



Gear up to fight “paycheck deception” one more time

By BARRY BROAD
California Teamsters Public Affairs Council

California is the place where bad political ideas never die...they just get worse. And nowhere is this more apparent than those ideas that are generated by the right wing, anti-union corporate greed guys. The latest example of this phenomenon is the new version of the so called “paycheck protection” initiative that has recently qualified for the November 2012 ballot. To be clear, the only protection this initiative provides is to shield corporate fat cats from our political power. That’s why this is really “payroll deception.”

Similar to Props 226 and 75, which were on the ballot in 1998 and 2005, respectively, this new initiative will significantly limit our ability to raise funds to fight issues affecting our members. It prohibits any contributions collected

by payroll deduction (i.e. member dues) to ballot measure campaigns as well as independent expenditures supporting or opposing state and local candidates and ballot measures. So, if they tried to pass

right to work in this state, our ability to fight it would be drastically diminished. Simply put, we would lose.

Further, the payroll deception initiative prohibits any direct contributions by unions to state and local candidates or the candidates’ controlled committees. Corporations already outspend unions by as much as 20-1 on politics. These prohibitions would increase that disparity because this initiative doesn’t affect the ability of corporations and rich corporate executives to spend in unlimited amounts. Their

interests and voices would be the only ones heard in our political process.

**Don't be fooled.
This deceitful
measure is
designed to
silence your voice
in political
campaigns.**

The other important thing to be aware of is that this version of payroll deception is much worse than its predecessors. Unlike Prop 75, this would apply to all sectors of workers, public and private. Unlike Prop 226, this would ban all deductions from wages for political purposes even if the workers and their employers affirmatively agree to such deductions on a voluntary basis.

The point of this whole thing is to silence our voice at the political level and ultimately at the worksite. This initiative is crafted specifically to make it very effective at accomplishing that goal. We need to put every effort toward defeating this terrible idea!

The Secretary of State has not yet designated numbers for the initiatives on the November ballot, but watch this paper for more information as the election gets closer.

The attempt to silence working families

Initiatives to limit the role of working families and their unions have only one purpose, and that is to further skew the political balance of power in America toward corporations.

- The California initiative is being disguised as “campaign finance reform.” It’s not. In fact, the right-wing millionaire supporters of the initiative have written a giant loophole into the measure that would allow for UNLIMITED corporate spending on political campaigns.

- The California initiative will silence working people’s voices by prohibiting ANY voluntary political contributions from union members collected via payroll deduction. That means that if you contribute to the Teamsters’ DRIVE program, you’d have to write a check every week—an inconvenience that would no doubt reduce the amount of money DRIVE collects.

- In the political process, corporations already outspend unions more than 19-to-1. In 2010, corporate interests spent more than \$1 billion in political contributions, 19 times more than unions spent. In addition, conservative groups spent more than \$300 million in independent expenditures and electioneering communications. And in 2010, corporations and special interests spent more than \$2 billion on lobbying. New restrictions on unions’ participation in the political and legislative process would only tilt the balance of power even further in favor of corporations. (Center for Responsive Politics, 12/1/10)

- The minority of workers who disagree with union political activities can choose not to belong to the union. In states where they still pay a fee to cover the union’s representation, they are not required to pay the amount that goes for political and legislative activities. Corporations, by contrast, don’t give shareholders, employees or customers any say in their political activities.



Joint Council 7 Shoot for a Cure

The 3rd Annual Shoot Out MS event, hosted by Joint Council 7 and Shoot for a Cure was a huge success! On November 14, 88 shooters participated in the sporting clay shoot at the Stockton Trap and Skeet, raising \$56,800 to benefit the National Multiple Sclerosis Society in the fight against MS.

Janine Vanier, executive assistant to Local 853 Secretary-Treasurer Rome Aloise, has been battling her MS progression for more than 25 years. For the last seven years, she has participated in an ongoing research project, targeting MS genes, through UCSF's world-renowned Multiple Sclerosis Clinic and Research Center. She also has weekly IM interferon injection therapy to slow the disease progression.

"I am so grateful to all the sponsors, participants, and volunteers who not only made this Shoot Out a fun and unique event, but for the hope this important fundraising gives to people living with MS," Vanier says. "We're getting ready for next year – another big Turkey Shoot to benefit the 84,000 people in Northern California living their fight against MS everyday. It's a blast! (No pun intended.)"

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Another big political year

As you know, we have another big political year ahead of us. Again, the right wing forces and Republicans have put forth a ballot proposition designed to take away workers' rights to participate in the electoral process.

This proposition, like those we have defeated before, is deceptively called "Payroll Protection." In reality, however, it should be called "Payroll Deception." Last year, the Supreme Court ruled that corporations (our bosses) and rich individuals can contribute whatever unlimited amounts of money they want to candidates and "Super PACs." This proposition dares to attempt to prevent you and me from voluntarily contributing small amounts each so that we can consolidate our monies

toward electing candidates who may help us, or at least don't look to undermine our hard won rights. The Payroll Deception ballot measure is a dangerous attack on working people. It is designed to make us spend a lot of our hard-earned money to defeat it, so that, at the same time, right-wing forces can try to elect a President who will continue the war on workers.

I'm sure it seems as if we are constantly harping on you to register to vote, to make sure you participate in the mail ballot program so it is easier to cast your ballot, and to give a couple of bucks a week to DRIVE. I'm also sure that without you participating to beat back these attacks, we will lose many of the things we now take for granted. If we allow the right wing to take over, your pensions, your health and welfare, your overtime protections, and many other terms of conditions of employment could be lost. Throughout our history we've had to fight for everything we have and then fight to keep it. This is nothing new, just another front to defend. Please make sure that you arm yourself and your union for this fight. Register to vote, make sure you are doing the mail balloting, and please sign up for DRIVE.

First Teamster contract for UC workers

On the good news side of the ledger, I am pleased to inform you that our newest Local in Joint Council 7, Local 2010, which represents almost 14,000 University of California workers at all the campuses, recently settled their contract.

These new Teamsters had not received a raise for over four years, and were under attack by the University. Once the members voted to affiliate with

the Teamsters, things began to move forward. It took a while for the Teamsters to get to know how their system worked and for the officers of their Local to learn how the Teamsters operate. But then, they asked for our assistance in their negotiations.

Joint Council 42 President and International VP Randy Cammack, Western Region Public Sector Director Ray Whitmer and I went into the negotiations and after about a month came out with an excellent agreement that in most cases surpasses all other collective bargaining agreements in the UC system.

The contract was accepted by 95% of the new Teamsters, with a higher vote count than any previous agreement. While the members had

voted to affiliate with the Teamsters and our Joint Council more than a year ago, I am now very happy to say that they finally have a Teamster contract.

Economy, bad management take their toll

We continue to see companies that have been household names to all of us suffer and perhaps die as the economy and their ability to adapt to changing markets is challenged. As we go to press, IBC-Hostess has filed for bankruptcy and their future is certainly at risk.

Thousands of Teamster members work for this company across the nation, including a large number within our Joint Council. In announcing their bankruptcy, the company, of course, blamed the union and the obligations they have to pay pensions for their workers. Interestingly, their competitors, who have the same obligations, have been able to manage their businesses, while IBC-Hostess cannot.

Our members at IBC-Hostess have sacrificed much over the last few years by giving this company a number of concessions. They are being asked for more now, including giving up their existing pension plan.

I, along with all of the Northern California Bakery Negotiating Committee Locals are adamantly opposed to making any further concessions to this company. Unfortunately, this may cause a lot of our members to lose their jobs. Unfortunately, we have an obligation to the rest of our members who work within the Bakery industry to preserve working standards and conditions. Hopefully, we will find a solution before it is too late for another iconic company that we all grew up with.

James R. Hoffa Scholarship Fund

Applications are now being accepted for the 2012/2013 James R. Hoffa Memorial Scholarship Fund (JRHSF) for high school seniors.

The Fund will provide 150 scholarships. Thirty-one will be \$10,000 grants, payable over four years. The other 119 will be one-time \$1,000 grants.

Recipients must be the child or grandchild of a Teamster member in good standing. Awardees are selected by an impartial committee of university admissions and financial aid directors based on academic achievement, SAT/ACT scores, character, potential, and financial need.

Go to: www.teamster.org and search for **scholarship**. The application deadline is **March 31, 2012**.



The wheels on the bus go union now

Every day, hard-working men and women all across America deliver the most precious goods a driver can ever haul: children on their way to another day at school.

Budget cuts have hit every part of our public education system, including school bus services. More often than not, profitable bus companies pass those cuts down to school bus drivers in the form of stagnant wages, unaffordable health care, and unsafe buses.

The good news is that during the last few years, more than 35,000 school bus drivers nationwide have joined with America's largest transportation union—our International Brotherhood of Teamsters—to drive up standards in the school bus industry.

Many of them are bus drivers at First Student, the largest school bus company in the U.S. They organized with us under a historic national agreement that protects their right to organize without interference, harassment, or intimidation. This took a lot of hard work and organizing to win, because no employer likes to let us in.

Many First Student bus drivers here in our Joint Council organized under this agreement, and last July, 91% of First Student drivers nationwide ratified a first-ever, 4-year national agreement that raises standards for Teamster bus drivers coast-to-coast. We enjoy good labor relations with First Student, delivering a win for the children, for our members, and school districts.

Unfortunately, bus drivers with Durham School Services—the second largest bus company in the U.S.—don't have it so good. Their parent company, British-based National Express Group, operates more than 13,000 buses with 350 school districts in 30 states. They are the 1%. And like many of the 1%, they got their money off the hard labor of others.

Durham bus drivers in Joint Council 7's area take children with special needs to school. You would think such an important job would merit decent pay and benefits. After all, these are the most vulnerable children in our society! But Durham sees things another way.

Well, Durham is getting an education that the kids don't get at school. In San Jose, under the leadership of Local 287, more than 200 bus drivers for Durham and Student Transportation of America just voted to join our union. Now Durham drivers in Alameda County are organizing with us, too.

Both of these campaigns are receiving strong support from elected officials, everybody from school board members to city council members, county supervisors, and state legislators. They've written letters to Durham, called the company, and even marched on the boss with drivers delivering petitions. This is why we do politics. We support politicians who support workers.

Look for this campaign to roll into a school near you soon. The wheels on the bus are going union now!

This is why we do politics. We support politicians who support workers.

Local 350 forges coalition to fix San Francisco's prevailing wage law

It's not just Wisconsin or Ohio – state and local governments here in California are looking for any way they can to cut costs. If politicians and bureaucrats can replace good Union jobs with lower paid workers employed by contractors offering bargain basement labor costs, Union jobs will go. Seeing this threat, Local 350 has acted to insure that government employees and workers employed in the private sector under government contracts have job protection by making the payment of "prevailing wages" the law.

San Francisco is one of the few cities with local laws requiring employers outside the construction trades to pay prevailing wages when doing business with the City or operating on City property in the waste, parking, moving, theatre, and janitorial industries. However, when San Francisco put a waste haulage contract out to bid in 2009, Local 350 Secretary-Treasurer Bob Morales found that there was a gaping loophole in the existing law: "The existing ordinance allowed

employers to hire independent contractors and avoid paying prevailing wages altogether."

In response, Local 350 alerted the Teamsters Locals with jurisdiction over parking and moving, as well as the Stage Hands Union (IATSE) and Janitors Union (SEIU) to the problem and has led a campaign to close the loopholes and strengthen the protections of the employees of City contractors. According to Morales, the biggest part of this effort was, "To make it clear that a prevailing wage law has no teeth unless it applies to employees earning wages." Because owner operators are not paid wages but piece rates based on jobs, it is impossible to enforce prevailing wage obligations on employers using owner operators. Local 350 and the other Unions also exposed the exploitation of "independent" workers who do not have the legal protections state law gives to employees.

On January 4, San Francisco's Board of Supervisors took the first

step to approval of Local 350's substantially revised prevailing wage ordinance. The new ordinance,

Bars employers from using owner-operators and requires employers bidding on City contracts to use employees only. Because any bidder will have to pay employees' wages for their labor, there will be no difficulty in determining whether an employer is paying the prevailing wage and enforcing that obligation;

Requires employers who successfully bid to take over a City contract to retain the employees of the prior contractor for up to six months (currently up to 90 days) subject to discharge only for cause protections; and

Expands the scope of the industries covered to reach non-profits and other employers.

If Local 350 is successful here, San Francisco will have the strongest non-construction trades wage protections in the country and protect Union jobs from becoming the first casualty of government budget cuts.

Walter Johnson 1925-2012

The leader emeritus of the San Francisco Labor Council—and friend of almost everyone he met—Walter Johnson passed away on January 12.

Walt was a big and fearless advocate for everyone and anyone who was wronged, mistreated, put down, left: out, pushed aside or just down on their luck. That's why he became a union organizer.

He was fearless because he always followed his faith, his values and his heart. Therefore he knew he couldn't go wrong.

He treated each of us as special. He built us up and brought us together. He knew everyone was redeemable, and gave everyone a second chance. And a third. But he knew how to give hell to anyone on the wrong side of justice. You'd never want to be on the receiving side of that pointed finger. Honest. He could throw a fast ball at you hard. But he'd never throw you a curve ball.

He didn't waste time talking trash or creating trouble for people. The only trouble he caused was trouble for a cause.

He'd be late for a meeting with the governor because he was busy getting a cup of coffee for some unfortunate soul he just met on the corner. He loved his work and the people he served. He was, perhaps, the most generous and honest man I know.

One of the biggest, toughest, most fearless and kindhearted union men in America has passed.

He died with as clear and content a conscience as any man could.

God bless, Walt.

**— Art Pulaski
Secretary-Treasurer
California Labor Federation**

"With the passing of Walter Johnson, the working men and women of San Francisco – and our entire nation – have lost an extraordinary champion, a powerful advocate, and an unrelenting voice for economic justice; many of us were proud to call him a friend. Walter Johnson's life was a story of courage, leadership, and extraordinary service to the labor community and the people of San Francisco. His legacy will live on in our continued pursuit of fairness and workers' rights in our city and across the country."

**—Nancy Pelosi
Member of Congress
Democratic Leader**

AROUND THE LOCALS



LOCAL 315

Putting the union in the Centerline



Some of the crew from Centerline who voted unanimously in January to join Local 315

When Centerline was awarded the sub-contractor agreement with the Toyota facility in San Ramon, the company informed the 30 truck drivers and dock workers, who had previously worked for TQPE, that if they wanted to keep their jobs, they'd be receiving a 30% reduction in wages and benefits.

A Teamster driver in touch with the employees contacted Local 315 Secretary-Treasurer Dale Robbins to say that he thought the workers were fed up and would be interested in gaining union representation.

Robbins passed the tip on to Local 315 Organizer Jim Sveum, who promptly followed up to schedule a meeting with the employees and form an organizing committee. Within a few weeks, Sveum received a strong showing of support from the employees and 80% signed Authorization for Union Representation cards. The employer eventually agreed to stipulate to an NLRB Election by mail ballot.

On January 6, 2012 the ballots were counted and the employees showed their solidarity and fortitude by voting unanimously (27-0) in favor of the union.

Centerline's decision to cut benefits and wages was the driving force behind the employees' quick embrace of the union. "The employees wanted the same type of protections and job security provisions of a Teamsters contract like the Teamster driver who gave me the organizing tip enjoyed and they responded with a potent and resounding message," Robbins said.

As a token of appreciation, the Local 315 member who gave the tip was given a nice black Teamster jacket.



Santa Frank Mendiara with some of the helpers and families that received Christmas gifts in 2011.

LOCAL 601

Taking care before and after plant closure

On September 30, H.J. Heinz officials announced to its 124 employees and Teamsters Local 601 that they would be closing their Stockton plant on December 2, 2011. Although depressed by the announcement, the Teamsters at the plant accepted the news with courage and dignity.

After meeting with the members, Secretary-Treasurer Ashley Alvarado went into "effects bargaining" with the company. In the end, the union was able to achieve the following: one week of severance for every year worked from date of hire; cash out of vacation banks and unused sabbatical; a \$700 incentive bonus; holiday pay for December; six months extended health and welfare coverage for most members; preferential hiring at a nearby Heinz-owned plant and a dispute procedure for unresolved issues.

"It is always difficult to see long-term, hard working members lose their jobs," Alvarado says. "But it was

our goal to get them the best possible severance they could get. The union cooperated with the company to have nearby companies that were hiring speak to the members. We also held meetings where the members could question the Employment Development Department, health and welfare officials, Western Conference of Teamsters pension representatives and legal counsel," she adds. "Our main goal was to do as much as possible for these dedicated Teamsters."

At the meeting to explain the results of the effects bargaining, the members seemed genuinely pleased and appreciative of all the efforts on their behalf. Roger Reyes, a 41-year employee said, "It's a good package, especially being able to collect severance back to our date of hire and getting extended healthcare."

"All of us at Local 601 consider it an honor and privilege to have represented these great Teamsters," Alvarado says.

LOCAL 856

Back pay award in time for the holidays

The holidays were a little sweeter for 14 Local 856 members working as Juvenile Hall Counselors in Marin County when they were awarded four years' worth of holiday back pay in late November.

The award, totaling more than \$47,000, was the result of the County's miscalculation of holiday overtime pay. Shop Steward Kevin Coleman was one of several members who noticed the inaccuracy in their paychecks about a year ago and contacted Business Rep Matt Finnegan.

The collective bargaining agreement states that members who work on holidays are to be paid at time and one half for every hour worked. However Coleman and Finnegan learned at a Labor-Management meeting that the County's payroll system did not have a way of correctly calculating holiday pay. "It took the county about six months before they finally acknowledged their error," Finnegan said. The county offered one year of back pay as a result.

After doing some research, Finnegan learned that the county could go back four years. "The County was upset that we couldn't strike a deal, but we were rightfully owed this money," Coleman said.

Coleman says that without the union, he thinks that

the issue would have been explained away by the County and the members wouldn't have received their money.

Coleman said he became a steward to give his fellow members a voice. "I always had ideas and thoughts, so when the previous steward left, I stepped up," he said.

"I figured if I'm angry about something, I can do something about it. With the union, I don't have to be the 'Lone Ranger,'" he said.

Coleman said that members need to trust their gut. "If you have an inkling that something may not be right, explore that feeling. Once you get clarity one way or the other, you're better off," he said.

Finnegan agrees. "Always double check your paycheck, and if you have any questions, ask your business representative. If a member had never said anything, I wouldn't have known. I don't see members' paychecks, so it's important to relay that information."

Each of the 14 members received between \$2,000 and \$4,800 depending on how many holidays they had worked.

"It was money we didn't know we were getting. Everyone had a nice Christmas because of it," said Coleman.

LOCAL 87

Supporting families in need

For the past six years, Local 87 member Frank Mendiara and several of his fellow UPS drivers have participated in the Adopt a Child program, raising money to purchase gifts for families in need during the Christmas season. UPS donates the use of the company vehicle for the deliveries to the families.

LOCAL 912

Vitamin company workers vote union for their health

After a seven-month organizing drive and by a vote of 190-138, the 366 warehousing, manufacturing and packaging workers at Threshold Enterprises in Santa Cruz and Scotts Valley voted in November to join Teamsters Local 912.

"We're excited. We're happy about this successful vote and to be able to change the lives of more than 360 people," said Secretary-Treasurer Brad Sebring.

"They did a lot of work to organize because they want to see changes," said Local 912 President Santos Lerma. "They need job security. The workers haven't had a wage increase in a few years. Their health and welfare is costly to them. They want respect on the job."

Victor Martinez has worked at Threshold's manufacturing department in Scotts Valley for five years and is excited about being a Teamster.

"We feel like we've achieved something big and that we have a professional union behind us," Martinez said. "Respect and fairness is what we need, and we are glad to have the union to protect us."

Lerma wanted to especially thank his organizing partner, Frank Harms from Local 853, who did a lot of the organizing. "Frank and I worked hard, but the credit goes to the people. They all came together and worked together as a team and that's what made this possible," Lerma says.

Former Teamster Jose Hernandez runs for Congress

Jose Hernandez is not just a former astronaut and current candidate for Congress; he also used to be a member of Local 601 and credits the Teamsters with giving him a head-start on his successful career.

Hernandez says he spent four summers working in the canneries while studying at the University of the Pacific. "I went from a job that paid minimum wage to a union job paying \$12 an hour plus benefits," he recalls. "That was big money in those days and



Local 150 S-T Sam Rosas; Local 386 VP John Costa and S-T Gaylord Philips; Joint Council 7 President Rome Aloise; Candidate Jose Hernandez; Local 601 S-T Ashley Alvarado; JC7 Political Director Doug Bloch; Local 856 Political Director Trish Suzuki; and CTPAC's Marci Newman.

helped pay my tuition and keep me in school. It wouldn't have been possible without the Teamsters Union."

A candidate for the U.S. House of Representatives in the newly formed 10th District, Hernandez met on Dec 13, 2011

with Joint Council 7 President Rome Aloise and several Teamster officials seeking their endorsement. The district includes Modesto, Patterson, Tracy, Manteca, Escalon and Riverbank.

LOCAL 2010

UC employees ratify first Teamster contract after 3-year deadlock

For the administrative employees at the University of California, getting a new contract was a very long roller coaster ride. Between September, 2008 when their last contract expired and December 2011, when 95% of the members finally ratified a new contract, they faced decertification of their independent union, had numerous retirements of bargaining committee members, affiliated with the Teamsters, and stepped up the support actions at campuses and Regents meetings across the state.

"None of us would have foreseen so many twists and turns in this round of negotiations, nor the many directions from which opposition would be hurled at our efforts to gain a fair and equitable agreement," says Amatullah Alaji-Sabrie, chief negotiator for the 14,000-member unit at UC's 11 campuses and labs.

The affiliation with the Teamsters provided the emergence of a stronger union with resources and support from the International via General President Hoffa, Public Services Division Director Michael Filler and International Vice-Presidents and Joint Council Presidents Randy Cammack and Rome Aloise. "The support of our Teamster sisters and brothers from other locals at meetings of the Regents, donors and alumni, chancellors and union coalition actions across the state was invaluable," says Alaji-Sabrie. "I have no doubts or

qualms in saying without the affiliation the negotiations would have yielded a significantly different result."

What's in the contract

The new contract includes a 3% across-the-board wage increase, significant step increases, and raises in the minimum salary rate. Perhaps the most significant aspect of all the wage increases is the University will no longer link wage increases to state funding, but has pledged to provide the funding for the increases from its other sources of income. And, raises will take place in July instead of October, a long-time union goal.

Health premium increases will be capped at 20% in a year. Contributions to the defined benefit plan (UCRP) will be restarted and increased each year. The university wants to institute a new tier for pension eligibility starting in 2013; the union is committed to finding alternatives to this proposal.

The contract also addressed union concerns about bullying and reclassification.

"We wouldn't have gotten this contract without the tireless effort of the bargaining team members, state wide executive board members, legal team and International and Joint Council leaders," says Alaji-Sabrie. Members of the bargaining team included: Stephanie Dorton, UC Berkeley; Robert Dawa, UC

LOCAL 386

Welcome new members

The Officers and Staff of Teamsters Local 386 welcome our newest members: the staff of the North Valley Labor Federation and the sanitation drivers from Republic Services, Inc.

The North Valley Labor Federation was formed in 2010 to combine the political influence of the three Central Labor Councils in the central San Joaquin Valley. The top labor organizations located in the jurisdiction of the Merced-Mariposa CLC, the Stanislaus-Tuolumne CLC and the San Joaquin-Calaveras CLC, came together in the fall of 2010 and helped elect pro-union candidates throughout the state. In December of 2011 the three staff members requested to join Teamsters Local 386 and of course were welcomed. We are now working with the NVLF to plan our upcoming fights for the working people of California.

Republic Services employees from two locations voted unanimously for Teamster representation in a mail ballot conducted in early January 2012. Teamsters Local 386 will begin negotiating a contract for the sanitation truck drivers in the Los Banos and Atwater locations. Teamsters Local 386 currently represents sanitation workers at Winton Disposal, a Waste Management Inc. company also in Merced County. We are looking forward to working with our newest unit.

LOCAL 431

Many contracts coming due

Local 431 has a very busy year of negotiations ahead with several contracts currently open; BMC West, PDM, Nutrius, Fresno Crane and several others that will be opening soon; Farmer Brothers Coffee, Quality Manpower, Sugar Transport, Scannavino Trucking, Levi's, Sun-Maid Growers, Lion's Packing, Blocklite, Western Building Materials, CEMEX and Bridgford Foods.

Welcome new members

Local 431 President Darrell Pratt would like to welcome all of our new members at Allied Waste who were hired effective December 2011, after Allied Waste was awarded the City Franchise Agreement giving them half of the City of Fresno's commercial waste.

Davis; Linda Michelle Weinberger and Dianna Sahhar, UC Irvine; Evelyn (Lyn) Kelly, UCLA; Eve Kent, UC Riverside; Dortha Stewart and Tom Williams, UC San Diego; Mary Higgins and Alice Guillory, UC San Francisco; Kristi Rank, UC Santa Barbara; Samantha Sokolowski, UC Santa Cruz; Helen Jefferson and Anytra Henderson, Lawrence Berkeley National Laboratory (LBNL); Peter Donohue, Economist; Kathleen Hurley, Classification-Compensation Consultant; Robert Bonsall and Jason Rabinowitz, Legal Counsel; and Amatullah Alaji-Sabrie, Chief Negotiator.



LOCAL 70 Oakland

General Membership and Steward Council Meetings are held at 400 Roland Way, Oakland, as follows:
Thursday Meetings - 7 p.m.:
Feb 23 • Mar 22 • May 24 • Jun 28
Tuesday Meetings - 7 p.m.: Nov 13
Saturday Meetings - 10 a.m.:
Apr 21 • Sep 22 • Oct 13 • Dec 15
Meetings are suspended in July & August.
Marty Frates, Secretary-Treasurer

LOCAL 87 Bakersfield

General Membership Meetings: All meetings are held at Teamsters Local 87, 2531 G Street, Bakersfield, CA
NOTE: All meetings start promptly at 10:30 a.m.
Feb 26 • May 20 • Aug 26 • Nov 18
Henry Garza, Secretary-Treasurer

LOCAL 137 Redding

Membership Meetings are held the third Thursday of the month, 7 p.m. at Teamsters Local 137 Union Hall, 3540 S. Market St., Redding
Feb 16 • Mar 15 • Apr 19 • May 17 •
Jun- July-Aug meetings are suspended •
Sep 20 • Oct 18 • Nov 15 • Dec 20
Dave Hawley, Secretary-Treasurer

LOCAL 150 Sacramento

General Membership Meetings:
First Wednesday of the month, 7 p.m. at Local 150, 7120 East Parkway, Sacramento.
Feb 1 • Mar 7 • Apr 4 • May 2 • Jun 6 •
Jul 4 • Aug 1 • Sept 5 • Oct 3 • Nov 7 •
Dec 5
New Member Orientation:
First Wednesday, 6 p.m. at Local 150
James Tobin, Secretary-Treasurer

LOCAL 287 San Jose

General Membership Meetings:
2nd Tuesday of the month, 7 p.m. at Teamsters Local 287, 1452 North Fourth St., San Jose
Feb 14 • March 13 • April 10 • May 8 •
June 12 • Meetings are suspended in July-Aug-Sept • Oct 9 • Nov 13 • Dec 11
Stewards meetings: Last Thursday of the month, 7:00 p.m.
Bill Hoyt, Secretary-Treasurer

LOCAL 315 Martinez

General Membership Meetings are generally held on the second Wednesday of the month at 8:00 p.m. with the exception of Saturdays May 12 and October 13 when the meeting begins at 10:00 a.m.
New Member Orientation begins at 7:30 p.m.
The 2012 Meeting locations as follows:
Martinez Union Hall—2727 Alhambra Ave.
Jan 11 • Feb 8 • April 11 • Sat. May 12 •
July 11 • Aug 8 • Sat. Oct 13 • Dec 12
Vallejo Union Hall—445 Nebraska Street:
March 14 • June 13 • Sept 12 • Nov 14.
Directions at www.teamsters315.com
Dale Robbins, Secretary-Treasurer

LOCAL 350 Daly City

Membership Meetings:
San Francisco – Membership meetings are held the 2nd Thursday of the month (Mar 8 • Jun 14 • Sept 13 • Dec 13) at 6 p.m. at Electricians Hall, 55 Fillmore St., San Francisco
San Jose – Membership meetings are held the 4th Wednesday of the month (Mar 28 • Jun 14 • Sept 13 • Dec 19) at 7 p.m. at Local 287, 1452 Fourth St., San Jose and Dec 20 at San Jose Airport Garden Hotel, 1740 North First St., San Jose
Robert Morales, Secretary-Treasurer

LOCAL 386 Modesto

General membership meetings are held 2nd Thursday of the month, 11 a.m. and 7 p.m., at Local 386, 1225 13th Street, Modesto.
Gaylord Phillips, Secretary-Treasurer

LOCAL 431 Fresno

Membership Meetings are held the first Thursday of each month (unless otherwise noted due to conflicting meetings), 7:30p.m. at Local 431 Membership Hall, 1140 W. Olive, Fresno.
Feb 2 • Mar 1 • Apr 5 • May 3 • 2nd Thursday—Jun 14 • July 5 • 2nd Thursday—Aug 9 • Sep 6 • Oct 4 • Nov 1 •
2nd Thursday—Dec 13
Darrell Pratt, President

LOCAL 439 Stockton

General Membership Meetings are held 3rd Wednesday of the month, 7 p.m., at Local 439, 1531 East Fremont St., Stockton.
Tel: 209 948-9592
Sam Rosas, Secretary-Treasurer

LOCAL 517 Visalia

General Membership Meetings:
Visalia: Local 517 Union Hall, 512 W. Oak St., Visalia, 10 a.m. and 6 p.m.: Feb 16: Bylaws proposal meeting • Apr 19 • Jun 28 • Aug 16 • Oct 18 • Dec 20
Fresno: Local 431 Union Hall, 1140 W. Olive, Fresno, 5 p.m.: Mar 15 • May 17 •
Jul 19 • Sept 20 • Nov 29
Chester Suniga, Secretary-Treasurer

LOCAL 533 Reno

General Membership Meetings:
Teamsters Local 533 Hall, 240 Gentry Way, Reno. Meetings are on the third Thursday of each month at 7 p.m.
Executive Board meetings are at 6 p.m.
Feb 16 • Mar 15 • Apr 19 • May 17 • Jun 21 • Jul 19 • Aug 16 • Sep 20 • Oct 18 •
Nov 15 • Dec 20.
Debbie Calkins, Secretary-Treasurer

LOCAL 601 Stockton

General Membership Meetings:
Stockton – 3rd Tuesday of the month, 7 p.m., at Local 601, 745 East Miner Ave., Stockton.
Yuba City – 4th Tuesday of the month, 7 p.m., 326 B St., Yuba City
Ashley Alvarado, Secretary-Treasurer



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
CUE 2010.....	510-604-2411

LOCAL 665 San Francisco

General Membership Meetings:

The merged Local 665 (San Francisco and Santa Rosa) will hold General Membership meetings according to the following schedule: 4th Tuesday of the month, 6 p.m., at 1500 Franklin Street, San Francisco.

Jan 24 • Mar 27 • Apr 24 • Jun 26 • Oct 23 • Dec 18 (third Tuesday)

4th Tuesday of the month 6 p.m. at 1371 Neotomas Ave., Santa Rosa

Feb 28 • May 22 • Nov 27

Meetings are suspended in Jul-Aug-Sep.

Please note the union's new telephone numbers: Toll-free: 888-770-3948

415-728-0811 • 707-542-1292

Ernie Yates, Secretary-Treasurer

LOCAL 853 San Leandro

General Membership Meetings are held the second Thursday of the month, 7 p.m. at Teamsters Local 853 Meeting Room, 2100 Merced St., San Leandro, except for the month of October. The October Membership Meeting will be held at the Local 853 West Bay Office, 151 West 20th Ave., San Mateo, at 7 p.m.

Rome Aloise, Secretary-Treasurer

LOCAL 856 San Bruno

General Membership Meetings are held last Tuesday of each month, 6 p.m. at Local 856's "Chetcuti Hall", 453 San Mateo, San Bruno, CA:

Feb 28 • Mar 27 • April 24 • May 29 •

June, July, August meetings canceled •

Sept 25 • Oct 30 • Nov—Annual

Thanksgiving Meeting—to be announced • December—meeting canceled

Joseph Lanthier, Secretary-Treasurer

LOCAL 890 Salinas

General Membership Meetings are held the second Thursday of the month at Teamsters Local 890, 207 North Sanborn Road, Salinas, at 8 p.m.

Crescencio Diaz, President

LOCAL 896 Vallejo

Branch 1 Membership Meetings:

Saturday, 10 a.m. at TAP office, 300 Pendleton Way, Oakland

Feb 25 • Mar 31 • Apr 28 • May 19 • Jun 30 • Jul 28 • Aug 25 • Sept 29 • Oct 27 • Nov 17 • Dec 15

Branch 2 Membership Meetings:

Suisun Senior Center, 318 Merganser Dr., Suisun

Tuesday Meetings – 4:30 p.m.: Feb 28 •

Apr 24 • May 22 • Jul 31 • Aug 28 • Oct

30 • Nov 20

Sunday Meetings – 9 a.m.: Mar 25 • Jun

24 • Sept 30

Saturday Meeting – 10 a.m.: Dec 15

Rene Medrano, Secretary-Treasurer

LOCAL 912 Watsonville

General Membership Meetings are held the 4th Tuesday of the month, 12 noon and 7 p.m. at Local 912, 22 East 5th St., Watsonville.

Brad Sebring, Secretary-Treasurer

LOCAL 948 Modesto/Visalia

General Membership Meetings:

Modesto: Third Tuesday of the month at Local 948 Meeting Hall, at Teamsters Local 948, 1222 I Street, Modesto, at 7 p.m.

Visalia: Second Thursday of the month at Visalia Memorial Bldg., 609 West Center St., Visalia, at 7 p.m.

Adam Ochoa, Secretary-Treasurer

LOCAL 2785 San Francisco

General Membership Meetings are held the 3rd Tuesday of the month, 7:30 p.m., at the Slovenian Hall, 2101 Mariposa St., San Francisco.

Jack Bookter, Secretary-Treasurer

Local 78/853

ALVES, Eleanor
CROCKER, Aaron J.
TOLDEN, Kevin

Local 87

HARER, Jessie
MARA, Richard "Dick"

Local 287

BARTICE, Preston L.
BELLANDI, James J.
BLOYD, Jesse
BRADFORD, Wester C.
BUGNA, Joseph P.
COLES, James H.
COUSHMAN, George
DALLEN, Conrad J.
DE LA TORRE, Antonio A.
DOSS, Carlis E.
ESPINOZA, Albert
FORSYTH, Charles E.
GUTIERREZ, Elaine L.
HERNANDEZ, David
HOLMAN, Willard E.
LAUULI, Solia
LAWSON, Joseph J.
LONGACRE, James D.
LUTH, John H.
McCORMICK, Willie H.
McNALLY, Timothy
MEGAHAN, Ronald E.
METZGER, Donald L.
PANGELINA, Andrew A.
RANSOM, Roy
RODRIGUEZ, Edwin
ROGERS, Gerald Bw.
SANTO, Raiji
SAUCEDO, Patricio
SCHOOT, Buck
SILVERIA, Frank L.
TERRY, Nick L.
TIPP, Donald G.
WIENS, Harold L.
WOLFE, Chester E.
ZINN, Loren L.

Local 296/853

HANCHEY, Lewis Earl

Local 315

SANTOS, Ramon A.
ENE, Paul T.
MARTIN, Richard D.
MITCHELL, Tonya
NATA, Paul
FRANZENBACH, William

Local 431

BARELA, Heracleo
BIGGS, Kenneth
BUSTOS, Manuel
GILSTRAP, Ken
JARAMILLO, Carlos
MALEWSKI, Robert
PARTAIN, James
RAMIREZ, Rudolph
SOWELLS, JB

Local 484/315

FERNANDEZ, Joseph
MARIA, Louie E.

Local 517

MILLER, Harry W.
SMITH, James F.
HALL, Jimmie
STEWART, Clarence (Eddie)
VASQUEZ, John

Local 533

PALMA, Byron
HERRERA, Emigdio
GARDNER, Daniel
BOUMA, Don

Local 588/853

SERRANO, Dolly

Local 853

BRADY, Owen
CARPIO, Simplicio
CESAR, Gene
EISENSTAEDT, Fred
LAO, Mamerto
RICKARD, Ron
TODD, Mark

Local 856

HOPPE, Daniel W.
WILLIAMS, James T.
ABUAN, Jose R.
OMSTEAD, Patsy P.

Local 890

CEJA, Maria Amesquita
SAUCEDO, Carola
SANCHEZ, Fernando

Local 912

AVILEZ, Matiana D.
CARVALHO, Joe
PFLUEGER, Richard S.

Local 948

BARACK, Anna Schultz
BUSBY Jr., William
GARCIA, Antonio
GARCIA, Adolphe
LEAL, Arturo
MACIEL, Michael
MUKHAM, Roma Devi
NAVA, Eduardo
ORTEGA, Cenaida
ROWE, Leo Lynn
SMITH, Cecilia
SMITH, Robert Paul
TAYLOR, Nora
TURNBULL, Donna Jean
VASQUEZ, SR. Rafael
VIGIL, Espiritu
WILLIAMS, Randal

GCC 583/Local 853

BRAZELTON, George
CONNOR, Douglas
DiGRAZIA, Robert
HAGAN, William D.
HAMASHI, Fukuyo
HILL, Robert
HUSHER, Barbara
LEE, Clarence
MOCK, Richard
MONTROYA, Charlie
RICHNER, Fred
SCHULER, John

Leadership change at NCTAT training center

Lead Instructor Phill Winters has been named to fill the position of Interim Director of the Northern California Teamsters Apprentice Training and Education Trust Fund (NCTAT).



Interim Director Phill Winters

This follows the December retirement of long-time Executive Director Troy Ohlhausen, a long-time Teamster who, for the last 17 years, served as an instructor and Executive Director at the Teamster Regional Training Center.

Chairman of the NCTAT Board of Trustees Dale Robbins announced Winters' appointment. Winters began his Teamster career in 1981 as a member of Teamsters Local 431 in Fresno and has worked for Granite-Ball-Groves, McGuire & Hester, Madonna, Rasmussen, Granite, and Hensel-Phelps Construction Companies operating boom trucks, water trucks and water pulls. Since 1994, Winters has worked as a trainer and Lead Instructor at NCTAT, helping Teamsters develop and improve their skills to secure jobs in the construction industry. He is an IBT National Safety Trainer and an OSHA authorized trainer.

"The NCTAT Board of Trustees congratulates Troy for doing an excellent job and for his well-deserved retirement and welcomes Phill as our Interim Director," Robbins adds.

On another note, due to the downturn in the economy and, in particular, work in the construction industry, the NCTAT program has trimmed down for the winter months. However, the Board of Trustees remains committed to providing our Northern California Teamster members with the opportunity to upgrade equipment skills, knowledge, and certifications needed to enter the construction workforce.

For more information please visit www.nctat.org.

BULLETIN BOARD

Local 87 Bakersfield

Teamsters Local 87's Shop Steward training course is on February 25, 2012 at the Teamster Hall: 2531 G Street, Bakersfield from 9:00am -12:00pm. Please call 661-327-8594 to reserve a spot.

LOCAL 386 Modesto

Local 386 has scheduled a baseball trip to see the Oakland A's play the S.F. Giants in Oakland on June 25, 2012. We are limited to 60 tickets so reserve your seat on the bus early.

Also, mark your calendar for the Local 386 Second Annual Membership Appreciation Picnic on August 18, 2012. Details to follow!

YOUR LEGAL RIGHTS

BEESON, TAYER & BODINE

Big shifts at the National Labor Relations Board

Obama Appoints Three Members to NLRB

On January 4, 2012, President Obama used his recess appointment power to appoint three members to the National Labor Relations Board: Democrats Sharon Block and Richard Griffin, and Republican Terence Flynn. These appointments bring the NLRB up to its full, five-member complement.

The NLRB is the federal agency that oversees federal law regarding union organizing, elections, and collective action by employees.

With Senate Republicans refusing to approve the appointment of any members to the NLRB, Obama's recess appointments were the only way to ensure that the NLRB had a quorum necessary to function. According to a U.S. Supreme Court decision issued last year, without a quorum of three members, the NLRB lacks authority to issue any decisions.

NLRB Amends Election Rules to Streamline Elections

In December, the NLRB enacted several sweeping modifications of its election procedures. The changes approved include the elimination of: (1) the 25-day waiting period for an election following the issuance of a Direction of Election; (2) the pre-election appeal of a Direction of Election (moving the appeal to post-

election); and (3) the mandatory NLRB review of regional office decisions on post-election appeals. The new rules also narrow the scope of issues that are addressed in pre-election hearings, hearings that often delay the election date. Each of these changes will shorten the time from the union's election petition to the election and the NLRB's certification of the election. Delay has always worked to the employers' advantage, wearing down union support.

While these new rules are set to take effect on April 30, 2012, Republicans and their allies in the Chamber of Commerce are already trying to block them.

NLRB Enacts NLRA-Rights Posting Requirements

Last August, the Board enacted a rule requiring all employers covered by the National Labor Relations Act—essentially all employers

except agricultural and public employers—to post a notice informing employees of their rights to organize into unions and collectively bargain. The new rule was originally set to go into effect on November 14, 2011, but Congressional Republicans introduced legislation and business groups filed a lawsuit objecting to the new rules. After the judge presiding over the lawsuit challenging the rule asked the NLRB to extend the implementation date for the new rule, the Board extended the implementation date to April 30, 2012.



NEWS FROM TARP

TARP to offer 2012 seminar on dealing with workplace violence

Happy New Year! The new year brings renewed hope and opportunities for change.

Most of us are familiar with the idea of a "New Year's Resolution." This is the resolve to change something about your life that is not satisfactory or is causing concern or problems. Two of the more popular New Year's resolutions are to "lose weight" or "get healthy."

A much less popular New Year's resolution is to limit or stop the consumption of alcohol or stop illicit drug use. So how do you reduce or stop drinking alcohol? An important first step, once you have decided to reduce or stop alcohol consumption is to meet with your physician or contact TARP or TAP for an assessment to determine the safest way to reduce or stop alcohol and to get referrals for education or treatment. An assessment is free and will provide you with the information necessary to move forward with your desire to implement change in your life.

In the year 2012, professionals in the substance abuse field are rethinking how to understand and initiate intervention for individuals who have problems related to the use of alcohol or other drugs. Historically intervention began when someone was diagnosed with abuse or dependency based on the criteria in the DSM (Diagnostic Statistic Manual—the resource for doctors, therapists, etc. for diagnosing

mental or substance disorders.) One proposed change is to begin to address alcohol and drug use and start treatment before an individual moves into the areas of abuse, addiction, or dependency. This will change how alcohol and drug use are thought about, diagnosed and subsequently treated. The change begins with the wording—moving away from the terms "abuse" and "dependence" and towards the word "use" as an initial level of diagnosis.

This word change impacts how clinicians think about the problem of drug or alcohol usage and opens a doorway for treating alcohol use or drug use before the levels of abuse or dependency are reached. Intervening on a problem in its beginning stages means a less intense level of treatment is needed. Education rather than intensive outpatient or inpatient treatment becomes a realistic possibility for someone in the stage of use that happens prior to abuse, addiction, or dependency.

The thinking is that if you are using illegal drugs or prescription drugs not as prescribed or not prescribed for you, then there is a problem and this problem is defined as "use," not abuse, not dependence, but use.

Help is a telephone call away. You can reach TARP at 800-522-8277 or TAP at 800-253-8326.