



## UNI Swedish Commission Of Inquiry holds U.S. hearings about Loomis

In August, 2011, a female guard who works for Loomis was shot four times at a Richmond bank where she was emptying an ATM with her back to the street and nobody to guard her. According to her fellow workers, this terrible incident occurred because Loomis has gone from three-person teams (a driver, a guard to empty the ATM machines, and a guard who's got the first guard's back) to two-person teams.

"That's the whole thing with a union," says Guard Robert Avolino, who's worked at Loomis since 1997. "Somebody's got your back." But earlier in 2011, Loomis unilaterally ended its nearly 60-year contractual relationship with the Teamsters, and has since cut back on crew sizes, the benefits it offers, and providing the guards with guns and bulletproof vests.

The Teamsters fought Loomis' derecognition of the union. "Those of us who believe in democracy were appalled when Loomis unilaterally decided not to allow its employees to continue to be represented by the Teamsters. This has been devastating to these workers," said Joint Council 7 President Rome Aloise.

Loomis US is a subsidiary of the Swedish cash logistics corporation, Loomis AB.

After staging pickets, filing a lawsuit, and speaking at the company's corpo-

rate headquarters, in February, the union escalated the fight to the international arena. The Teamsters hosted a Swedish Commission of Inquiry to meet with workers at their jobsites and to convene hearings—two in California and one in Washington, D.C.

The commission, comprised of Swedish union leaders and legal experts, was organized by UNI, the global labor federation for services sector workers headquartered in Switzerland. The delegation included Alice Dale, Head of the UNI Global Union Property Services Department; Stellan Gärde, legal counsel at the Swedish LO-TCO Trade Union Confederation and Commissioner of International Commission of Jurists; Martin Viredius, Vice President of the Swedish Transport Workers' Union; Göran Larsson, International Secretary of the Swedish Transport Workers' Union; and Peder Palmstierna, former press officer of the Swedish Social Democrat Party.

Loomis guards had been represented by Local 150 in Sacramento; Local 315 in Martinez; Local 396 in Los Angeles; Local 439 in Stockton; Local 542 in San Diego; and Local 853 in San Leandro.

Testifying before the commission, attorney and UC Berkeley Law Professor David Rosenfeld explained that the



The Commission of Inquiry met to hear from workers and legal and security experts about the impacts on workers when Loomis de-recognized the Teamsters union.

1984 Wells Fargo legal decision gave armored guard companies the ability to walk away from their union contracts, affirming that guards could be in a union, but not a union that represented other types of workers. Before that time, Teamsters represented more than 70% of armored guards. Loomis was the last company to keep their Teamster contract.

### Trouble for workers when Loomis drops union contract

Promising the employees that they'd see no change upon losing their Teamster contract, Loomis subsequently cancelled its employees' retirement plan, changed to a substandard health care plan that costs workers up to \$700 a month, and can now terminate employees without just cause. Older employees with years of experience can be replaced by younger, less expensive employees.

Guards testified about the benefits they've lost since 2010. "We lost a lot

when we lost the union," says Avolino. "We lost the Teamster pension; our health care costs have skyrocketed; and there's no more grievance procedure. We're now all 'at will' employees."

Driver Woodie Poller says he came to Loomis/Fargo because it had Teamster representation. But since the company dropped the union, he feels that the workers have been treated unprofessionally and without respect. "They told us that we could join a union, just not the Teamsters. That's just wrong."

Bobby Quinn has worked at Loomis in Milpitas since 1989. He talked about how the company has drastically cut back on its training, leaving the workers less prepared for situations. But then he admitted "there's no training that can be done to protect a one-man crew."

Alman Simpson worked for Pandal, a company purchased by Loomis. Since that happened, he's no longer a full time employee and can't participate in

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Loomis workers prepare to testify before the Swedish Commission of Inquiry, meeting at the UC Berkeley Labor Center on February 21, 2012.

**Vote in the June 5 Primary Election**  
**See your union's endorsements on pages 2 and 3**  
**San Francisco voters: Save jobs & pensions.**  
**Vote NO on Proposition A!**





San Francisco County

VOTE NO on PROPOSITION A

Since 1932 San Francisco's commercial and residential waste pick-up and disposal has been governed by an ordinance that has served the people and businesses of San Francisco well by providing them with excellent and efficient pick-up and disposal of solid waste. Because of its unique topography and density of population, San Francisco is the most challenging market for solid waste pick-up and disposal of any major city in the United States and is, therefore, well-served by having an experienced workforce,

If passed, Prop A would replace the economies of scale of the present single, integrated solid waste pick up and disposal and replace it with five distinct, non-integrated contractors, each with their own distinct management and workforce. This would displace hundreds of experienced, longtime Teamster member-employees from their jobs, hurting residents, businesses and longtime Teamster employees.

The Republican party, Democratic party, environmental movement and labor are all against Prop A. Joint Council No. 7 opposes Prop A and urges all labor organizations, voters, residents and businesses in California to oppose it as the wholly unnecessary invention a problem and imposition of a solution to that invented problem.

For jobs and for the environment, vote NO on Prop A.

City and County of San Francisco

Board of Supervisors

- District 1 Eric Mar
District 5 Christina Olague
District 7 FX Crowley
District 9 David Campos



Joint Council 7 TEAMSTER

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Working for our fair share of the pie

If you ever thought you could separate politics from your life as a worker and trade unionist, you'll have to think again. The politics of our cities, counties, state, and our country play a vital part in what happens to us, every day, as workers.

This November, in addition to the presidential election and other important races, one of the biggest fights we'll have is to combat the "Corporate Power Grab." Republicans and corporations are attempting to lock workers out of the political arena. This proposition nips at the heels of the Supreme Court's unfortunate ruling that allows corporations to donate unlimited amounts of money for their "bought and paid for" politicians and causes.

What's gong on in this country, anyway?

Let's start with the good news. Growth in the last quarter of last year hit 3% on an annual basis. February, 2012 marked the third month in a row that job gains exceeded 200,000. This is great, but the news that we should be interested in is that the share of this growth for American workers is at a record low! The economy is producing more goods and services than was being produced prior to the collapse in 2007/2008, and it is now being done with six million less workers. This means that companies have been able to boost profits by slashing payrolls and by outsourcing work to foreign countries.

For those who are fortunate to be working, their share of the pie is now the smallest since 1947, when these statistics first started to be compiled. The profits are going into corporate coffers and into management's pockets, while routinely, in every new contract negotiation, we are threatened with the unemployment rate and the lack of other jobs. What employers are saying is, "take what we give, if anything, or you won't be working here."

This is a false economy. Without a vibrant middle class spending money on consumer goods and putting money back into the economy, the economic growth can't continue.

What needs to be done?

Well, higher taxes on the rich would be a good start. Governor Brown's ballot proposition, known as the Millionaire's Tax, will call upon the rich to pay more—their taxes are the lowest they've been in 50 years. We need to support this proposition! The money raised from these taxes could go to wage subsidies for the lowest paid workers. It could also assist in job sharing. We also need more of this money to go to education at every level, so our children and many of our members can have a chance at jobs that will elevate their ability to earn a decent income.

We need to stand up and let the right-wing politicians know that their plan to destroy unions and thereby destroy workers' rights is not going to work. We need to step up, make sure that we are registered to vote, and if your contract allows for DRIVE deductions, make some contributions to defeat our enemies.

Think about it this way—if you are working now, under a union contract, your wages, benefits, pensions and healthcare put you, in many cases, at a higher echelon of the workers' pecking order. I believe as Union members we have an obligation to participate for our sisters and brothers who are out of work, and for all of the unrepresented workers who don't yet know the benefits of union representation.

We need to step up, get actively involved in the political system, and work to make sure that we don't allow corporate greed to take away our rights. We need to stop them from taking away our fair share of the pie!

Vote for jobs & for union rights in the June 5 primary—and again in November!



Alameda County

- Board of Supervisors
District 1 Scott Haggerty
District 4 Nate Miley
District 5 Keith Carson

Contra Costa County

- Board of Supervisors
District 2 Tomi Van de Brooke
District 5 Federal Glover
Brentwood Mayor Bob Taylor
Mt. Diablo USD Gary Eberhardt
John Swett USD Jerry Parsons

- Contra Costa Water District:
Betty Boatman • Carl Wandry •
Joe Campbell

- West Contra Costa USD
Measure K YES

- City of San Pablo
Sales Tax - Measure Q YES

Kern County

- Board of Supervisors
District 1 Sam Ramirez
District 5 Leticia Perez
Riverbank Mayor
Virginia Madueno

Marin County

- District 2 Katie Rice
David Weinsoff

Merced County

- District 1 No endorsement
District 2 Hub Walsh

Napa County

- Board of Supervisors

- District 2 Mark van Gorder
District 4 Bill Dodd
District 5 Keith Caldwell

Placer County

- Board of Supervisors
District 4 Pam Tobin
District 5 Jennifer Montgomery

Sacramento County

- Sacramento City Council
District 2 Rob Kerth
District 4 Terry Schanz
District 6 Kevin McCarthy
District 8 Bonnie Pannell
Sacramento County Board of Supervisors
District 3 Jeff Kravitz
District 4 Roberta MacGlashan



# Why we do politics

Teamsters Local 853 proudly represents almost 500 employees at Gillig, the last American-owned and operated bus manufacturer. Teamsters build buses from the ground up for school districts, transit agencies, and others.

Gillig is based in Alameda County, yet for the last decade, AC Transit—the bus agency for Alameda and Contra Costa Counties—has been buying buses from Belgium! AC Transit spent millions sending officials to Belgium with side trips to London and Paris—all on the taxpayers' dime. On top of this, the Belgian buses were accident-prone and received numerous complaints from riders. What happened to supporting American-made and union-made?

In 2010, Teamsters took political action to right this wrong. We supported three candidates for the AC Transit Board: Elsa Ortiz, Joel Young, and Mark Williams. Directors Ortiz and Young were up for re-election. Mark Williams is the son of a Local 853 member and this was his first entry into politics. We made phone calls, did mailings, and donated money to all three campaigns and we WON!

Director Elsa Ortiz sponsored a "Buy America" resolution for AC Transit. I am happy to report that, in March, the AC Transit Board, led by our three candidates, voted to purchase more than 40 buses from Gillig. This will keep our members at Gillig working for almost a year.

I can think of no better example of why we do politics. We do it to protect our jobs. We do it to protect our families and our future.

***We do politics to protect our jobs. We do it to protect our families and our future.***

Our political work at AC Transit was paid for by voluntary member contributions to DRIVE, our political action committee. DRIVE stands for Democrat, Republican, Independent Voter Education. The money is raised through voluntary payroll deductions and we use it to elect candidates who care about working people.

This November, corporate interests have put forward a ballot initiative that will destroy our ability to do what we did at AC Transit. The Corporate Deception Act will silence our voices by prohibiting any political contributions raised through payroll deductions. At the same time, corporations will still be free to contribute unlimited amounts of money to politicians. If this passes, when it comes time to make the hard decisions, who do you think the politicians will listen to?

Don't be fooled by the ads when you hear them. The people behind this initiative say it will level the playing field between unions and corporations when it comes to politics. But all it does is stop us from giving money. It does nothing to stop our employers and other corporations. We cannot let it pass.

Teamsters statewide are beginning to mobilize to fight this corporate deception. Call your local union to find out how you can get involved. Your future is at stake!

## Federal & State Offices

### U.S. Senate

\*Dianne Feinstein (D)

### U.S. Congress

District	Candidate
1	Jim Reed (D)
2	Jared Huffman (D)
3	*John Garamendi (D)
4	No Recommendation
5	*Mike Thompson (D)
6	*Doris Matsui (D)
7	Dr. Ami Bera (D)
9	*Jerry McNerney (D)
10	<b>Jose Hernandez (D)</b>
11	*George Miller (D)
12	*Nancy Pelosi (D)
13	*Barbara Lee (D)
14	*Jackie Speier (D)
15	*Pete Stark (D)
16	*Jim Costa (D)
17	*Mike Honda (D)
18	*Anna Eshoo (D)
19	<b>*Zoe Lofgren (D)</b>
20	*Sam Farr (D)
21	Blong Xiong (D)
22	No Action yet
23	No Recommendation

### California State Senate

District	Candidate
1	No Recommendation
3	*Lois Wolk (D)
5	Cathleen Galgiani (D)
7	<b>*Mark DeSaulnier (D)</b>
9	*Loni Hancock (D)
11	*Mark Leno (D)
13	Jerry Hill (D)
15	Jim Beall (D)
17	Bill Monning (D)

## California State Assembly

District	Candidate
1	No Recommendation
2	*Wes Chesbro (D)
3	No Recommendation
4	*Mariko Yamada (D)
5	No Recommendation
6	Reginald Bronner (D)
7	*Roger Dickinson (D)
8	Ken Cooley (D)
9	*Richard Pan (D)
10	*Michael Allen (D)
11	Jim Frazier (D)
12	Christopher Mateo (D)
13	<b>Xochitl Paderes (D)</b>
14	*Sue Bonilla (D)
15	*Nancy Skinner (D)
16	*Joan Buchanan (D)
17	*Tom Ammiano (D)
18	Rob Bonta (D) Abel Guillen (D) Joel Young (D)
19	Phil Ting (D)
20	Dr. Jennifer Ong (D) Bill Quirk (D)
21	Adam Gray (D)
22	Kevin Mullin (D)
23	No Recommendation
24	*Rich Gordon (D)
25	*Bob Wieckowski (D)
26	No Recommendation
27	*Nora Campos (D)
28	*Paul Fong (D)
29	Mark Stone (D)
30	*Luis Alejo (D)
31	*Henry Perea (D)
32	Rudy Salas (D) Sam Ramirez (D)

\* Denotes incumbent  
Candidates in green are former Teamsters, or are from Teamster families

✓ ENDORSEMENTS

### San Joaquin County

- Board of Supervisors
  - District 1 Carlos Villapudua
  - District 3 Steve Bestolarides
  - District 5 Rhodesia Ransom
- Stockton City Council
  - District 2 Randy Hatch
  - District 4 Moses Zapien
  - District 6 Dale Fritchen
- Stockton Mayor No Endorsement

### Santa Clara County

- Board of Supervisors
  - District 2 George Shirakawa
  - District 3 Dave Cortese
  - District 5 Joseph Simitian

### San José City Council

- District 2 Ash Kalra
- District 4 Kansen Chu
- District 6 Steve Kline
- District 8 Patricia Martinez-Roach
- District 8 Jimmy Nguyen
- District 10 Brian O'Neill
- District 10 Edesa Bitbadal

### San Mateo County

- Board of Supervisors
  - District 1 Dave Pine
  - District 5 Adrienne Tissier
- Ballot Measures
  - Measure Y: Jefferson UHSD YES

### Solano County

- Board of Supervisors
  - District 1 Erin Hannigan
  - District 2 Linda Seifert
  - District 5 Skip Thomson

### Sonoma County

- Board of Supervisors
  - District 1 John Sawyer
  - District 3 Shirlee Zane
  - District 5 Efren Carrillo

### Tuolumne County

- Board of Supervisors
  - District 5 Domenic Torchia

### Yolo County

- Board of Supervisors
  - District 4 Jim Provenza
  - District 5 Art Pimentel



Left: Assemblyman Jerry Hill (L) at a Local 856 fundraiser; Below: Local 601 is out strong for former member Jose Hernandez, who's running for Congress.





# AROUND THE LOCALS



## LOCAL 853

### Elite Task Force brings out 150 stewards



On April 7, Local 853 held its founding meeting of the Elite Task Force, and more than 150 stewards turned out. The purpose of the group is to have activists on call when the local needs to do informational picketing, support a strike, talk to a city hall, or get out the vote.

“2012 will be a tough, busy year for the Local,” says Secretary-Treasurer Rome Aloise. “We’ve got several shops on the verge of striking, and lots of political work to accomplish. Our staff can’t do it all—especially as we’re called on at several actions a week.”

Stewards in attendance said they were pleased and proud to be recruited to support their union.

## LOCAL 315

### MV Transportation Vallejo Runabout/Benicia Breeze ratify first contract

In May 2011, the drivers, dispatch and maintenance employees at MV Vallejo Runabout and Benicia Breeze voted unanimously to be represented by Local 315. In March, 2012, the 25 employees were finally able to ratify their first contract that guarantees what they wanted from the start—the protections and job security of a Teamster contract.

“With such a decisive election victory, there was no question we had the solidarity and support of the members. That paid off at the bargaining table,” said Secretary Treasurer Dale Robbins. The union was successful in

achieving a number of improvements in wages, work rules, bidding, seniority, vacation, holidays, and health and welfare, which included the Western Conference of Teamsters Pension Plan.

“This was truly a team effort, as rank and file negotiating team member Harold Boutte was very instrumental during the organizing campaign and Local 315 Business Agent Organizer Jim Sveum did an outstanding job in our negotiations and in keeping the unity active and informed,” said Robbins. “We welcome these new members to Local 315.”



*New union members at MV Transportation have a first contract. (L to R): Nick Mangiduyos, Claire Cook, Danielle White, Dafni Bangad and Business Agent/Organizer Jim Sveum.*

## LOCALS 150, 439, 853 & 856

### Giants fans hear about Coors' bad record

Teamsters from Locals 150, 439, 853 and 856 are disgusted by Coors Brewing Company and their tactics with distributor DBI. They let the company and the public know at the San Francisco Giants Home Opener on April 13 with a leaflet that castigates Coors for its “tasteless anti-gay views” and labor practices.

The Joint Council 7 truck was festooned with a giant banner proclaiming, “Tell Coors: Stop your hating. This is California.” And, the Teamsters flew a banner over the park that read: “Coors Hates San Francisco.”

“Coors has a long history of funding anti-gay rights and anti-immigrant organizations and politicians,” Jim Tobin, President of Local 150 told the *San Francisco Weekly*. “Coors also funds groups that are anti-worker and promote laws that would suppress minority voting.”

The Teamsters also accuse DBI Beverage Inc.,



Coors' distributor in Northern California, of worker abuse and anti-immigrant policies.

“The workers that distribute Coors products throughout Northern California are appealing to San Franciscans,” said Sam Rosas, Secretary-Treasurer of Local 439 in Stockton. “We want our neighbors to know that in this devastated economy, DBI wants to destroy good jobs. All these loyal workers want is a contract that respects the work they do.”

## JOINT COUNCIL 7

### Safe driving seminar



*Joint Council 7 held two meetings for commercial drivers on March 24—one at Local 439, and this one held at Local 287 in San Jose. More than 100 drivers turned out to learn about new DOT rules on cell phone use, sleep apnea and other safety issues.*

## LOCAL 137

### Union updates

Congratulations to Business Agent Dee Arrow-smith who retired at the end of December with more than 35 years at the Local! She did it all—from running the office to handling our “public sector” assignments as a BA. Dee was the expert on health and welfare issues and answered our members’ retirement questions. Good luck and thank you, Dee!

Members at Coca-Cola Sales, Coca-Cola Service Techs and Sysco Foods have recently ratified very good contracts.

Local 137 is pleased to welcome our newest unit: the maintenance workers at the Shasta Family YMCA, who ratified their first contract with typical Teamster advantages such as seniority, job protection, grievance and arbitration, DRIVE, and more.



## LOCAL 890

### Solidarity brings good contract at Olam

This April, the Teamster members of Local 890 in Gilroy who work in the garlic and onion dehydration industry, won a 4-year contract with a 3% wage increase during each year of the contract and increased contributions to their pensions.

From the beginning of negotiations, Olam International, which purchased the Gilroy Foods facility about a year ago, proposed and was persistent about 1% wage increases and getting rid of the members' pension plan and replacing it with a 401k plan.

The elected negotiating committee, composed of four members from the Gilroy Foods facility, stood firm and

was in constant communication with the union's Communications Committee, composed of about 30 members who helped develop flyers and keep the membership informed of progress throughout the negotiation process.

At the end, the union was able to obtain a fair final proposal from the company and also ratify it with a 93% vote from a sizable membership. "This was due to the solidarity displayed by our members," says Business Agent Oscar Rios, "strengthened by the persistence and efficiency of the members on the communications and negotiations committees."

## LOCAL 350

### SF Mayor signs prevailing wage law

To combat the exploitation of "independent" workers who do not have the same legal protections as employees, Secretary-Treasurer Bob Morales pushed to



Mayor Ed Lee signs bill as leaders from Local 350, 665, SEIU, IATSE, and the San Francisco Labor Council look on.

revise San Francisco's prevailing wage ordinance. The ordinance was passed by the City Council in January and signed into law by Mayor Ed Lee in February.

The new ordinance:

- Bars employers from using owner-operators and requires employers bidding on City contracts to use employees only.
- Requires employers who successfully bid to take over a City contract to retain the employees of the prior contractor for up to six months subject to discharge only for cause; and
- Expands the scope of the industries covered to reach non-profits and other employers.

## LOCAL 948

### Cannery Council contract up

Once again, it's time for Local 948, as part of the Cannery Council, to negotiate the CPI contract. The Council includes Locals 948, 601 and 890 and is chaired by Local 601 Secretary-Treasurer Ashley Alvarado. The Cannery Council represents about 20,000 members around Central California.

Numerous Local 948 members participated in the proposal meetings. "Del Monte Hanford proposal meetings had a large turnout and we were able to collect valuable information in those meetings," says Secretary-Treasurer Adam Ochoa. "Our members' participation and input is vital to the success of these negotiations."

Seneca has pulled out of the CPI negotiations which means that the Cannery Council will be negotiating that contract separately. Seneca proposal meetings are scheduled for April 28th at 10:00am and 3:00pm at the union hall in Modesto.

Patterson Vegetable Co. continues to insist that the concessions in their last proposal are necessary to avoid bankruptcy. "We are continuing to work with them on other alternatives to avoid this," adds Ochoa.

## LOCAL 856

### Young workers get involved



Local 856 hosts its first mixer for young members in March.

With nearly one in five members under the age of 35, the young workers of Local 856 are a formidable resource. That's why the Local decided to create a forum for the new generation of Teamsters to assemble, network and develop strategies to keep the labor movement strong.

The 856 young workers group had its first meeting in the form of a mixer on March 1 at the Local's union hall, with members from the hotel, produce, freight, and car rental divisions in attendance. The workers discussed such topics as creating solidarity with fellow Teamsters, understanding their contract and trainings they would like to see in the future.

"It was a good starting point," Carcione's Fresh Produce Member Doris Garcia said of the first meeting. "I had never met anyone from the other divisions. It was definitely interesting to hear about their issues and what it's like in their industry. Usually I just meet members from the produce terminal," said the 27-year-old.

Avis/Budget Shop Steward Carlos Gutierrez agrees. "I think that the young workers' mixer was a great way to get in contact with members from other industries," he said.

Rich Oliver, a front desk clerk at the Fairmont San Francisco said that it's important for young people to get involved in their union. "The more you're involved, the more you're informed," the 30-year-old said. "Paying your dues is not just literal, it's metaphorical. If we don't become involved, we can lose what's already been bargained for and gained."

Local 856 Political Director Trish Suzuki, who was instrumental in the formation of the group, agrees. "The media has demonized unions, and the labor movement is rarely taught in schools so the ideas behind the movement have slowly begun to erode," she said. "If younger workers don't get involved, eventually our basic worker rights will disappear."

Local 856 Principal Officer Joe Lanthier thanked the members in attendance at the mixer. "You are the

future of this union," he said. "Your participation is critical to ensure that the hard-won victories of previous generations are preserved and that the union continues to thrive."

Oliver, who even arranged a car-pool to encourage his co-workers to attend, said he appreciated that the leadership is trying to connect young workers.

Garcia said she attended the mixer because she wanted to learn more about her union and how she could get involved. "Sometimes the first step is just showing up and listening to another person's ideas and thinking about how we affect each other, and how we can become more of a community," she said.

Suzuki said young workers bring new energy and ideas to the table. She said that times have changed and so has the means to reach out to the membership.

"We have an advantage when it comes to technology," said Garcia. "We can use email, Facebook and Twitter to get the word out that the union is there, and someone is there to help you and to represent you."

"My definition of success is happiness," said Oliver. "My union has everything to do with my happiness at work," he said.

The 856 young workers group plans to hold events monthly. Suzuki said she hopes the group will continue to grow and become a means to develop future leaders. "We can use this as a way to have quick mobilization of members, and also a place where young workers can bounce ideas off each other and be part of the larger movement," she said.

Gutierrez saw evidence of the larger labor movement firsthand when he attended the California Labor Federation's Joint Legislative Conference in Sacramento in March. "I came back with a new energy – this is a bigger movement than just my workplace. I'm just one person, but together we're a union. They have a big corporation behind them, but we have a big union," the 32-year-old said.

**Meeting changes**

**LOCAL 315**

**Membership Meeting and Vallejo office hour changes**

The Saturday, May 12, 2012 General Membership meeting will begin at 9:00 a.m. and will be followed by a seminar/workshop.

Vallejo Administrative Business Front Desk Hours are now: Monday–Thursday: 8:00 am – 5:00 pm; closed for lunch 12-1:00 pm.

For your convenience and to save time and travel, members can pay dues/fees with a credit card by calling the union office at 925-228-2246 or 707-643-0387.

Local 315 Business Representatives remain available Monday-Friday at the Martinez, San Mateo and Vallejo offices. Please call in advance to schedule an appointment.

**LOCAL 350**

**Membership meetings: Corrected**

**SAN FRANCISCO**—Membership meetings are held the Second Thursday of the month (Mar 8, June 14, September 13 and Dec.13) at 6:00p.m. at Electricians Hall, 55 Fillmore Street, San Francisco.  
**SAN JOSE**—Membership meetings are held the 4th Wednesday of the month (Mar 28, June 27, Sept. 26 at 7 p.m. at Local287, 1452 Fourth St., San Jose.  
 Thursday, Dec. 20 will be held at The San Jose Airport Garden Hotel 1740 North First St., San Jose.

*Robert Morales, 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

**LOCAL 15/853**

GATTO, Robert A.

**LOCAL 70**

AILSWORTH, Franklin D  
 ALLEN, Frank C  
 ALLISON, Ronald G  
 ANDERSON, Gary D  
 BIRCHMIER, Ross C  
 CARDERA, Richard L  
 DEMORROW, Louis L  
 LARA, Gabriel B  
 MUNGO, Rochon  
 PAGAN, Paul G  
 SANDERS, John E  
 SAUNDERS, James  
 SHEARING, Jack P  
 SHIELDS, Herbert L  
 SMITH, Kevin C  
 TAVIS, Walter  
 WILLIAMS, Edwin C

**LOCAL 78/853**

WAUGH, Eugene

**LOCAL 87**

DeGOUGH, Duke

**LOCAL 287**

AMADOR, Milton  
 AMIS, Thomas M  
 BELTRAMO, John H  
 BENGSTON, Wade  
 BERNAL JR, William D  
 BEVILL, Herbert L  
 BRAGA, Antonio T  
 BRAVO, Silverio  
 BROGAN, Robert W  
 BUSICK, Gregory S  
 CARDENAS, Frank  
 CHAPPELL, Raymond W  
 CLARK, Darell J  
 DAMRON, Jack D  
 DAYKIN, Jack E  
 DIEDRICK, Glenn G  
 FASSLER, Alfred D  
 GOODWIN JR, Harold P  
 GOULARTE, Alfred J  
 JOHNSON, George E  
 KANESHIRO, Eichi  
 KOWALSKI, Mark  
 LEWIS, Leonel F  
 LONG, Gerald E  
 MARTY, John J  
 McLAUGHLIN, Jerry L  
 MEEKS, Odell W  
 MILAM, L D  
 MUNOZ, Ignacio  
 MUNOZ, Ralph R  
 PARSAGIAN, Stephen B  
 PASLEY, Harold V

ROPER, Merrill C  
 RUANO, Anthony J  
 SCHNEIDER, Joseph J  
 SEALS, Anuel  
 SEBASTIAO, Gilberto  
 SMITH, Richard T  
 STRINGFELLOW, Leslie M  
 TARANTINO, Vincent J  
 VALLES, Frank R  
 VICKROY, Henry V

**LOCAL 296/853**

FLECK, Bert

**LOCAL 315**

BECKMAN, James W.  
 BROWN, William R.  
 CANEPA, Charles  
 CONTRERAS, Serafin  
 ELLIOTT, Robert  
 FERTADO, Robert  
 FISHER, David  
 LESLIE, Curtis  
 MELTON, Charles  
 PEREZ, Carlos  
 RUIZ, Alberto

**LOCAL 350**

GILBERTSON, Robert Lee  
 GOODWIN, DONALD  
 HARO, Frederico  
 TORRES, Robert

**LOCAL 386**

RAY, Jerry  
 CROSSE JR, Richard  
 SALYTER, Norma  
 KENITZER, Dale  
 DUKE, David  
 MCKINSEY, Charles  
 PRETZER, Jack  
 HINSHAW, David

**LOCAL 431**

AVILA, Ernesto

**LOCAL 439**

CRUZ, Ever  
 EACHUS, Michael  
 REED, Shanon

**LOCAL 484/315**

FERRANDO, John  
 GIOVANETTI, Carlo  
 VERMOUTH, Daniel

**LOCAL 517**

ASPEITIA, Joe  
 BOJORQUEZ, Joe  
 LUMPKIN, Jeffrey  
 MONIZ, Robert

**LOCAL 533**

DEGRAT, Daniel  
 GARRISON, Jimmy

**LOCAL 601**

ALFICHE, Edward Lee  
 ALONZO, Robert  
 ALVARADO, Salvador  
 CASTANON, Helen M.  
 CHEEK, Eugene L.  
 DICKENS, Howard Donald  
 GOMEZ, Enrique T.  
 HAMILTON, Louise  
 LEE, Chow Ying  
 LOPEZ, Maria S.  
 MACHADO, Evelyn  
 PEREZ, Porfirio Michel  
 RIOS, Virginia  
 ROBLES, Beatrice  
 SANTOS, Patricia  
 SATO, Carmen  
 SOMOZA, Bolivar F.  
 YANCEY, Kimberly

**GCC 583/853**

BAILON, Ben  
 BARRON, Calvert  
 CARLTON, Mildred  
 CASTELLO, Kenneth  
 CUNANAN, May  
 DOHERTY, Hugh  
 HOOKANO, Joseph  
 JUDNICK, Henry  
 KETTLESON, Jr., Tom  
 LAHTINEN, Leonard  
 LUCIDO, Angelo  
 MORALES, Kathryn  
 NEIDERREITER, Carl  
 POPP, William  
 PATTERSON, Patrick  
 SHAFFER, Charles  
 TERNULLO, Tom  
 TOURIGNY, Nina  
 VALESCO, Mario  
 WAGNER, Lee  
 WEST, Frank

**LOCAL 588/853**

WIDNER, James

**LOCAL 624/655**

BALINSKI, Eugene  
 CALEGARI, Sylvio  
 COLLETT, Robert W.  
 COPELAND, Orval J.  
 COPELAND, Edith A.  
 COX, Danny G.  
 CROUCH, J. M.  
 DEAN, Elizabeth  
 DOMS, Henry C  
 FORD, Oscar

FORD, Oscar D.  
 GAGLIARDO, Benny E.  
 HOSFELT, Jasper J.  
 KELLEY, Gerald L.  
 MAXWELL, Don R.  
 MILLER, Oscar E.  
 NAILOR, James  
 PABROS, Vera M.  
 PRINDLE, J.  
 ROBINSON, Herbert  
 SMITH, Herb E.  
 SMITHERMAN, Ida  
 STRATTON, Robert A.  
 YSOHIOKA, Lloyd S.

**LOCAL 665**

FARRAFZADEH, Bahram

**LOCAL 853**

OTTOSON, Carl  
 STEWART, Robert  
 WRIGHT, Phyllis  
 YONZON, Jovanni

**LOCAL 856**

ABUAN, Jose R.  
 ANTE, Erlinda  
 LA RUE, Lenny  
 OMSTEAD, Patsy P.  
 SYLVIA, Steven  
 WILLIAMS, James T.

**LOCAL 890**

AGUILAR, Dolores  
 CARRASCO, Teresa  
 MARTINEZ, Perfecto  
 RODMAN, Bonnie  
 SMITH, Jerry  
 TAYLOR, Olen

**LOCAL 912**

CABRERA, Antonio  
 GUZMAN-ORTIZ, Maria de Jesus  
 HILL, Vera  
 HERNANDEZ, Maria  
 JUAN, Candelaria  
 PEREZ, Yolanda

**LOCAL 2785**

RIVERS, Sr., Jack Richard  
 WARD, Robert



## Third Annual Joint Council 7 scholarship program – Applications due

Teamsters Joint Council 7 is pleased to announce the Second Annual the Teamsters Joint Council 7 Harry Polland Scholarship Fund. This program will provide \$1,000 to the child of one member in each of the following affiliated Local Unions: 70, 87, 137, 150, 287, 315, 350, 386, 431, 439, 517, 533, 601, 665, 853, 856, 890, 896, 912, 948, 2785.

### Eligibility

To be eligible to apply, you must be a member of one of the 21 Teamsters Locals affiliated with Joint Council 7 (see above) and the parent or legal guardian of a student who is or wishes to attend a college, university, or trade school. Elected officials and employees of Teamster Locals and the Joint Council, and their families, are not eligible.

### Criteria

Grade point average of 2.0 (based on a 4.0 system) upon high school graduation.

### How to Apply

Applicants must complete an application and return it to a Joint Council 7 office or to the office of any of the Local Unions affiliated with the Joint Council (see above) by no later than July 1, 2012, along with the following:

1. High school or college transcript through most recent semester.
2. Resume of school and/or community activities.
3. Two page handwritten or typed essay on the Importance of Labor Unions.
4. Recent photograph of applicant.

### Where to Get Applications

Applications may be obtained from any Joint Council 7 office or from any of the Teamster Local Unions affiliated with the Joint Council.

**Teamsters Joint Council 7 is proud to support the higher education of Teamster families!**

## Teamsters to the [foot] rescue

If you or a family member suffers from achilles tendonitis, 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](http://calpma.org).

## Notice to Local 948 members

### Ruan is hiring; holding referral bonus program for members

Ruan is hiring drivers in its Dairy and Bulk Food operations in the Western Region, and is offering a referral bonus program to its Local 948 drivers.

Referrals are paid and structured as described below:

- \$1000 Referral Bonus for Drivers and Technicians – The payout will be \$300 after 60 days of employment and \$700 after six months of employment.
- \$500 Referral Bonus for all other positions – The payout will be the full \$500 after 60 days of employment.

From April 1 – July 31st, the company will enter your name for every person you refer, into a drawing for

a \$2000 VISA gift card! Your name will be entered even if the person is not hired. However, if they are hired, you could earn the \$1000 referral bonus and if picked as the contest winner, could also win the \$2000 VISA gift card!

If you're member of Local 948 driving for RUAN, start referring other drivers to the program. If you're a driver looking for work, contact Local 948 to hook up with one of their RUAN drivers. Hey, maybe you can split the winnings if your driver is chosen!

## 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.

### LOCAL 601

#### Second Annual Teamsters Local 601 Membership Appreciation Picnic

June 9

3-7 p.m.

421 C Street, Yuba City

June 16

11 a.m. - 6 p.m.

Woodward Community Park, Manteca

Soccer • Free Raffle Prizes • Live Music • Free Food and Drink • Face Painting • Jumpers & Popcorn • Family Fun & Games

## 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 Towaer, 8641 Lake McCumber Rd., Shingletown, CA 96088 For more info, call Jerry Tower at 530-474-3767 or Dessis Estep at 510-223-2047



## Taking case against Loomis global

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*More Loomis employees tell the commission how their jobs have changed since they lost their union representation*

the health care or 401K plans. “Loomis has set up a two-tier workforce. If you’re in the bottom tier, you get nothing.”

“Thank you, Loomis, for the stab in the back,” says Ron Udy about his health care costs that have increased substantially.

Teague Paterson, a labor attorney with the Beeson Law Firm, testified about the numerous anti-union labor law violations the company has inflicted on the employees since Teamster representation was terminated. These include coercing employees into signing a waiver that enables the company to force them to work through their lunch breaks. For this, California employees have filed a class action lawsuit against Loomis for violating state wage and hour laws.

The commission also heard from Detective Gualco, a former Daly City Police officer who had been in charge of training. “Under Loomis’ regulations, there’s only one guard pulling the money out of an ATM. But, once a guard turns his back to the public, he has no protection. I couldn’t provide any kind of training that would work in that situation,” he said. “You never allow a package to be moved by one individual. It’s just not safe. Someone will pay the price.”

Bud Stow, a retired SWAT team commander from the Berkeley Police Department was very clear: “I would not send an officer to do the task that these people are doing.”

“Loomis is a good company in Sweden,” said commission member Martin Viredius, who serves as Vice President of the Swedish Transport Union. “The wages they pay are about best paid in Sweden. As we see it, labor rights are a basic human right. Respect for human rights and labor rights should be the starting point.”

Veredius said he served on the commission to find the facts at Loomis. “It’s not just a matter of law; we need to hear the story from the workers; to learn how they’re being treated. We know how Loomis works in Sweden, but we also need to know how Loomis is functioning in practice in the U.S.”

Veredius and other members of the committee were especially surprised to learn about how poor the safety conditions are at Loomis US. “People carrying tens of thousands of dollars have no protection. That system would be stopped immediately in Sweden.”

Göran Larsson, the International Secretary of the Swedish Transport Workers Union, worked at Securitas, a company owned by Loomis, for 20 years. “The difference is shocking. Quality pays, but what they’re selling in the U.S. is no longer quality,” Larsson added.



## Brinker Decision: Employers must still lead workers to water, but no longer need to make them drink

On April 12, 2012, the California Supreme Court issued its long-awaited decision in the Brinker case concerning how California law governing meal and rest periods applies in the workplace. The Brinker decision concludes that employers must relieve employees of all duty during required meal periods but need not ensure that employees cease working during this time.

While California’s Industrial Welfare Commission Orders (“IWC Orders”) have long provided for the right to take meal and rest periods during the work day, until the year 2000, meal and rest period rights were enforceable only through injunction – not monetary damages – so employers largely ignored these requirements with impunity.

In 2000, the law was changed to require employers to pay one additional hour of pay for every day in which a required meal or rest period is not provided, and to put these protections in the state Labor Code. Since then, many lawsuits were filed on behalf of employees who did not receive required meal and rest periods. These cases resulted in conflicting interpretations of the meal and rest period laws, which the Supreme Court undertook to resolve in Brinker, including, (1) what action the employer must take to meet its obligation to provide a meal period; (2) what time during the work day a required meal period must be taken; (3) how long an employee must work in order to be entitled to rest periods; (4) what time during the work day a required rest period must be taken; and (5) whether meal and rest period claims may proceed as class actions. The Supreme Court answered

these questions as follows:

1. The employer must relieve its employees of all duty during required meal periods, but need not guarantee that employees cease working during this time.
2. The employer must provide a first 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, but no additional timing requirements apply.
3. Employees are entitled to one 10-minute rest period for shifts from three-and-one-half to six hours in length, two rest periods for shifts of more than six hours up to 10 hours, three rest periods for shifts of more than 10 hours up to 14 hours, and so on.
4. Rest periods must be authorized in the middle of each four-hour work period (or major fraction thereof) insofar as is practicable, but the first rest period need not occur before the first meal period.
5. Meal and rest period cases may be certified as class actions in appropriate cases.

These rules apply generally to many private sector union workplaces, but some industries (e.g. construction, commercial drivers, motion picture broadcasting, utilities) are subject to collective bargaining exemptions under certain circumstances. Nothing in the Brinker decision invalidates provisions in collective bargaining agreements that are more favorable to employees, or to prevent future negotiations of such more favorable provisions, so long as the rulings summarized above are satisfied.



## Obesity epidemic impacts Teamsters; TAP can help

Obesity is the range of weight shown to increase the likelihood of particular diseases and other health problems. Since 1960, the percent of people in the U.S. who are obese has risen steadily among men and women of all ages, racial/ethnic groups and educational levels. According to the U.S. Center for Health Statistics, from 1960 to 2006 the prevalence of obesity increased from one in eight to more than one in three adults. Statistics for children and adolescents show an even greater increase.

Height and weight are used to calculate “body mass index,” a measure of body fat. A BMI of 30 or higher is considered obese or having an excess amount of unnecessary fatty tissue.

Obesity has been linked to increased risk for heart disease, stroke, type 2 diabetes, high cholesterol, several cancers, gall bladder disease, depression, sleep disorders, nonalcoholic liver disease, osteoarthritis, infertility and skin problems, such as poor wound healing. In fact, obesity has been linked to higher rates of chronic illnesses than smoking, drinking or poverty. Every year, an average of almost \$2,000 more is paid per obese person for medical care.

Obesity can also decrease overall quality of life as obese people may be less able to do things as easily and have difficulty participating in otherwise normal activities. Many overweight people describe their avoidance of public places, discrimination, depression, disability, physical discomfort, sexual problems and social isolation.

Although there are genetic and hormonal influences on body weight, obesity occurs when one ingests more calories than their body burns through exercise and normal daily activities, resulting in the storage of excess calories as fat.

### Treatment is available

Studies show that formerly obese people who lose 35 or more pounds and remain out of the obese category for two years rarely do it alone. Most successes were achieved by people who were involved in multidisciplinary treatments combining medical, support group and educational components.

Treatment for obesity is available and may include a combination of diet, exercise, behavior modification and sometimes weight-loss drugs. In extreme cases or where health problems have developed due to obesity, bariatric surgery may be recommended.

The Teamsters Assistance Program (TAP) is dedicated to the promotion of healthy lifestyles among those in our Teamsters community. Toward that goal, TAP not only assists union members and their families by providing assessment, referral, case management, follow-up and aftercare for alcohol and drug related problems, but also provides information and referral for those experiencing or being impacted by other behavior problems.

Call TAP for assistance at 800-253-8326.

Look for information from TARP in the next issue of this paper about how bariatric surgery can sometimes trigger other addictive behaviors.