



# TEAMSTER

## Northern California

Serving more than 70,000 Teamsters and their families

Volume 54, Number 1

February/March/April 2009

*Teamsters watch as history is made*

## Obama's inauguration opens new era of U.S. history

**"O**n this day, we gather because we have chosen hope over fear, unity of purpose over conflict and discord."

—President Barack Obama

When Barack Obama took the oath of office on January 20, he did so in front of two million people on the National Mall, and at least 38 million people at home and at inauguration parties across the country. Even as the nation suffers from its worst recession since the 1930s and is mired in two wars, Obama used the occasion to usher in a new enthusiasm for democracy and to raise the spectre of hope for the future.

During the transition, Obama named Congressman Hilda Solis to be Secretary of Labor. Solis, a representative from Southern California, is the daughter of immigrant parents with union jobs. She has been an unflinching advocate of workers' rights during her eight years in Congress and before that, in California politics.

Her record in Congress dovetails with the mission of Obama's Labor

Department, to protect and further the rights and opportunities of working people. It also dovetails with many of the promises Obama made during the campaign, both in its specifics and in its focus on the needs of America's working families.

Obama also named Wilma Liebman to chair the National Labor Relations Board. Liebman has served on the board for 11 years and had led the Federal Mediation and Conciliation Service for two years. She also served as Legal Counsel for the Teamsters for nine years in the 1970s.

"Having people who understand unions and care about working people running the nation's critical labor agencies will be a refreshing change," said Joint Council 7 President Chuck Mack.

"Having a president who comes into office committed to the Employee Free Choice Act means that the Act has a good chance of getting passed," he added. "We just have to make sure that Congress understands that the Act will result in more workers able to join unions. That's good for building a



More than two million people went to the Washington Mall to be part of the historic event, when the first African-American became President, setting a new direction for American policy. (Inset) Local 853 members and staff gathered at the union's San Leandro meeting hall to watch the inauguration together.

strong middle class and it's good for rebuilding the economy."

Economist and former Labor Secretary Robert Reich agrees. "The American middle class isn't looking for a bailout or a handout. Making it

easier for all Americans to form unions would give the middle class the bargaining power it needs for better wages and benefits. And a strong and prosperous middle class is necessary if our economy is to succeed."

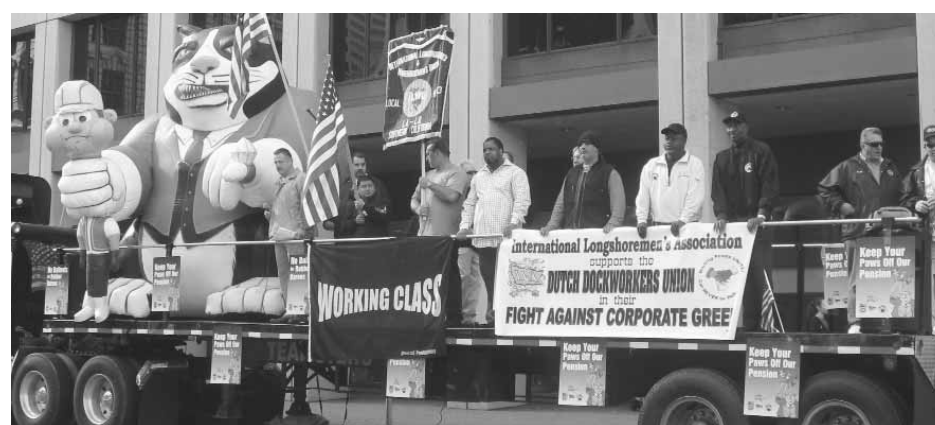
## Global solidarity for Dutch unions fighting to keep pension funds

Pension funds across the U.S. and the world suffered massive losses when the stock market took a nosedive in 2008. However, some unscrupulous corporations used that as an opportunity to do a little extra looting.

In 2007, Aegon acquired Optas (formerly the Harbour Pension Fund) for 1.5 billion euros and with it, the pension assets secured for the sole benefit of some 60,000 Dutch dockworkers. Aegon has since claimed the assets as its own and argues that the dockworkers and port employers have no special rights to them.

Not long after stealing the workers' monies, Aegon sought a \$3.9 billion bailout from the Dutch government and was investigating ways to get a bailout from the U.S. government as well.

Chanting "Put back the money," Teamsters, Longshore workers and the Dutch dockworkers and employers who



Chanting "Put back the money," union members heard from representatives of the Teamsters, Longshore workers, and the Dutch union and pension fund at the January 12 rally. An inflatable "fat cat" strangling a worker symbolized the high level of corporate greed.

jointly manage the stolen pension fund, held a rally in front of the Transamerica Pyramid in San Francisco on January 12. They chose this site because Transamerica is wholly-owned by Aegon.

"Welcome to the global economy," said Joint Council 7 President Chuck Mack. "The Dutch workers supported

the Teamsters and U.S. Longshore workers when we were fighting Maersk a few years back. Now, we're backing them, as are all the transportation and dock unions around the world."

In addition to the noisy downtown San Francisco rally, the unions took additional action. The group of seven

unions, with pension assets totaling more than \$100 billion, presented a letter to the President of Transamerica Corp. suggesting that he tell Aegon to return the workers' pension funds.

Because many Teamster-affiliated pension and benefit funds have invested in Transamerica over several decades, Teamsters General Secretary-Treasurer C. Thomas Keegel sent letters to the fund trustees alerting them to the business practices of Aegon and Transamerica.

And President Hoffa sent a letter to Senate and House leaders to close the loopholes that Aegon hoped to exploit to get part of the U.S. bailout. "U.S. taxpayer money should not be used to rescue companies overseas that scheme to exploit our system undermining the interests of workers, investors and communities," Hoffa wrote.



## MEMBERS IN FOCUS

### Local 856 member elected to South SF School Board

Many parents are only too happy to resign booster club activities and PTA meetings when their children graduate from school. Not Local 856 member Judy Bush. Even though her daughter graduated from South San Francisco High School two years ago, her passion for education and local schools continued. In November, she was elected to the South San Francisco Unified School District Board.

“Education is vital. It uplifts and revitalizes the level of the community,” the Daly City Park and Recreation worker explains.

Bush was approached about a year ago by friends and community members who asked her to run for the office. After talking it over with her family, she decided that running for the Board would be a natural progression in her community involvement.

As well as a being a member of the negotiating committee for the Daly City Clerical Technical Unit, Bush has been a member of the South San Francisco Park and Recreation Commission since 1995, has served as the PTA Council Legislative Chair, and is the past president of the PTSA for South San Francisco High School.

“I knew it would be a challenge and

balancing act,” she said. But Bush is no stranger to challenges—as a single mom she went back to school and earned not only a Bachelor of Arts in business from St. Mary’s College, but also a Master’s in marketing from Golden Gate University.

“I was crazy. There were many nights I fell asleep on the keyboard, but I did it,” she jokes.

Bush’s goals for School Board include identifying new funding sources for the District, attracting and retaining quality teachers and staff and narrowing the achievement gap among students.

“I want to raise the bar. We have great students, teachers and staff. The sky is the limit,” she said.

Bush would also like to focus on those students who may not feel that a 4-year university after high school is the right choice for them.

“It’s not about a four-year college sometimes,” she said. “These students should be encouraged to look into



Judy Bush, Teamster and school board member

trade schools, and a good foundation in math and English will lead to successful careers, whatever they decide to do in life, be it an electrician, mechanic or cosmetologist,” she said.

Bush also encourages parents to be active at their child’s schools and said that many studies show that

children with active parents perform better. “The more parents are involved, the more a child can achieve,” she added.

Bush also acknowledged the large Spanish-speaking population of South San Francisco and hopes to find ways that the District can reach out to those members of the community.

The biggest challenge facing the District is the ever-shrinking education budget. San Mateo County invested heavily in Lehman Bros. and was hit particularly hard by its collapse in September. This, coupled with Governor Schwarzenegger’s proposed education cuts, could be detrimental to students.

Bush said that the Board is helping her transition into her new position by providing her with reams of reading material on the budget.

Bush was raised and educated in South San Francisco, where she still lives. She would like to see the city maintain its small-town atmosphere, but at the same time have the foresight to move into the future. She would particularly like to see the nearby biotech industry create more programs to work with and educate students in that field.

Bush didn’t have to wait long to take her new post, the Board was sworn in December 11, 2008.

—By Nicole Casey, Local 856

### Members in Focus

Joint Council 7 has more than 50,000 members across the greater Bay Area and many of you are doing important & fascinating things—at work, at home and in your communities. If you have a story you think might work in the Northern California Teamster, please contact your business agent or e-mail newspaper editor Debra Chaplan at [dchaplan@mindspring.com](mailto:dchaplan@mindspring.com).



## THE CALIFORNIA BUDGET

### State needs budget; governor proposes cutting workers’ rights instead

“With working families facing sharply rising unemployment, mass layoffs and stagnating wages, California should take a page out of President-elect Obama’s playbook and stimulate the economy by creating, not eliminating jobs,” said California Labor Federation’s Art Pulaski. “We also must take immediate steps to shore up our unemployment system and stem the tide of rising home foreclosures.”

Unfortunately, none of those ideas were presented by Governor Schwarzenegger in his State of the State message on January 15. Declaring that California was in a state of emergency, “incapacitated until we solve the budget crisis,” the governor explained that the \$42 billion deficit required him to stop construction jobs and propose cuts to hard-won workers’ rights. Mostly, he rallied the legislature

to come up with a budget agreement and suggested that if they can’t reach a budget on time, then they don’t get paid until they do. “That’s a popular idea,” said Joint Council 7 President Chuck Mack, “but it doesn’t solve today’s budget crisis and it doesn’t do anything for working families.”

#### Proposals cut overtime, lunch breaks, and unemployment benefits

Schwarzenegger’s budget plans, unveiled in November, include a proposal to take away overtime protection from workers, which would result in pay cuts for millions of families at a time when they can least afford it.

In addition, he’s again seeking to take away the right to a guaranteed lunch break, which is essential to worker health and safety. State law already provides ‘flexibility’ for meal breaks, but without jeopardizing worker protections, as the Schwarzenegger plan would do.

At 9.3%, California faces its worst

rate of unemployment in more than a decade. In response, the Governor proposed to cut benefits for unemployed workers. These are benefits that families desperately need to pay their bills and keep their homes. This plan isn’t just unfair to families—it’s also economically unsound. Studies have shown that every dollar of unemployment insurance benefits returns \$1.64 to local communities, which means that slashing benefits will hurt the state economy, not stimulate it.

The Governor’s proposal would also undermine overtime and vacation protections for state workers and would force them to take an unpaid furlough every month. This is the third time this year that the Governor has proposed rolling back workers’ rights to fix the state’s ailing budget, and this proposal contains significantly more worker takeaways than his earlier plans.

“We need a real economic stimulus plan—one that creates jobs, rather than weaken the protections for those already in them.” Mack added.



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**Attention Members:**

*When sending in address changes, please include your local number.*



## Send a letter to support The Employee Free Choice Act

Senator Dianne Feinstein was an early endorser of the Employee Free Choice Act, but now she's wavering. She says she's concerned that this is not the right time for business. We need to let her know that this is **precisely** the right time, because our neighbors, friends and kids want and need union protection to keep them in the middle class and build a strong economy.

You can send an e-mail or give her a call, but the most effective way to reach Senator Feinstein is to write a letter. Here's a sample. Be sure to add any personal stories you have about how hard it is to organize a union.

### I support Employee Free Choice!

The Honorable Dianne Feinstein  
One Post Street, Suite 2450  
San Francisco, CA 94104

Dear Senator Feinstein,

Your early support and co-sponsorship of S. 1041, HR 800, the Employee Free Choice Act, was instrumental in the bill's achieving a majority in the Senate and passage in the House in 2008. We thank you for that critical support and call on your leadership to pass it in the 111th Congress.

The global economic crisis has hit working families especially hard. We are losing jobs, losing health care, losing homes and losing retirement savings. Now, more than ever, we need to pass the Employee Free Choice Act to restore workers' ability to bargain. Any economic stimulus plan will be strengthened by including the Employee Free Choice Act, and its passage will help ensure we can rebuild our nation's middle class.

[Add your personal story here!]

Working Teamster families say it's time our economy worked for everyone again. We hope to count on your leadership again to help pass the Employee Free Choice Act.

Signature

Address, City, Zip

E-mail Address

We're pleased to announce that the  
**TEAMSTERS JOINT COUNCIL 7 COMMERCIAL  
DRIVERS' EDUCATION PROGRAM**  
has merged, effective December 1, 2008, with the  
**NORTHERN CALIFORNIA TEAMSTERS  
APPRENTICESHIP TRAINING TRUST PROGRAM**

Training classes are now offered to our members in two locations:  
Oakland and Rancho Murieta/Sacramento

Instruction available for:

- Class A Drivers' License
- Hazardous Materials Transport
- Construction Related Driving Positions



For more information, contact the  
NorCal Teamsters Apprenticeship Training Trust Program  
at 916-354-2122 Ext 200  
or contact your Teamster Local Union



## President's Report

by  
**Chuck Mack**

### Economy demands Employee Free Choice Act

*In this edition of the Northern California Teamster, I intended to talk about the Employee Free Choice Act. Then I ran across an article from Art Pulaski, the Executive Secretary of the California Labor Federation. It is articulate, to the point and says it all. No need to reinvent the wheel.*

"Massive layoffs, record home foreclosures and skyrocketing health care costs are making it increasingly difficult for California's working families to make ends meet. State unemployment jumped from 5.7 percent to 8.4 percent in the last year and with a \$40 billion budget shortfall, the California jobs crisis is bound to get worse.

During these tough economic times, it's more important than ever that workers have the freedom to bargain collectively with their employers for better wages, health care and retirement security. Workers who belong to unions earn, on average, 30 percent more than nonunion workers. They are 59 percent more likely to have employer-provided health coverage and four times more likely to have pensions. In fact, more than half of U.S. workers—nearly 60 million—say they would join a union right now if they could.

Unfortunately too few get that chance under the broken National Labor Relations Board (NLRB) process. The company-dominated election process gives employers ample time to run aggressive, sometimes illegal, anti-union campaigns. Companies routinely harass, threaten and even fire workers who are trying to form or join unions. A third of companies fire union supporters in union organizing campaigns, often in the days leading up to the election. Ninety-one percent of companies force workers into one-on-one meetings against the union with their direct supervisors, and employees often aren't allowed to speak. Meanwhile, union representatives aren't even allowed on the premises to talk to employees.

Does this seem like a free and fair election?

In 2007 alone, over 29,000 cases filed under the National Labor Relations Act found evidence of employers harassing, intimidating and firing workers for supporting a union.

Why? The dirty little secret is that the reason companies will go to all lengths to stop workers from organizing is the same reason Big

Business interests have put down big money to stop passage of the Employee Free Choice Act: They don't want to give workers the power to bargain for the fair wages and benefits that corporations just don't feel like paying.

The Employee Free Choice Act would eliminate the problem of rigged, company-dominated elections by letting workers decide how they want to form a union. There are currently two potential ways for workers to express their decision of whether to form a union – they can petition for an election, or they can be recognized when a majority signs cards saying they want a union. The problem is that companies get to decide which way the workers decide. The Employee Free Choice Act would reverse that; it would put the choice of how to form a union into workers' hands, not their companies'.

All employees should have the freedom to make their own decision about whether to form a union to bargain for better wages and working conditions. Our labor laws do not respect workers' choice. Our laws promote wage inequality and depress our middle class. In today's economy it is more important than ever that we fix them. Let's level the playing field and give working people a chance.

With the free choice to form unions, working people can counterbalance corporate power and rebuild our middle class."

*Stay tuned! The Teamsters plan to mobilize our members across the country on this important legislation. What happens on Employee Free Choice determines the future of organized labor in the United States.*

*What happens on Employee Free Choice determines the future of organized labor in the United States.*





## Local 896



Teamsters 896 members package and deliver food for 150 families in Solano County.

## 24 years of thanks-giving at Anheuser Busch

Anheuser Busch employees packaged and delivered 150 Thanksgiving food baskets on November 22, 2008.

Families Helping Families, a non-profit organization owned and operated by Fairfield Anheuser Busch employees was founded 24 years ago. That year, the group prepared baskets for three needy families. This year, FHF packaged and delivered 150 food baskets for families throughout Solano County, delivered 30 grocery

cards worth \$50 each to local seniors, and provided 20 families with hot Thanksgiving meals.

"No family should go without a family meal on Thanksgiving," said FHF representative Donelle Kucala. "Employees at Anheuser Busch have money deducted from their pay checks all year. These monies are pooled to provide meals for needy families at Thanksgiving and throughout the year," she added.

## Local 315

### Local 315 members picket movie set



Teamsters from Locals 315, 624 and 399 hold their picket signs sideways to let the Japanese film company know that the drivers on this production should have a union agreement.

When Local 315 received word that the Japanese film "Sideways" was being set up and filmed in Calistoga, the Local contacted the production company to sign an agreement. But they refused.

"We immediately contacted Motion Picture Studio Transportation Drivers Local 399 in Los Angeles," explains Secretary-Treasurer Dale Robbins, "and the next day Secretary-Treasurer Leo Reed sent Local 399 Business Agent Steve Dayan up north with picket signs. We jumped on this real quick."

Local 315 President Carlos Borba, Business Agent Jim Sveum and Local 624's Phil Ybarrolaza got together with members and retirees from both Locals to spend a day picketing. Their message was that the Teamsters will protect our jurisdiction to work on movies in the bay area.

"Local 399 decided to remove the picket line after we made our point loud and clear," Robbins added, and Joint Council 7 President Chuck Mack has scheduled a meeting of Locals to discuss our role in the film industry in the Bay Area.

## Local 350

### Landfill workers vote for union representation

The 28 employees at the Allied Waste Newby Island Landfill in Milpitas voted in December to have Local 350 represent them. "The employer mounted an intense campaign against the local but ultimately lost the NLRB election," says Secretary-

Treasurer Robert Morales.

"I particularly want to commend Local 350 organizers Solon Castillo and Gary Kelly for a job well done," Morales added. "Now we will commence negotiations for a collective bargaining agreement."

## Local 853

### Teamsters protest GraniteRock at Annual EXPO



Teamsters picket GraniteRock's Contractor Expo in Seaside in January.

On a cold, crisp January 16, 2009 morning, Teamsters from Locals throughout the San Francisco Bay Area converged on GraniteRock's Contractor EXPO at the Embassy Suites Hotel in Seaside, California. The crystal blue sky and the deep blue waters of the Pacific Ocean paled in comparison to the intimidating wave

of representatives from the IBEW and the Operating Engineers, illustrated to contractors attending GraniteRock's EXPO that, not only does Local 853 intend to continue the fight for fair wages, benefits and working conditions, but that the solidarity of all Bay Area labor is with us.

"GraniteRock, and its owner Bruce Woolpert, are attempting to gain a competitive advantage over the other legitimate mix companies who are signatory to our contracts," said Local 853 Secretary-Treasurer Rome Aloise. We want those who do business with GraniteRock to know that we are not going away, and that they should support companies that pay decent wages and benefits to their workers. We want Woolpert to know that his plan won't work."

The annual EXPO, where contractors

attend presentations and seminars about new building materials and construction/business techniques, provided Local 853 an opportunity to educate those contractors about our ongoing conflict with GraniteRock. The Teamster action in Seaside took place under a direct threat from GraniteRock's lawyers who, in a letter to Teamster Locals, warned of arrests if union members tried to rent a room at the Embassy Suites or if there was any picketing at the EXPO. Teamsters did both. There were no arrests.

The presence of officials, business agents, stewards and rank-and-filers from Locals 85, 315, 350, 490, 624, 665, 890, and 912, along with repre-

*The message on every picket sign was clear: "GraniteRock's Bay Area operations are non-union. Help us maintain top industry standards by doing business only with union companies."*

sentatives from the IBEW and the Operating Engineers, illustrated to contractors attending GraniteRock's EXPO that, not only does Local 853 intend to continue the fight for fair wages, benefits and working conditions, but that the solidarity of all Bay Area labor is with us.

Union members report that Woolpert cowered inside the hotel and failed to show his face to the hundreds of pickets. Sources say that 30% less contractors attended the EXPO than in previous years. "No one likes doing business with a bully. Finally, people see Woolpert for what he is and are fed up with him," said Aloise.



## THE LOCALS

## Local 665

## Parking Industry Teamsters approve new 4-year deal in San Francisco

By an overwhelming 98% margin, the more than 1,700 parking workers in downtown San Francisco and at the City's international airport voted, in separate meetings, to ratify new four-year labor agreements in December. The new contract brings job stability and increased wages to Teamsters employed by over two dozen Bay Area parking employers.

The ratification came before strike action was taken by San Francisco Teamsters.

"In a down economy, this was a particularly hard fought battle," said Local 665 Secretary-Treasurer Ernie Yates. "Our members stuck together, and the employers realized they had a fight on their hands if a settlement wasn't reached before the holiday season arrived."

Wages for most financial district



Local 665 members in the parking industry are pleased with their new four-year contract.

parking valets and garage workers will reach \$21.46 an hour by the last year of the contract. Included in the new package are improvements for both the pension plan and the 401k.

These Teamsters, along with their counterparts at San Francisco Interna-

tional Airport, will become the highest paid parking employees in the U.S.

Local 665 members will also enjoy a continuation of health benefits over the four years, with improvements fully maintained by the employers.

Stability in job assignments will

come about with new contract provisions that prevent new hires from displacing long-term Teamsters in any of the city's 300+ garages and lots.

The grievance procedure also includes new protections allowing for more fairness at disciplinary hearings and stricter requirements on the employers to show cause.

Major employers in the Master Parking Agreement include Ampco System Parking, Standard Parking, Central Parking, Imperial Parking, and Ace Parking Management.

Local 665 members participating in the vote included airport workers, and employees in San Francisco's major commercial office buildings, hotels and city-owned garages.



## JC7 ORGANIZING

By PILAR BARTON  
JC7 Organizing

Even after witnessing the election of the most pro-worker president and Congress in decades, we know that achieving passage of the Employee Free Choice Act faces strong obstacles. The Act is critical in our nation's emergence from its severe economic crisis and would level the playing field between workers and profit-before-people corporations. The time to restore democracy for workers is long overdue.

We face a tidal wave of business closures, mass layoffs, and increased opposition from big business and anti-labor forces. We need to fight the opposition as if our contracts, pensions, health care and future of our organization depend on it.

Corporations, business associations and union busters continue to organize against us and will spend millions doing it. What we can do is meet their dollars with the sort of immense rank-and-file mobilization that we haven't seen in years. This is no time for organizing to be neglected or postponed.

This is precisely the time when we must intensify our organizing efforts in key industries. The beleaguered economy has created a fertile field for organizing workers who hunger for change. For local union leaders, re-

## Our future: not a matter of chance but of choice



Employees at Stericycle look forward to becoming members of Local 70, as soon as their election is certified and contract negotiations can begin.

cruiting new organizers should be a top priority.

Let's take a closer look at the means in which we will accomplish this goal. I am recommending three crucial components for organizing success:

- We need a general system for finding, developing and retaining good organizers.
- We must practice the fundamentals of organizing.
- Diversity of staff is of utmost importance.

In my next article, I will discuss each of the above topics at greater length and how they can be implemented effectively.

## Why this is so important

What unites us today is our shared belief that it will be a far greater America when workers have the freedom to form unions and then come to-

gether to bargain with employers over wages, benefits, and working conditions. We see the state our country is in and this is not the America any of us want. We need fundamental change—meaning new thinking, some risk taking, and compromising. We owe that to our union. We owe that to our country.

## Recent Successes

Many of the JC 7 Locals are currently engaged in active organizing campaigns. Here are some of the accomplishments we can talk about

## Local 853: White Cap Construction Supply

After their employer's numerous appeals to the NLRB to overturn the union's election victory, the 60 workers at White Cap Construction gained election certification on December 16, 2008. The lead internal organizer for the campaign, Sergio Raya-Reyes,

will be speaking publicly regarding the necessity of the Employee Free Choice Act. Their story is a glaring display of the broken and unjust NLRB Election "process."

## Local 70: Havi Food Service

On December 5, 2008, 130 HFS workers voted to be Teamsters by an 8-1 margin. One of the key committee members, Jose Gonzalez said, "It's been a long, hard road but now we have our union and the chance to make the changes we need. I'm so proud and excited that we've stuck together—through thick and thin. Our unity is what won the day."

## Local 70: Stericycle

Employees from Stericycle had their election on January 16, 2009. The company attempted a last minute stall tactic resulting in a temporary delay of the ballot count. and at presstime, we are awaiting the final results. We will report on the outcome of the election in the next issue. The lead internal organizer for the campaign, Joel Ochoa, will be speaking publicly in support of the Employee Free Choice Act.

Local 890: We conducted a four-hour Organizing Training in Spanish followed by house calls. These members look forward to reaching out to other Spanish-speaking workers in their community who want union representation.

**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****General Membership meetings:****Thursday meetings –**

7 p.m. at Local 70:

January 22 • February 26 • April 23 • May 28 • October 22

**Saturday meetings –**

10 a.m. at Local 70:

March 14 • June 13 • September 12 • December 12

July and August Membership meetings are suspended.

**NOTE:** Due to the Thanksgiving Holiday, the November Membership meeting will be held the 3rd Tuesday, November 17.

**Stewards' Meetings –**

Saturdays, 8 a.m. at Local 70:

March 14 • June 13 • September 12 •

December 12

**Sick Benefit Meetings –**

Second Tuesday of the month.

For information – Tony Lara, Sick Committee Chairman: 800-243-1350

or 510-569-9317

*Chuck Mack, Secretary-Treasurer*

**Local 85, San Francisco****Regular Membership meetings:**

Second Thursday of the month, 7 p.m.

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 Mariposa St., San Francisco.

*Jack Bookter, Secretary-Treasurer*

**Local 287, San Jose**

Membership meetings are held at 1452 North 4th St., San Jose

**Tuesday meetings** begin at 7 p.m. Feb 10 • Mar 10 • Apr 14 • May 12

• Oct 13 • Nov 10 & Jan 13, 2010

**Saturday meetings** begin at 10 a.m. Jun 13 • Dec 12

**Stewards meetings** are held the last Thursday of the month at 7:30 pm.

*Bill Hoyt, Secretary-Treasurer*

**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

**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.

**Local 315, Martinez**

General Membership Meetings are held the second Wednesday of the month at 8 p.m.

**New Member Orientation** begins at 7:30 p.m.

Meeting locations are as follows:

**2727 Alhambra Avenue, Martinez:** Feb 11 • April 8 • May 13 • July 8 • Aug 12 • Oct 14 • Dec 9

**445 Nebraska St., Vallejo:** Mar 11 • June 10 • Sept 9 • Nov 11

**Bakery Craft Meetings:**

**San Mateo:** 151 West 20th Ave., at 6 p.m.: Jan 20 • April 21 • July 21 • Oct 20 • and Jan 19, 2010

**Santa Rosa:** 1700 Corby Ave., at 6 p.m.: Jan 27 • April 28 • July 28 • Oct 27, and Jan 26, 2010

*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 12 • June 11 • September 10 • December 10, 2008; and at Teamsters Local 287, 1452 North Fourth Street, San Jose – 7 p.m. March 25 • June 24 • September 23 • December 16, 2009.

*Robert Morales, 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\*, 7:00 p.m. at Santa Rosa Veterans Building, 1351 Maple Street, Santa Rosa.

\*The November and December Membership meetings will be held the 3rd Thursday of the month.

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

*Ralph Miranda, 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.

*Ernie Yates, Secretary-Treasurer*

**Local 853, San Leandro**

**Membership meetings** are held the second Thursday of the month, 7 p.m. at the Local 853 Meeting Room, 2100 Merced St., San Leandro.

The October Membership Meeting will be held at the Local 853 West Bay office, 151 W. 20th Avenue, San Mateo, CA., 7 p.m.

*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 at 6 p.m.

February 24 • March 31 • April 28

• May 26 • June, July & August meetings canceled • September 29

• October 27 • November—Annual Thanksgiving meeting—to be announced • December, 2009 meeting—canceled

*Joseph Lanthier,*

*Secretary-Treasurer*

**Local 890, Salinas**

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

*Crescencio Diaz, President*

**Local 896, Vallejo****Northern California Soft Drink Branch 1—**

Saturdays, 10 a.m. at the offices of Teamsters Assistance Program, 300 Pendleton Way, Oakland:

February 28 • March 28 • April 25

• May 30 • June 27 • July 25 • August 29 • September 26 • October 31 • November 21 • December 19

**Northern California Anheuser-Busch, Inc., Fairfield Branch 2:** 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 24 • Sunday,

March 29 • Tuesday, April 28 •

Tuesday May 19 • Sunday June 28

• Tuesday July 28 • Tuesday August

25 • Sunday September 27 • Tuesday

October 27 • Tuesday November

24 • Saturday December 19

*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*



## 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

2009 luncheon schedule:  
Mar 10 • June 9 • Sept 8 • Dec 9, 12 Noon at Elk's Club, 920 Stonegate (off Hillside Blvd.), South San Francisco  
August 21 – 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*

### 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. Wine raffle held prior to lunch. Member dues \$26 yearly. Spouses included and welcome. Annual luncheon will be held Wednesday, April 29, 2009 at El Torrito, San Leandro Marino at 11 a.m.  
*Ernie Freitas, President*

### 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

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 Meeting Hall, 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. All retired liquor and wine salesmen are invited to attend.  
*Art Royce, President*

### Retired Teamster Officers and Officials

No-Host Luncheon: Francesco's Restaurant, Pardee & Hegenberger Rd., Oakland, 11:30 a.m., on the following dates: Feb 9, May 11, Aug 10, Nov 9. Spouses/guests welcome. For more information or to RSVP/sign up, contact John Estes (707) 647-7052.

## In Memoriam

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

#### Local 70

AMUNDSON, James  
ANGELO, Roy  
BAROUH, Morris  
DE SILVA, Joseph  
HUTCHISON, Gary  
ISETTA, Mike  
JONES, Alvin  
KEEGAN, John  
KITTEDGE, Russell  
LA COURSE, Michael  
LARSEN, Charles  
MARTINES, Thomas  
PASSANISI, Vincent  
SANCHEZ, John  
UPCHURCH, John

#### Local 78/853

CUCCULELLI, Gregory

#### Local 85

CAMACHO, Casimiro  
LARSON, William  
RASNICK, Warren  
RYAN, James P.  
SANCHEZ, Frank M.  
SENICK, John D.

#### Local 287

BUSH, Armand E.  
EWING, William D.  
RAMOS, Joseph  
SUTTON, Earl  
VIERRA, George R.  
YNGRE, Nelson

#### Local 302/853

BROWN, Ray, Jr.

#### Local 315

BRUNO, Edward  
FARRELL, Bobbie  
GILLIHAN, Eugene  
ORTIZ, Jose  
WAGNER, Mike

#### Local 350

BOLLA, Anthony  
SALINAS, Domingo

#### Local 432/853

SPECK, David

#### Local 665

HOLTBERG, John

#### Local 853

GRAY, Ernest  
PALACIOZ, Gonzalo "GeeGee"  
PECK, Frederick

#### Local 856

SLEDGE, Burnell

#### Local 890

RITCHIE, Andrew M.

#### Local 921/853

PETERSEN, Harold F.

#### GCC583/853

ASARNOW, Seymour  
BONATO, Paul  
CHUNG, Rena  
GARDINER, Kurt  
LUCAS, Edna  
MANZANO, Lawrence  
MOE, Mary  
MORGAN, Emogene  
MOULTON, Guy  
NIELSEN, Esther  
RADANOVICH, Eddie  
RANGRAVES, Peter  
RODRIGUEZ, Angel  
SARAO, Vincent  
VAUGHN, Mary

## NOTICE TO MEMBERS — CTPAC

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. The Policy Committee 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, Dave Hawley, Darrell Pratt, Sam Rosas, Lucio Reyes, Vic Shada, Jim Tobin, Scott Lupo.

#### Joint Council of Teamsters 42:

President Jim Santangelo, Randy Cammack, Shannon Silva, Ray Whitmer, Lynn Swenson, Patrick Kelly, Ron Herrera, Chris Griswold.

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, California 95814. Phone 916-446-0291, FAX 916-446-9321. E-mail address info@teamsterctpac.org.



## NEWS FROM TAP

### Economic downturn leads to alcohol consumption, substance abuse and mental health issues

A number of research studies and statistical data confirm what common sense tells us—there is a relationship between economic downturns and increases in human suffering. Study after study finds that there are increases in the number of personal problems experienced by individuals, couples and families whenever a “recession” is officially recognized.

Increases in alcohol or drug-related and mental health problems seem obvious for workers who lose their jobs. However, in addition to unemployed

workers and their families, those who keep their jobs in times of economic decline also suffer more from alcohol, drug and mental health problems.

Typical problems include:

- Binge drinking
- Depression
- Drug abuse
- Marital problems
- Stress
- Anger
- Anxiety
- Family problems

Given the current economic conditions in our country and the world, many experts anticipate an increase in the number of people who could benefit from mental health and substance abuse treatment. They point to a study done at Swarthmore College that found that the prevalence of binge drinking increased strongly during economic downturns, even among those who remained employed.

It is possible that the increase in binge drinking is attributable to several factors. Researchers suggest that those who remain employed do so under extreme stress. Workers report fear of losing their job due to layoff as the number one reason for worries. That, they say, leads to their binge drinking.

The second most mentioned reason was decreased income due to loss of income because of less hours worked, whether overtime or otherwise. Others point to increases in workload or responsibilities because of the decrease in their company’s workforce after layoffs. Having a spouse laid off from work was also among the most cited stressors for binge drinkers.

Similar to binge drinking, substance abuse sometimes increases or begins when the strains of an economic downturn hit home. The amount of money

*If you know any member, co-worker or family member who could use help dealing with an alcohol, drug or other personal problem, please have them call TAP at 510-562-3600.*

spent on illegal drugs often compounds the problem. Those who can no longer afford the cost of illegal drugs sometimes turn to alcohol, which further complicates matters.

In addition to alcohol and drug abuse, the number of workers who report mental health problems—particularly depression, anxiety, marital and family problems—inevitably increases when the economy slows down.

#### TAP can help

TAP urges Teamsters, family members, and employers to be aware of the increased likelihood that workers and their family members may be in need of our services.

If you know any member, co-worker or family member who could use some help dealing with an alcohol, drug or other personal problem, please have them call TAP at 510-562-3600.

TAP will gladly send one of its counselors to any Teamster workplace which is covered through a TAP-participating Trust Fund to explain that employee assistance services are available.



## YOUR LEGAL RIGHTS

### Workers' and employers' rights under the California Family Rights Act

#### From the Law Office of Beeson, Tayer & Bodine

When employees request leave under the federal Family Medical Leave Act (FMLA) or the California Family Rights Act (CFRA), their employer is entitled to request information confirming the employee’s eligibility for leave.

The employer is permitted to request proof of the serious medical condition in the form of a certification from the employee. When the leave is foreseeable and the employee has given 30 days advance notice of the leave request, the employer can require the employee to provide the medical certification before the leave begins.

When the need for leave is not foreseeable, the employee must provide the requested certification to the employer within the time requested by the employer, which cannot be less than 15 calendar days after the employer’s request.

The employer must give the employee additional time if, despite the employee’s diligent, good faith efforts, he or she is unable to obtain the certification in that time.

Under CFRA, the certification is legally sufficient, and the employer cannot ordinarily refuse to accept it, if it contains the following information: the date on which the serious health condition commenced; the probable duration of the condition; and a statement that, due to the serious health condition, the employee is unable to perform the function of his or her position.

Under FMLA, the certification should also contain the diagnosis and methods of treatment. But under CFRA, which applies to most California employees, the medical diagnosis and method of treatment is confidential and need not be included in the certification.

CFRA administrative regulations contain the following rules for em-

ployers that question an employee’s medical certification.

- If the employer believes the certification is defective, it must give the employee an opportunity to fix it.
- The employer may not refuse the certification unless it has reason to believe that the employee is not entitled to the leave.
- Even if the employer doubts the employee is entitled to the leave, they cannot compel the employee’s doctor to provide additional information. Instead, the employer may seek a second opinion, at the employer’s cost. If the second opinion disagrees with the first, the employer may seek a third opinion.

If the third opinion confirms the second, the employer may deny the leave and is protected from a lawsuit by the employee. If it confirms the first, however, the employer must permit the leave.

But the California Supreme Court recently decided, in *Lonicki v. Sutter*

Health Center, 43 Cal.4th 201 (2008), that employers are not required to follow the CFRA medical dispute resolution procedure when they dispute an employee’s documentation certifying eligibility for CFRA leave. Instead, the Court ruled, employers may deny the leave without seeking additional opinions, provided the employer has a valid basis to do so.

The employee may contest the employer’s decision, and the employer will not be immune from suit as it would be had it followed the CFRA procedures.

On the other hand, some courts have ruled that the federal FMLA rules, which are comparable to the CFRA rules, do compel the employer to seek a second and third opinion before it may deny leave.

Thus an employer that refuses medical leave without getting a second and third opinion does so at its peril.