



Teamster union members join "No on 32" campaign

Deceptive new attack threatens all California workers

With the presidency at stake, we always knew that 2012 would be a big election year. One of the biggest contests this year is one that few people may know about yet — it's Proposition 32 on the November ballot. The future of unions in California, and perhaps in the nation, is on the line, and all union members need to get in gear to oppose Prop 32.



Prop. 32 is deceptive

The problem is, Prop. 32 is not what it seems. It's called the "Stop Special Interest Money Now Act" but it's really the "Special Exemptions and Corporate Loopholes Act." Bankrolled by anti-union millionaires, Prop. 32 does absolutely nothing to stem the flow of money into politics from wealthy corporations. In fact, it exempts all of them (and many more corporate interests, like real estate developers, insurance companies and Wall St. hedge funds) while silencing the voice of unions and workers.

We can't fight for good jobs if we don't have a voice. If the anti-union

millionaire backers of Prop. 32 succeeded in tricking voters into passing this measure, you better believe it won't stop there. This is just the first step of a one-two punch that ends with union members losing our rights and all of the things we value, like workplace health and safety, wage protections, health care, retirement security...even our right to have a union at all. Here's how it works: The measure seems to apply to both unions and corporations equally—but there's a catch. The initiative is cleverly worded specifically to restrict unions and workers who give money to politics through payroll deductions, while exempting secretive Super PACs and corporate front groups.

Currently, Teamster members voluntarily fund political campaigns through weekly contributions to DRIVE (see box below.) Because the union receives those contributions through payroll deductions, Prop. 32 would ban them. This measure would take away your right to support DRIVE.



The Teamster campaign against Prop. 32 began on July 28, when more than 800 Teamsters from across Joint Council 7 came to the Alameda County Fairgrounds to learn the truth about the measure, register to vote and begin the mobilization against it.

The people behind Prop. 32 will tell you that Sacramento is broken and this is the way to fix it. But that's a lie. This isn't campaign finance reform. It's unbalanced, unfair and does nothing to address what we all agree is a broken system in Sacramento.

Prop. 32 is a corporate giveaway

The loopholes and exemptions written into Prop. 32 mean that unions will be silenced while big business interests are still allowed to contribute directly to political candidates.

Those behind this measure aren't do-gooders trying to reform government. They're corporate executives and anti-union millionaires who will stop at nothing to drown out the voices of working people. By cutting unions out of the political process, Prop. 32 threatens the jobs, wages and retirement of workers like us. It's really an attack on workers

disguised as being about "stopping special interests."

Prop. 32 is anti-worker

Many of our Teamster employers will support Prop. 32 as a way to undo the rights and benefits we've fought for and won—and if it passes, we won't be able to fight back.

"Prop. 32 is the most vicious anti-worker measure on the ballot I've ever seen," says Joint Council President Rome Aloise. "If this passes, we'll have no political power to fight for our members' rights—in Sacramento or at the bargaining table."

This November, we need to get out the vote like never before to save our rights, our jobs, our benefits, our communities and the middle class. Learn more and join the fight to Stop Prop 32. For more info, go to: www.stopspecialexemptions.org.

Prop 32 is a vicious attack on workers disguised as "stopping special interests."

SUPPORT DRIVE



Joint Council 7 has taken on the challenge of increasing Teamster voter registration by 25%. If you're not registered or not sure, complete a new voter registration form. To get one, contact your Business Representative.

At the same time, you can sign up for DRIVE—Democrat, Republican, Independent Voter Education. DRIVE has two main objectives:

- To elect candidates to public office who are friendly to the interests of Teamster members;
Passage or defeat of legislation of special concern to Teamster families.

Take a stand for working families by contributing to DRIVE – just a few dollars every week. Contact your business agent to sign up.

Why is voting important and what will bring you to the polls this November?



John Copus
Local 87 – 13 year Teamster
To make a choice on issues or candidates that I believe in. Have to back the unions against the corporate deception act.



Juanita Ruiz
Local 60–4 month Teamster
It's important to vote and to be involved. I vote every year. I want to make sure we keep our jobs and support working families.



Sara Maldonado
Local 431– 22 year Teamster
We have to protect what we have. It's all about jobs, better health care and wages in order to survive. My biggest draw is the presidential race. We have to protect what we have or we will lose the little we do have.



Webster Rosboro
Local 2785–36 year Teamster
If you don't vote, don't complain. I'm part of the solution, not the problem. We need to keep a Democratic president and we have to end the voter deception. If that act passes, the next thing will be the "right to work" in our state.



Brian Indelicato
Local 896–16 year Teamster
If you don't vote, you don't have a say. I'm going to vote for Obama. He's told us he'll rebuild this nation using union labor—we have to vote for that.



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Upcoming election directly impacts union's ability to fight for members

STOP Proposition 32!

This will be our theme from now until the November elections. This ballot initiative is another attempt by the rich right wing—and frankly, your companies and bosses—to take away your union's right and your right to participate in the political process in California.

As a Teamster, whether you know it or not, you depend on the political process to enhance your protections. Therefore, it is vitally important for you to participate in the state and national elections.

Let's look at some of the things that, as workers, we can lose if we lose our right to participate in the political arena:

- ▶ Worker's Compensation laws could be made even worse than they are right now.
- ▶ The 8-hour day could be lost, as it was in the past under a Republican Governor.
- ▶ Overtime after eight hours could be lost, as could meal and break guarantees, and Cal/OSHA health and safety protections.
- ▶ Our union security provisions could be lost, weakening our ability to bargain decent contracts.
- ▶ Your pensions and health plans may also come under attack.

Many more issues could negatively affect you if this proposition passes. All of us need to get off of our butts and work tirelessly to defeat Prop 32!

If your Local and your business agent haven't brought materials to your workplace discussing the dangers of Prop 32, or if you haven't heard about voter registration or DRIVE, make sure you call your Principal Officer and ask to have the information brought to you.

You need to register to vote, get your family, friends and fellow members to register, vote by mail,

and sign up for DRIVE. We all need to step up. This is a war we have to win!

The national election is also critical

Although the defeat of Prop 32 is vital to our future and the future of your good jobs, we also face important implications with the national elections. As our nation gets more polarized—between left and right, rich and poor—I have never seen a clearer choice for workers, and especially Teamsters, in a presidential election.

Mitt Romney, the Republican candidate, is clearly the upper part of the 1%. He has made millions of dollars from destroying American jobs and sending them to Mexico and China. Most important, he has vowed to "bring down unions."

I know that many of our members are not thrilled with President Obama; either you never liked him

or you're disappointed that he didn't do more for us. However, if you are working for a living and struggling with your family's future, Obama is the ONLY candidate for working people.

Joint Council updates

Our Joint Council has been moving quickly on many different fronts. We completed another successful educational seminar for the officers and officials from our 21 local unions, educating and updating them on the most current status of labor law, negotiation tactics, Western Conference of Teamsters Pension Plan status, our SIP 401(k) Plan, and much more, to make sure that they are ready and able to give our members the highest level of representation.

Organizing is picking up, with many locals scoring victories in the last few months. Increasing the ranks of our membership strengthens our union and improves the lives of these workers. Organizing is a hard job that takes a lot of time and effort. When you have a chance, help your local out on this important front.

Let's get off of our butts and work tirelessly to defeat Prop 32!

Joint Council brings out 1000 Teamsters to Battle of the Bay; hundreds register to vote and sign up for DRIVE



On June 23, more than 1,000 Teamster members and their families came to the Oakland Coliseum for the Battle of the Bay (A's vs. Giants) game. Pre-game festivities included a barbecue, t-shirt give-away and a voter registration and DRIVE sign-up. At right, Local 853 Business Agent/Organizer Doug Radonich gives a member a baseball for signing up for DRIVE.



Major Oakland victory shows why politics are key

On June 28, the Oakland City Council voted to approve a \$1 billion project to redevelop the former Oakland Army Base. At our peak, the Teamsters represented about 1,500 workers in the warehouses before the Base was closed. Under this deal, these jobs and more will come back to us.

This project includes roughly 5,000 jobs in construction, rail, and warehousing—with over half in Teamsters' jurisdiction. On the construction side, more than 1.5 million cubic yards of dirt need to be moved, along with all of the other infrastructure work. We have a Project Labor Agreement covering it all.

On the operations jobs, we have a recognition agreement covering work for the new rail yard along with billboard posting and maintenance. We built strong relationships with the developers and the City Council to support the organizing we will do for the nearly 3,000 warehousing jobs that will be created.

Equally important, we won a policy limiting the use of temporary agencies in the warehouses to 40% of annual work hours and a 120-day limit on temporary employment for individual employees. While this is far from perfect, it pushes the envelope on the issue of temporary agencies, which we see creeping into our work in many industries.

Finally, as part of a broad community/labor coalition, we won significant concessions for the Oakland community, including 50% local hire and pathways for people with criminal backgrounds to get work.

This victory culminates many years worth of work

with the City of Oakland. Our union was a key force in getting the deal done. What we accomplished in Oakland could not have been done without the strong support of politicians. Which gets me to my next point:

If we don't defeat Proposition 32 in November, we can kiss victories like this goodbye.

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Prop. 32, the so-called "Stop Special Interest Money Now Act," sounds good on the surface, but it's not what it seems. This measure does nothing to limit the amount of money that corporations, Super PACs, and our employers can spend on politics. Instead, it merely puts a muzzle on us.

Prop. 32 will devastate our ability to protect our jobs, our wages, and our retirement. Imagine what would happen if employers could spend unlimited amounts of money influencing politicians to go after us and we couldn't respond? Say goodbye to paid meal and rest breaks, overtime protections, pensions, Project Labor Agreements.... You get the picture!

If Prop. 32 passes, Teamsters will have almost no voice in politics when the anti-union forces come after us. And that's exactly what the authors of this bill had in mind when they wrote this initiative. They want to weaken unions, our families, and the middle class.

California Teamsters are kicking off a statewide voter registration drive in response. If you don't see us at your work site, please contact your steward, Business Agent, or call your Local union to get a registration form. Your job is at stake!

Vote NO on Prop. 32 this November.

Joint Council and Beeson law firm sponsor educational seminar for union staff



(Top left) Nearly 200 union officers and staff attended a two-day legal and educational seminar sponsored by Joint Council 7 and the Beeson law firm in June. (Bottom left) President Rome Aloise (right) swears in new officers from several locals. (Above) Congressional candidate José Hernández (10th CD) stands with Aloise before he addresses the crowd.



Why is voting important and what will bring you to the polls this November?

Mike Morales

Local 315 – 28 year Teamster
Paycheck deception and the presidential election. Voting is a privilege. You've got to believe in the vote. As Teamsters, we are under a lot of pressure. We've got to let the public and our members know how important it is for the future.



Eleanor Pineda

Local 890–51 year Teamster
I have a voice with my representatives. Whoever we vote for should listen to us. Many of my co-workers in Agriculture are not citizens. Their main concern is ensuring that their kids who were born here have the rights they deserve.



Ken Malcomson

Local 137 – 27 year Teamster
The issue on the table right now is critical to the quality of life that workers are going to be able to have. Paycheck deception Act – we need to keep the unions strong and funded so we can, at least, provide some balance to the corporations.



Jesus Sanders

Local 150 – 17 year Teamster
It helps to protect our contract and the members that we have. If we don't vote, we don't get what we want. Paycheck deception is a big deal. If we lose that, we won't be able to help the politicians that support us.



Stephanie Dorton

Local 2010 – 2 year Teamster
To have a voice and a say for our future. The economy, healthcare, Obama did a financial aid forgiveness bill. Obama needs to be back in. When the Republicans take over, it's about them, them, them. Clinton had to clean up Bush-1 and Obama had to clean up Bush-2.



Are you registered to vote? If you've moved since the last election or you're just not sure, you need to re-register. Get a voter registration form from your business agent or go to: www.sos.ca.gov/elections/elections_vr.htm

AROUND THE LOCALS



LOCAL 856

Caring for animals is a union job

By Nicole Casey, Local 856

It's one thirty on a Tuesday afternoon. Peninsula Humane Society & SPCA Corporal and Teamster Shop Steward Dustin Lorensen is sitting in his van, about to dive into his lunch, when he gets a call over the radio. There's an incident involving a pitbull in San Mateo that needs his attention immediately. Lunch is over. For now.

For the more than 40 Local 856 members at the Peninsula Humane Society & SPCA, a day's work is never done. These Teamsters toil around the clock taking care of the nearly 700 animals that live at the shelter's two facilities, and also lost, injured and otherwise in-need animals in the PHS's jurisdiction.

Lorensen arrives at a grisly scene. Two pitbulls have allegedly attacked and killed a neighboring dog. Lorensen now has to conduct an examination, take evidence and talk to the devastated owners.

"This is the emotional part of the job," Lorensen said. "You have to keep your composure though, you can't take it personally—you don't know what's going on in someone's life."

It's not all disturbing situations for Lorensen though; the tough calls are balanced out by the rewarding ones. "The rescues are the best parts," he said.

In 2009 he was dispatched to a driving range in Foster City to help a baby raccoon who had climbed up a 150-foot pole. Lorensen worked with the fire department to relieve the animal from its predicament, having to climb up quite a distance himself. "Those are the calls I enjoy the most," he said.

Meanwhile, back at the PHS's two shelters, Teamsters are keeping busy doing everything from making sure that the animals are fed and have clean environments to sleep and play, to dispatching animal control officers and helping potential pet parents adopt their new furry friends. Or not so furry. Although the PHS is home to many cats, dogs and other mammals, the facility also takes care of pets of the more exotic variety, like snakes and lizards.

"Finding animals good homes is very satisfying," said Local 856 Member and Customer Service Representative Serena Castellanos. She has been working directly with adopters in finding their perfect pet match for the last year and a half at the PHS's new Burlingame location.

LOCAL 150

Get to the airport with Teamsters!

When Super Shuttle expanded their business in the Sacramento area, Local 150's membership grew from 15 to 70+ members. The Sacramento location is now being used as the central location to dispatch drivers—not only for Sacramento, but for San Diego, Los Angeles, San Francisco, Ontario and more.

Many of the new employees were not familiar with unionized companies, but are quickly realizing the benefits of belonging to the Teamsters Union. "I am proud to say our original members were, and continue to be very helpful with explaining the importance of a unionized workplace and encouraging the newer employees to become involved," says

Business Agent Nancy Jones. "Prior to this expansion, we successfully negotiated a new contract with substantial increases in all economic areas and these members know the value of standing strong and remaining united."

Local 150 members work around-the-clock dispatching calls for pick-ups and drop-offs not only for the Super Shuttle Blue Van but also for the Express and Execucar portion of the company. So the next time you make a call to Super Shuttle for a van, limousine or towncar to either pick up or deliver a passenger to the airport in a timely fashion, know that you are speaking to a Teamster brother or sister!

LOCAL 665

Union files suit against North Bay cheese plant

Local 665 filed 13 unfair labor charges and asked for a 10(j) injunction with the National Labor Relations Board citing glaring irregularities during a representation election for 40 workers at the Springhill Jersey cheese processing facility in Petaluma. The hearing to decide this matter will be on August 15.

The workers supply various flavors of cheese under the brand name Petaluma Creamery. According to union supporters, they were subjected to illegal captive meetings, some two hours before the start of the government-supervised election, and were explicitly threatened with firings and plant closures if the "union wins."

Local 665 organizers had worked closely with the primarily Spanish-speaking workforce and believed they had been overwhelmingly supportive of union representation prior to these threats. The union lost the election by three votes.

After the election was over, four workers plus the two union-side observers in the election were fired, being accused by management of voting in favor of union representation. The union alleges that this is illegal retaliation.

These and other flagrant actions by the company forced Local 665 leadership to ask the NLRB to overturn the election results, asserting that the process was tainted and unfair. As additional relief, the union has asked the agency to issue a "bargaining order" compelling the employer to negotiate with the union. The NLRB will concur with this request if it finds that the conduct of the employer was so egregious that a fair re-run election would be impossible.

Local 665 Business Representative Mike Yates is the lead organizer at Springhill, with the assistance of Business Representative David Rodriguez.



Serena Castellanos, Customer Service Rep.



Shop Steward Randall Watts



Dustin Lorensen



Tani Myers

"Most of us are animal freaks," said Castellanos, who shares her own home with two dogs, a snake and a couple of hamsters.

Shop Steward and Animal Care Technician Randall Watts concurs. "I've been working here for two and half years and just love it," he said. Watts was introduced the job by his girlfriend, a fellow Teamster and customer service representative. "I always had animals, but I hadn't thought about working with them before," he said.

In addition to loving her job, Castellanos, who comes from a union family, is also happy to be Teamster. "I'm grateful to have great benefits like dental and vision," she said.

Watts said that it's important for all members to

be informed of what's going on in the bargaining unit. "I try to talk to everyone in my department and make sure we're on the same page," he said. "I like to discuss ideas with everyone, and see if we can come up with creative solutions to problems."

The members recently unanimously ratified a 4-year collective bargaining agreement that includes wage increases and maintenance of their health and welfare benefits.

"Our members at the Peninsula Humane Society & SPCA work hard day-in and day-out to care for the animals that can't care for themselves. Their professionalism and selflessness is to be commended. It embodies what being a Teamster is all about," said Local 856 Principal Officer Joe Lanthier.

LOCAL 601 & 948

New master agreement for Cannery Council

About 12,000 members of Locals 601 and 948 who work for 17 cannery processors throughout the Stockton, Visalia, Escalon, and Hanford area have ratified their new three-year contract.

The Cannery Council, this year led by Local 601 Secretary-Treasurer Ashley Alvarado, has negotiated similar multi-employer master contracts for the past 70 years.

“This time was more difficult than ever,” Alvarado said, “because even though the companies are still making money, they want to take advantage of the economic situation. A few companies shut down over the past few years and many cannery workers lost their jobs.”

Making matters worse, Seneca, an employer that intended to pull out of the talks three years ago but filed too late, successfully pulled out this time. “We were concerned about what the other employers would do if they saw Seneca pull out with no consequences,” explains Alvarado. “Negotiating these contracts individually

would be very costly and we would lose leverage if we have to go one by one with the employers.”

With assistance from the International IBT, the Cannery Council launched an organizing and educational campaign at Seneca.

On another front, International Vice President and Joint Council 7 President Rome Aloise met with Seneca’s Chief Financial Officer. “I don’t know what hap-

pened there, but the next day we got a call that Seneca was rejoining the talks.” Alvarado adds that this was their first victory. “With help from Theresa Conroe from the International, Mike Johnston, and some lost-timers, it was truly a group effort. Rome took it across the finish line.”

Alvarado says that the employers wanted to take away some of the best benefits in the contract, but in the end, the Council negotiated a solid agreement that included good wage increases and holding the line on health and welfare. “Thanks to everybody’s efforts, we were able to stay together and negotiate as a team.”



Some of the Local 601 members who are voting on the contract ratification

LOCAL 386

Taking action against Paleteria La Michoacana

On June 26, 2012, Teamsters from across California came together in Modesto to let the owner of ice cream manufacturer Paleteria La Michoacana know that they will not tolerate his illegal and immoral actions—terminating approximately 40 delivery drivers for their organizing efforts.

Joined by labor legend and United Farmworkers co-founder Delores Huerta and Teamsters Vice President Rick Middleton, union members from Teamsters Locals 386, 572 and 853 and about 250 supporters sang and chanted at owner Ignacio Gutierrez. At one point Vice President Middleton challenged “Nacho” to come out and explain his side of the story.

“Charges against La Michoacana are pending before the NLRB,” says Secretary-Treasurer Gaylord Phillips. “While we wait, the union is actively looking for jobs for the terminated employees.”

Delores Huerta gave an inspirational speech equating the struggle of the employees of La Michoacana with that of the farm workers in the sixties and seventies. “Forty years later we are still fighting for justice,” she said.



Above: A small group of protesters display their signs and t-shirts before the JC7 truck; Right: La Michoacana workers and Huerta speak to the assembled crowd.



LOCAL 533

Local wins big arbitration and averts looming strike

One hundred sixty four First Transit employees, most of whom are members of Local 533, split more than \$100,000 after the local won an arbitration about floating holidays. This came about after First Transit lost the RTC/Citifare contract and decided they only needed to give their employees one floating holiday as opposed to the number called for in the union contract.

“The union received the checks a day before MV Teamsters picnic, so we were able to distribute many of them there,” says Secretary-Treasurer Debbie Calkins. “That make the picnic even more of a special event.”

New contract at MV: After a long, tough year of negotiating and the company seemingly pushing the

union to strike, Local 533 finally has a ratified contract with MV Transit for Reno’s bus drivers.

“These members truly understand what it means to be a Teamster,” says Calkins. “They are a strong cohesive unit in a right to work (for less) state.”

Calkins especially wanted to thank the negotiating committee for the long hours they put in: E-board Vice-President George R. Thrower, Daleen Smothers, Mike Guerra, Mike Humes, Pepp Monteleon, and Eric Martelle.

First contracts: Calkins also noted that two new groups: Ruan Dairy and the MV Maintenance Department, both ratified their first contracts. “We’re pleased to welcome these new Teamsters!”



First Transit members were able to collect their checks for floating holidays at the MV Teamster picnic. The rest were disbursed at the union hall.

LOCAL 853

Dairy workers vote for union

By a vote of 23-10, the employees at Stonyfield Farm, a producer of dairy products in Antioch, said loud and clear that they wanted Local 853 to represent them. The election has been certified by the Labor Board, proposal meetings have been held and negotiations are slated to start in mid-August, reports Organizer Rodney Smith.

“We’ve made a few attempts to organize here in the past, but each time, the employer sold the employees a package of promises and they backed down,” says Smith. “What they wanted was a grievance procedure, dignity and solidarity, and this time they were victorious.”

Smith wanted to acknowledge Daniel Gonzalez who was instrumental in speaking with his co-workers and getting them to understand what it means to belong to a union.

Upcoming Events

LOCAL 386

Second Annual Membership Appreciation Picnic

August 18th. Festivities begin at 11 a.m.

Tuolumne River Regional Park

Besides great food prepared by our chefs from Foster Farms and beyond, we will have a raffle with some really nice prizes, games and fun for the kids, and a visit from some special guests.

SAFeway drivers & mechanics

Safeway Drivers & Mechanics Luncheon

All retired, former and current drivers and mechanics who worked in the San Francisco Division of Safeway Stores are invited

Saturday, August 11, 2012

Napa Elks Lodge

2840 Soscol Avenue, Napa, CA 94558

\$37: BBQ steak, chicken and trimmings

No host bar.

Please reserve 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 21, 2012. Make checks payable to "RSDML c/o of Gerald Tower, 8641 Lake McCumber Rd., Shingletown, CA 96088 For more info, call Jerry Tower at 530-474-3767 or Dessis Estep at 510-223-2047



YOUR LOCAL UNION PHONE NUMBERS

70.....	510-569-9317
87.....	661-327-8594
137.....	530-243-0232
150.....	916-392-7070
287.....	408-453-0287
315.....	925-228-2246
350.....	650-757-7290
386.....	209-526-2755
431.....	559-486-5410
439.....	209-948-9592
517.....	559-627-9993
533.....	775-348-6060
601.....	209-948-2800
665.....	888-770-3948
853.....	510-895-8853
856.....	650-635-0111
890.....	831-424-5743
896.....	707-644-8896
912.....	831-724-0683
948.....	559-625-1061
2785.....	415-467-0450

LOCAL 287 — San Jose

Notice is hereby given of the nomination and election of the following officers of Local 287: Secretary-Treasurer, President, Vice-President, Recording-Secretary, three Trustees and three Business Agents. The term of office for these officers will commence on January 1, 2013 and conclude on December 31, 2015.

Nominations

Nominations will be accepted at a Special Membership Meeting of Local Union 287 to be held at Teamsters Local No. 287, 1452 North Fourth Street, San Jose, CA 95112 on September 4, 2012 at 7:00 p.m.

Nominations must be made and seconded from the floor by members of Local Union 287, in good standing with dues paid through August 2012. Any back dues or fees may be paid at the Local Union office through 4:00 p.m. on September 4, 2012. Nominees must accept nomination in person, or if absent, in writing for only one office. Written acceptances must be submitted to the Local Union Secretary-Treasurer.

Eligibility to Run for Office

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

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

Election

The election will be conducted by mail ballot. Ballots

will be mailed to all active members and new applicants eligible for membership in Local Union 287 on or about September 25, 2012. All ballots must be received at the designated Post Office Box by 10:00 a.m. on October 24, 2012 to be counted. Ballots will be picked up from the Post Office and taken to the Local Union Office and counted on October 24, 2012. Members who have not received a ballot by October 2, 2012, should call the Local Union office at 1-888-453-4555 to request a ballot. Duplicate ballots may be requested through October 18, 2012.

Eligibility to Vote

To be eligible to vote in this election a member of Local Union 287 must be in good standing with initiation fees and dues paid through September 2012. Members have until 4:00 p.m. on October 23, 2012 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 result of a failure by an employer send deducted dues to the Local or to make a proper deduction from the member's pay in any month in which a member has any earnings from which dues could have been deducted.

Elected officers of the Local Union shall, by virtue of such election, be delegates to any Joint Council with which the Local is affiliated, as well as to any 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 of priority set forth in the Local Union Bylaws.

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

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

Bill Hoyt, Secretary-Treasurer

Nominations & Elections: International Constitution

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).



LOCAL 386 — Modesto

Notice is hereby given of the nomination and election of the following officers of Teamsters Local Union 386: Secretary-Treasurer (Principal Officer), President, Vice-President, Recording Secretary, and three Trustees. The terms of office for these officers will commence on January 1, 2013 and conclude on December 31, 2015.

Nominations will be accepted at a Special Membership Meeting of Local Union 386 to be held on October 2, 2012 at 8:00 p.m. at the Teamsters Local 386 Union Hall, 1225 13th Street, Modesto California.

Nominations must be made and seconded from the floor by members of Local Union 386, in good standing with dues paid through September 2012. Any back dues or fees may be paid at the Local Union office through 4:00 p.m. on September 28, 2012. Nominees must accept nomination in person, or if absent, in writing for only one office. Written acceptances must be submitted to the Local Union Secretary-Treasurer.

To be eligible to be nominated for Local Union office, a member must be in continuous good standing in Local Union 386 and actively employed in the craft within the jurisdiction of the Local for twenty-four months prior to the month of nomination. "Continuous good standing" is defined as compliance with the requirements regarding the timely payment of dues, together with no interruptions in active membership because of suspensions, expulsions,

withdrawals, transfers or failures to pay fines or assessments.

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

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

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 386 on or about October 11, 2012. All ballots must be received at the designated Post Office Box by 10:00 am on Friday, November 2, 2012 to be counted. Members who have not received a ballot by October 18, 2012 should call the Local Union Office at (209) 526-2755 to request a ballot. Duplicate ballots may be requested through October 22, 2012.

Instructions for the completion of the 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.

To be eligible to vote in this election a member of Local Union 386 must be in good standing with initiation fees and dues paid through October 2012. Members have until 4:00 p.m. on Monday, November 1, 2012 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 check off shall not lose good standing as a result of a failure by an employer send deducted dues to the Local or to make a proper deduction from the member's pay in any month in which a member has any earnings from which dues could have been deducted.

Elected officers of the Local Union shall, by virtue of such election, be delegates to any Joint Council with which the Local is affiliated, as well as to any 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 of priority set forth in the Local Union Bylaws.

Copies of the Articles of the International Constitution, the Local Union 386 Bylaws and the Rules governing the conduct of this election are available, upon request, from the Local Union Secretary-Treasurer, Gaylord Phillips.

LOCAL 896 — Vallejo

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, 2013 and expiring on December 31, 2015.

Nominations Meetings will be held on November 3 and 4, 2012 as follows: Branch 1 (Northern CA Soft Drink) Saturday, November 3, 9 a.m., TAP Office, 300 Pendleton Way, Oakland CA 94621. Branch 2 (Anheuser-Busch, Fairfield) Sunday, November 4, 9 a.m., 318 Mergenser Drive, Suisun CA 94585. Branch 3 (Southern CA Beer) Sunday November 4, 9 a.m., 3303 Wilshire Blvd., 2nd floor, Los Angeles CA 90010. Branch 4 (Southern CA Soft Drink) Saturday, November 3, 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 2012.

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, 2012. Members have until 4 p.m. on Tuesday,

December 4, 2012 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 5, 2012. Members who have signed up for dues checkoff 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 15, 2012 and all ballots must be received in the Post Office box by 5 p.m., Tuesday, December 4, 2012 in order to be counted on December 5, 2012. Observers are welcome. Any member not receiving a ballot by November 27, 2012 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.

LOCAL 2785 — San Francisco

Notice is hereby given for the nomination and election, for a three (3) year term, of the following officers, business agents and business agent organizer of Teamsters Local No. 2785: President, Vice President, Recording Secretary, Secretary-Treasurer (Principal Officer), three (3) Trustees, three (3) Business Agents and one (1) Business Agent Organizer. Nominations will take place at the General Membership Meeting, at 7:30 p.m. on October 16, 2012, at the Slovenian Hall, 2101 Mariposa Street, San Francisco, CA 94107.

Nominations and election of Officers and Business Agents will be governed by the provisions of the International Constitution which are stated in this notice and the Bylaws of Local 2785. To be eligible to be a candidate, the member must be in good standing for a period of twenty-four (24) consecutive months immediately prior

to nominations. To be eligible to nominate or second a nomination, members must have their dues paid through the month of September, 2012.

Candidates must accept nominations at the time made, either in person or if absent, in writing, prior to the meeting. Potential candidates are encouraged to check their eligibility and the eligibility of their nominators and seconders, prior to the nomination meeting, by submitting a written request to the Local Union Secretary-Treasurer.

The Election shall be conducted on Friday, November 16, 2012 by "walk in" voting at the union office: 5 Thomas Mellon Circle, Suite 130, San Francisco, CA. The polls shall be open from seven o'clock a.m. (7:00 a.m.) until eight o'clock p.m. (8:00 p.m.).

Western Conference of Teamsters Pension Plan retains "Green Zone" status

The enrolled actuary for the Western Conference of Teamsters Pension Plan recently certified that the Plan is in neither endangered nor critical status. Therefore the Plan is in the "green zone" for 2012.

Zone status determination is required to be provided to the Internal Revenue Service every year, and is intended to measure the funding status of multi-employer pension plans. A "green zone" determination is the highest rating available under the Pension Protection Act.

More information about the Plan's funding is provided in the 2011 Annual Funding Notice, which was recently mailed to Plan Participants. In addition, the Plan's website (www.wctpension.org) provides comprehensive information on funding and Plan benefits.

Teamsters to the [foot] rescue

If you or a family member suffers from achilles tendinitis, bunions, corns and calluses, bone spurs, ingrown toe nails, plantar fasciitis, toe nail fungus, or any other foot or leg problem, you should probably see a podiatrist.

Here's the good news—most Teamster health plans cover podiatry and many podiatrists are fellow or sister Teamsters! The members of the California Podiatry Medical Association joined the Teamsters in 2011.

To find a Teamster podiatrist near you, visit calpma.org.



Put your feet in the hands of a UNION PODIATRIST

Podiatric Physicians and Surgeons are THE foot and ankle specialists who keep California workers on their FEET! To find a CPMA Union foot and ankle specialist near you go to www.calpma.org

The California Podiatric Medical Association is a proud member of the International Brotherhood of Teamsters.
2430 K Street, Ste. 200 • Sacramento, CA 95816
(916) 448-0248/(800)-794-3988 • CalPMA.org

UNION SECURITY NOTICE

The following 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.



Brinker case clarifies meal and rest period requirements

California law requires employers to provide meal and rest periods to employees or else pay an hour of pay for each day in which a meal or rest period is not provided. In the recent case of *Brinker v. Superior Court*, the California Supreme Court addressed several issues regarding the interpretation of this law.

1. What must employers do to provide a meal period?

The Court held that employers must relieve employees of all duty during required meal periods, relinquish control over their activities, and permit them a reasonable opportunity to take an uninterrupted 30-minute meal break during which they may come and go as they please. The employer may not impede or discourage employees from taking meals, for example by creating incentives to forego them, creating schedules that make taking meals difficult, or creating a culture encouraging skipping of breaks.

However, employers need not guarantee that employees actually take their meals. If the employees choose to work through a meal, the employer is not required to prevent them from doing so, nor to pay the extra hour of pay for such a missed meal. However, the employer must pay an employee for time actually worked during a meal period.

2. Timing of meals

The employer must provide a meal period no later than the end of an employee's fifth hour of work, and a second meal period no later than the end of an employee's tenth hour of work. No additional

timing requirements apply. For example, the meal period may occur earlier in the work day, even right at the beginning of a shift. Also, the Court rejected the argument that an employee may never work more than five consecutive hours without a meal.

3. Timing of rest periods

Employees are entitled to 10 minutes' rest for shifts from three and one-half to six hours in length, 20 minutes for shifts of more than six hours up to 10 hours, 30 minutes for shifts of more than 10 hours up to 14 hours, and so on.

The rest period must be in the middle of each four-hour work period insofar as practicable, meaning that employers must make a good faith effort to authorize and permit rest breaks at such times, but may deviate from that preferred course where practical considerations render it infeasible. The Court rejected the argument that the first rest period must always occur before the first meal period.

4. Class actions

The Court ruled that in appropriate cases, meal and rest period claims may proceed as class actions.

5. Union Workplaces

These rules apply generally to Union workplaces in the private sector, but some industries (e.g., construction, commercial drivers, motion picture/broadcasting, utilities) are subject to collective bargaining exemptions under certain limited circumstances. Collective bargaining agreements may provide more favorable terms to employees, so long as the above requirements are satisfied.



Blood Alcohol Level and you

Blood Alcohol Level (BAL) is the amount of alcohol present in your blood as you drink a beverage containing alcohol. A blood alcohol level of .08 is legally intoxicated in the state of California and may lead to an arrest for a DUI.

Here are some general guidelines about how you are feeling and acting based on your BAL.

BAL .02%-.03%: You feel mildly relaxed and maybe a little lightheaded. Your inhibitions are slightly loosened, and whatever mood you were in before you started drinking may be mildly intensified.

BAL .05%-.06%: You feel warm and relaxed. If you're the shy type when you're sober, you lose your feelings of shyness. Your behavior may become exaggerated, making you talk louder or faster or act bolder than usual. Emotions are intensified, so your good moods are better and your bad moods are worse. You may also feel a mild sense of euphoria.

BAL .08%-.09%: You believe you are functioning better than you actually are. You may start to slur your speech. Your sense of balance is probably off and your motor skills are starting to become impaired. Your ability to see and hear clearly is diminished. Your judgment is being affected, so it is difficult for you to decide whether or not to continue drinking.

BAL .10%-.12%: You feel euphoric, but you lack coordination and balance. Your motor skills are impaired, as are your judgment and memory. You probably do not remember how many drinks you have had. Your emotions are exaggerated, and some people become loud, aggressive, or belligerent.

BAL .14%-.17%: Your euphoric feelings may give

way to unpleasant feelings. You have difficulty talking, walking, or even standing. Your judgment and perception are severely impaired. You may become more aggressive, and there is an increased risk of accidentally injuring yourself or others. This is the point when you may experience a blackout.

BAL .20%: You feel confused, dazed, or otherwise disoriented. You need help to stand up or walk. If you hurt yourself, you probably will not realize it because you will not feel pain. At this point you may experience nausea and/or start vomiting (keep in mind that for some people, a lower blood alcohol level than .20% may cause vomiting). Since blackouts are likely at this level, you may not remember any of this.

BAL .30%: You are in a stupor. You have little comprehension of where you are. You may suddenly pass out and be difficult to awaken.

BAL .35%: This blood alcohol level also happens to be the level of surgical anesthesia. You may stop breathing at this point.

BAL .40%: You are probably in a coma. The nerve centers controlling your heartbeat and respiration are slowing down and it is a miracle if you are not dead.

Remember if you are going to drink alcohol, drink responsibly to avoid hurting yourself or others.

Acknowledgement This information was prepared by the University of Missouri—Rolla Center for Personal and Professional Development to assist students with stress management. Information contained herein was gleaned from on-line publications found at the following location: www.factsontap.org/factsontap/naked_truth/blood_alcohol_levels.htm