



TEAMSTER Northern California

Serving more than 70,000 Teamsters and their families

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New leadership for Joint Council 7

On June 1, 2009, the Joint Council 7 Executive Board elected Rome Aloise to succeed long-time President Chuck Mack. A month earlier, Aloise was sworn in to serve as Western Region Vice President, completing Mack's term in that position, as well.

As President of Joint Council 7, Aloise is charged with overseeing Teamster contracts, initiating and supporting organizing campaigns, representing Bay Area Teamsters politically, promoting the IBT through community relations and, when necessary, resolving jurisdictional and internal disputes for 70,000 Teamsters in 13 Northern California Locals.

Aloise will join Western Region VPs Al Hobart and Jim Santangelo to work with the Locals and Joint Councils in Alaska, Arizona, Colorado, Idaho, Montana, New Mexico, Utah, Washington, Wyoming, Hawaii, Nevada and California. He'll also work closely with the At-Large Vice Presi-

dent in the west, Randy Cammack.

Aloise began his Teamster career in 1967, when he worked out of the Local 70 hiring hall. After a brief stint with Local 291 driving construction trucks for OC Jones, he was back to Local 70 driving for Pepsi. He was elected Shop Steward in 1974.

The next year, he became an organizer for the Western Conference of Teamsters and worked with the employees at Gillig Corp., Warden West, and Price Club, among others, to gain union representation. He later became Director of Organizing for Joint Council 7.



General President Jim Hoffa (Right) administers the oath of office to Rome Aloise as Western Region Vice President.

Over the years, he has been elected to serve as a Trustee, Vice President and Secretary-Treasurer of Local 853, a position he has held since 1992. In that time, he has built the Local to become the largest in Northern California through organizing and mergers.

While organizing may be Rome's

long-time priority, he believes that negotiating good contracts is critical to the success of the union and to keeping members involved. He has chaired negotiations for several industry groups and large companies, including national Costco, the statewide liquor negotiations, and the Bay Area Building Materials group.

And he is also committed to ensuring that Teamster members have the best possible health and retirement benefits, and for that he has served as Chair of both the Teamsters Benefit Trust Fund and the Supplemental Income 401(k) Plan, as well as serving as Chair of the Investment Committee of the Western Conference of Teamsters Pension Trust.

"Rome has consistently provided Teamster members with the best contracts, the best health coverage, the best pensions and the best representation," says long-time Local 853 shop steward Terry Post. "Joint Council 7 is in good hands with him at the helm."

Budget mess, health care reform, and right to organize all impact unions' future

It's hardly news that the economy is in the worst doldrums anyone has seen since the Great Depression in the 1930s. The national unemployment rate approaches 10% and the rate in California is nearing 12%. While these percentages don't approach the 25% jobless rate of the depression, the same number of people (approximately 15 million) are unemployed now as in 1933.

For California, that means that fewer people are paying income tax and more businesses are closing their doors, reducing the state's coffers significantly. The rash of home foreclosures not only impacts families and neighborhoods, but also reduces the state's income from property taxes.

It's no wonder that the state deficit ballooned from \$16 billion in May, when the voters rejected the budget initiatives in a special election, to \$26 billion in late July.

As this paper goes to press, Governor Schwarzenegger is slated to sign a \$26 billion deficit-reduction plan. This

draconian budget slashes state workers' salaries by 12-15% by making them take furlough days; cuts school budgets—from kindergarten to higher education—by billions of dollars; cuts programs for the poor and elderly; makes unspecified cuts to the prison system; and closes numerous state parks.

The budget also includes several accounting tricks, which will make it as difficult to get a balanced budget next year. Even if the economy recovers, the state will likely be headed toward another deep hole.

"None of this makes running unions any easier," says Joint Council 7 President Rome Aloise. "Negotiating good contracts is harder than ever before, because so many of our employers are teetering on the brink. We need to do what we can to keep our employers viable so that our members are working and earning good wages and benefits."

For Aloise, today's economic woes lead directly to why we need to enact both labor law reform and health care

reform. "Right now, our top priority has to be passing the Employee Free Choice Act, so that workers have a fighting chance to join unions. Until we can increase the number of people in unions working together for better wages and working conditions, employers across the country will continue their race to the bottom, cutting benefits to the bone.

Since its introduction in March, the Employee Free Choice Act has been under continuous attack from big business. To date, they have succeeded in peeling off support for the bill from several senators who had supported it in the past, including Sen. Dianne Feinstein.

"For unions to survive, we also must work for health care reform," Aloise added. Teamsters have good coverage, but the cost has nearly doubled since 2000. Union employers have a tough time keeping up with the increases, so they're cutting the plans or increasing the co-pays. Meanwhile, they're losing their competitive edge to employers who don't offer any health insurance.

"Making these changes in labor law and health care are not only important for our unions, they're important for the future of this nation," Aloise said. "As union members, we have to do everything we can to get the change America needs."

ELECTION NOTICES

Attention: Members of
Locals 85, 278, 287, and 912

See Pages 7-8 for info about upcoming Local elections



JC7 ORGANIZING

Employees want unions; labor law must be reformed so they can organize

By Pilar Barton
Joint Council 7 Organizing

I sat next to Brendan White, a former employee of Keystone, as he described to Dianne Feinstein's aide what happened when he and his fellow workers tried to form a union. He told her about the constant threats and harassment they endured; about the surveillance by armed security officers; how he and other workers were consistently taken aside and interrogated; how management asked them how they were going to vote; how he and two of his co-workers were fired for organizing; and how the rest lived in fear that any day they, too, might be fired.

The union had filed numerous charges of unfair labor practices and we won Brendan's job back. But three years after the campaign began, Brendan and his fellow Keystone workers still don't have their union.

The good news is that Brendan has since graduated from Boalt Law School and will be interning for us for the remainder of the summer, working on several organizing campaigns.

Such behavior by private sector companies during union organizing campaigns is not an anomaly, it has become routine. A recent study shows that private sector employers are twice as likely as they were in the 1990's to use aggressive and punitive tactics such as interrogations, terminations, and threats of plant closings. The economic and political context of the last



Local 624 employees who work at Neil Med met to plan strategy and choose teams to prepare for their union election, set for August 14.

several years created a chilling effect on workers' willingness to participate in organizing campaigns.

"Looking back, it is clear our union was mortally wounded the day the company began firing its supporters," Brendan said. "As long as employers can use their superior economic power to hunt down workers and destroy their solidarity, the right to engage in protected, concerted activity will be illusory, not even worth the paper used to print the U.S. Code."

Our nation's current labor laws fail to protect workers' rights. Labor law needs to be reformed so that employers can expect to be penalized if they disregard workers' rights. The Employee Free Choice Act legislation sets out to accomplish just that.

We are working with our International Union, as well as the California Labor Federation, to support the Employee Free Choice Act, helping make the case by submitting claims by numerous workers about how employers broke the law during the NLRB election process. We have also organized and trained a Speakers' Bureau, drawing from workers who have participated in recent organizing campaigns.

We brought a group of workers to Senator Feinstein's office so that they could share their experience and the injustices they suffered under the NLRB election process. While an early supporter of Employee Free Choice, the Senator has changed her tune.

With the continuing challenges facing our country and our union, organ-

izing must remain our top priority. We will keep organizing until the goals of working families are a reality.

Organizing Updates

Local 70, in coordination with Joint Council 7, can finally report a win this month at Stericycle, a medical waste company in Hayward. The employer had appealed the 2-1 election results three times and lost each appeal. Julio Siguënza led the six-person organizing committee who signed up a majority of their coworkers. Congratulations to the Stericycle workers and Local 70!

Local 624 has a 200 worker campaign in progress at Neil Med. We have conducted several internal organizing committee trainings for this unit. Discrimination, poor benefits and job security in a bad economy are major factors in motivating these workers to seek union representation. Unity and a strong inside organizing committee has made the difference in blocking a nasty anti-union campaign.

We are working on a card-check agreement for another unit of more than 500 in a strategically chosen industry. We are coordinating our efforts with locals in California and Oregon.

Local 856 won its election at Sam-Trans by a 3-1 margin, due to the tenacity of Local Organizer Rudy Gonzalez and the members there.

Several other locals are conducting strategic organizing campaigns. If you would like to help organize, please contact me at Joint Council 7.

Morales named to serve as Pension Trustee

When Chuck Mack was named to serve as the Co-Chair of the Western Conference of Teamsters Pension Trust Fund, he left a vacancy in the ranks of trustees. In July, Robert Morales, Secretary-Treasurer of both Joint Council 7 and Local 350,

was named to fill that slot and serve as a trustee for the pension plan.

"This is an important responsibility, and one that I don't take lightly. I look forward to representing the members' interests on the pension trust," Morales said.



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Teamsters endorse Mark DeSaulnier for 10th CD

When Congress Member Ellen Tauscher was confirmed as the Undersecretary of State for Arms Control and International Security, a special election was set to replace her. The primary election has been called for **Tuesday, September 1.**

Teamster delegates to the California Teamsters Public Affairs Council voted to endorse State Senator Mark DeSaulnier to the 10th CD seat. This district covers much of Contra Costa County, with parts of Alameda, Santa Clara, Solano and Sacramento counties as well.

This endorsement follows the endorsements that DeSaulnier has received from Locals 315, 853 and 70, who all have members in the 10th CD.

"DeSaulnier has been our local guy from the days when he served on the Concord City Council, as Mayor of



State Senator Mark DeSaulnier is Teamster choice for 10th CD

Concord, as Contra Costa County Supervisor, in the State Assembly and now in the State Senate," says Secretary-Treasurer Dale Robbins from Martinez-based Local 315. "He's currently chairing the Senate Labor Committee, which means he understands our policy issues.

DeSaulnier has been there for us for years—on picket lines and fighting for prevailing wages, project labor agreements, and good franchise agreements. I'm proud to join Congressman George Miller and Ellen Tauscher in endorsing him."

Fourteen candidates have entered the Democratic primary race. Many of them have good labor records, but Robbins was clear that the union had to support the man "who had worked so hard for us all these years."



President's Report

by
Rome Aloise

Filling big shoes and making his own footprints

After spending my whole adult life working as a Teamster driver and a Teamster official, the honor of being elected President of Joint Council 7 has left me somewhat awestruck. Many great leaders have held this position and Chuck Mack was one of the best. This is a key reason why our Joint Council is one of the most respected in the country.

By my account, Chuck was the longest-serving member of the Joint Council 7 Executive Board, and the second longest-serving President. Chuck's 27 years as President of JC7 covered the entire careers of many of our members, officers and officials. Chuck led us through many difficult times and we also enjoyed many good years under his leadership.

The untimely passing of Western Conference of Teamsters Pension Plan Chairman Tony Lock created a vacuum. Tony left large shoes to fill and Chuck is the man to fill them. I am

confident that our pension will be in good hands.

Chuck also left big shoes for me to fill. I can assure you that I will work hard to fill those shoes, while making my own footprints going forward.

Big issues ahead: health, pension, labor law reform

As our members struggle through this awful economy, we are all hopeful that the Obama administration will be able to deliver on many of the President's campaign promises.

President Obama has already made some great appointments to the Department of Labor and the National Labor Relations Board, and has issued some Executive Orders that will make it easier for unions to operate. Many of these improvements and changes are not highly visible, but will nonetheless be helpful in keeping unions viable.

Health care reform is a major battle raging in congress. Although the final

legislation won't include everything we wanted, the changes currently on the table will certainly be helpful. Most important, the nation must ensure coverage for the millions who do not have health insurance now, to relieve the expense that our health benefits have been subsidizing for years.

Clearly, a big issue is how to pay for health care reform. Unions came out quickly and firmly to kill the idea of taxing employer-provided health care benefits. Most of our members enjoy what would be called "Cadillac" benefits that would have been subject to taxation. Many of us called and wrote to our senators and congressmembers protesting this idea and it seems to have been dropped as part of any legislation. Hopefully, health care reform will be passed before the end of summer.

Pension reform is also sorely needed. As a result of the recession and the horrible investment year of 2008, many pension plans need help to smooth over their losses so that they have time to recuperate. Pension plans are long-term vehicles based on stable investments, so for most plans, time can cure a lot of problems. Hopefully, we'll see pension reform soon after health care reform is passed.

Labor's most important bill in decades is the Employee Free Choice Act. This bill would reform labor law so that workers who want a union would have a fighting chance to get one.

Unfortunately, the National Chamber of Commerce and numerous other anti-worker groups have spent millions of dollars to defeat this legislation.

According to the *New York Times*, they've gotten enough senators, including our own Senator Dianne Feinstein, to agree to delete "card check" from the legislation. Also known as "majority sign-up," this would enable workers to have union representation once a majority sign cards. This method has worked for 40 years in Canada, and has worked here, when employers voluntarily recognize it. However, card check is under brutal attack by the very same employers who break every law on the books to defeat their workers' right to join a union. We hope the other important parts of the legislation can be preserved and we will get much needed labor law reform before the end of the year.

It's short-sighted to think that enabling union organizing in today's economy would be bad for business. Organized labor is the driving force for making a viable middle class. Organized labor is the one necessary part of the equation that is missing in order to revive our economy and keep it strong for years to come. Union members make better money, have better benefits, and more time to circulate their money through the economy. Being union makes good sense for our members and our nation!



YOUR LEGAL RIGHTS

Court raises standard for age discrimination

From the Law Office of
Beeson, Tayer & Bodine

One of the benefits of having a Teamster contract is most contracts require employers to lay off employees by seniority. This protects employees from favoritism and discrimination.

Non-union employees have fewer protections against favoritism and the laws that provide some protection against layoffs based on discriminatory motivations, such as an employee's race, gender, or age, are being eroded. A recent U.S. Supreme Court decision will make it significantly harder for employees to successfully challenge a layoff based on age discrimination.

In *Gross v. FBL Financial Services, Inc.*, the Supreme Court held that employees who accuse employers of violating the Age Discrimination in Employment Act of 1967 (ADEA) must prove that age was the sole reason for the adverse employment decision. Employers can typically prove several reasons for a layoff decision, one of which might be legitimate and lawful,

whether the jury appropriately considered FBL's "mixed motives" even though there was only circumstantial evidence of discrimination.

Under other anti-discrimination laws, plaintiffs are required to show that discrimination was only one motivating factor in an adverse employment action. An employer then has the burden to show that it would have taken the same employment action regardless of any discriminatory motive.

The Decision

After *Gross*, the employer does not violate the law if it has both a legitimate reason and a discriminatory reason, unless the employee can prove but for the discriminatory reason the employee would not have been laid off.

Jack Gross had worked for FBL for 30 years when he was demoted and many of his former responsibilities were reassigned to a younger co-worker. The lower court held that age was a factor in FBL's decision to demote him and that FBL failed to meet its burden of showing that the demotion would have happened regardless of Gross's age. The case went on appeal to the Supreme Court on the question of

whether the jury appropriately considered FBL's "mixed motives" even though there was only circumstantial evidence of discrimination.

The Supreme Court's *Gross* decision went beyond this narrow question to significantly undermine the ADEA. The Court held that the standard the lower court applied to shift the burden to the employer to prove it did not discriminate, while acceptable for other types of discrimination cases, has no place in ADEA lawsuits.

The opinion turned on differences of just a few words in the statutes: Title VII prohibits employers from discrimination that "play[s] a motivating part in an employment decision;" the ADEA forbids employers from discriminating against employees "because of ... age." The majority opinion, written by Justice Thomas, interpreted "because of" to mean that but for age the employment action would not have happened, and therefore the plaintiff carries the burden to prove that the factor determining the employer's action must be discriminatory.

In Title VII claims, an employer acts unlawfully if "a motivating part" of its decision-making is discriminatory, Justice Thomas noted, and therefore a plaintiff who shows that the employer had a discriminatory reason for action can shift the burden to the employer to prove that it did not discriminate.

The decision creates two standards in discrimination suits, with a heavier burden falling on employees alleging ADEA violations.

After *Gross*, a plaintiff who raises both ADEA and Title VII claims must meet different burdens, complicating discrimination lawsuits. Perhaps even more disdainful, *Gross* sends the message that age discrimination is a less serious offense than discrimination against race, sex, or national origin, classifications protected by Title VII.

Congress has acted in the past to amend, and thus "fix," employment discrimination legislation gutted by a Supreme Court decision. But unless and until that happens with the ADEA, employees will have a tough time winning mixed-motive ADEA cases.



AROUND THE LOCALS

Local 856

After two years, SamTrans workers get union

The Local 856 members at SamTrans know the meaning of perseverance. Nearly two years after starting their fight to unionize, the Transportation Supervisors, Radio Controllers and Dispatchers' struggle paid off in June when they could finally call themselves Teamsters.

Ben Mahabir, a 24-year employee, said he never thought that the day would actually come when they could call themselves "union." "It was the biggest surprise," he said. "We're making history." Mahabir said that the group initially contacted the Teamsters in 2007 because of the solid reputation that Teamsters have as a union. "Some of the group had already been members and had a good experience." However, it was a long road from when the group contacted Local 856 until they achieved recognition.

Local 856 Organizer Rudy Gonz-

lez explained that this group had unique circumstances because they are employed by a special transit district. "They faced a number of challenges. Special transit districts do not go through the NLRB or PERB, they have their own piece of the California government code, which says they can apply 'relevant' federal law. That's where we get the ambiguity."

Gonzalez said that SamTrans chose a line from the Labor Management Relations Act that they interpreted to mean that supervisors could not join a union. He said that their take on the law was flawed, and that the group seeking representation was undoubtedly an appropriate unit.

"These workers fought hard for just the right to organize, so that they could exercise their fundamental right of freedom of association," Gonzalez said.



The SamTrans organizing committee is pleased to have won union representation.

"The key to victory in this campaign was getting the employer to change their mind. If we couldn't do that, we had to be prepared to win a Department of Industrial Relations hearing while at the same time making sure that we had a majority of the unit sign cards."

As it turns out, there was no problem getting the workers to sign cards. "We had a strong committee, workers were motivated to be heard in the workplace, and wanted to bargain collectively," Gonzalez said.

"A lot of things were going on," Mahabir said. "We wanted to join the union because management was getting away with a lot of things. It was like 'you listen to us or you're no longer working.' There was a lot of favoritism. Our wages had been frozen for five years while the top guys were still getting raises."

In a true show of Teamster solidarity, Local 856 Transportation Supervisors from the Golden Gate Bridge and Transportation District wrote letters of

support and encouragement to their counterparts at SamTrans urging them to stick with it.

"We don't want much," Mahabir said. "We want respect. We want the company to realize that we are people too and we work hard for them."

"They kept it positive," Gonzalez said of the group. "These are proud employees who serve the community. It wasn't just about wages. They just wanted a voice in the decisions that affect their day-to-day jobs."

In the end, the District conceded and recognized that the unit had a right to hold a union election and on June 23, Local 856 proudly welcomed 23 of its newest members in a landslide victory.

The group recently voted in their bargaining committee and is ready to get the ball rolling on negotiations for their first contract.

"Years from now, people will look back and know that we were the ones who got the first contract," Mahabir said. "It's a very happy moment."

Local 287



San Jose Convention Center Workers are pleased to have a contract after four-year struggle

Justice for trade show workers

Teamsters Local 287 has just reached agreement on a three-year contract with Team San Jose management who run the San Jose Convention Center. "This new agreement will cover all work performed at the San Jose Convention Center as far as loading, unloading, forklift and marshaling yard work," says President/Business Agent Bob Blanchet. Starting pay will be over \$30 per hour with \$7.80 going to the Western Conference pension, plus many other benefits. Blanchet says that the union has been working on this contract for more than four years.

"This agreement with the Center is the first of its type in California and will provide a long-term relationship

for our members. It's great that our members who live in the community will finally have good paying jobs."

New MV Transport workers get contract

The dispatchers at the Outreach Paratransit facility in San Jose who work for MV Transportation just joined Teamsters Local 287. "This new group of 16 dispatchers will have the protection of a Teamster contract and the benefits that go with it, including the Western Conference pension," says Blanchet. Now, Local 287 represents 365 members who work at MV Transportation sites.

Class action victory for 500 members

On June 12, the Santa Clara County Superior Court granted preliminary approval to a \$1.75 million class action settlement on behalf of about 500 employees across the state who had worked for Univar, the nation's leading distributor of industrial and manufacturing chemicals, since 2004.

The lawsuit had its start at Local 287, which represents a unit of warehouse, tank farm, and drivers at Univar's San Jose facility.

When the company terminated a Local 287 member in 2007, Secretary-Treasurer Bill Hoyt and Business Agent George Netto backed the member and took the case to arbitration. During that process, it came to light that Univar's employees were not receiving rest and meal periods required

by California law.

In July 2008, Local 287 attorney Michael Nelson, of the Law Office of Michael D. Nelson in San Francisco, filed suit against Univar on behalf of 13 Local 287 members. Nelson was then joined by employment class action attorneys Miles Locker and Rachel Folberg, of Locker Folberg in San Francisco, and the case was litigated as a state-wide class action on behalf of the approximately 500 employees who had worked for Univar since 2004.

In April, 2009, the workers and company reached a settlement. They are now working together to gain final court approval of the settlement this fall.

Local 912

Members at Americold get union and contract

The 16 employees who work at Americold, a freezer storage group in Watsonville, worked to get union representation and now have a contract with Local 912.

The campaign started after the IBT negotiated “card check neutrality” with Americold on a national basis, which means that the company will recognize the union once a majority of workers sign union cards.

International organizer John Hernandez came to town in October, 2008, brought the group together and

got them to sign cards. “It took a remarkably short period of time,” says Local 912 Secretary-Treasurer Brad Sebring. “We started negotiating a contract with the company and reached agreement in June. We used the national contract as a starting template and improved upon it. It’s a pretty good contract—especially for first time agreement.”

Sebring says he is hopeful that the company will grow, and he welcomes these first 16 members to the Teamsters union.

Local 890

Help San Benito Foods workers get a decent contract

Olive Garden’s food supplier is unfair to workers

Neil Jones Food Company, doing business as San Benito Foods in Hollister, CA, has implemented its “final offer” to 500 Local 890 members. The “final offer” includes the elimination of all benefits for all but 70 of the employees. The company is eliminating the health insurance, pension and holidays of these workers. The union has filed unfair labor practice charges with the National Labor Relations Board.

One of San Benito Foods’ key customers is the Olive Garden chain of restaurants. San Benito workers and their supporters will be distributing flyers every week-

end at Olive Garden restaurants in Fremont, Hayward, San Jose, Palo Alto, and Sacramento. If you can help with the handbilling, please contact Local 890 at 1-800-300-5743.



Local 890 members Manuel Ramirez and Esther Lujan distributed handbills at the Olive Garden in San Jose.

Local 70

New building celebrated with open house



On Saturday, June 13, Local 70 invited members and their families to celebrate their new building with an open house, barbecue and building tour. This was also an opportunity for members to thank former Secretary-Treasurer Chuck Mack for his years of service to the Local, and to welcome incoming Secretary-Treasurer Marty Frates.

Local 853

Member donates kidney to neighbor

Jim McEvoy has worked at Right-Away Redi Mix for 20 years. A strong union supporter, he was instrumental in the Teamsters Local 853 organizing drive at that company 10 years ago and has been an active member ever since. In February, he did something else above the call of duty; he donated a kidney to his neighbor, Kim Mendes.

Due to the side effects of Type 1 diabetes, Mendes needed a kidney transplant. Once McEvoy learned she was going on the donor list and beginning dialysis, he offered to help. “I’m not Lance Armstrong, and you don’t have to be,” McEvoy told the *San Leandro Times*. “I’m just a normal healthy guy with two kids and a mortgage.”

The tests came back and McEvoy and Mendes were a match. The surgery was originally scheduled for last October, but at the last minute, Mendes’ doctors discovered that she needed a triple bypass. A few months later, she was ready to go and the surgery took place on December 19. They were both home by Christmas.

“Jim saved me when none of my own family members were eligible to donate,” Mendes said.

McEvoy is back to work while Mendes faces more recovery but the pair check up on one another on their daily walks with their dogs.

“I’m aware that I donated my kidney,” says McEvoy. “But I’m unaware that I’m missing anything.”



Post-surgery, Kim and Jim walk their dogs in their San Leandro neighborhood.

Local 315



Local 315 members protest to keep their jobs at July 21 Novato Sanitary Board hearing.

Members to Sanitary Board: Don’t contract out work

Teamsters Local 315 members expressed strong opposition to the Novato Sanitary District Board’s proposal to outsource jobs at the wastewater treatment plant. The union and its members claim that this move negatively impacts current district employees and places critical municipal services in the hands of an entity whose primary loyalty is to its owners, rather than to the community.

“There is a misconception that our union approves of the board’s plan to hire an outside contractor to run the plant,” said Dale Robbins, Secretary-Treasurer of Teamsters Local 315. “This could not be further from the truth. The union’s position is that the board’s first priority should be to keep these jobs within the district. However, if the board decides to proceed with its ill-advised plan to hire an out-

side contractor, we have negotiated an agreement to ensure that the jobs at the wastewater treatment plant remain union, thus providing some guarantee that wages and benefits will not be needlessly slashed.

“Furthermore, the hiring of a private contractor to operate the plant means that the displaced public employee workforce will be unable to continue making contributions to their current public sector pension and retiree healthcare plans. This is unfair to the current employees who are just a few years from retirement, and may now be forced to start over with a new fund and a new employer. In this job market, is it really fair or essential for the NSD Board to take these positions and place them in the hands of an outside contractor who has no loyalty to the community?” Robbins asked.

TEAMSTERS JOINT COUNCIL 7

Executive Board

Rome Aloise — President
 Steve Mack — Vice President
 Robert Morales —
 Secretary-Treasurer
 Carlos Borba —
 Recording Secretary
 Ernie Yates — Trustee
 Bill Hoyt — Trustee
 Joe Lanthier — Trustee



Delegates' Meetings

The 2009 delegates' meetings will be 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.

BULLETIN BOARD — Meeting changes only —

Local 624, Santa Rosa

Membership meetings on July 24th, August 28th, September 25th, October 23rd, November 20th and December 18th will be held at 7:00pm at the Teamsters Union Hall located at 1371 Neotomas Avenue, Santa Rosa.

Local 890, Salinas

Teamsters Local 890's Regular Membership Meeting, which ordinarily would have been held on August 13, 2009 at 8:00 p.m., has been cancelled. Instead, there will be a special meeting for the Nominations of Officers on that date and time to be held at Salinas Community Center, 940 N. Main St., Salinas in the Santa Lucia Room. *Crescencio Diaz, President*

La Junta Regular mensual para los miembros de Teamsters Local 890, la cual ordinariamente tomaría lugar el día 13 de Agosto, 2009 a las 8:00 p.m. ha sido cancelada. En vez de esta junta habrá otra Junta Especial en la misma fecha para la Nominación de Oficiales la cual tomara lugar en el Centro Comunitario de Salinas, 940 North Main St., Salinas, en el Salón Santa Lucia. *Crescencio Diaz, Presidente*

East Bay Teamster Retirees

Future meetings will be held on the third Wednesday of the month at 11 a.m. There will be no meetings for the summer months of July and August. The new location for the meetings will be at the new offices of Teamsters Local 70 located at 400 Roland Way in Oakland.

Your Local Union Phone Numbers

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		

NORTHERN CALIFORNIA TEAMSTERS APPRENTICESHIP TRAINING TRUST PROGRAM

Training classes are now offered to our members in two locations:

Oakland and Rancho Murieta/Sacramento

For more information, contact:

NorCal Teamsters
 Apprenticeship Training
 Trust Program
 at 916-354-2122 Ext 200
 or contact your Teamster
 Local Union



In Memoriam

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

Local 78/853

MAGANA, Ulises
 TRUJILLO, Dan

Local 85

CHIN, Jason
 CUSAK, George
 GOMEZ, Joseph G.
 KING, Arthur W.
 NEWTON, Frisco

Local 216/853

GREEN, Charles
 HOMRIG, Robert Leslie

Local 278

ASARE-ADOW, Kenneth A.
 REYES, Bienvenido "Ben", Jr.

Local 287

ARENA, Louis J.
 BALLANTINE, Chad
 BETTENCOURT, Donald Ellis
 BROWN, Bruce H.
 CARRILLO, Manuel M.
 CENO, Austin
 CLAYTON, Larry W., Sr.
 CORDOVA, Arthur M.
 DELRIO, Pete
 DOWNS, Harry D.
 DRESSLER, William C.
 DUCKETT, Claude A.
 FEATHERINGILL, Bert
 FELICE, Frank J.
 HANKINS, David
 HEDGES, Gary
 KEEN, Hurbert
 LOPEZ, Senon R.
 LUFT, Ernest P.
 NAKAI, Hank H.
 OBLAND, Robert E.
 PEDERSEN, Harold T.
 PEREZ, Roy R.
 PETERSON, Robert A.
 PHILLIPS, Paul
 PRECIADO, Alfred C.
 RODRIGUEZ, Ricardo
 SAUNDERS, Jack
 SILVA, Leo H.
 SPAGNOLO, Felix J.
 STORY, Melvin D.
 STRAIGHT, Chester R.
 VIERRA, John A.

Local 296/853

ODELLO, Antonio
 SHEETS, Andrew

Local 315

ANDREWS, Orville
 ANQUIANO, Antonio
 DUGAN, Clarence
 HARR, Troy
 MARSHALL, Cleather
 PHILLIPS, Glen
 POQUE, Rufus
 VASQUES, Juan

Local 350

DEMARTINI, Cesare

Local 432/853

WESTERGARD, Daniel

Local 484/315

BLACK, Melby
 VALSECCHI, Charles

Local 588/853

QUAN, Daniel

Local 665

ROYALES, Rosalinda

Local 853

CHAVEZ, Levit
 HATTEN, Greg
 HOUSLEY, Scotty
 KELSO, Tony
 MUNOZ, Victor
 PATTERSON, Tommy
 SMITH, Ricky

Local 856

ACACCIA, Erio
 HANSHAW, Londa
 JACKSON, Phyllis
 MURRAY, Margaret
 REBER, Vernon

Local 896

GRIBNAU, William
 HASTINGS, Robert
 SANDERS, Harry
 WALKER, Charles

GCC Local 583/ 853

AVERELL, Dunbar
 DAVIDSON, John
 FUGIANI, Basilio
 GARCIA, Phillip T.W.
 GRANT, Willard
 HEAPES, Frank
 INOKUCHI, Carl
 LUNDY, Don
 MADRIDGE, Kim
 ROHM, George
 WALKER, James
 YASKO, Alex



NOMINATIONS & ELECTION NOTICES

Local 85, San Francisco

Notice of Nominations and Election of Officers

The nominations for Officers, Business Agents and Dispatchers will be held on Thursday, November 5, 2009, 7 p.m. at Local 85, 850 Harrison Street, San Francisco, CA.

The offices and positions to be elected to a three (3) year term (January 2010 through December 2012) and the number of each is as follows: President (1); Vice President (1); Secretary-Treasurer (1); Recording Secretary (1); Trustees (3); Business Agents (4); Dispatcher No. 1 (1); Dispatcher No. 2 (1).

All positions are subject to lay-off depending on the financial condition of the Local Union. All determinations concerning eligibility to office are according to the International Constitution and the Bylaws of Local 85. It would be helpful for all members to bring their most current dues receipt to the Nominations meeting. All nominations must be in writing. The forms will be available at the Meeting or in the Business Office in October. Where a nominee is unopposed at the regularly designated nominations meeting, there shall be no necessity for the election of such nominee and he/she shall be declared duly elected at such nominations meeting effective as of conclusion of the term of previous incumbent. In October, any prospective candidate may request the Secretary-Treasurer to review his or her eligibility to run for office prior to the nominations meeting. The Secretary-Treasurer must respond to such request within five (5) days.

All members must be mailed a ballot on December 1, 2009, to his/her last known address. The address indicated on your dues receipt will be the address your ballot will be mailed to. Therefore, if the address is incorrect, kindly call the dues department immediately.

In December, 2009, if you are in good standing (paid November, 2009 dues) your ballot will be counted. If you are not paid through November, 2009, you shall be declared ineligible and your ballot will not be counted.

The ballots will be mailed and counted on December 21, 2009. If you have not received your ballot by December 4, 2009, please call Patti at 415-344-0085 x11.

Write-in voting is prohibited as per the International Constitution, Article XXII. "Walk-in voting" or "dropping off ballot" will not be permitted. The ballots should be returned by mail to the U.S. Post Office.

Please be advised that all of the positions are subject to lay-off, full-time, part-time, etc., to be decided by the Local Union Executive Board from time to time, depending on the financial condition of the Local Union.

The 50% meeting attendance requirement shall not be enforced as a condition of the eligibility to run for office in this election.

Copies of the International Constitution and the Local 85 Bylaws are available in the dues office during normal business hours.

Van Beane, Secretary-Treasurer

Local 278, San Francisco

General Membership Meetings:

Third Tuesday of the Month, 7:30 p.m., Slovenian Hall, 2101 Mariposa St., San Francisco.

Notice of Nominations and Election of Officers and Business Agents

Nominations for Officers and Business Agents for Teamsters Local 278 will be made at the Regular Membership meeting as follows:

DATE: Tuesday, October 20, 2009

TIME: 7:30 p.m.

PLACE: Slovenian Hall, 2101 Mariposa St., San Francisco, CA

Candidates for the offices of President, Vice President, Secretary-Treasurer, Recording Secretary, three (3) Trustees, two (2) Business Agents, one (1) Business Agent/Organizer for a three (3) year term will be nominated at this meeting.

To be eligible to nominate, second nominations and otherwise participate in a nominations meeting, a member must have his/her Union Dues paid through September, 2009.

Every member in good standing who has paid his/her dues on or before the last business day of each month for 24 consecutive months prior to nominations shall be eligible to hold office if otherwise qualified under the International Constitution and the Bylaws of Local 278.

The election of officers and business

agents will be by walk-in balloting in accordance with the following schedule:

DATE: November 20, 2009

TIME: 7:00 a.m. to 8:00 p.m.

PLACE: Offices of Teamsters Local 278 5 Thomas Mellon Circle, Suite 130, San Francisco, California 94134

To be eligible to vote, a member must have his/her dues paid through the month of October, 2009.

Please take notice of the International Constitution provisions applicable to all nominations and elections for Teamster Locals which are printed in this publication.

Jack Bookter, Secretary-Treasurer

Local 287, San Jose

Notice of Nominations and Election of Officers and Business Agents

Notice is hereby given of the nomination and election of the following officers of Local 287: Secretary-Treasurer, President, Vice-President, Recording-Secretary, three Trustees and three Business Agents. The term of office for these officers will commence on January 1, 2010 and conclude on December 31, 2012.

Nominations

Nominations will be accepted at a Special Membership Meeting of Local Union 287 to be held at Teamsters Local No. 287, 1452 North Fourth Street, San Jose, CA 95112 on September 8, 2009 at 7:00 p.m.

Nominations & Elections: International Constitution August, 2009

The following excerpts from the International Constitution apply to all nominations and elections in Teamster Locals:

ARTICLE XXII, Section 4(a):

To be eligible to nominate and otherwise participate in the nominations meeting, a member must have his dues paid through the month prior to the month in which the nominations meeting is held. Nominations shall be made at the meeting by a member in good standing other than the nominee by motion seconded by a member in good standing other than the nominee. Candidates must accept nominations at the time made either in person, or, if absent, in writing, and may accept nomination for only one office. A member may also run for and be elected as a Business Agent or Assistant Business Agent as provided in Article XXII, Section 8, and may hold both the office and the position if elected to both.

ARTICLE XXII, Section 4(b):

The Local Union Executive Board shall have the authority to establish all rules and regulations for the conduct of the election to supplement the provisions of the International Constitution and the Local Union Bylaws, including the authority to use mail referendum balloting or absentee balloting without membership approval. Absentee voting by mail shall be permitted only upon application of members who are ill or absent from the city or town where they are normally employed at the time of voting because on vacation or on employment tour of duty.

The Local Union Executive Board may permit additional reasons for absentee balloting if they so desire. Application for absentee ballots shall be made to the Secretary-Treasurer of the Local Union not less than five (5) days prior to the date set for election and shall contain the grounds therefor. Absentee ballots shall be valid only if they are received by noon of the day on which the polls close.

(NOTE: The International Union recommends that prospective nominees be advised to verify, in advance of the nominations meeting, the eligibility of the nominators and seconders).

ARTICLE XXII, Section 4(c):

To be eligible to vote in the election, a member's dues must be paid up through the month prior to the month in which the election is held.

ARTICLE II, Section 4(a)(1):

To be eligible for election to any office in a Local Union, a member must be in continuous good standing in the Local Union in which he is a member and in which he is seeking office, and actively employed at the craft within the jurisdiction of such Local Union, for a period of twenty-four (24) consecutive months prior to the month of nomination for said office, and must be eligible to hold office if elected. "Continuous good standing" means compliance with the provisions of Article X, Section 5, concerning the payment of dues for a period of twenty-four consecutive months, together with no interruptions in active membership in the Local Union for which office is being sought because of suspensions, expulsions, withdrawals, transfers or failure to pay fines or assessments. Provided, however, that if a member on withdrawal deposits his card in the month immediately following the month for which it was effective and pays his dues for both months in a timely manner as provided in Article X, Section 5(c), such period of withdrawal shall not be considered a break in continuous good standing in the Local Union.

(NOTE: In addition to the foregoing Constitutional provisions, the International advises that: Elected officers of the Local Union, shall, by virtue of such election, be delegates to any Joint Council with which the Local is affiliated as well as to any convention of any subordinate body which may take place during their term of office.

Elected Local Union officers shall be delegates to such conventions in the order of priority set forth in the Local Union Bylaws. If the Bylaws do not set forth an order of priority, the principal executive officer shall have first priority, followed by the remaining elected officers in the order determined by the Executive Board.

Members are advised to consult the Bylaws of their Locals for additional rules concerning nominations and election procedures).

Nominations must be made and seconded from the floor by members of Local Union 287, in good standing with dues paid through August 2009. Any back dues or fees may be paid at the Local Union office through 4:00 p.m. on September 8, 2009. Nominees must accept nomination in person, or if absent, in writing for only one office. Written acceptances must be submitted to the Local Union Secretary-Treasurer.

Eligibility to Run for Office

To be eligible to be nominated for Local Union office, a member must be in continuous good standing in Local Union 287 and actively employed in the craft within the jurisdiction of the Local for twenty-four months prior to the month of nomination. "Continuous good standing" is defined as compliance with the requirements regarding the timely payment of dues, together with no interruptions in active membership because of suspensions, expulsions, withdrawals, transfers or failures to pay fines or assessments.

A member on dues check off will not lose good standing as a result of a delay or default by the employer in sending dues to the Local or because of an employer's failure to make the proper deduction from the member's pay in any month in which the member had any earnings from which deductions could have been made.

Potential candidates are encouraged to check their eligibility, and the eligibility of their nominators and seconders, prior to the nominations meeting by submitting a written request to the Local Union Secretary-Treasurer.

Election

The election will be conducted by mail ballot. Ballots will be mailed to all active members and new applicants eligible for membership in Local Union 287 on or about September 29, 2009. All ballots must be received at the designated Post Office Box by 10:00 a.m. on October 29, 2009 to be counted. Ballots will be picked up from the Post Office and taken to the Union Office and counted on October 30, 2009. Members who have not received a ballot by October 15, 2009, should call the Local Union office at 1-888-453-4555 to request a ballot. Duplicate ballots may be requested through October 21, 2009.

Eligibility to Vote

To be eligible to vote in this election a member of Local Union 287 must be in good standing with initiation fees and dues paid through September 2009. Members have until 4:00 p.m. on October 29, 2009 to pay their initiation fees or dues at the Local Union office in order to have their votes counted. Under the International Constitution, any member on dues checkoff shall not lose good standing as a result of a failure by an employer send deducted dues to the Local or to make a proper deduction from the member's pay in any month in which a member has any earnings from which dues could have been deducted.

Elected officers of the Local Union shall, by virtue of such election, be delegates to any Joint Council with which the Local is affiliated, as well as to any con-

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NEWS FROM TAP

Michael Jackson's death raises awareness of prescription drug abuse

The Narcotics Control Board reported that the number of Americans abusing prescription drugs nearly doubled from 7.8 million in 1992 to 15.1 million in 2003. While marijuana remains the nation's most abused drug, according to government and private studies, narcotic pain relievers and other prescription medications have overtaken amphetamines to rank second.

Doctors, other health care providers, and law enforcement officials say prescription drug abuse produces the same problems as street drugs: addiction, job loss, crime and broken families.

The number of people who seek detoxification and treatment for

painkiller and sedative addictions has also been rising. Five percent of all admissions to rehabilitation facilities were due to prescription medication abuse in 2007, a jump from just one percent in 1997. Drugs of choice were Vicodin, OxyContin, Valium and Xanax, all of which can be found in medicine cabinets in homes across the country.

The greatest increase in prescription drug abuse is among America's youth. From 2002 to 2003, nonmedical use of prescription drugs among students in 8th, 10th and 12th grades increased, while use of other illicit drugs dropped by 11 percent.

The prescription drug abuse prob-

lem is likely to get worse. Some experts attribute the increase of prescription medications as "gateway" drugs for youngsters to the ever-present advertising to millions of people daily via the Internet, TV and magazines.

Perhaps recent media attention to the Michael Jackson case will heighten public awareness concerning prescription drug abuse and misuse.

A Teachable Moment

TAP hopes that this may be a "teachable moment" for parents to communicate with their kids about experimenting with prescription medications.

Adults, too, should take time to re-

flect. After all, many of us remember Marilyn Monroe, Elvis and Judy Garland, all of whom died from accidental overdoses of prescription medications, long before today's epidemic gained momentum.

TAP continues to provide education and outreach to Union members in their workplaces in an attempt to provide up-to-date information about substance abuse and how to obtain help. Please contact TAP if you would like one of our counselors to speak to your employer about coming to your workplace so members and employers can learn more about TAP services.



NOMINATIONS & ELECTION NOTICES

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vention of any subordinate body which may take place during their term of office. Elected Local Union Officers shall be delegates to such bodies in the order of priority set forth in the Local Union Bylaws.

Copies of the Articles of the International Constitution, the Local Union 287 Bylaws and the Rules governing the conduct of this election are available, upon request, from the Local Union.

Please take notice of the International Constitution Provisions applicable to all nominations and elections in Teamsters Locals which are stated in this publication.

Bill Hoyt, Secretary Treasurer

Local 912, Watsonville

General Membership meetings:

22 E. 5th Street, Watsonville

Notice of Nominations and Election of Officers and Business Agents`

Notice is hereby given of the nomination and election of the following officers of Local Union 912: Secretary-Treasurer (Principal Officer), President, Vice President, Recording Secretary, Trustees (3). The terms of office for these officers will commence on January 1, 2010, and conclude on December 31, 2012.

Nominations

Nominations will be accepted at a special meeting to be held Saturday, November 14, 2009 at the Local Union Hall at 22 East 5th Street, Watsonville, California; at 10:00 a.m. Nominations must be made and seconded from the floor by members of Local 912 other than the nominee. Nominators and seconders must be members in good standing with dues paid through October, 2009. Nominees must accept nomination in person, or if absent, in writing for only one office. Written acceptances must be submitted to the Secretary-Treasurer, or his designated representative.

Eligibility to Nominate, Vote and Run for Office

Rules for eligibility to nominate, vote

and run for office are printed at the beginning of the Bulletin Board section of the Newspaper, above. In order to nominate a candidate, dues for the month of October, 2009 must be paid prior to the nomination meeting. In order to have your ballot counted, dues for the month of November, 2009 must be paid prior to 5:00 p.m. on Tuesday, December 22, 2009. The eligibility of seasonal workers in the seasonal food industry to nominate and to vote is governed by Article XXII, Section 4 of the IBT Constitution. Such persons are eligible for these purposes if they:

1) were in regular employment during some period of the twelve (12) months prior to the election, and 2) produce satisfactory evidence that their dues were paid up through the last month of employment.

Potential candidates are encouraged to check their eligibility, and the eligibility of their nominators and seconders, prior to the nominations meeting. Requests should be submitted in writing to the Secretary-Treasurer or his designated representative.

Election

The election shall be by mail ballot. Ballots will be mailed on or about December 5, 2009, to the last known address of all active members and new applicants eligible for membership in Local 912. All ballots must be received in the post office in accordance with the instructions contained in the envelope that includes the ballot no later than December 26, 2009. Ballots will be picked up from the post office, taken to the Union office and counted beginning at 9 a.m. on December 29, 2009.

Protests

Any pre-election protests must be filed with the Local Union Secretary-Treasurer in accordance with the provisions of Article XXII, Section 5(a) of the International Constitution. Any post election protests must be filed with the Secretary-Treasurer of the Joint Council #7, in accordance with the provisions of Article XXII, Section 5(b) of the International Constitution.

Copies of these Articles of the Interna-

tional Constitution, the Local Union #912 By-laws and the rules governing the conduct of this election are available, upon request, from the Local Union.

Brad Sebring, Secretary-Treasurer

Aviso de Nombramiento y Election de los Oficiales y Agentes de Negocios de la Union

Por la presente se da este aviso con respecto al nombramiento y la elección de los siguientes oficiales del Local 912 de la Unión: Secretario-Tesorero (Oficial Principal), Presidente, Vice-Presidente, Secretario de Actas, Fiduciarios (3). Los terminos de los puestos de estos oficiales comenzarán el 1º de Enero, 2010 y concluirán el 31 de Diciembre del año 2012.

Nombramientos

Se aceptarán nombramientos en la Reunión Especial de Miembros que se hará el Sabado, 14 de Noviembre, 2009 en el Salón del Local de la Unión en 22 East Fifth St. Watsonville, CA, a las 10:00 de la mañana.

Los nombramientos se tienen que proponer y secundar desde el piso de la asamblea por miembros del Local 912 que no sean la misma persona nombrada. Los nombradores y secundadores tienen que ser miembros acreditados que han pagado sus cuotas de membresía hasta Octubre de 2009. Los Nombrados tienen que aceptar su nombramiento por escrito y por solo un puesto. Las aceptaciones escritas se tienen que someter al Secretario-Tesorero, o a su representante designado.

Elegibilidad para nombrar, votar y correr por un oficio

Las Reglas de elegibilidad para nombrar, votar y correr por un oficio se encuentran al principio de la la sección "Bulletin Board" de este periódico. Para nombrar a un candidato, la cuota del mes de Octubre de 2009 se tiene que pagar antes de la junta para nombramientos. Para que se incluye su balota en la cuenta oficial se tiene que pagar su cuota para el mes de noviembre de 2009 antes de las

5:00 de la tarde, Martes el 22 de Diciembre de 2009. La elegibilidad de trabajadores temporales de la industria de procesamiento de alimentos se gobierna de acuerdo con el Artículo XXII, Sección 4 de la constitución de la IBT. Tales personas se considerarán elegibles con estos propositos con tal de que:

1) Se contrataron en un trabajo regular durante alguna parte de los doce (12) meses antes de la elección; y 2) Provean evidencia satisfactoria de que pagaron su cuota hasta el último mes en que trabajaron.

Se aconsejan a los candidatos potenciales que revisen su elegibilidad y la de sus nombradores y secundadores antes de la junta para nombramientos. Se debería de someter cualquier solicitud por escrito al Secretario-Tesorero o a su representante designado.

La Elección

La elección se conducirá por balota por correo. Se enviarán las balotas en aproximadamente el 5 de diciembre a la última dirección conocida de cada miembro o candidato elegible para la membresía en el Local 912. Todas las balotas se tienen que recibir en la oficina del correo de acuerdo con las instrucciones que se encuentran en el sobre con la balota no después del 26 de Diciembre de 2009. Las balotas se recogerán de la oficina del correo y se llevarán a la oficina de la unión para contarse a las 9 de la mañana el 29 de Diciembre de 2009.

Protestas

Cualquier protesta de antes de la elección se tiene que entregar al Secretario-Tesorero de acuerdo con los provisos del Artículo XXII, Sección 5(a) de la Constitución de la IBT. Cualquier protesta después de la elección se tiene que entregar al Secretario-Tesorero del Concilio Conjunto #7, de acuerdo con los provisos del Artículo XXII, Sección 5(b) de la Constitución de la IBT.

Se pueden solicitar al Local 912 copias de tales artículos de la Constitución de la IBT y las Reglas del Local 912 que gobiernan la conducta de esta elección.

Brad Sebring, Secretaria-Tesorero