



TEAMSTERS

Northern California

Serving more than 70,000 Teamsters and their families

Volume 53, Number 1

February/March 2008

Bush administration defies new law by continuing pilot program

Teamsters back in court to stop unsafe Mexican trucks

The Bush administration broke yet another law in continuing to allow long-haul trucks from Mexico to use U.S. highways, according to a letter filed by the Teamsters Union in the 9th Circuit Court of Appeals in San Francisco.

Local 70, the IBT, the Sierra Club and other groups submitted briefs in support of the lawsuit in early November. Oral arguments have been set for February 12 and the Teamsters plan to rally there to show the court their resolve against Bush's illegal cross border trucking scheme.

A federal law took effect on Dec. 26 that bans funding for the administration's "pilot" program to allow long-haul trucks from Mexico to travel beyond the narrow border zone and use American highways. In brazen defiance of that and other laws, the Federal Motor Carrier Safety Administration (FMCSA) refused to shut down the pilot program.

The Teamsters believe the pilot program creates a dangerous precedent on American highways because Mexican trucks and truck drivers are not held to the same safety standards as their U.S. counterparts.

"We filed this lawsuit to stop the illegal cross border program before it started," explained Joint Council 7 President Chuck Mack. "While the court denied an injunction, they scheduled the matter for hearing. We know that the Bush scheme is dangerous to the driving public across America and harmful to the environment. But more than that, it's just plain illegal."

Before the filing, the Teamsters had already challenged the legality of the pilot program, saying it breaks several laws, including:

- ▶ Trucks from Mexico can break federal highway safety laws requiring vehicles to be certified by the manufacturer that they meet U.S. safety standards.
- ▶ A 2002 law forbids trucks from Mexico beyond the border until the states can enforce their violations of federal highway safety laws; five states have said they cannot do so, according to the Transportation Department inspector general report on September 6, 2007.
- ▶ A 2007 law forbids FMCSA from letting trucks from Mexico on our highways until the inspector general certifies that the agency has met

Say No to cross border trucking!

Rally to support the Teamster lawsuit

Tuesday, February 12

8-9 a.m.

SF Appellate Federal Courthouse

95 7th St. @ Mission (near Civic Center BART)

Busses leaving at 6 a.m. from
Local 70 (Oakland) & Local 287 (San Jose)

all conditions set forth by Congress. The inspector general reported on August 6, 2007 that FMCSA has not met those conditions.

Crash investigation called for

According to news reports, two tractor-trailer trucks with Mexican license plates crashed and burst into flames on a bridge linking Reynosa, Mexico and Pharr, Texas, on January 10. Four people died and six were injured.

Even before this horrendous accident occurred, the Teamsters led a rally

at the Otay Mesa border crossing in December to draw attention to the issue. "If Congress won't act to protect drivers on U.S. highways, the Teamsters will convince the court to do so," IBT General President Hoffa said.

Joint Council 7 has called a rally at the Federal Courthouse in San Francisco before the February 12 hearing. "We want to see a crowd of Teamster members standing up for the law and opposing this illegal program," Mack added. "Our priority has to be safe highways, free of dangerous Mexican trucks."

UPS Freight campaign: Biggest successful freight organizing drive in 40 years

Joint Council 7, Local 70, and the IBT have teamed up to get the employees at UPS Freight to sign cards saying they want to be Teamsters. In just four days, more than 150 out of the over 200 employees at the UPS Freight San Leandro facility have signed union cards.

This effort is part of an IBT campaign to get all 12,600 UPS Freight employees to join the Teamster family. In addition to the workers in San Leandro, a majority of UPS Freight workers in Louisville and Lexington, Kentucky, Milwaukee, Minneapolis, Southern California, Seattle, New England, Memphis and Detroit have submitted cards to become Teamsters.

UPS, the Teamsters' largest employer, had bought Overnite Transportation in 2007 and renamed the operation UPS Freight. The company agreed to recognize the union if a majority of employees at a facility signed union cards (known as "card check neutrality"). This means that the union



The UPS Freight organizing team (from right to left): Pilar Barton, Joint Council 7; Eddie Mustafa Muhammad, International IBT; Stacy Alvelais, Bread Locals; Bob Aiello, Local 70; Frank Harm, Bread Locals; and Frank Bruno, UPS; who all worked to get more than 160 employees to sign cards in just six days.

does not have to go through the NLRB election process, which is too often riddled with employee harassment and intimidation.

"We went through more than three years of strikes

and union actions to try to organize this company when it was Motor Cargo and Overnite, starting back in 1999," says Joint Council 7 President Chuck Mack. "It was grueling for our organizers and for our rank-and-file members who supported the strike. But it was even worse for the drivers who couldn't get the union recognition that they wanted."

Mack says that this is the biggest successful freight organizing drive in more than 40 years.

"Everybody played a key role. Our Joint Council 7 organizer Pilar Barton came together with Local 70 Business Agent Bob Aiello, International Organizer Eddie Mustafa Muhammad and several volunteer organizers to make sure that we got cards signed from employees who work all three shifts. They did the job in just six days. It's a campaign to be proud of!" Mack added.

Local 70 looks forward to participating in bargaining to make sure these drivers get a good contract and solid Teamster representation.



President's Report

by
Chuck Mack

Is George Bush above the law?

It may be a new year but we're having some of the same old problems. Try as we might they just don't seem to go away.

Late last year, Congress passed the Omnibus Appropriations Bill. It provided \$550 billion to cover government spending programs but it also cut the funding for George Bush's Mexican cross border trucking scheme. As might be expected, the President and his cronies claim the new law doesn't apply to them and have continued the cross border program.

We're not happy.

Neither are our allies—Public Citizen, Owner/Operator/Independent Driver Association and the Sierra Club.

We've raised our voice in protest, written letters to governmental bodies and even rallied against. So far, no change from the Administration.

As with the war in Iraq and so many other issues they're "staying the course." We'll see for how long.

In mid-January, Byron Dorgan, the Senator who authored the provision ending cross border trucking, blasted Bush's decision to continue the program. He called the action illegal and presented an opinion from the Senate's Legislative Counsel "verifying that the intent of the amendment" was to end cross border

trucking. Dorgan said he will schedule a Senate hearing as soon as possible and he wants the Bush appointees at the Federal Motor Carrier Safety Administration to explain why they're above the law.

There is a second front on the cross border truck battle—the legal one. Last year, the International, Local 70 and environmental groups sought an injunction in Federal Court that would have prohibited the cross border program from seeing the light of day. The court found no irreparable harm and denied the injunction,

but scheduled the matter for hearing.

Times up! On February 12, 2008, the 9th Circuit Court of Appeals will hear our case. We are confident in our position. Cross border trucking with Mexico, as proposed, is unsafe, it puts highway users at risk and it's unfair to U.S. commercial drivers by requiring that they comply with safety regulations that are not enforced on drivers from Mexico.

The Teamsters will be there on the 12th to hear the case and will host a rally in front of the Federal Court building prior to the hearing. I urge members, friends and family to join us and help put a human face on this case.

We've won in Congress, we've won with the public, now let's win in court. I'll see you on the 12th!

**Rally to Say NO to
cross border trucking**

Tuesday

February 12

8-9 a.m.

**SF Federal Courthouse
(95 7th Street)**



SACRAMENTO REPORT

Teamsters oppose bad health care reform bill

When Governor Schwarzenegger declared 2007 to be the year of health care reform, unions across California cheered the concept. It was about time the state took seriously the problem of runaway health care costs and millions of uninsured Californians.

Nearly a year of hearings, meetings and rallies resulted in the legislature passing AB8—a decent, though far from perfect, reform bill, which mandated that employers either insure all of their employees or pay into a state fund to cover the uninsured. Unfortunately, the Governor did not sign AB8 because he felt that it cost employers too much money.

Instead, he called a Special Session of the Legislature to come up with a different plan. After more hearings, more meetings, and more rallies, the Assembly came up with a new bill: AB IX 1. As this newspaper goes to press, it seems as if this bill has died in the Senate Health Committee and will not likely be considered, as proposed, again.

The Teamsters had taken an "Oppose Unless Amended" position on the bill. Here are a few reasons why:

► The bill enabled employers like FedEx and Wal-Mart to manipulate the law by dumping their low wage workers into the purchasing pool without providing adequate funding for them. While union employers would continue to pay for health care coverage, their competitors would get tax-subsidized coverage for their employees.

► The bill contained an individual mandate, obligating every Californian to buy health insurance, but failed to contain adequate affordability provisions. Those who couldn't afford health care premiums could find their wages garnished and liens placed on their property.

► Rather than mandating that larger employers pay a percentage of their total payroll toward healthcare, the employer contribution could be met by providing coverage to executive or management level employees only.

► The bill did not protect workers from being misclassified as independent contractors, giving employers yet another way to skirt their obligations to cover their employees.

► The bill did not give union trust funds and collectively-bargained public employees guaranteed access to the pool's bulk pharmaceutical rates.

Those are just a few examples of the economic harm that would have been caused to the working men and women of this state had this bill been passed as currently written.

Furthermore, the California's Legislative Analyst determined that implementing the reform package would cost billions more than originally estimated, at a time when the state already faces a crippling deficit.

California's health care system is broken, however, bad health care reform is worse than no health care reform. Tell your legislators to do health care reform the right way.

NOTICE TO MEMBERS

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

Per Capita Tax

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

Executive Committee

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

Policy Committee

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

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

Joint Council of Teamsters 38: President John P. Souza, Scott Lupo, Dave Hawley, Darrell Pratt, Sam Rosas, Lucio Reyes, Vic Shada, Jim Tobin.

Joint Council of Teamsters 42: President Jim Santangelo, Randy Cammack, Chris Griswold, Shannon Silva, Ray Whitmer, Lynn Swenson, Patrick Kelly, Ron Herrera.

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



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**When sending in address changes,
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JOINT COUNCIL 7 ORGANIZING

Joint Council organizing campaigns begin to bear fruit

By PILAR BARTON
Strategic Organizer

Joint Council 7 Organizing is currently involved in seven different campaigns around the greater Bay Area. In this article, I'll focus on just three.

Overnite/UPS Freight organizing campaign

Several years ago, the International initiated a campaign to organize Overnite Trucking nationwide. At that time, the company pulled out all of the stops and ultimately stymied the union effort. Fast forward five years, and Overnite is now UPS Freight, and UPS has agreed to bargain with the union if a majority of the drivers sign cards saying they want union representation.

Joint Council 7 Organizing has teamed up with the International's organizing department and Local 70 to get cards signed by the drivers at UPS Freight's San Leandro facility. This invaluable collaboration has enabled us to achieve our goals.

We've been working all three shifts, and in just four days, we got 142 out of 218 drivers to sign on. Although the company added to the number of employees in the potential bargaining unit, we implemented a worker-to-worker structure to get the extra cards we needed, all the while bringing the workers closer together. We anticipate getting certified through "card check" and expect to begin negotiations in February.



Joint Council 7 Organizing has gotten cards signed by UPS Freight employees in all three shifts. Here, Local 70's Bob Aiello (right) and International IBT Organizer Eddie Mustaffa Muhammad (2nd from left) are getting cards signed on the graveyard shift.

Due to a recent court ruling questioning the validity of the card check process, we're taking no chances. We're developing and training our organizing committee to prepare their co-workers for any possible anti-union activity. However, we remain hopeful that we'll simply be able to work towards the union contract that the UPS Freight drivers have said that they want.

Our future Teamster members are energized and focused on uniting to bargain for economics issues, health care and employer accountability. Knowing that the community is supporting their effort to organize as Teamsters and bargain their first contract has created excitement and inspired hope.

Bread Division organizes

With our goal of initiating bigger, better and more successful organizing campaigns, Joint Council 7 locals realize this also means we will need a larger pool of well-trained organizers on staff.

The Northern California Bread Division has taken the lead by hiring two new organizers, Stacy Alvelais and Frank Harms, both with years of experience in the bread industry. Their classroom training includes researching strategic targets, making first contact, conducting house calls, and building a community support campaign.

Their on-the-job training includes assisting on several current campaigns. Their in-depth knowledge of the industry, enthusiasm and work ethic make them an asset to the bread industry locals.

United mechanics seek new union

Seeking bargaining rights and improved working conditions, more than 3,000 United Airlines mechanics are organizing to have Teamster representation and are awaiting an election date from the National Mediation Board. A united effort by both local and IBT organizers has made possible achieving the campaign's goals and benchmarks. Several locals participated in leafleting to support these workers at San Francisco Airport; they also called on workers at their homes. We look forward to welcoming the United Airlines mechanics into our Teamster family.

Joint Council 7 Organizing continues to work in coordination with several locals on numerous ongoing campaigns in the construction, warehouse, and public sector industries. We will report on the progress of these campaigns in upcoming issues of the paper.

We are also conducting internal organizing committee trainings. Our Joint Council 7 Volunteer Organizing Committee is a group of rank-and-file members that we can assign to campaigns within their own industries. With this valuable resource, there is no question that our chances of success on numerous organizing drives have been improved.

In the coming months, we will put even more resources into increasing the ranks of Teamster union members, assuring working families' voices will be heard over the corporate interests.



UNION PEOPLE

Union rep by day, world series catcher in time off



Don E. Garcia, world series catcher

He may work for the members of Local 490 as a business agent, but Don E. Garcia plays for the Sacramento Rivercats. The team just won the national 30-and-over World Series title for the Men's Senior Baseball League; Garcia is the team's catcher.

MSBL/MABL members are former semi-pro athletes and serious amateur athletes of various skill levels. "I started playing when I was 30," says Garcia. "I pitched and played shortstop for five years, but when our catcher left, I learned how to catch." Garcia says that he was first invited to join the Rivercats' world series team when he was 36. "I'm 42 now, and we've been to the world series every year since."

The MSBL is a national organization with 325 local affiliates, 3,200 teams and 45,000 members who play organized amateur baseball in local leagues, 30 regional tournaments and six national tournaments. The World Series takes place every October in Arizona.

"Our basic season is a 24-game season. In October, our traveling team, a hand selected team, goes to Arizona for

the championship games for a week," he says. "We played seven games and won all seven." Garcia says his teammates are all amateur players from the Sacramento area. "We play against ex-professionals and it's always that much nicer when we beat them."

Garcia's working career began at Serta Mattress Company in Vacaville. He became a steward, then a trustee and has been a business agent for five years. He represents all the garbage companies and some public sector employees.

"This is my first ring, but now I can relax," Garcia says. "I love the game. There's nothing like playing baseball at this level. Guys who are almost 50 can still play baseball—it's amazing to see."

Garcia adds that he plans on playing until he can't. "My dad and son are playing in our local league. My dad is 63 and got his first hits during a father-son series. It's really fun having three generations playing at the same time."

Garcia figures he has another good 20 years of baseball ahead of him, "maybe not catching, though," he says thoughtfully.



Local 890

By a 65% margin, members who work at UPS voted to accept the National Master Agreement in November. As of January, all supplements and riders have been approved as well.

The five-year contract will raise wages annually by \$1/hour starting on August 1, 2008. In addition, UPS will contribute an additional \$5 per hour into all pension and health and welfare plans for covered employees. Current part-time employees in union health and welfare plans will remain in those plans.

All current part-time employees in UPS health plans, and CSI employees in a company health plan, will go to one single plan for health insurance, which has a prescription drug card.

Campaign highlights KFC's unsanitary practices



Local 890 members Karen Araujo, Juan Martinez and Fritz Conle (above) and Marcial Ramirez and Tony Camposano (not pictured), distributed flyers at two KFC locations in December as part of a national Teamsters action designed to let the community know about KFC's health and sanitation violations.



Local 890 UPS drivers were not thrilled with the proposed UPS contract

Part-timers will receive the same general wage increases as full time employees, and new part-time hires will receive a \$1 per hour increase after 90 calendar days of employment (up from 50 cents).

UPS contract passes despite local concerns

While the contract was approved nationally by a healthy margin, members from most Locals in Northern California rejected both the National Agreement and the Supplement, for a variety of reasons.

At Local 890, members from the Salinas and Monterey centers attended a contract ratification meeting on October 27. Business Agent Oscar Rios and Local 70 Business Agent and Nor-Cal negotiations chair Marty Frates

were on hand to answer questions.

"The members were most concerned about part-timers coming in and not having insurance (even though this doesn't apply to the Nor Cal supplement). They worried that even if this doesn't apply to us now—the company could try to institute it at a later point," explained Rios. "Our members recognize that many of the pre-loaders come to work at UPS because of the insurance. A good pre-loader is worth a lot to a driver. It's hard to find good ones now; imagine how it will be if there's no insurance to attract them."

Rios said that the Nor Cal group has been militant and strong. "The union recommended the contract because it's good, offering more money in wages and pension. But we are a democratic organization. People had a right to express their concerns. Ultimately, the contract was approved nationwide."

Local 856

Organizing victory in Mendocino County leads to similar drives in other counties

Last spring, Teamsters Union Local 856 took Mendocino County by storm. This year, it hopes to do the same.

In March of 2007, the Local conducted the first strike in Mendocino's history, possibly the first strike of district attorneys in California history, and won a contract which gave the biggest pay raise in Mendocino history to the benefit of 30 public attorneys.

Mendocino County Probation Officers and Juvenile Counselors were paying close attention to this unprecedented turn of events, and soon approached the Local for help in achieving justice for themselves, as well.

The Probation Officers were in luck. Local 856 has considerable experience in handling probation-related issues, representing more than 500 members in the Probation Departments of San Mateo, Marin and Alameda Counties.

Mendocino Probation Officers would like to see higher wages, a better medical plan, and enhanced safety retirement.

"We are very committed to seeing that this law enforcement group gets the respect they deserve as an equal partner in the criminal justice system,"

said Local 856 Business Representative Joe Martinelli.

Also on the group's agenda is Peace Officers Bill of Rights training, which entails educating the probation officers on rights entitled to them as officers of the law.

The Peace Officers Bill of Rights was enacted in the 1970s to ensure that peace officers were treated fairly when charges were brought against them.

"Because of the nature of the job, peace officers are subject to more personnel complaints than the average public worker," said Secretary-Treasurer Joe Lanthier. "The Peace Officers Bill of Rights is there to protect the system from abuse."

"Probation officers work a very difficult, stressful job that can be dangerous," Martinelli added. "It's time the County appreciated these unsung heroes."

Local 856 is currently in the process of negotiating on behalf of Marin County District Attorneys and has been contacted by public attorneys in Lake County who are seeking representation as a result of the Local's victory in Mendocino County.

—By Nicole Casey, Local 856

Local 70

Contract bargaining on for East Bay taxi drivers

Since 2002, taxi drivers in Oakland have been trying to join Local 70. The National Labor Relations Board had ordered a union election but Friendly Cab Co. appealed the ruling.

Finally, in January, 2008, the Ninth U.S. Circuit Court of Appeals ruled that the drivers are *not* independent contractors and must be classified as employees. This means that the approximately 100 drivers are covered by collective bargaining rules and the company must come to the table.

Friendly Cab drivers have formed the East Bay Drivers Association (EBDA) and, through the EBDA, have sought out the Teamsters to represent them. Teamsters Local 70 in Oakland has worked tirelessly to have the workers properly classified as employees.

Mohammad Anwar Zadrán, an 18-year Friendly Cab driver, said he and his colleagues cheered the ruling and look forward to a better working environment. "We now have the voice and the power with the company to receive better benefits and working conditions," Zadrán said. "This has been a long time coming."

"Taxi drivers have wanted union representation for a long time," said Local 70 Business Agent Bob Aiello. "The companies are now on notice that they cannot skirt the law by misclassifying their employees as independent contractors. We look forward to getting a good contract for the drivers at Friendly Cab now that the company's been ordered to bargain, and we'll begin organizing other taxi companies as well."

THE LOCALS

Local 896

Local 896 members who work at the Coca Cola plant in San Leandro have elected their first female Chief Shop Steward since the company was unionized 43 years ago.

“That’s history right there. I said 2008 will be the woman year: Hillary Clinton will be the president and I’m chief shop steward!” says Deborah Lobao with pride.

Lobao works second shift as a bottler. “I drive a forklift.” A union member for about 20 years, she’s worked at Coca Cola for the last five. She first became a shop steward in 2005 and was elected in January to serve as Chief Shop Steward for calendar year 2008.

The 138-member plant has three shop stewards, one for each shift. “The shop stewards only take care of their own shifts,” Lobao explains. “The Chief Shop Steward takes care of the whole plant. They go to more meetings and have a lot more responsibilities. The Chief appoints the shop stewards: I can hire them and I can fire them, if I don’t feel their doing their duties.”

History made as first woman is elected Coca Cola Chief Shop Steward

Lobao says that she really enjoyed being a shop steward. “I love doing what I’m doing and the employees have a lot of respect for me.” She said that many members encouraged her to run for the Chief position. “My members come first, so I ran for my people and I’m proud to say that I won by a longshot.” Four members were running for the position.

The election takes place over a 24-hour period, and results were announced on January 10. Five days later, Lobao was at her first Labor-Management meeting that lasted for more than three hours.

“My job is to make sure the company does not violate the contract. They worry that I beat them up with grievances, but I tell them if the supervisors would just do right, I wouldn’t have to file grievances.”

The five-year contract doesn’t expire until 2009, but Coca Cola and the members can be sure that Lobao will make sure that the contract is fully enforced in her year as Chief Shop Steward.



Coca Cola Chief Shop Steward Deborah Lobao sits proudly on her Harley

Local 278

Blanchet testifies before Congress about on-going port safety and security problems

On October 30, Local 287 President and Teamster Port Representative Bob Blanchet testified before the House Committee on Homeland Security’s Subcommittee on Border, Maritime and Global Terrorism. The issue was whether our ports are more secure one year after passage of the SAFE Port Act.

According to Blanchet, while some improvements have been made, security is severely lacking in several areas. He was particularly concerned that port drivers are issued one-day passes, circumventing the need for permanent credentialing and that they have easy access to forged Commer-

cial Drivers’ Licenses. Homeland Security set up the Transportation Worker Identification Credential program, but it hasn’t yet been implemented in all ports. Drivers have already devised work-arounds, finding ways to transfer containers to non-certified drivers.

“The ports look the other way because moving containers trumps security,” Blanchet testified.

Blanchet closed by reiterating that “security at the ports has improved somewhat as a result of enactment of the SAFE Port Act. But much more needs to be done to address the huge gaps that still exist.”

Local 853

Locals 78 and 853 merge to create largest Local in Northern California



Local 78 members vote to merge into Local 853

Members of Teamsters Local 78 voted by an overwhelming 95.5% margin to approve the merger of their Local into Local 853 on January 5. The merger has since been approved by the Executive Boards of both Locals and by the Joint Council and International Union. It will take effect on February 1, 2008.

The merger came about because the Local is being forced to deal with increasing numbers of national and multi-national corporations. Local 78’s leadership determined that as corporations consolidate, so must unions, to more effectively deal with them.

Merging would increase the Local’s size and assets, putting the union on a more equal footing with these corporations.

Before the vote was taken, Local 78 Secretary-Treasurer Steve Mack and Local 853 Secretary-Treasurer Rome Aloise reviewed the benefits of the merger for the members of both Locals and answered questions.

As a result of the merger, Local 853 will have about 12,000 members. Aloise remains Secretary-Treasurer and Principal Officer of Local 853; Mack became the Local’s President.

Local 490

Members at VSS play Santa to families in Dixon



Members of Local 490 who work at Vacaville Sanitary Service wanted to have a holiday celebration that captured the spirit of the season. They contacted Dixon Family Services and were put in touch with two families who were in need of extra help. Employees took donations amongst themselves and then paid surprise visits to the families. In a procession of trucks, the drivers visited one Dixon family with Santa and his many helpers. Office employees paid a surprise visit to another family. “This was entirely our employees’ idea, and they put the event together,” said VSS General Manager Ed Farewell. “Our employees are always finding ways to give back, but this effort was truly touching for us all.”

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.

Your Local Union Phone Numbers

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

In Memoriam

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

Local 70

ABBEY, Howard, Jr.
 ANDRADA, Lawrence
 BEARDSLEY, Russell
 CESAR, Ronald E.
 DURKIN, Kevin
 GLAESER, Robert
 HEMPY, Fritz H.
 PITTS, Thomas

Local 78

VALENCIA, Ernesto P,
 SELLECK, Richard

Local 85

ARIETTA, Peter A.
 BOYD, Ronald
 ORTIZ, Ramon
 RODRIGUEZ, Peter J., *former officer*
 RAMON, John
 ROSSI, John
 SOLA, Gus, *former officer*

Local 216

LEONARD, Donald

Local 278

DUCOUSSO, Paul Andrew
 NEWLAND, Grant

Local 291

VELNER, Carl

Local 315

AGOSTINO, Charles
 BROWN, Lee Roy
 CORREIA, Merlin
 ESPINSOSA, Frank
 LAWRENCE, Bob
 MCGRILL, Bill
 MCKINNEY, Ray
 MULENBURG, Ray
 RAMSEY, Louis
 ROYBAL, Larry
 RUBIO, Michael
 THOMAS, Simuel

Local 350

COLLINS, Timothy,
 MARTIN, Eric
 ERICK, Richard

Local 890

BANDA, Victor C.
 CORONA, Clementina
 COX, Dale
 ESPINO, Santos
 HERNANDEZ, Leon
 MACIEL, Ruben Z.
 PENA, Jaime
 SALGADO, Ramiro
 SEPULVEDO, Bernard
 VILLA, James P.
 ZEPEDA, Brijida

Local 896

FARR, Russell

Local 912

STEPHENS, Paul

RETIREE CLUBS

Local 85 Retiree Club "Hitchin' Post"

Weekly meetings/home-cooked luncheon - every Thursday, 12 Noon
 Pacific Rod and Gun Club, 520 John Muir Drive, San Francisco

Local 278 Retiree Club

2008 luncheon schedule:
 March 11, June 10, September 9 and December 10, 12 Noon, at Elk's Club, 920 Stonegate (off Hillside Blvd.), South San Francisco.
 August 22 - picnic at Coyote Point, San Mateo, 12 Noon
 John Casaccia, President

Local 315 Retiree Club

Third Thursday of every month, 10 a.m. at Local 315's Hall, 2727 Alhambra Avenue, Martinez
 Carolyn Robinson, President

Local 490 Retiree Club

Second Thursday of every month, 10 a.m. at Local 490's Hall, 445 Nebraska Street, Vallejo
 John Donahue, President

Local 921 Retiree Club

Monthly luncheon—second Tuesday, 12 Noon at the Pinch Hit, 6251 Third Street, San Francisco
 Vic Sangervasi, Chairman

Central Coast Retiree Club

Last Thursday of the month at Local 890, 207 North Sanborn Road, Salinas.
 Don Smith, President

East Bay Teamster Retirees

Monthly meeting third Saturday of the month, 11 a.m. at Local 70 Hall, 70 Hegenberger Road, Oakland.
 Wine raffle held prior to lunch. Member dues \$26 yearly. Spouses included and welcome. Colombo Club luncheon will be held April 12, 2008. 11 a.m. cocktails, 12 Noon lunch. Donation \$34; retirees half price.
 Tickets sold at the door.
 Ernie Freitas, President

ATTENTION All Retired Safeway Drivers & Mechanics

Annual Reunion • August 9, 2008 Napa Elks Lodge

To make reservations, please call: Angelo Spera @ 707-942-5266 or Bob Whitley @ 707-987-0885

North Coast Teamster Retiree Club

Meetings/luncheons held third Friday of the month at Labor Center, 1710 Corby Avenue, Santa Rosa, 12 Noon
 Warren Sallady, President

Sacramento Teamsters Retiree Association

Meets last Wednesday of each month, 1 p.m. at Local 150's Hall, 7120 East Parkway, Sacramento, upstairs.
 Eddie Bedrosian, President

Teamsters Retiree Club of Santa Clara County

Monthly meetings are third Thursday, 10:30 a.m. at Local 287, 1452 No. 4th Street, San Jose.
 Ray Corrie, President

Wine and Spirits Retiree Club

A letter will be sent out to members with meeting info.
 Art Royce, President

Teamsters Retiree Association of Local 137, Eureka

Meeting every second Monday, 2 p.m. at Laborer's Hall, 840 "E" Street, Eureka.
 John Stewart, President

CLIP & SAVE

The complete Bulletin Board will only appear once each year.

BULLETIN BOARD**CLIP & SAVE**

The next Bulletin Board will appear in the February/March 2009 issue.

Local 70, Oakland

Regular Membership meetings will be held at Local 70 Auditorium, 70 Hegenberger Road, Oakland, as follows:

Thursday meetings, 7 p.m.—Feb 28, Apr 24, May 22, Oct 23

Saturday meetings, 10 a.m.—March 8, June 14, Sept 13, Dec 13

July and August meetings are suspended for the summer

The **November meeting** will be held Tuesday, November 18, 7 p.m. (due to Thanksgiving Holiday).

Steward Council meetings will be held Saturdays at 8 a.m.—March 8, June 14, September 13, Dec 13.

Chuck Mack, Secretary-Treasurer

Local 78, Hayward

Notice: Effective February 1, 2008, Local 78 has merged into Local 853.

Contact business agents at 492 C Street, Hayward, CA 94541 or call (510) 889-6811.

Bakery Division Quarterly meeting will be held second Tuesday in March, 2008, 5 p.m. at 492 C Street, Hayward.

Local 85, San Francisco

Regular Membership meetings: Second Thursday of the month, 7 p.m., BBQ prior to meeting.

Meetings cancelled July, August and September for summer break.

Van Beane, Secretary-Treasurer

Local 278, San Francisco

General Membership meetings: Third Tuesday of the month, 7:30 p.m., Slovenian Hall, 2101 Marinopolis St., San Francisco.

Jack Bookter, Secretary-Treasurer

Local 287, San Jose

Membership meetings:

Tuesday meetings begin at 7 p.m.—Feb 12, April 8, May 13, July 8, Aug 12, Sept 9, Oct 14, Nov 11, 2008, Jan 13, 2009.

Saturday meetings begin at 10 a.m.—Mar 8, June 14, Dec 13, 2008
1452 North 4th Street, San Jose
Stewards meetings are held the last Thursday of the month, 7:30 p.m.

Bill Hoyt, Secretary-Treasurer

Local 315, Martinez

General Membership meetings: Second Wednesday of the month, 8 p.m.

New Member Orientation begins at 7:15 p.m.

2727 Alhambra Avenue, Martinez
Dale Robbins, Secretary-Treasurer

Local 350, Daly City

General Membership Meetings are held as follows: at San Francisco Electricians' Hall, 55 Fillmore Street, San Francisco – 7 p.m., March 13 • June 12 • September 11 • December 11, 2008; and at Teamsters Local 287, 1452 North Fourth Street, San Jose – 7 p.m. March 26 • June 25 • September 24 • December 17, 2008.

Robert Morales, Secretary-Treasurer

Local 490, Vallejo

Membership meetings: Second Tuesday of the month, 7 p.m., 445 Nebraska Street, Vallejo.

Local 490 Bakery Division/Bakery Craft meetings: San Mateo meetings, 151 West 20th Avenue, 7 p.m.: April 15, July 15, October 21, 2008 Jan 20, 2009

Santa Rosa meetings, Carpenters Hall, 1700 Corby Avenue, 6 p.m.: April 29, July 29, October 28, 2008, Jan 27, 2009

Members will be notified by mail of any meeting changes.

Carlos Borba, Secretary-Treasurer

Local 624, Santa Rosa

Office hours: Monday-Thursday: 7 a.m.-4 p.m./Closed for lunch 12-1 p.m.; Friday: 7 a.m. – 12 Noon

Membership meetings: Fourth Thursday of the month*, 7:30 p.m. at Santa Rosa Veterans Building, 1351 Maple Street, Santa Rosa.

*Except November and December – the Membership meetings will be held the third (3rd) Thursday of the month.

Special Notice: Unless otherwise noted, meetings for the months June, July & August will be suspended.

Bob Carr, Secretary-Treasurer

Local 665, Daly City

Regular Membership meetings are held the fourth Tuesday of the month, 6 p.m. at 295 89th Street, Suite 306, Daly City.

NOTE: The June, 2008 Membership meeting will be held the fourth Tuesday, June 24th, at 6:00 p.m. At the June meeting, a vote will be taken to suspend General Membership meetings for July, August and September, 2008.

Ernie Yates, Secretary-Treasurer

Local 853, San Leandro

Membership meetings are held the second Thursday of the month, 7 p.m. at the Sheet Metal Training Hall, 1700 Merced Street, San Leandro, except February and October, which are held at Local 853's West Bay office, 151 W. 20th Avenue, San Mateo, CA.

Rome Aloise, Secretary-Treasurer

Local 856, San Bruno

Regular Membership meetings are held at Local 856's Chetcuti Hall, 453 San Mateo Avenue, San Bruno, 7 p.m.

2008 meeting schedule as follows: February 26 • March 25 • April 29 • May 27 • June, July & August meetings canceled • September 30 • October 28 • November—Annual Thanksgiving meeting—to be announced • December meeting—canceled

Joseph Lanthier, Secretary-Treasurer

Local 890, Salinas

General Membership meetings are held the second Thursday of the month, 8 p.m. at 207 North Sanborn Road, Salinas.

Franklin Gallegos, President

Local 896, Vallejo

Northern California Soft Drink Saturdays, 10 a.m. at TAP offices, 300 Pendleton Way, Oakland: February 23 • March 29 • April 26 • May 31 • June 28 • July 26 • August 30 • September 27 • October 25 • November 22 • December 20

Northern California Anheuser-Busch, Inc., Fairfield: At Suisun Senior Center, 318 Merganser Drive, Suisun. Tuesday meetings are at 4:30 p.m., Sunday meetings are at 9:00 a.m.

Tuesday, February 26 • Sunday, March 30 • Tuesday, April 29 • Tuesday May 27 • Sunday June 29 • Tuesday July 29 • Tuesday August 26 • Sunday September 28 • Tuesday October 28 • Tuesday November 25 • Saturday December 20

IMPORTANT: Dates and locations subject to change. Check the bulletin boards for updated information.

Rene Medrano, Secretary-Treasurer

Local 912, Watsonville

General Membership meetings are held the fourth Tuesday of each month: 12 Noon and 7 p.m. at the Local, 22 E. 5th Street, Watsonville.

Brad Sebring, Secretary-Treasurer



YOUR LEGAL RIGHTS

Recent labor law decisions benefit workers

From the Law Office of
Beeson, Tayer & Bodine

“Last four” only on paychecks

Your employer is required to list various information on your paycheck. Until this year, California law required employers to print your entire Social Security number on your paycheck.

Due to employee concerns about “identity theft,” the law has been changed. As of January 1, 2008, your paycheck can lawfully contain only the last four digits of your Social Security number (or other applicable identification number).

SF health care security ordinance litigation

In 2006, San Francisco enacted a law called the San Francisco Health Care Security Ordinance. Beginning January 1, 2008, the ordinance requires most employers to either pay for their employees’ health coverage or pay the city a fee for each hour worked by each covered employee. The money collected by the city will be used to pay for health insurance for people without coverage.

With some exceptions, covered employees include individuals who work in the city, work at least ten hours a week for the employer, and have worked for the employer for at least 90 days. The ordinance sets out a number of approved ways the employer can provide the health care for covered employees, such as reimbursing employees for their own private insurance or making payments to a health savings account or employee benefit plan. Employers must pay each covered em-

ployee or the city between one and two dollars for each hour worked, depending on the size of the employer.

A restaurant association sued the city seeking to overturn the ordinance. Many San Francisco unions and the San Francisco Labor Council participated in the case on the side of the city. In late December, a federal district court struck down the ordinance on the grounds that the city had infringed on Congress’ authority to regulate employee benefit plans.

Fewer than two weeks later, however, the Ninth Circuit Court of Appeals temporarily overruled the district court’s decision, allowing the ordinance to take effect. The court will issue a permanent ruling shortly.

In the meantime, the ordinance is in effect, and employers that fail to provide adequate health coverage for their workers are required to contribute to the city’s health care fund, helping to ensure that uninsured San Francisco residents receive health coverage.

The health care spending required of employers under the San Francisco ordinance is far below what most employers covered under Teamster contracts are required to pay, so the ordinance should have no immediate impact on Teamster members.

However, the long term benefits may be great. By forcing non-union employers who do not provide health care to start paying for basic benefits, this ordinance will begin to level the playing field between good employers that provide benefits and those that don’t. In addition, it should reduce the large amount that Teamster health plans currently pay to cover the uninsured.

Joint Council 7 Commercial Drivers Education Program gets grant to offer training

The Commercial Drivers Education Program (CDEP) is alive and well. We have reorganized to meet the needs of our members and moved to the Port of Oakland. A new partnership with the Peralta College District will enable us to offer logistics, warehousing and truck driver training. The Employment Training Panel (ETP) awarded the CDEP a \$400,000 two-year grant for truck driver training and we are now looking for qualified students.

This training opportunity will have a far-reaching effect on the growth of our union membership and will provide much-needed skills that our members need and the employers demand.

Employers can take advantage of the ETP funds to train employees for class A and B licenses, providing them major savings on their cost of training drivers. While the average cost of a CDL is about \$5,000 at a private truck driver training school, the ETP grant will enable us to cover

\$2,800 of the \$3,600 total cost per students. Employers would just have to make up the difference and pay the employees’ wages during training, and their employees would receive 160 hours of classroom and on-the road training. For both the Teamsters and the employers, this is a win/win situation with big savings.

In October 2007 the school went through reorganization; Ron Hermanson is the new Program Director and Joan Semeniuk is the Office Manager.

We look forward to working with each of the JC7 Locals to meet the training needs of our members and to see that the program continues to grow.

We are very excited to receive our first training grant and we expect to continue to win future training grants that will benefit our fellow Teamsters.

Please contact the JC7 CDEP at 510-830-9432 for more information.

APPLY NOW

CONTACT
YOUR LOCAL FOR AN APPLICATION



NEWS FROM TAP

Changes to come for DOT drug testing program: Expect more oversight

How drug-testing regulations are administered and enforced by the Federal Motor Carrier Safety Administration (FMCSA) was criticized in November by the U.S. Government Accounting Office (GAO).

“Improvements will have to be made in both the design of the entire process and the ability of collection site employees to adhere to current protocols,” the GAO report stated, because of a “widespread lack of compliance” especially by smaller companies and local operators.

The GAO believes that drug tests were easily manipulated, were widely out of compliance, had only very limited – and inadequate – compliance re-

views and oversight by FMCSA, and were subject to falsification by substitution of test subjects and use of fake identification cards. DOT is already aware of individual attempts by commercial drivers to avoid detection of illicit drug use.

Legislation has already been introduced (H.R. 4910 – National Drug Testing Integrity Act) that would criminalize the offering, sale, purchase, and/or use of adulterants or other products used to defraud workplace drug-testing results.

FMCSA is currently working on new regulations but FMCSA Administrator John Hill stated that the agency also would welcome legislation by

Congress mandating a database on positive results for commercial motor vehicle operators. The FMCSA is aware of what Hill called “job-hopping” from one motor carrier to another after drivers test positive for illicit drug use. Before any such databases are required by law, questions about Americans with Disabilities Act (ADA) compliance and other significant legal risks must be avoided or minimized.

FMCSA has been mandated by Congress to evaluate the feasibility and merits of requiring Medical Review Officers and/or employers to report all Federal-verified positive controlled substance test results on drivers to the state that issued the driver’s

commercial drivers license.

It is probably only a matter of time before all employers of commercial drivers will be required to conduct a pre-employment query of a national database to ensure driver eligibility under FMCSA controlled substance regulations. Moreover, it is just as likely that if Congress requires any such database, it would also mandate the inclusion of positive alcohol test results above .04 and refusals to test.

One thing is certain. Employers and commercial license holders can expect more strict regulations and more oversight when it comes to compliance with the drug and alcohol testing regulations.