arman
 PELAYO, Edgardo
 PETERSON, Norma
 SABATINO, Peter
 SLOAN, David
 STEDMAN, Milton
 TAXERA, Wendell
 WILLIAMS, Frank

Local 70

AQUINO, Anthony
 CARTE, Fletcher, Jr.
 GOMEZ, Gary
 GRISSO, Hansell "Corky"
 NEVAREZ, Jaime M.
 PERETTI, John
 PUSICH, Stanly

Local 78/853

GRAY, Ernest
 RUIZ, Angel B.

Local 85

HOFF, Ernie R., Sr.
 RICHARDSON, Clarence
 SCANNELL, Michael J.
 WILSON, Ira

Local 287

DANTONIO, Robert F.
 GREEN, John C.
 GREEN, Paul M.
 HOBBS, Leonard R.
 MATULICH, Peter
 ORTEGA, Jesse J.

Local 302/853

CARONE, Anthony

Local 315

CHRISTIE, Edward
 COOK, Donald L.
 FOSTER, Nathan
 HARDESTY, Robert, Jr.
 JACKSON, Ronald
 RICHARDSON, James E.

Local 350

GUARAGLIA, Peter
 VERA, Jose Abel

Local 490/315

BROWN, Rosan
 FISHER, Daniel
 WILLIS, Charles

Local 588/78/853

RODRIGUES, Jose

Local 665

MARAZZI, Gurnet

Local 768/588/853

WORSHAM, Walter

Local 853

GADTH, Charles "Chuck"
 TAYLOR, Wilson

Local 856

THOMAS, Roy C.

Local 890

ENBERSON, Kenneth
 FELICE, Teresa
 TRISTAN, Esteban

Local 896

RIOS, Wilfredo

Local 912

DE LA LUZ-ORTIZ, Maria

Local 921

PRADO, Frank

GCC Local 583/853

GARDINER, Kurt

The Lion King: Jack Castor (1924-2008)



Jack Castor, lion keeper and loyal member of Teamsters Local 856, died in October at the age of 84.

Local 856 represents Zoo Keepers in San Francisco. In addition to being Senior Lion Keeper, Jack was the Chief Union Steward. For 48 years, Jack worked at the zoo, retiring when he was 75. He clearly loved the animals, giving them their names and often bringing home young, sick cats to nurse them back to health under his watchful eye. With just a shaking of his keys he could quiet the entire group when they would roar in the Lion House. Some estimates are that more than one million zoo visitors watched Jack feed "his cats" at 2 p.m. each day.

Jack was a true institution. When he retired, all the television stations were there to record the event. He received awards from Local 856 and was fittingly crowned the "lion king." Whether serving on the bargaining team or defending co-workers in grievances, Jack's knowledge of the history of the Zoo was worth its weight in gold. Jack's integrity was a major contributing factor to his success as an employee and union member. We have lost a brother and a loyal union member who cannot be replaced.

—Mike McLaughlin, Sr.

Pension report for 2009

This year's precipitous economic downturn has prompted many questions from our members about the impact on Western Conference of Teamsters Pension Trust and whether there would be benefit improvements in 2009.

Pension trustees met in mid October and approved a benefit accrual for 2009 of 1.2%.

Trustees also approved an extra check for member or spouses of deceased member who retired prior to 1985.

Joint Council 7 President Chuck Mack, who serves as a plan trustee, describes the increase in benefits as "remarkable and a testament to the strength of the plan."

Printed below is the text of a letter sent to Teamsters Western Region Joint Councils and Local Unions from Tony Lock who chairs the plan.

The Board of Trustees of the Western Conference of Teamsters Pension Trust has just concluded this year's October Quarterly Meeting and on the Board's behalf, I'm pleased to announce—especially in these turbulent

and troubled times—the following pension updates:

What's New?

Accrual Rate: For covered work performed by your members during calendar year 2009, the accrual rate

will be 1.20% for all Plan participants. Combined with the increases in contribution rates you've been able to negotiate into your collective bargaining agreements, this rate will result in a steady increase in your members' pension benefits.

2009 Extra Check: During the week of February 9, 2009, checks in the amount of \$540 will be mailed to the home addresses of our older, pre-1985 retirees who are living as of January 1, 2009. Surviving spouses will receive \$450. These are the same amounts as those issued for the past three years, and the Trustees estimate that this Extra Check payment will add approximately \$11.2 million to the almost \$600 million the Pension

Trust has distributed since 1985. As we continue to emphasize, the Extra Check is a discretionary—not a guaranteed-benefit—dependent upon the funding status of the Trust.

What Was, What Is, What Will Be

I don't have to tell you how bad the news is out there on Wall Street and Main Street. I do, however, want to assure you that because of the Trustees' prudent stewardship mandating a sound funding policy and a diverse investment portfolio, your members' retirement benefits from the Western Conference of Teamsters Pension Trust is safe and secure, now and for their lifetimes.

Labor funds file bailout-related proposals

When crisis hit banks and Wall Street institutions in September, Congress voted that the U.S. Treasury Department could disburse \$700 billion to bail them out, but set few restrictions on how the money was spent.

Unions are currently developing ideas to shore up their multi-employer pension plans and expect to work with the Obama administration to implement them. In the meantime, they are taking immediate steps to ensure that taxpayers have some control over the institutions getting bailed out.

The International Brotherhood of Teamsters has joined with the Laborers' International Union of North America to file new proposals that seek compensation reforms at companies that participate in the U.S. Treasury Department's bailout program.

The two labor groups argue that the pay restrictions in the Treasury's Troubled Asset Relief Program (TARP) "fail to adequately address the serious shortcomings of many executive compensation plans." Instead, the unions urge directors to adopt

"more rigorous executive compensation reforms that we believe will significantly improve the pay-for-performance features of the company's plan and help restore investor confidence."

According to the Associated Press, more than 110 financial firms have indicated that they likely will participate in the TARP's Capital Purchase Program, under which the government has so far committed up to \$250 billion to buy preferred stock. The labor funds have filed this resolution at JPMorgan Chase, KeyCorp, Bank of America, American Express, and SunTrust Banks, and plan to submit the proposal at more than 45 other firms.

The proposal calls for directors to adopt the following reforms:

- Limit annual incentive compensation to an amount not exceeding one times the senior executive's annual salary;
- Require that a majority of long-term compensation be awarded in the form of performance-vest-

ed equity instruments;

- Freeze new stock option awards to senior executives, unless the options are indexed to peer group performance so that relative, not absolute, future stock price improvements are rewarded;
- Require senior executives to hold for the full term of their employment at least 75 percent of the shares of stock obtained through equity awards;
- Prohibit accelerated vesting for all unvested equity awards held by senior executives;
- Limit all senior executive severance payments to an amount no greater than one times the executive's annual salary.

"At this critically important time for our nation's economy, the benefits afforded the companies from participation in the TARP justify these more demanding executive compensation reforms," the unions argue.

Ted Allen, RiskMetrics Group

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, 2007 and ending December 31, 2007. 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, 2007 were \$2,382,380.

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the Plan, was \$14,398,865 as of December 31, 2007, compared to \$15,401,849 as of January 1, 2007. During the plan year, the plan experienced a decrease in its net assets of \$(1,002,984). 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 beginning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of \$1,850,438, including employer contributions of \$820,209, realized gain of \$103,556 from the sale of assets, and earnings from investments of \$926,673.

Plan expenses were \$2,853,422. These expenses included \$243,152 in administrative expenses and \$2,610,270 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 below 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, Washington 98168, (206) 441-3151. The charge to cover copying

costs will be \$4.50 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 Avenue South, Suite 107, Tukwila, WA 98168, (206) 441-3151, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department 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. Department of Labor, 200 Constitution Avenue, 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.



NEWS FROM TAP

Holiday parties and alcohol – risks and prevention

The winter holidays are a time to enjoy the company of family, friends, and coworkers. Whether you are planning a dinner, informal gathering, or holiday party, your job as host is very important. Your many responsibilities include planning the menu or catering, organizing entertainment and considering space arrangements. However, some of the most crucial details can be overlooked in all of the frenzy. Perhaps your most important responsibility as host for a party or gathering where alcohol is involved is to take steps to ensure your guests' safety— both during and after the celebration.

Drinking and driving is an all too familiar and tragic combination. More people are on the road, and they also are consuming alcohol as a part of their holiday celebrations. Statistics like the ones highlighted below remind us how important it is to plan an event where non-alcoholic beverages and alternative transportation options are available.

Since 1975, more than 190,000 lives have been saved through increased awareness and legislation related to alcohol-impaired driving. Still, impaired driving exacts too great a toll on American families.

Here are the facts according to the Substance Abuse and Mental Health Services Administration (SAMHSA) and the National Highway Traffic Safety Administration:



- In 2004, an estimated 13.5 percent of persons aged 12 or older (32.5 million persons) drove under the influence of alcohol at least once in the 12 months before the interview.

- In 2004, 16,694 people were killed in alcohol-related crashes—an average of one almost every half hour. These deaths constituted approximately 39 percent of the 42,636 total traffic fatalities. This is a 2-percent decrease from 2003, when 17,105 people were killed in alcohol-related traffic crashes, representing 40 percent of the 42,884 people killed in all traffic crashes.

- An estimated 10.2 percent of 16-17-year olds, 20.2 percent of 18-20-year olds, and 28.2 percent of 21-25-year-olds reported driving under the influence of alcohol in 2004.

- In 2004, 42,636 people were killed in motor vehicle crashes and 16,694, or 39 percent, of these were alcohol related. Alcohol-related motor vehicle crashes kill someone every 31 minutes and non-fatally injure someone every two minutes.

- In 2004, an estimated 248,000 persons were injured in crashes in which police reported that alcohol was present—an average of one person injured approximately every two minutes.

- Alcohol was involved in 39 percent of fatal crashes and in 7 percent of all crashes in 2004.

- The rate of alcohol involvement in fatal crashes is more than three times as high at night as during the day (60 percent vs. 18 percent). For all crashes, the alcohol involvement rate is five times as high at night (16 percent vs. 3 percent).

- In 2004, 51 percent of all fatal crashes that occurred on weekends were alcohol related.

- In 2004, 14,409 traffic fatalities occurred in crashes in which at least one driver or non-occupant had a BAC of 0.08 or greater.

By following the tips below, you can take steps to prevent impaired driving this holiday season.

Tips for Party Givers

- Avoid making alcohol the main focus of social events. Entertain guests with music, dancing, games, food, and lively conversation.

- Did you know that one in three adults prefers a nonalcoholic beverage? Make sure to offer plenty of nonalcoholic choices such as sparkling water, fancy juice drinks, soft drinks, and bottled drinking water.

- Provide guests with nutritious and appealing foods to slow the effects of alcohol. High protein and carbohydrate foods like cheese and meats are especially good. They stay in the stomach much longer, which slows the rate at which the body absorbs alcohol. Avoid salty foods, which encourage people to drink more.

- Require bartenders to measure the correct amount of liquor into drinks (no doubles), and instruct them not to serve anyone who appears to be impaired. Have the bartender check the ID of anyone who appears to be under the age of 30 (no ID, no alcohol).

- Stop serving drinks at least one hour before the end of the event. Instead, serve coffee, non-alcoholic

beverages, and desserts at that time.

- Recruit people ahead of time who will not be drinking to help ensure that everyone has a safe ride home.

When the Party's Over

Your responsibility as a host is even more important at this point. Should any of your guests be unable to drive due to alcohol impairment, be sure to provide several options. Be prepared to offer your guests alternative forms of transportation:

- Know what "safe ride" programs are available in your area.

- Keep the phone numbers of several cab companies handy.

- Ask someone who was not drinking to drive a guest home.

If the above options are not available, you can offer your place to spend the night. If the person insists on driving despite his or her obvious intoxication, take the keys, ask for help from other guests, or temporarily disable the car. If all else fails, inform the uncooperative and impaired guest that you will call the police (and do so if they leave).

Happy Holidays in a down economy

Every day, the economic news looks more gloomy. Your job and your company might be safe today, but it's hard to tell what tomorrow will bring. Here are some suggestions to help you enjoy the holidays without breaking the bank.

- **Make a budget and stick to it.** Start your holiday shopping by figuring out exactly what you can afford. If you start early and look for sales, your shopping can fit well within your means. Being able to pay your bills and meet your expenses needs to be a priority over gifts; you're not a "Scrooge" because you limit your spending.

- **Shop with a list.** In addition to setting a budget, make a list of everyone to whom you are giving gifts and what you are going to get them. Consider getting the entire family to draw names for gifts so the pressure on everyone is reduced. Remember to include presents for any gift exchanges that you may participate in at work. This will help you stick to your budget and resist impulse buying.

- **Pay with cash or a debit card.** Leave your credit card at home when you go shopping. You don't want to rack up debt in December, because you will regret those high-end purchases when the bills arrive in January.

- **Think outside of the (gift) box.**

It is easy to make the holidays all about getting and giving presents. Consider centering your holiday on activities that do not emphasize gift-giving. Go caroling or serve meals at a homeless shelter. Humanitarian organizations such as your local food bank and Meals on Wheels always need extra hands during the holiday season. To learn more about volunteer opportunities in your area, visit www.VolunteerMatch.org.

- **Start thinking about next year now.** Purchase decorations after the holidays. It is tempting to get new lights or candles to spruce up your home every year. Yet, the prices on most of these items will be dramatically reduced in late December and early January. Consider buying your cards, decorations and other festive materials when the holidays are over.

- **Take time out to relax.**

The holidays can be a busy and stressful time. Make sure that you take some time for yourself. Do activities that are relaxing for you, and while you're at them, be sure to breathe deeply and release tension. You will think more clearly and be more apt to make wise financial decisions when you are not stressed.