



# TEAMSTERS

## Northern California

Serving more than 70,000 Teamsters and their families

Volume 54, Number 2

May/June/July 2009

## Longtime Joint Council 7 President Chuck Mack steps down

**C**HUCK MACK BEGAN HIS CAREER as a Teamster in 1962, loading trucks and driving. He spent the next 47 years working to ensure that Teamster drivers—in Local 70, in the western region and across the nation—maintained excellent benefits and meaningful work. He will step down at the end of May from all of his Teamster positions to become the union co-chair of the Western Conference of Teamsters Pension Trust.

Sit down with Chuck and he can tell you stories about struggles with employers, politics and the way the industry has changed. But what gets him most charged up is his devotion to the membership. “It’s always been about the members—that’s been what’s made the job fun,” he says.

“The most rewarding part of the job is that I meet with members on company time and listen to what they have to say. All my career, I’ve kept responsibility for terminals; currently, I have Mills College and Rodgers Trucking. That contact with members keeps me grounded and reminds me why I got in this. Unfortunately, the higher you go with the Teamsters, the farther away you get from the members.”

Mack says he’s had numerous opportunities to watch how having a union improves people’s lives. “When we first organized Oakland Scavenger, now Waste Management, most of the workers were from Mexico and their main interest was just getting money to send back to Mexico. They didn’t really care about the jobs. But we gave those jobs value. We got those workers health benefits and pensions, the ability to provide for their families and dignity for their work. They soon became the union’s strongest supporters.”

Making life better for the members has been Chuck’s charge through his entire Teamster career. “Our members have better health care coverage than most CEOs and 90% of the workers in this country. I’m proud of that.” That’s why he’s worked so hard for the port drivers to organize, not only in Oakland, but across the nation.

Chuck was first elected as a business agent in 1966. Three years later, he was re-elected with the largest number of votes in Local 70’s history.

In 1971, he was asked to go to Sacramento to work with the California Teamsters Public Affairs Council to lobby the legislature. “This was a



Joint Council 7 President Chuck Mack (at right) leads Teamster delegation to meet with Assemblymember Sandre Swanson (4th from right) in Sacramento.

fascinating learning experience about how government worked, but I knew it wasn’t the career direction for me. I was following policy, not setting it,” he said. That experience proved useful, however, when Chuck became chair of the Teamsters Public Affairs Council.

As soon as the 1971 legislative session was over—and it turned out to be the longest in history—Mack made

his way back to the East Bay and ran for the position of Secretary-Treasurer of Local 70. He won the four-way race handily, and has maintained the position ever since.

“Jimmy Muniz was president of the local and frankly, we had been rivals. But once I was elected, we forged a bond out of our differences that ultimately held the union together. Our

*continued on page 2*

## Push is on for Employee Free Choice Act



Above: State Senator Mark DeSaulnier addresses the March 17 rally at the Capitol for Employee Free Choice Act.

Left: Teamsters demonstrate their support for Free Choice.

Labor’s top priority, the Employee Free Choice Act (EFCA), was formally introduced in Congress on March 10. This bill would make it easier for workers to form unions and reduce management’s ability to intimidate and dissuade workers from unionization.

“If we want a fair and sustainable recovery from this economic crisis, we must give workers the ability to stand up for themselves and once again share in the prosperity they help to create,” said Rep. George Miller (D-CA), as he introduced the bill in the House.

The importance of the legislation is clear. Polls show that 60 million U.S. workers would join a union if they could because union workers on average make 30% more in wages and are more likely to have health insurance than non-union workers.

### Lining up Feinstein

Unions held demonstrations across California in March, culminating with a rally in Sacramento on the 17th.

One of the votes that bill supporters had been counting on was that of Dianne Feinstein who had sponsored the bill in 2007. She has since declared that she won’t support it as currently written. California unions have launched a massive letter-writing campaign to regain her support.

“After every recession, business always comes back, but unions have less members. Passing the EFCA gives unions a fair chance to recover from this recession in a stronger position to gain members and rebuild the middle class,” said President Chuck Mack. “We’ll need to pull out all the stops to make sure it passes.”



## Mack to step down after 26 years at helm of Joint Council 7

*continued from page 1*

strength was our militant support of our members, getting good contracts, and being progressive. We brought stability to the local that it hadn't seen for 20 years."

Mack was elected to serve on the Joint Council in 1972, and became President in 1982. He was elected Western Region Vice President in 1996 on the Hoffa ticket. These positions expanded the reach of his work for Teamsters.

He talks with pride of the four-month strike at Fleming Foods in 1989, when 4,000 Teamsters across the nation were mobilized to go out in support of Local 70 members, who saw their contract gutted. "This showed us the power of acting jointly. Ultimately, an arbitrator restored what the company had taken away and everyone could hold their heads high."

With the Watsonville Canning/Richard Shaw fight on behalf of Local 912, Mack says he saw firsthand, the power of money. "We learned that the company wanted refinancing from

Wells Fargo so they could keep the strike going. We informed the bank that the pension plan, which had billions invested at the time, might move those investments if the financing went through. Suddenly, after the members had been on strike for two years, we had a new contract in two days. It was Teamsters at our best."

Some of the biggest challenges that Mack faced during his tenure were the deregulation of the trucking industry, which made good union employers un-



competitive and put them out of business, and the trade agreements, like NAFTA and the WTO, which were neither free nor fair. "The common thread was that these basically changed the rules of the game to the advantage of those with money. And they were both supported by the Democrats. That was the most frustrating aspect."

Mack says that the biggest challenge he sees in the future will be passing the Employee Free Choice Act. "It's our turn to change the rules of the game, because the system, as it's evolved, is decidedly in favor of management. Passing EFCA will have consequences for the labor movement and for the middle class."

Due to the sudden death of longtime pension trust chair Tony Lock, Mack decided that the time was right to make a move, and he will become pension trust chair on June 1. Chuck is coming to the position with some experience; as a trustee since 1981, he's the longest-serving trustee on the union side.

"It's going to be a challenge. Certainly, we need a turnaround in the economy to reverse the disastrous outcomes of 2008. The Western Conference Fund got hit in 2008 like every other plan, but not as hard as some of the others. We have to watch it closely to protect the interests of our members and their families.

"Chuck Mack is one of the most dedicated and engaged labor leaders I have ever worked with and I will miss his counsel and friendship," said Jim Hoffa, Teamsters General President. "I wish him well in his future endeavors."

The Joint Council Executive Board met on April 22 and elected Local 853 Secretary-Treasurer Rome Aloise to become Joint Council 7 President as of June 1. Aloise was also named to the IBT Vice Presidential slot until the next election.

### Chuck Speaks!

(Top—Left to Right) Waste Management strike, 2007; UFCW's chain store lockout, 2004; Joint Council 7's 100th Anniversary, 2007; Chuck, Rome Aloise and IBT General President Jim Hoffa, 1998.

(Left) Port rally for good jobs & clean air, 2008



### Secretary of Labor's first public appearance is at California labor conference

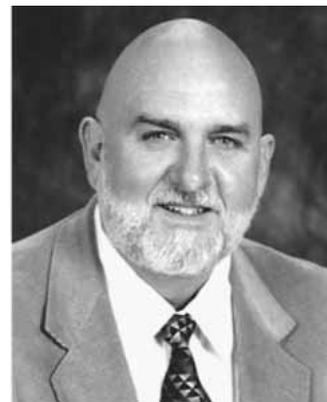
Local 350 Secretary-Treasurer Robert Morales meets with Labor Secretary Hilda Solis at labor's legislative conference in Sacramento, March 17, 2009.

## Pension Trust mourns loss of a true champion

Tony Lock, union chair of the Western Conference of Teamsters Pension Trust since 1994, died on March 20 after a lingering illness.

While Lock served as chair of the Pension Trust, its assets more than doubled despite the challenges of economic weakness and several major employers closing their doors. Tony demonstrated a deep understanding of investments, plan design and actuarial principles. His leadership was instrumental to the WCTPT's success and its reputation as the finest Labor-Management Pension Trust in the nation.

Lock began his career in the grocery industry in Phoenix, Arizona. He became a union official in 1970 with Teamsters Local 104, and later was elected as their principal officer, where he served for several years. His Teamster career included stints as Western



Teamster and Pension Trust Chair Tony Lock

Conference Warehouse Director among other roles. In the late 1980s, Lock served as National Warehouse Director for the International Brotherhood of Teamsters, where his stamp on hundreds of national labor agreements is found to this day.

"He was one of the best bargaining strategists I've ever met. He

mentored a whole generation of us in grocery negotiations—not only on the West Coast but nationwide," said Local 853 Secretary Treasurer Rome Aloise, who has been a WCT Pension Trustee for many years. "He earned a lot of credibility for the Teamsters Union with employers. He was always known as a man of his word. He was someone who employers and members alike trusted."

Tony is survived by his wife of 40 years, three children and five grandchildren.



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## May 19 Special Election

When the state legislature finally passed a budget in February, several pieces of their package needed to be approved by the voters. These items are represented by Propositions 1A through 1F on the **May 19 Special Election** ballot. Following are the recommendations of the California Teamsters Public Affairs Council Executive and Policy Board:

### Proposition 1A NO

#### “Rainy Day” Budget Stabilization Fund

Changes the budget process. Could limit future deficits and spending by increasing the size of the state “rainy day” fund and requiring above-average revenues to be deposited into it, for use during economic downturns.

**Fiscal Impact:** Higher state tax revenues of roughly \$16 billion from 2010-11 through 2012-13. Over time, increased amounts of money in state rainy day reserve and potentially less ups and downs in state spending.

### Proposition 1B YES

#### Education Funding

Requires supplemental payments to local school districts and community colleges to address recent budget cuts.

**Fiscal Impact:** Potential state savings of up to several billion dollars in 2009-10 and 2010-11. Potential state costs of billions of dollars annually thereafter.

### Proposition 1C YES

#### Lottery Modernization Act

Allows the state lottery to be modernized to improve its performance with increased payouts, improved marketing, and effective management. Requires the state to maintain ownership of the lottery and authorizes additional accountability measures. Protects funding levels for schools currently provided by lottery revenues.

**Fiscal Impact:** Allows \$5 billion of borrowing from future lottery profits to help balance the 2009-10 state budget. Debt-service payments on this borrowing and higher payments to education would likely make it more difficult to balance future state budgets.

### Proposition 1D YES

#### Children’s Services Funding

Temporarily provides greater flexibility in funding to preserve health and human services for young children while helping balance the state budget in a difficult economy.

**Fiscal Impact:** State General Fund savings of up to \$608 million in 2009-10 and \$268 million annually from 2010-11 through 2013-14. Corresponding reductions in funding for early childhood development programs provided by the California Children and Families Program.

### Proposition 1E YES

#### Mental Health Funding

Helps balance state budget by amending the Mental Health Services Act (Proposition 63 of 2004) to transfer funds, for two years, to pay for mental health services provided through the Early and Periodic Screening, Diagnosis and Treatment Program for children and young adults.

**Fiscal Impact:** State General Fund savings of about \$230 million annually for two years (2009-10 and 2010-11). Corresponding reduction in funding available for Mental Health Services Act programs.

### Proposition 1F YES

#### Elected Officials’ Salaries. Prevents Pay Increases During Budget Deficit Years.

Prevents elected members of the legislature and statewide constitutional officers, including the governor, from receiving pay raises in years when the state is running a deficit. Prevents the Citizens Compensation Commission from increasing elected officials’ salaries in years when the state Special Fund for Economic Uncertainties is in the negative by an amount equal to or greater than one percent of the General Fund.

**Fiscal Impact:** Minor state savings related to elected state officials’ salaries when the state is expected to end the year with a budget deficit.



## President’s Report

by  
**Chuck Mack**

### Ending my 43-year Teamster journey

At the end of this month, I will end my career as an elected Teamster representative. I’ll step down as President of Joint Council 7, Secretary-Treasurer of Local 70 and Vice President Western Region for the International Union.

It’s been quite a journey. I was first elected Local 70 Business Agent 43 years ago this month. In 1972, I was elected Secretary-Treasurer and, that same year, was asked to serve on the Joint Council Executive Board by its’ President, Joe Diviny.

I was elected Joint Council President in 1982. Who would have believed that this at-times wayward Local 70 member, whose first steady job was Garrett Freight Lines, would end up as the second longest-serving president of Joint Council 7. (Mike Casey of Local 85 holds the record at 30 years, 1907-1937).

To those who might wonder...I’m in good health aside from the aches and pains that come to someone in their 60s, and I am not retiring.

My co-trustees on the union side of the Western Conference of Teamsters Pension Trust, asked me to fill the co-chair vacancy created by the untimely death of Tony Lock. I accepted and will start full time on June 1.

It was not an easy decision. I have loved representing members, handling their grievances, negotiating their contracts and organizing the unorganized. I love visiting work sites—barns, when I first started—and talking, laughing and arguing with the rank and file. More important, listening to what they had to say. Teamster members are smart—okay, I’ve met a few exceptions over the years—but they know what they want and, generally, how to get it.

Working with our locals was just as fulfilling. We’ve accomplished a great deal. Who can forget the beverage strike of 1972...the chain store disputes of the late ‘70s and ‘80s...the Fleming Foods strike of 1988...and our battle with Safeway in the early ‘90s? And one of the toughest of all...the Local 912 Richard Shaw/Watsonville canning dispute that lasted over two years. Add to this the strikes in Freight and the 1996 battle at UPS. It was a busy, exciting and challenging time. Over all, we did well because of the commitment and courage of our local union leaders and the patience, guts and discipline of our members.

Moving to the Pension Trust will also have its challenges. The depth of the economic turndown in 2008 was unexpected and severe. My new position will require constant oversight of the Plan and leadership that will protect the benefits for our members and their families. I look forward to the opportunity.

Moving to the pension will also be a lifestyle change. I’ll be doing one job rather than five and that means more time for family—Marlene, our four daughters, sons-in-law, and our eight grandchildren. Over the years, I’ve missed much...the birth of a daughter, high school graduations, back-to-school nights, first dates, birthdays, anniversaries and so many of the games...soccer, softball, basketball, etc. I want to be part of that in the future, so it’s time.

The challenge ahead for the Teamsters is immense. There are no quick and easy solutions but, as in the past, the combination of strong leadership and strong members insures that we will prevail.

The Joint Council 7 Executive Board has chosen Rome Aloise to serve as President. Rome will also replace me as International Vice President. A good choice for both positions. No one works harder and he has proven over the years that he can solve problems and deliver for Teamster members. The Joint Council is in good hands.

To our locals, officers, officials, staff and members—thank you for your help, generosity and support. There is no greater honor than being elected by your co-workers to represent them. Likewise, there is no greater responsibility. I’ve always tried to remember that.

Over the last four decades, you gave me something that is invaluable, something that few people receive—a cause rather than a job.

May God bless you and your families,

In union,

*Chuck Mack*



## AROUND THE LOCALS

### Hotel Council honors Local 856 member for lifetime achievement

San Francisco's picturesque skyline, breathtaking bridges and quirky neighborhoods are just some of the reasons that keep visitors returning to the city—the exemplary hospitality they receive at the hotels staffed by Teamsters is another.

Last March, Local 856 member and Hilton San Francisco Front Desk Group Leader and Trainer Nora Johnson was acknowledged for doing her part to further San Francisco's hospitable image when the Hotel Council of San Francisco honored her with the

Lifetime Achievement Hotel Operations Award at the Sixth Annual Hotel Heroes Awards in March.

The award recognizes those who work in the hospitality industry in San Francisco and go above and beyond the call in meeting the needs of their guests, representing the very best the city has to offer.

Johnson's managers at the hotel decided she was an obvious choice for this award and submitted her name. Thorough, patient, kind, and gracious are just a few of the laudatory words

they used to describe her in their nomination.

"It's a great honor, it's very special," Johnson said upon receiving the award.

Johnson has been at the San Francisco Hilton's front desk and a Teamster for 36 years. "I enjoy talking to and helping people," she said when asked what drew her to the hospitality business.

Soon after she started at the Hilton, she found herself in a Group Leader position, training new employees. She has since passed down her knowledge to more than 600 people. "It's a sense of accomplishment when you see the new employees go out on their own."

Aside from the specific policies and procedures she teaches, Johnson said the most important thing she strives to instill is to give excellent customer service. "If you do that, everything will fall into place."

Local 856 President Julie Wall has known Johnson for more than 20 years. "She's as devoted to her job today as she was when I first met her," Wall said.

A natural leader, Johnson was an obvious choice to fill some very big shoes when 40-year member Myrtle Hamilton retired and left the Shop Steward position open.

"She knows the contract inside and out and can take care of some issues at her level," Business Representative



Nora Johnson on stage accepting her Hotel Heroes Award in March.

### Local 665

#### Local 665 members hit home run

Teamsters employed at AT&T Park in San Francisco ratified a new five-year contract in March, bringing job security to the start of the new baseball season.

"We are grateful to begin a new season at the San Francisco Giants home stadium with a new collective bargaining agreement in place," said Local 665 President Mark Gleason. "These workers will not have to worry about their jobs, even during these tough economic times."

Many ballpark Teamsters, who work at the parking concessions around the stadium, have been employed since the Giants played at Candlestick Park. With the new agreement, these workers will keep their seniority, however, they must be

available for schedules during the baseball season.

"The contract now states that seniority will continue for everyone who works the baseball season, so regularly scheduled workers will have employment throughout the next five years," Gleason said.

Local 665 members direct traffic and collect parking revenue during busy game days when thousands of Giants fans descend upon the stadium area in the north east corner of San Francisco.

Wage improvements are scheduled during the second through fifth year of the contract, and range from, currently, \$13.00 an hour for directors, to \$21.80 an hour for cashiers, in the last year of the agreement.

### Local 315

#### Save Mart sticks with the union

Instead of facing another warehouse closure, Local 315 was able to keep the Save Mart Vacaville warehouse open and under union contract.

Even before the 2009 contract negotiations began, the company let the union know that they planned to close the Vacaville facility and subcontract the operations to CNS, which runs their Stockton warehouse. CNS has a contractual relationship with the Stockton Teamsters local, so the jobs would have stayed union, but the closure would have forced the 250 members of Local 315 either to choose between transferring to Stockton or losing their jobs.

"After meeting with the union and the members of the bargaining team, the company decided to make a go of it in Vacaville," said Local 315 Presi-

dent Carlos Borba. "Both the union and Save Mart decided to make a commitment to make the facility work."

The bargaining team got a three-year agreement that provides for two one-year extensions. Borba wanted to especially thank the team, which included: Bob Cross, Tim Palacios, Bill Whalen, and Janet Mauldin from the warehouse, and drivers Dominique Smith, Tom Clark, and Chris Owens. "They were very helpful and I'm very appreciative of their support," he said.

"We're hoping to get even more work into the facility. We're looking for a positive working relationship going forward and encourage our brothers and sisters to shop at Save Mart and Lucky's and help with their success," Borba added.

### Local 278

#### UPS ordered to rehire South City driver

United Parcel Service has been ordered to hire back a driver wrongfully terminated after refusing to drive in bad weather, the U.S. Department of Labor said recently.

The order came after an Occupational Safety and Health Administration (OSHA) whistleblower investigation into the man's firing, which the Labor Department says was retaliation for him refusing to drive on November 13, 2006, after he complained of vision problems and expressed concerns about his ability to drive safely in rainy and foggy weather that day.

The man, a member of Teamsters Local 278 who worked out of UPS's South San Francisco facility, was fired the same day, according to Deanne Amaden, spokeswoman for the Labor Department's regional office in San Francisco.

The federal Surface Transportation Assistance Act prohibits employers from firing drivers for refusing to work in unsafe conditions, even if those conditions persist for only a day.

"He wasn't feeling well, his vision wasn't working well, and on top of that, there were adverse weather conditions that made it more difficult for him to see safely and feel like he could operate a vehicle safely," Amaden said.

UPS has been ordered to rehire the driver immediately, even pending a possible appeal of the decision, which the company has up to 30 days to consider.

UPS has also been ordered to pay the employee's back wages, benefits, compensatory damages and \$50,000 in punitive damages.



## JC7 ORGANIZING

### Time is now for every member to play a role in building power through organizing

By Pilar Barton

#### Joint Council 7 Organizing

The pro-business media would have us believe that the economic devastation confronting our nation is the fault of the “pampered workers with their luxurious lifestyles.”

The same political leaders who call for an end to school lunches are all too happy to hand over blank checks to corporate CEOs for running businesses into the ground.

They may believe that the average worker has merely a dim perception of these facts, but they’d be wrong. Workers in this country realize, now more than ever, that pro-labor ideas are relevant and the population is very much ready for them.

#### Shining light into the darkness

Despite colossal amounts of corporate propaganda, Americans still maintain their traditional attitudes. The overwhelming majority believes that working people have too little voice in public affairs, that the government is responsible for assisting people in need, and that spending for education and health should take precedence over budget-cutting and tax cuts. The majority of Americans are against proposals that benefit the rich and harm the general population.

Organizing is crucial to the survival of working families in this critical time. It is vital that every member in Joint Council 7 play a key role in building union power through organizing.



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

#### Human spirit vs. corporate tyranny

The drivers at Stericycle in San Leandro began organizing for union representation in November, 2008. During the election campaign, managers threatened and attempted to bribe and terrorize the workers.

As the election was about to take place, the company illegally held the workers captive, with one-on-one

meetings. In one case, a manager gripped a worker and physically tried to block him from voting. The election was won two to one, but the employer filed “objections”—a typical stall tactic.

After the election, one manager bragged that he would “fire all who voted for the union one by one and have fun doing it.” A week later, he targeted workers who had spoken publicly in favor of the Employee Free Choice Act and fired them on false grounds.



Chuck Mack introduces Secretary of Labor Hilda Solis to three workers fired due to their involvement in organizing campaigns. (L to R) Juan Vasquez and Carlos Reyes were employed by Stericycle, but were fired after Local 70's successful organizing drive. Brendan White was discharged during Local 150's organizing campaign at Keystone.

We have filed numerous charges with the Labor Board, including a request for 10J injunctive relief. We have also found poignant and powerful ways to expose union-busting and stimulate support for the workers. Chuck Mack introduced the terminated workers to Labor Secretary Hilda Solis. We have been working with Senator Dianne Feinstein’s office to alert her to the need for a better union election process. We have conducted several radio interviews about the Stericycle workers’ plight. Rank and file members of Local 70 have done informational picketing and leafleting in Stericycle supervisors’ neighborhoods.

While organizing is still no easy task in this country and while we fight ferociously for passage of the Employee Free Choice Act, we can take heart that one thing still holds true: powerful corporations are no match for worker unity coupled with community support. The Stericycle workers will prevail. Their gains will send a message to corporations everywhere that, indeed, “workers united will never be defeated.”

#### Other News

Several locals are conducting strategic organizing campaigns that we will report on as they develop. When possible, we are working on card-check agreements on upcoming campaigns. Organizing trainings are scheduled at a couple of locals.

If you are interested in attending, or helping to organize, please contact me at the Joint Council 7 office.



## YOUR LEGAL RIGHTS

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

From the Law Office of  
Beeson, Tayer & Bodine

President Obama’s stimulus bill provides that the federal government will pick up 65% of the cost of your health care premiums if you are “involuntarily terminated” or laid off. Employees who lose their job can continue their health coverage (normally for up to 18 months) if they pay 102% of the cost of the coverage (called the “COBRA” premium). Under the stimulus bill, the federal government will subsidize 65% of the COBRA premium for employees and their dependents who lose their coverage because of an “involuntary termi-

nation” which occurs between September 1, 2008 and December 31, 2009. The subsidy applies for up to nine months.

The stimulus bill also extends the time you have to elect COBRA coverage. Normally, you only have 60 days from when you receive notice from your health plan to elect COBRA coverage. Under the stimulus bill, if you were involuntarily terminated between September 1, 2008 and February 16, 2009 and did not elect COBRA coverage, you may elect COBRA coverage for the remainder of your COBRA period. The law requires your health plan to get out a notice about this second chance to elect

COBRA by April 18, 2009.

The subsidy applies only to individuals who lost coverage due to “involuntary termination.” Therefore, it is not available to someone who lost coverage due to retirement, reduced work hours, or voluntary resignation. However, the federal government is interpreting the “involuntary” part of involuntary termination very broadly. So, if your employment ends because,

- You quit because your hours have been reduced;
- Your job was seasonal or temporary;
- You resign or retire because you were/or are about to be terminated or laid off;
- You volunteer for furlough to avoid a layoff;
- You plant shuts down (even if you were offered work at another facili-

ty and declined) or

- You are called up for military duty...  
...you are eligible for the federal COBRA subsidy.

If you apply for COBRA coverage and believe you are eligible for the subsidy, your health plan will probably require you to sign a form stating that you were terminated involuntarily. If you are eligible for the subsidy, your health plan will simply reduce your monthly premium cost by 65%. You will not actually receive the subsidy directly from the federal government because it is paid to your health plan, which passes the savings on to you. If you have already been paying at the full rate for coverage between September 2008 and December 2009, you may be entitled to a refund. Contact your plan for more details.

# TEAMSTERS JOINT COUNCIL 7

## Executive Board

Chuck Mack—President  
 Steve Mack—Vice President  
 Robert Morales—  
 Secretary-Treasurer  
 Rome Aloise—  
 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 665, Daly City

At the June 25th Membership Meeting, a vote will be taken to suspend General Membership Meetings for July, August and September, 2009.  
*Ernie Yates, Secretary-Treasurer*

## Retired Safeway Drivers & Mechanics Luncheon

All former and retired drivers and mechanics who worked in the San Francisco Division of Safeway Stores Inc. are invited:

*August 15, 2009  
 12 Noon – 5 p.m.*

*Napa Elks Lodge • 2840 Soscol Avenue, Napa, CA 94558  
 \$36: BBQ steak, chicken and trimmings. No host bar.*

Please secure a seat as early as possible as seats are limited and an accurate head count is necessary for preparing food. Deadline for receiving money is July 25, 2009. Make checks payable to: "RSDML" c/o Gerold Tower, 8641 Lake McCumber Rd., Shingletown, CA 96088

For more info, call Jerry Tower (530)604-8896 or Dennis Estep (510)223-2047.

## UNION SECURITY NOTICE

THIS NOTICE IS PRINTED TO MAKE SURE YOU UNDERSTAND YOUR FINANCIAL OBLIGATION TO THE LOCAL UNION THAT REPRESENTS YOU IN COLLECTIVE BARGAINING

If your job is covered by a Union security clause in your collective bargaining agreement, the law provides three different methods for you to comply with its obligations:

1. You may become a full member of the Union by paying the initiation fee and monthly dues required pursuant to the Local's Bylaws.
2. You can pay the initiation fee and monthly dues without becoming a member.
3. You can become a "service fee payer," that is, you can pay the percentage of the initiation fee and monthly dues that represents your pro rata share of the collective bargaining expenditures of the Union.

The amount of the service fee is calculated each year by determining the percentage that the Union's collective bargaining expenditures bears to its total expenditures, and applying that percentage to the regular initiation fee and monthly dues. You can obtain this dollar amount upon request to the Local. Under the law, you have the right to challenge the correctness of the Local's calculation of the service fee payment. Procedures for doing this will be explained to you by your Local if you decide to satisfy your Union security obligation by paying a service fee.

A service fee payer is not a member of the Union, and is not entitled to participate in Union affairs.

## 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 |     |              |

## In Memoriam

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

### Local 70

ALEXIUS, Welton L.  
 BEAUGHAN, Elvin E.  
 BETZ, William R.  
 CARIJA, Paul  
 CONNOR, Tim  
 HERNANDEZ, Ben  
 LARSEN, Charles  
 MARTINEZ, Joseph  
 MEES, Walter P.  
 MORELLI, James V., Jr.  
 PULIDO, Jesse  
 SANCHEZ, John M.  
 SHORT, Robert N.  
 SOFFIOTTO, Andrew B.

### Local 78/853

BOTELHO, Gary  
 FREITAS, Henrietta  
 MAHONEY, Daniel J.  
 RODRIGUES, Joseph B.

### Local 85

ANDERSON, Wesley  
 CAULFIELD, Mark  
 FAHEY, Thomas P.  
 LARSON, William I.  
 MCDERMOTT, Richard  
 TURPIN, Robert

### Local 216/853

HETZER, Richard H.

### Local 287

BLUE, Duane  
 COON, Donald  
 CORDOVA, Arthur M.  
 DOWNS, Harry  
 DUCKETT, Claude A.  
 HEDGES, Gary  
 KEEN, Hurbert  
 NAKAI, Hank H.  
 NELSON, Yngve "Harold"  
 OBLAND, Robert E.  
 PEREZ, Roy R.  
 POWER, James  
 STRAIGHT, Chester R.  
 SULLIVAN, James  
 VIERRA, John A.

### Local 296/853

ARIENTE, Gerald  
 BERNI, Joseph

### Local 315

BIRELEY, Jerry  
 CARPENTER, Russell  
 DEVINCENZI, Emil  
 FIERRO, Ernie  
 FOLEY, Terry  
 GRIMM, David  
 JONES, Calvin  
 MANSFIELD, E.B.  
 MATSUSHINO, David  
 PARTRIDGE, Sydney, Jr.  
 ROWE, Luther  
 SAWICKI, Frank  
 SEBASTIANI, Antonio

### Local 350

PETERPOSTEN,  
 William T.

### Local 484/315

INGRAHAM, Marvin  
 ROBERTS, Edward

### Local 490/315

BROWN, Jason  
 GILIHAN, Eugene

### Local 588/853

GARFIELD, Chris  
 HEDLIN, Dale  
 MAGERS, Frankie Marie

### Local 624

BAUER, Michael F.  
 TRUPIANO, Mark

### Local 665

MOHAMMED, Shahim

### Local 853

ABRUZZO, Joseph  
 DONATI, Rudy  
 GILLARD, Greg S.  
 JOHNSON, Melba  
 MARROQUIN, Jose  
 MUNOZ, Victor

### Local 856

KERSEY, Judith

### Local 890

GARCIA, Ray Sanchez  
 MORALES, Joe  
 MORALES, Maria D.  
 SALAZAR, Raul  
 ZARCO, Jose

### Local 896

ANTON, Kamby  
 DEL REAL, Marc

### Local 912

DAVIS, Thomas  
 MONTEJANO,  
 Manuel Castello  
 RODRIGUEZ, Mercy

### Local 921/853

ZOTTI, Reno

### GCC Local 583/853

ARIETA, Mary  
 BLUM, Ed  
 CAULFIELD, Phillip  
 COERSI, James  
 COOK, James  
 HAFFNER, David  
 LAWNCIZAK, Joseph  
 MILLER, Stephen K.  
 MULLIN, Penny  
 MORIKAWA, Henry  
 NORTH, Arthur  
 VAN GORDER, Stanley  
 WALKER, Katherine  
 WHITESIDE, Edward  
 WIGHT, James



# NOMINATIONS & ELECTION NOTICE — LOCAL 890

## NOTICE OF NOMINATIONS AND ELECTION OF OFFICERS OF LOCAL 890

Notice is hereby given of the nomination and election of the following officers of Local 890: President (Principal Officer), Secretary-Treasurer, Vice-President, Recording Secretary, and three Trustees for a three (3) year term.

### Nominations

Nominations will be accepted at a Special Membership Meeting of Local Union 890 to be held on Thursday, August 13, 2009 at 8:00 p.m. at the Santa Lucia Room, Community Center, 940 North Main Street, Salinas, California.

Nominations must be made and seconded from the floor by members of Local Union 890, in good standing with dues paid through July 2009. Any back dues or fees may be paid at the Local Union office through 5:00 p.m. on August 12, 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 President.

### Eligibility to Nominate or Run for Office

To be eligible to be nominated for Local Union office, a member must satisfy the requirements of Article II, Section 4 of the International Constitution. An eligible candidate must be a member in continuous good standing of Local Union 890 and actively employed in the craft within the jurisdiction of the Local, for twenty-four (24) 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 checkoff 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 deductions from the member's pay in any month in which the member had any earnings from which deductions could have been made.

The eligibility of seasonal workers in the seasonal food industry to nominate candidates is governed by Article XXII, Section 4 (c) of the IBT Constitution. Such persons shall be eligible to nominate candidates 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 by submitting a written request to the Local Union President.

### 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 890 on or about August 26, 2009. All ballots must be received at the designated return address by 10:00 a.m. on Monday, September 14, 2009. Members who have not received a ballot by

Monday, August 31, 2009, may call the Local Union Office at this toll free number: (800) 300-5743 to request a ballot. Duplicate ballots may be requested through September 8, 2009.

Instructions for the completion of the mail ballot will be enclosed in the ballot package. This is a secret ballot vote. You should mark your ballot in private and mail your ballot, sealed in the secret ballot envelope, to the designated post office box in the postage paid Business Reply Envelope provided. Do not give your ballot to anyone under any circumstances.

To assure that the maximum number of members receive a ballot, the Local Union will make all efforts to correct incorrect addresses. You may also call the Local Union at this toll free number: (800) 300-5743, properly identify yourself, and provide the Local Union with the correct address. You can also leave a message on the Local's voice mail. You must properly notify the Local Union of any address change by August 21, 2009.

### Eligibility to Vote

To be eligible to vote in this election a member of Local 890 must be in good standing with their initiation fees and dues paid through August 2009. Members have until 3:00 p.m. on Friday, September 11, 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 failure by an employer to send deducted dues to the Local or to make proper deduction from the member's pay in any month in which a member has any earnings from which dues could have been deducted.

The eligibility of seasonal workers in the seasonal food industry to vote is governed by Article XXII, Section 4 (c) of the IBT Constitution. Such persons shall be eligible to vote 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.

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 bodies in the order or priority set forth in the Local Union Bylaws.

### Protests

Any pre-election protests must be filed with the Local Union 890 Secretary-Treasurer in accordance with the provisions of Article XXII Section 5(a) of the International Constitution. Any post election protest must be filed with Joint Council 7 in accordance with Article XXII, Section 5(b) of the International Constitution.

Copies of the Articles of the International Constitution, the Local Union 890 Bylaws and the rules governing the conduct of this election are available, upon request from the Local Union.

Fraternally,  
*Crescencio Diaz, President*

## AVISO DE NOMINACIONES Y ELECCION DE OFICIALES DEL LOCAL 890

Por la presente se da aviso respecto al nombramiento y la elección de los siguientes oficiales del Local 890 de la Unión: Presidente (Oficial Principal), Secretario-Tesorero, Vice-Presidente, Secretario de Actas y tres Fiduciarios por un termino de tres (3) años.

### Nominaciones

Se aceptarán nominaciones en la Reunión Especial de Miembros del Local 890 el día Jueves 13 de Agosto, 2009 a las 8:00 p.m. en el Salón Santa Lucia en el Centro Comunitario de Salinas, 940 North Main Street, Salinas, California.

Las nominaciones se tienen que proponer y secundar desde el piso de la asamblea por miembros del Local 890, acreditados con sus cuotas pagadas hasta el mes de Julio de 2009. Cualquier cuota o deuda atrasada se puede pagar en la oficina del Local 890 hasta las 5:00 p.m. el 12 de Agosto de 2009. Los nombrados tienen que aceptar su nombramiento en persona o si están ausentes, por escrito para solo u n puesto. Las aceptaciones escritas tienen que someterse al Presidente del Local de la Unión.

### Elegibilidad para Nominar o Correr para Oficina

Para ser elegible para ser nominado para un puesto del Local de la Unión, el miembro tiene que satisfacer los requisitos del Artículo II, Sección 4 de la Constitución Internacional. Un candidato elegible tiene que estar al corriente y acreditado continuamente con el Local 890 de la Unión y estar empleado activamente en el oficio bajo la jurisdicción del Local por 24 meses previos al mes de la nominación. "La acreditación continua" se define como cumplimiento con los requisitos respecto al pago puntual de las cuotas, y ninguna interrupción de la membresía activa debido a suspensiones, expulsiones, retiros, trasposos o incumplimiento de pago de multas o cuotas.

Un miembro que trabaje en una compañía donde le rebajan las cuotas de su cheque no perderá su buen estado con la Unión como resultado de la tardanza o falta de pago por parte de la compañía o debido a que la compañía haga las deducciones apropiadas en cualquier mes cuando el miembro tuvo las ganancias para que dichas deducciones se pudieran haber hecho.

Los candidatos potenciales deben de revisar su elegibilidad, y la elegibilidad de sus nominadores y secundadores, antes de la junta de nominaciones sometiendo una petición por escrito al Presidente del Local de la Unión.

### Elección

La elección será conducida por balota por correo. Las balotas se enviaran por correo a todos los miembros activos y nuevos solicitantes elegibles para membresía en el Local 890 para el día 26 de Agosto de 2009. Todas las balotas deben ser recibidas en el remitente designado para las 10:00 a.m. el Lunes, 14 de Septiembre, 2009. Miembros quienes no hayan recibido una balota para el Lunes 31 de Agosto de 2009, pueden llamar a la oficina del Local 890 al numero gratis (800) 300-5743 para pedir una balota. Balotas duplicadas pueden pedirse hasta el 8 de Sep-

tiembre, 2009.

Instrucciones para llenar las balotas irán juntas con el paquete de la balota. Esto es un voto secreto. Usted debe marcar su balota en privado y enviarla por correo, en un sobre sellado y secreto, a la caja postal del correo en el sobre con franqueo pagado proveído en el paquete. No le de su balota a nadie bajo ninguna circunstancia.

Para asegurar que el máximo numero de miembros reciban su balota, el Local de la Unión hará todo lo posible por corregir direcciones incorrectas. Usted también puede llamar al Local de la Unión a su numero gratuito (800)300-5743, e identificarse apropiadamente, y proveer al Local su dirección correcta. También puede dejar un mensaje en la contestadota de recados del Local. Usted tiene que notificar al Local de su cambio de dirección para el día 21 de Agosto de 2009.

### Elegibilidad para Votar

Para ser elegible para votar en esta elección un miembro del Local 890 tiene que estar en buen estado con respecto a sus cuotas y cuotas de iniciación tienen que estar pagadas hasta el mes de Agosto 2009. Los miembros tienen hasta las 3:00 p.m. el día Viernes 11 de Septiembre para pagar sus cuotas y cuotas de iniciación en la oficina del Local de la Unión para que sus votos sean contados. Bajo la Constitución Internacional, cualquier miembro que trabaje en una compañía donde le rebajan las cuotas de su cheque no perderá su buen estado con la Unión como resultado de la tardanza o falta de pago por parte de la compañía o debido a que la compañía no haga las deducciones apropiadas en cualquier mes cuando el miembro tuvo las ganancias para que dichas deducciones se pudieran haber hecho.

La elegibilidad para votar de los empleados temporales de la industria de alimentos esta gobernada por el Artículo XXII, Sección 4 (c) de la Constitución de IBT. Dichas personas serán elegibles para votar si ellos: 1) están empleados durante algún periodo de los doce (12) meses antes de la elección y 2) producir evidencia satisfactoria de que sus cuotas fueron pagadas hasta el último mes de empleo.

Oficiales electos del Local 890 deberán por virtud de haber sido electos, actuar como delegados a cualquier concilio con el cual el Local este afiliado, o como también a cualquier convención o cualquier otra organización la cual puede tomar lugar durante su termino de oficina. Los oficiales electos del Local serán delegados en dichas organizaciones en el orden de prioridad que indiquen los estatutos del Local de la Unión.

### Protestas

Cualquier protestas de pre-elección tiene que ser archivada con el Secretario Tesorero del Local 890 de acuerdo con las provisiones del Artículo XXII Sección 5(a) de la Constitución Internacional. Cualquier protesta post elección tiene que ser archivada con el Concilio Unido 7 de acuerdo con el Artículo XXII, Sección 5(b) de la Constitución Internacional.

Hay copias disponibles de los Artículos de la Constitución Internacional, de los Estatutos del Local 890 y las Reglas que gobiernan la manera como se conducen las elecciones y estas se pueden solicitar al Local de la Unión.

Fraternalmente,  
*Crescencio Diaz, Presidente*



## NEWS FROM TAP

### 25th annual golf tournament supports valuable Teamster Assistance Program services

Teamsters Assistance Program (TAP) is holding its 25th Annual Fundraiser Golf Tournament on June 3 at the Chardonnay Golf Club in the Napa Valley. A morning round of golf will be followed by a buffet banquet and raffle, held in a visually dramatic golf environment.

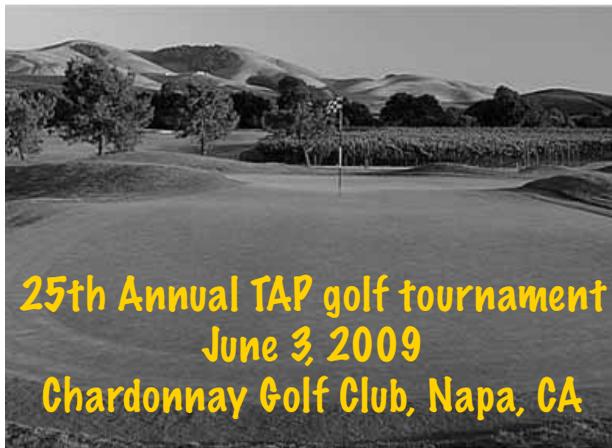
One of Northern California's premiere golf destinations, Chardonnay Golf Course includes 27-holes that offer a variety of challenges for players of all skill levels. The club has three nine-hole courses (Lakes, Meadows and Vineyards) meandering through 130 acres of Chardonnay and Merlot vineyards.

All proceeds from the tournament fund the training, outreach and continuing care programs that TAP provides to the union locals, employers, union members and family members who are served through TAP participating Health and Welfare Trust Funds.

#### Outreach services

TAP's outreach services include several types of worksite training for union members, union representatives and employers. TAP counselors conduct trainings at job sites or union locals at any time of day on topics such as:

- DOT Alcohol and Drug Testing Regulations
- DUI laws
- Stress Reduction



- Anger Management
- Signs and symptoms of substance abuse and misuse
- How Union representatives and Employers can refer clients to obtain TAP services
- Critical Incident Debriefing (how to cope after witnessing a tragedy in the workplace)

#### Training mission

TAP's training mission is two-fold. First, we make union members aware of the services available to them.

Second, we train supervisors, union representatives and shop stewards to refer union workers for assistance as soon as possible, before serious disciplinary problems arise at work or situations deterio-

rate badly at home. Trainees are made aware of TAP services that address a variety of situations, including: substance abuse, depression, anxiety, marital problems, parent-child conflict, single parenting, job "burnout," divorce, financial pressures, physical abuse, interpersonal communication, aging parents, death and dying, pre-retirement concerns, unresolved grief, sexual problems, problems of adolescence, disability adjustment and stress.

If more companies would take advantage of TAP training, outreach and early intervention services, union members and their family members could more often minimize severe consequences such as job loss, divorce, physical illness, legal involvement, bankruptcy, and major psychological symptoms.

The Continuing Care and Relapse Prevention program assists recovering alcohol and drug abusers in their pursuit of a sober lifestyle. Continuing care meetings are held in San Francisco, Sacramento, Santa Rosa, Watsonville, San Jose, Modesto, Santa Cruz and Oakland.

Please help TAP continue to offer the important services aimed at improving the quality of life for union members and their families. If you are interested in playing or attending the luncheon/raffle, please contact TAP at (510) 562-3600.



Passenger Bus Endorsement Class in Oakland.

### New training classes offered

The Northern California Teamsters Apprentice Training Trust (NCTAT) offers many training and certification programs at its two locations—Rancho Murrieta and Oakland.

Even with reportable construction hours down, new grant funds have enabled the NCTAT to add new certification programs and train more members. "Our instructors have recently conducted CDL, Passenger Bus, Water Truck, and Water Pull classes," reports NCTAT director Troy Ohlhausen.

The NCTAT is also working with the IBT's Safety and Health Department to conduct the Haz-Mat Train the Trainer Program. Locals 70, 150, 287, 315, 624, 665, and 853 are currently hosting the training program.

Ohlhausen was also pleased to announce that, due to receipt of an IBT grant, members who complete the 48-hour training course will be eligible for lost time wages. Please check with your local union for information.



### Nominations & Elections: International Constitution May, 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).