



TEAMSTER

Northern California

Serving more than 70,000 Teamsters and their families

Volume 54, Number 4

October/November 2009

Why we need health care reform

All of us have a stake in successful health care reform, whether or not we have good Teamster health insurance coverage. All of our employers are being hit with relentlessly rising premiums, and losing our coverage is just one layoff away, especially if we have a “pre-existing condition.” And yet, many members still don’t understand what this issue has to do with them.

The problems with our broken health-care system are rampant. The typical American household pays \$6,500* more for health care than the average household in other developed countries.

While few of us want to pay more taxes to cover the uninsured, we’re paying for them now. About \$1,000 of the premiums we currently pay is going toward the costs of care for the uninsured. Without reform, working Americans can expect to lose

\$11,611* in wages and benefits in the next seven years due just to the increase in health care premiums.

The average employer contribution to an employee’s health insurance premium was \$12,106 in 2007, almost double from \$6,351 in 2000.* What else does today’s doubled health care premium buy? The average pay package for health insurance and disability CEOs was \$8,747,914 in 2006.*

Private insurance companies spend 15% of our premiums and co-pays on administration. Medicare spends less than 3% on administrative costs.

The U.S. pays more for health care than any other country, but our life expectancy ranks behind Japan, most of Europe, Jordan, and Guam.

Those are just some of the prob-

** All factoids in this article came from www.teamstersforhealthcarereformnow.org*

lems. What are the solutions?

Right now, several bills are moving through both the U.S. House of Representatives and the U.S. Senate on health care reform.

H.R. 3200, America’s Affordable

Health Choices Act of 2009, guarantees that you won’t be denied coverage by an insurance company because of a pre-existing condition. It prevents you from losing your health insurance if you get sick and allows you to keep your insurance if you change jobs, lose your job or start a small business.

This legislation lets people keep their current plan. It also creates a government-sponsored public plan, known as the “public option,” for individuals and families that lack health insurance. The bill includes limits to

make sure that families won’t go bankrupt because of illness, improves oversight and cracks down on waste.

Congress is working on a way to fully pay for health care reform. Lawmakers have proposed changes to Medicare and Medicaid, making them more efficient, and imposing a surcharge that will affect only the wealthiest one percent of households, and only four percent of small businesses.

The Senate is also working on health care reform legislation in several committees, although the Senate proposals are not currently as comprehensive as what’s in the House bill.

Whether the final Health Care reform package does what’s needed or not is up to us! Pick up the phone and call your congressmembers and especially Senator Dianne Feinstein (1-877-264-4226) and tell them to stand up for health care!

For more information about health care reform, go to:
teamstersforhealthcarereformnow.org

Teamsters play key behind-the-scenes role in *Trauma*



Trauma’s helicopter and several working trucks on location at Ocean Beach.

“We take people to the hospital. Some live and a lot die. Then it happens all over again.” That line, said by actor Jamie Sheridan on the pilot that first aired September 28, is the premise for a new TV show called *Trauma*, being shot in San Francisco. And the Teamsters are there.

The series is about first responders—the EMTs, ambulance drivers

and helicopter pilots who bring all manner of patients to the hospital. Like most TV dramas, this one is chock full of special effects and getting inside the personal lives of the main characters.

According to the *San Francisco Chronicle*, the pilot cost \$8 million to shoot—partly because it included blowing up a tanker truck on the King

Street Interstate 280 on-ramp and landing a helicopter on the Grand Hyatt in Union Square. The next 12 episodes are costing about \$3 million each, for the cast and crew, police overtime, permits and catering. That kind of budget creates a lot of jobs for Teamsters and brings a lot of money into the city’s coffers.

Several Teamsters credited San Francisco Film Commissioner and Local 85 member Stephanie Coyote’s successful fight to keep the city’s film incentive program which bolstered the producer’s decision to set *Trauma* in San Francisco.

The series pilot was shot in February, and the crew is working on the first

12 episodes. Everyone on set is hopeful that the show will be a hit and the network will call them back for more work in January.

“Our job is logistics—getting everything and everybody from place to place,” explains Rob Johnson, who, along with Howard Bachrach, have 62 years combined as Teamsters. What’s changed over the years, they both agree, is that the trucks are bigger and there are more of them. “The crews are bigger, too. It used to be 50-75 people on a show. Now, it’s 125.”

These two transplants from Local 399 in Los Angeles say that when
continued on page 4

ELECTION NOTICES

Attention: Members of
Locals 85, 278, 896, and 912

See Pages 7-8 for info about upcoming Local elections



JC7 ORGANIZING

Working towards unity and urgency to achieve change

By Pilar Barton
Joint Council 7 Organizing

No campaign for change in our nation has ever succeeded without the unity of a movement behind it. The country needs the help of labor to get back on its feet. We must create jobs as well as secure health care for all if we are going to salvage our beleaguered middle class. Passage of the Employee Free Choice Act as well as healthcare reform is crucial.

Those of us who work for unions must always assess whether we are reaching the hearts and minds of our members, demonstrating to them that our proposals are framed around the vision and values they hold dear.

We must continue to address working families honestly and with the respect they deserve or we can only expect that they will remain disengaged from the labor movement transformation we need them to be a part of. We must work toward solutions that provide inspiration as we continue to build alliances that will help the labor community deal with the problems we face.

Joint Council 7 Organizing is working with local unions to achieve density in industries that will not be



The workers at Neil Med celebrate winning their Teamsters union organizing drive in August.

decimated by the current economic crisis. We are expanding coalitions with community, religious and environmental groups. We continue rank and file education and mobilization campaigns to challenge the anti-worker agenda.

Workers achieve victory at Neil Med

The workers at Neil Med in Windsor began organizing their union with Local 624 in May. With working conditions reminiscent of a previous century,

these workers faced excessive hours, dangerous conditions and wages that were inadequate to meet basic needs.

In addition, they endured non-payment of wages, insulting treatment from supervisors. Some workers reported that they were asked to do things not included in any job description, such as gardening and cleaning the employer's home.

Recognizing the unfairness of the situation, these workers did something about it. On August 14, 2009 they voted 93-22 to become Teamsters.

Today, the 146 Neil Med employees have a voice on the job.

This success was the fruition of a clear strategy by Local 624, Joint Council 7 and the IBT in coordination with the internal organizing committee. Their victory combines successful efforts to meld community organizing strategies with a legal leverage campaign.

Why was this so important? Because we know there is a coordinated assault by many forces against organized labor. When workers mobilize and fight back, working families win. In turn, they are building momentum for ever bigger changes. Congratulations to the Neil Med workers who organized for justice in their workplace.

Organizing in the works

Several other locals are conducting strategic organizing campaigns that we will report on as they develop, including Local 315 and 856 in several key industries. We are working on a potential card-check agreement on an upcoming campaign.

If you are interested in attending an organizing training, or helping to organize, please contact us at Joint Council 7: 415-467-7768.



YOUR LEGAL RIGHTS

Family Medical Leave: Recent changes by DOL

From the Law Office of
Beeson, Tayer & Bodine

In November of 2008, the Department of Labor published new regulations that modified certain aspects of the Family Medical Leave Act (FMLA). These new regulations took effect on January 16, 2009, and made some significant changes to current FMLA practices. Among other things, the new regulations provide for greater leave to care for family members on active-duty in the armed services and increased the notice requirements for employees seeking FMLA leave. However, the California Family Rights Act (CFRA) was unaffected by these changes, and CFRA rights still govern to the extent they are more generous to employees than the FMLA under the new regulations.

I. Military family leave: New entitlements and definitions

The new regulations provide employees with family members on active-duty service with two new forms of FMLA leave. Under the first, fami-

ly members of covered service members will be eligible for up to 26 weeks of leave in a single 12-month period to care for a service member with a serious illness or injury incurred in the line of duty. Under the second, employees with family members on active-duty in the National Guard and Reserves will be eligible for 12 weeks of FMLA leave to use for "any qualifying exigency" arising out the active-duty service or the impending call to active-duty service. CFRA does not cover this second category of "qualified exigency" leave, and therefore "qualified exigency" leave taken under the FMLA will not count against an employee's CFRA leave entitlement.

To implement these changes, the new regulations also define several key terms employees should be aware of. For example, "qualified exigency" is defined to include a variety of service-related absences, including short-notice deployments, childcare and school activities, post-deployment

activities, and rest and recuperation for the service member. Other specific categories are described in the rules, and the employer and employee are free to define other "qualifying exigencies" for the purpose of utilizing this second form of leave.

Also, the definition for "family member" of a covered service member is broader than that used in other FMLA contexts, including not only spouses, parents, and children, but

"next of kin" as well. This expanded definition, however, applies only to the first category of military family leave, and those seeking "qualified exigency" leave must still be either a spouse, parent, or child of the covered service member.

II. Notice requirements: Increasing the onus on employees

In response to a variety of employer complaints about the disruptive ef-

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Attention
Members:

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



President's Report

by
Rome Aloise

Troubling issues face us now and in 2010

With October upon us, we will soon be celebrating the holiday season and getting ready for 2010. There are a number of areas that I would like to make you aware of.

Troubles with health care

First of all, health care legislation has become bogged down in both houses of congress. Unfortunately, it is politics as usual.

Here in California, even though Republicans are the minority party, they have been able to hold the budget process hostage, undermining the democratic process. The same thing is happening right now in the U.S. Congress; the Republicans are holding up progress on health care reform to ensure that insurance industry profits remain strong. They have used every tactic they can to distort what healthcare reform would really mean, and have turned it into something that it was never intended to be. I attended a few congressional town hall meetings and I

could hardly believe the misinformation, scare tactics and outright lies some people were spouting.

Some type of reform—at this point, almost any type of reform—needs to happen. The employers that you work for are under tremendous pressure to meet the costs of health care, when many of their competitors do not have to bear the burden of these costs. In every negotiation, health care is the main issue, and the 800-pound gorilla that we have to overcome. If you haven't done so already, please urge your congressperson to support health care reform.

Be aware that these tactics are very similar to what anti-union employers are using in their campaigns to convince workers that they do not need the advantages of union representation. They make it impossible to have a reasonable,

We must protect our jobs first, and be ready to fight the good fight when things pick up again.

rational discussion. In time, this tactic may defeat the effort for reform.

Troubles in freight industry

The backbone of the Teamsters Union, the freight industry, has taken a number of hits since deregulation. We are down to a small number of companies covered by the National Master Freight Agreement.

Recently, our brothers and sisters at Yellow Roadway approved concessions in their agreement to help keep their company alive. Along with the sacrifices our members have made, the International Union has worked with the banks that hold the key to YRCs survival, to make sure that they contin-

ue to give the company the operating room they need to survive. Trucking is a very competitive business, and YRC's competitors have used the company's problems to take away their customers.

We need to support this company. If you have anything to do with how your employer ships freight, get them to support our unionized employers and support our brothers and sisters who are struggling to keep their jobs.

The economy is showing indications that it is getting better. However, I doubt we will see this trickle down to increasing employment for a while.

Many of our members are on layoff

or are working reduced hours. This makes things very difficult, and as is always the case, many of the employers we are in negotiations with are using the economy as leverage to gain an advantage. Although there is a lot of truth that the economy is affecting the employers, it is a time to make sure we at least hold on to what we have, and be very careful about what we are asked to sacrifice.

Be patient with your business representatives in negotiations as it always takes much longer in this type of environment to get a deal done. It is important to follow your leadership's recommendations and advice. Right now, we are in a time that requires all of us to protect our jobs first, and be ready to fight the good fight when things pick up again.

Historic merger in the works

In closing, I am proud to announce that an historical merger has been moved forward by the unanimous votes of the Executive Boards of Joint Council 7 and Joint Council 38. A resolution has passed calling for the merger of the Joint Councils into one larger Joint Council covering all of Northern California and parts of Nevada. This will enable us to consolidate our efforts, gain economies of scale and better service the Locals and their members. I will have more on this historic event in the next issue.



SACRAMENTO REPORT

State budget deal filled with huge cuts and ridiculous gimmicks

by BARRY BROAD
California Teamsters Public Affairs
Council

In late July, the Legislature and the Governor finally agreed on a plan to close a \$26 billion gap in this year's budget that was originally enacted in February. The deal contains huge cuts to important programs like education and social services. It is also riddled with budgeting gimmicks and has no new revenue.

Analysts have already forecasted that we will have another deficit next year in the \$8 billion range and that these fixes aren't enough. The Governor has already called for another Special Session of the Legislature in September. In other words, we just applied a giant bandaid but the patient is still bleeding badly.

In announcing the budget deal, the Governor referred to it as the "good, the bad, and the ugly." He was wrong though. It's only bad and ugly. Below are a few of the lowlights.

Proposition 1A suspended

A major component of the deal is the suspension of Prop 1A, the provision in law that protects local government funding. The result is \$2.1 billion less for counties and cities to provide services this year. It is designed as a loan to the state that allegedly must be paid back. But given economic forecasts, repayment any time soon is questionable. They did, however, authorize local governments to securitize the promised repayment in order to stave off deep cuts to local services. All of our locals that represent public employees should be urging their electeds to look very hard at this option before engaging in takeaways and layoffs.

Education slashed

Education was slashed to the bone. K-12 took a \$6.5 billion cut and higher education lost \$2 billion. This means larger classes, continued layoffs of classified employees, and more tuition increases for college. There have been promises of some restored

funding and maintaining the maintenance of effort requirements for elementary and high school funding, but it's difficult to see where the money will come from.

Health care and social services cut dramatically

If education was slashed to the bone, health care and other social services' marrow were sucked dry. They cut out whole services to the aged, blind, and disabled. They froze enrollment and cut funds to the program that provides healthcare to needy children and they dramatically reduced funding for in-home care. They also eliminated the cost of living adjustment on various social service programs. Basically, the neediest in this terrible economy are hit the hardest.

Budget gap still not bridged

All in all, the \$15 billion in cuts aren't nearly enough to bridge the gap. Since the Republican Governor and his Legislative cohorts were unwilling

to raise a dime in new revenue and there were simply no more cuts to be made, the deal also includes "cost saving" measures that really don't amount to more than mere gimmicks.

Unfortunately, some of these gimmicks will hurt. One provision allows for automation and contracting out of all social service eligibility determinations that occur at the local level. This means that eventually some 25,000 jobs could be contracted out, including some county-level Teamster jobs.

This is a gimmick for two reasons. One, it actually costs money in this budget year and two, there is no proof that contracting out these services will save any money. Additionally, the budget deal includes paying public employees one day later at the end of the fiscal year so that the costs are shifted to next year and selling off valuable assets for dubious political reasons for less than they are worth.

No wonder we find ourselves in the mess we're in!



Local 85

Teamsters manage logistics for new SF-based TV drama



Top: (LtoR) Transportation Captain Tony Sacco, Percy Williams, Diana Curtis, Patti Bode-Kunakov and Danny Lenz out on location; Above: Many trucks bring in the equipment, props and food. Below Left: Rob Johnson and Howard Bachrach prefer to work in cool San Francisco; Middle: Cast and crew wait as a scene is shot on the beach; Right: Jack Curtis and Greg Rogers are glad to be working.

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shooting is going on, they work 14-16 hour days, five to six days a week. “No day is the same,” adds Johnson. “And I love working in San Francisco, getting away from the LA heat.”

Tony Sacco works as the transportation captain for Teamsters Local 85 members. “I coordinate all the transportation logistically, moving people and equipment around from location to location. Sometimes we have three or four moves in a day. We’re the backbone, one of the biggest departments in the film industry.”

“We do what we’re told,” says Diana Curtis, who’s been a Teamster since 1997. “We listen to instructions and move the vehicles where they need to be moved.” Curtis says proudly that she learned to pull movie trailers through the Joint Council 7 driving school. “I enjoy the job, but it’s a location, not a vacation.”

This show’s base camp is near Kezar Stadium. That’s where the wardrobe, the actors, hair and makeup, and production trailers are based. “That’s the nerve center,” explains Sacco. “This show is doing a lot of location work, which is great. That means they use a lot of drivers.” Trauma also shoots at two hangars out on Treasure Island; one stays set

as the hospital, and the second is the fire house and other indoor locations.

Sacco adds that on TV shows, unlike movies, the actors don’t have their own cars and drivers. “They’re real people. Everybody climbs into the same van.”

Jack Curtis drives the camera truck. When asked about the content of the series, he answered calmly, “I stay away from the sets and take care of the equipment and truck and just do my job.”

Percy Williams, who has worked for the movies for 26 years, drives the grip truck. “My crew is magnificent,” he says. “Everyone knows their business.”

Long-timer Danny Lenz adds that San Francisco needs more movies and TV series. “It would be great if this show gets picked up. This is my last year.”

Patti Bode-Kunakov works in the Local 85 office and handles dispatch and light grievances. “California has been losing a lot of movie jobs to Michigan and Canada,” she says. “The city is working hard to make itself attractive to producers.”

Greg Rogers drives the prop truck. “It’s a good time for us to have this shoot as everything else—freight, trade shows—is slow. I’m glad to be working. We can only hope for the best, that the series is good, and we keep on working.”



Bay Area Union Labor Party’s Recommendations for November 3, 2009 San Francisco Ballot

Prop. A:

Proposes to amend the City Charter to establish a rolling two-year budget cycle, a fixed deadline for union contract settlements, a deadline for arbitration awards if a positive benefit to any bargaining unit is to be implemented by July 1 of the same year, and establishes a five-year-long term planning component.

No position/No Recommendation

Prop. B:

Proposes to amend the City Charter to delete the explicit denotation of “two,” referring to the number of aides the supervisors are entitled to employ by the Charter.

Support this measure

Prop C:

Is an ordinance permitting Recreation & Parks Department to expand the list of companies with which the 49ers may contract for the naming rights to Candlestick Park required since the voters declared the name of the stadium to be “Candlestick Park.” Also, establishing that it shall be City policy that not less than 50% of said revenue, subject to Charter restrictions, shall be used to fund RPD recreation center directors.

Support this measure with the provision that the Committee urge the 49ers to contribute their entire share of naming rights revenue to RPD recreation centers directors.

Prop D:

Is an initiative-created ordinance amending the Planning code to create an exemption from the Sec. 611 of the Planning Code established by the voters restricting general advertising (billboards etc.) in order to permit between 5th & 7th Streets along Market Street, and running one half block zig-zag north and south of Market Street, a Mid-Market Special Sign District.

Oppose this measure

Prop. E:

Is an ordinance prohibiting new general advertising on street furniture and City-owned property above levels of advertising approved as of January 1, 2008

Support this measure

THE LOCALS

Local 856



Local 856 members rally on August 26 to save public safety jobs.

Probation officers rally for public safety

The combination of proposed layoffs of dozens of Alameda County probation officers and the governor's plan to give early release to thousands of prisoners led Local 856 members to take to the streets on August 26. The noontime rally, outside the Alameda County Administrative Building in Oakland, brought out probation officers and community members to protest the planned cut of 20-35 probation officers.

"The local is still in negotiations with the County Supervisors," explained Local 856 Business Agent Joe Martinelli. "We understand that the county is in a bind, and that's why we're working to come up with solutions. We've proposed about one million dollars in givebacks through furlough days. The supervisors won't address the issue."

Laying off dozens of probation officers will result in the unsupervised placement of more than 2,500 adult criminals in Alameda County's communities, and for the first time, juvenile offenders will be released unsupervised. Currently, 14,000 adults on probation have their cases "banked."

This means that their file is put in a drawer and they get no probation services. No juvenile cases are banked, but if the layoffs go through, the union estimates that more than 500 juveniles will have no support or supervision.

"You're just asking for more crime with less people to do something about it," explained Ray Mized, a 12-year probation officer in San Francisco and Oakland. "The supervising deputies used to have 70-80 cases each. Now they'll have 150 cases. That means they won't be able to go into the field. That adds a lot of stress, and the whole community will suffer."

Probation officers are looked at as mentors and teachers, explained former probationer Serena Veo, who's currently in school to become a medical assistant. "I was on probation after finding my way to too much trouble as a kid," she explained. "I don't know where I'd be without my probation officer. Now I'm successful; I have a job and I'm in school for a career. Public safety is one thing; being able to turn a person's life around is another. That's what the probation officers do."

Local 665

Local 665 pickets "shadow" parking companies

Members of Local 665 have begun picketing at a notorious parking operation in downtown San Francisco, hoping to stem the loss of jobs that is plaguing the industry.

"This operator broke the contract in June, laid-off members, and set up a dummy corporation to avoid paying area standards,"

explained Local 665 President Mark Gleason. "We intend to show that this sort of behavior is unacceptable in San Francisco."

The picketline is set up during the morning commute, Monday thru Friday, at the location known as 900 Folsom, which is at the cross street of 5th and Folsom in the South of Market area.

Gleason says the response from commuter traffic has been good. "Many people who arrive are union members. They give us the thumbs up, and park somewhere else," Gleason said. "We are grateful for their support."



Local 315



Local 315 shop stewards attended the private sector training on September 19.

Training stewards is essential to building union's strength

Local 315 is holding a series of three stewards' training and grievance handling workshops.

The first, held on Saturday, September 19, was designed for members who work in the private sector in various industries. The second workshop, held on September 26, was designed for our public sector members who work for cities, water districts and other public municipalities. Attorney Sheila Sexton from the Beeson law office conducted both of these training sessions.

The third workshop, to be held in October, has been scheduled for approximately 1,800 UPS members and will be conducted by Attorney Ken Absalom from the Nevin and Absalom Law firm.

"Good, experienced, well-trained stewards, and an informed membership are essential to the growth and strength of the local union," Secretary-Treasurer Dale Robbins explained as he opened the first session.

Also attending the training event was Joint Council 7 President Rome Aloise, who received a cheerful welcome and spoke on a variety of issues facing our union today. Aloise told the stewards how much he appreciated the important, and sometimes thankless, job they all carry out at their workplace. He also commended them for their continued commitment and dedication to the union.

California Teamsters Hispanic Caucus Scholarship Winners

On July 23, the California Teamsters Hispanic Caucus awarded \$1,000 scholarships to the children of members of Teamster locals across the state. In all, 37 awards were made, including seven Joint Council 7 recipients. Congratulations to:

- | | |
|------------------------------|---------------------------|
| Jessica Torres, Local 315 | Brenda Coronel, Local 890 |
| Jennifer Lundsden, Local 315 | Raul Quintanar, Local 890 |
| Andrea Martinez, Local 350 | Ischel Pulildo, Local 896 |
| Hannah Cotton, Local 665 | |

TEAMSTERS JOINT COUNCIL 7

Executive Board

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



Delegates' Meetings

The 2009 delegates' meetings will be held the first Tuesday in February, April, June, August, October and December.

Please note: The **Bulletin Board** is included in the paper only once each year, in the Feb/Mar/April issue. We print address and meeting changes on an ongoing basis.

BULLETIN BOARD

— Meeting changes only —

Local 70, Oakland

The December, 2009 Stewards' Meeting will be held Saturday, December 12, at 9 a.m., followed by the Membership Meeting at 10 a.m.

Marty Frates, Secretary-Treasurer

Local 315, Martinez

Save the Date: The Local 315 Children's Holiday Party will be held on Saturday December 13, 2009, 11:00 a.m. to 2:00 p.m. A reminder notice will be mailed to members.

Dale Robbins Secretary-Treasurer

Local 856, San Bruno, Martine

The Annual Thanksgiving meeting, celebrating its 60th Anniversary, will be held on Tuesday, November 17, 6 p.m., at the Best Western Grosvenor Hotel, 380 So. Airport Blvd., South San Francisco.

For members residing in the Sacramento area: Thursday, November 19, 6 p.m. at Teamsters Local 150, 7120 East Parkway, Sacramento.

Joe Lanthier, Secretary-Treasurer

NORTHERN CALIFORNIA TEAMSTERS APPRENTICESHIP TRAINING TRUST PROGRAM

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

Oakland and Rancho Murieta/Sacramento



For more info: NorCal Teamsters
 Apprenticeship Training Trust
 Program

916-354-2122 Ext. 200
 or your Teamster Local.

DOL Changes in Family Medical Leave

Continued from Page 2

fects of FMLA leave on the employer's business, the DOL has also enacted more stringent notice requirements for employees seeking FMLA leave.

Employees are now required to provide 30 days advance notice of foreseeable leave or explain why it is not practicable to do so. For unforeseeable leave, employees must comply with the employer's usual and customary absence-notification procedures (i.e., if your employer ordinarily requires you to call and notify them on the date of an absence, you must also do so when taking FMLA leave under the new regulations). Failure to comply

with these notice requirements will result in a denial of FMLA "job-protected" leave without a showing of "unusual circumstances."

III. Conclusion

These new regulations were passed in response to 15 years of experience with the FMLA and the identification of specific problems that have arisen under its implementation. To better protect employees with family members devastated by the Iraq and Afghanistan wars, the FMLA has been expanded to include special provisions for these employees. However, employees are now required to provide

In Memoriam

Joint Council 7 officers extend condolences to the family and friends of the following

Local 15

WESTON, Victor

Local 70

BRASK, Edmund
 BRICKER, William H.
 BROWN, Clifford L.
 CATES, Ray
 CHESTNUT, Clarence, Jr.
 CORDOVA, Manuel, Jr.
 DEMELLO, William
 DIGRAZIA, Alfred
 DIAZ, Earl, Jr.
 DOYLE, Glen P.
 FLINT, John
 LACOURSE, Michael
 LEWIS, James
 MANGABAT, Marc
 QUAM, Lorrie
 PATTERSON, William J.
 PIOMBO, Peter
 RODRIGUES, Alan
 WOODY, Burgess

Local 78/853

HAGEN, Otto

Local 85

CUSAK, George W.
 NAVARRA, Joseph
 NEWTON, Frisco Jerry
 SPINA, Raymond
 WILSON, Ira

Local 287

GORDON, Everett

Local 296/853

CHAVEZ, Leo
 PEDRO, Joseph

Local 315

AGUIRRE, Manuel
 ANDREWS, Orville
 ANQUIANO, Antonio
 ARROYO, Agustin
 CAMPBELL, Dennis
 DUGAN, Clarence
 HARR, Troy
 MARSHALL, Cleather
 POQUE, Rufus
 PHILLIPS, Glen
 REMAKEL, George
 ROSSWALTER, John
 SANCHEZ, Tony
 SEELYE, Duane
 VASQUES, Juan

Local 350

IBARRA, Leon

Local 432/853

BUSCHINI, John
 NELSON, Carl

Local 484/315

BURKE, Bernard
 RENNEN, Lloyd

Local 490/315

MICHNO, Roman

Local 624

GUICE, Benjamin

Local 853

GANNON, Albert,
 LUJAN, Anthony
 ZUCKER, Steve

Local 856

CELLI, Dennis
 JOHNSON, Terri
 KOVACICH, Sharrie
 MILLER, John
 SOLLITT, Jeanette
 SOLLITT, William

Local 890

RICE, Ralph

Local 896

CASAREZ, Paul

Local 921/853

POGGI, Ernest "Ernie"

GCC Local 583/853

BARRY, Edward
 CARMAN, Gordon
 CUSHERE, Mario
 EMMERT, Gary
 FERRARI, Anthony
 GORDON, Richard "Dick"
 GRANT, Willard
 GUASTAVINO, Marco
 HENLEY, Olwen G.
 JENSEN, Robert
 MARTINEZ, John
 NELSON, Edward D.
 OLIVER, Walter
 OVIEDO, Pete
 RICHARDSON, George
 WENDLAND, David

more timely notice of their intent to utilize their FMLA entitlements.

These are just a few of the more significant changes made by the new regulations, including changes in the certification process for employers

and health care providers. To learn more about these or other recent changes to the FMLA, employees may visit <http://www.dol.gov/esa/whd/fmla/finalrule.htm> to see the complete set of new regulations.



NOMINATIONS & ELECTION NOTICES

Local 85, San Francisco

Notice of Nominations and Election of Officers

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

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

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

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

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

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

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

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

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

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

Van Beane, Secretary-Treasurer

Local 278, San Francisco

General Membership Meetings:

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

Notice of Nominations and Election of Officers and Business Agents

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

DATE: Tuesday, October 20, 2009

TIME: 7:30 p.m.

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

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

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

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

tion and the Bylaws of Local 278.

The election of officers and business agents will be by walk-in balloting in accordance with the following schedule:

DATE: November 20, 2009

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

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

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

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

Jack Bookter, Secretary-Treasurer

Local 896, Vallejo

Notice of Nominations and Election of Officers and Business Agents

This is the official notice of scheduled Nomination and election for the offices of Secretary-Treasurer (Principal Executive Officer), President, Vice President, Recording Secretary, three (3) Trustees and one (1) Business Representative – Northern California. These officers will serve a three (3) year term commencing on January 1, 2010 and expiring on December 31, 2012.

Nominations Meetings shall be held on

November 7 and 8, 2009 as follows: Branch 1 (Northern CA Soft Drink) Saturday, November 7, 10 a.m., TAP Office, 300 Pendleton Way, Oakland CA 94621. Branch 2 (Anheuser-Busch, Fairfield) Sunday, November 8, 8:30 a.m. 318 Merganser Drive, Suisun CA 94585. Branch 3 (Southern CA Beer) Sunday November 8, 9 a.m., 3303 Wilshire Blvd., 2nd floor, Los Angeles CA 90010. Branch 4 (Southern CA Soft Drink) Saturday, November 7, 9 a.m., 3303 Wilshire Blvd., 2nd floor, Los Angeles CA 90010.

To be eligible to nominate or second a nomination, a member must have his/her dues paid through October 2009.

Periods of unemployment during the twenty-four (24) month period preceding the nomination shall not be considered a break in active employment in the craft within the jurisdiction of the Local if the nominee was actively seeking and available for employment in the craft and not working outside the craft during such periods of unemployment.

To be eligible to vote in the election a member must have his/her dues paid through the month of November, 2009. Members have until 4 p.m. on Tuesday, December 8, 2009 to self-pay their quarterly dues to the Local Union office to restore and/or maintain their good standing status in order to have their votes counted on Wednesday, December 9, 2009. Members who have signed up for dues check-off will have their dues deducted in the usual manner. However, please verify the deduction on your check stubs. If you have been on layoff, disability, work-related injury or have not received a paycheck and dues have not been deducted, you are responsible for the dues payment for that month.

The election will be conducted by mail referendum balloting. It is anticipated that ballots will be mailed to the membership on or about November 16, 2009 and all ballots must be received in the Post Office box by 5 p.m., Tuesday, December 8, 2009 in order to be counted on December 9, 2009. Observers are welcomed. Any member not receiving a ballot by November 27, 2009 should immediately contact the Local Union office.

It is each member's responsibility to ensure that the Local Union has his/her correct address. If you have moved recently or if you have not received correspondence from the Local Union or the International magazine, please notify the Local Union of your correct address immediately.

Since the nominations and election will be governed by the International Constitution and the Local Union bylaws, it is strongly suggested that all members familiarize themselves with the applicable provisions in those documents, which are available upon request.

Note particularly the relevant portions of the International Constitution that appear on this page of this paper.

Rene Medrano, Secretary-Treasurer

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Nominations & Elections: International Constitution August, 2009

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

ARTICLE XXII, Section 4(a):

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

ARTICLE XXII, Section 4(b):

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

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

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

ARTICLE XXII, Section 4(c):

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

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

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

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

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

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



NEWS FROM TAP

Marijuana is making a comeback in California

As long ago as 1982, the National Research Council of the Academy of Science urged Congress to develop stronger marijuana policies. In 2001, the National Institute of Justice released a report on drug epidemics and warned of a new marijuana epidemic that began in the 1990s, citing an alarming rise in marijuana usage among the nation's youth.

It is of paramount importance that youth be educated about the facts regarding marijuana. Consider the following statistics:

- Marijuana is the most used illegal drug in the United States. Nearly 69 million Americans over the age of 12 have tried marijuana at least once.
- Marijuana is California's largest cash crop.

- Today's marijuana is 10 to 15 times stronger than it was in the 60's

- Reaction time for motor skills, such as driving, is reduced by 41% after smoking one joint, and is reduced 63% after smoking two joints.

- More than 7,000 published scientific and medical studies document the damage that marijuana poses. No study has shown marijuana to be safe.

- Data has shown that people high on marijuana show the same lack of coordination on standard "drunk driver" tests as do people who have had too much to drink.

- The daily use of 1-3 marijuana joints

may produce the same lung damage and potential cancer risk as smoking five times as many cigarettes.

- A yearly survey of students in grades 8-12 shows that 23% of 8th graders have tried marijuana at least once and by tenth grade, 21% are "current" users.

In California, marijuana is making a comeback in an environment that includes (1) local growers who produce some of the most potent plants in the world, (2) cannabis buyer's clubs dispensing "medical marijuana" to anyone 18 years or older who can get a doctor's prescription, (3) a penal code where possession of less than one ounce of mari-

juana is a misdemeanor punishable by no more than a \$100 fine, and (4) state laws that permit persons with a doctor's prescription to grow a specified number of plants for personal use. This has created an environment in which marijuana abuse and dependence can flourish.

If you or anyone you know is experiencing difficulty with marijuana, another substance of abuse or personal problems, please have them call the Teamsters Assistance Program (510) 562-3600. Counselors will evaluate and direct persons suffering from substance abuse or other personal problems who are covered by medical insurance through a TAP serviced Health and Welfare Trust Fund to resources that meet their specific needs.

California laws provide an environment in which marijuana abuse and dependence can flourish



NOMINATIONS & ELECTION NOTICES

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Local 912, Watsonville

General Membership meetings:

22 E. 5th Street, Watsonville

Notice of Nominations and Election of Officers and Business Agents`

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

Nominations

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

Eligibility to Nominate, Vote and Run for Office

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

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

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

Election

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

Protests

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

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

Brad Sebring, Secretary-Treasurer

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

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

Nombramientos

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

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

Elegibilidad para nombrar, votar y correr por un oficio

Las Reglas de elegibilidad para nombrar, votar y correr por un oficio se encuentran al principio de la la sección "Bulletin Board" de este periódico. Para nombrar a un candidato, la cuota del mes de Octubre de 2009 se tiene que pagar antes de la junta para nombramientos. Para que se incluya su balota en la cuenta oficial se tiene que pagar su cuota para el mes de noviembre de 2009 antes de las 5:00 de la tarde, Martes el 22 de Diciembre de 2009. La elegibilidad de trabajadores temporales de la industria de

procesamiento de alimentos se gobierna de acuerdo con el Artículo XXII, Sección 4 de la constitución de la IBT. Tales personas se considerarán elegibles con estos propositos con tal de que:

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

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

La Elección

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

Protestas

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

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

Brad Sebring, Secretaria-Tesorero