



Progress on UPS, UPS Freight negotiations

More than 10% of the members of Joint Council 7 work for UPS or UPS Freight, so when their contract comes due, the Joint Council pays attention. Their contract expires at the end of March, 2013.

The national negotiations are being headed up by the General Secretary-Treasurer and Package Division Director Ken Hall. Joint Council 7 is represented by Marty Frates, Local 70's Secretary-Treasurer and chair of the Nor Cal UPS Bargaining Committee; Joint Council 7 President Rome Aloise and Vice President Darryl Pratt.

The schedule for national bargaining is relentless: four days a week, for three weeks in January, two weeks in February and all of March, until the deadline. "The talks are moving along," says Frates, "but we don't expect any real progress until the last two weeks of March. The company's history has been to wait until the very last minute."

The off-weeks are saved for the "Nor-Cal" bargaining committee to meet, or for on-going grievance panels, to make sure that UPS is keeping up its end of the bargain on the current contract.

An IBT press release reported that two weeks of negotiations with UPS and UPS Freight wrapped up on Jan. 17 in Washington with progress made on both contracts. In UPS negotiations, progress was made on 9.5 language, military leave and stewards' rights. The UPS National Negotiating Committee began tackling the issue of SurePost, including redirecting more packages to Teamster drivers. UPS Freight talks have focused on seniority and work week issues, as well as protections for medically-disqualified drivers.

Frates agreed that the committees are making

"slow but steady progress, but," he added, "this is the worst first three months I've seen since I've been working on UPS contracts—and that's been for 40 years."

UPS has continually complained about health care costs at the bargaining table. Unfortunately, the union expects UPS negotiators to propose that Teamsters pay a substantial portion of their monthly premiums for health insurance. "We will fight any attempt by the company to raise the cost of health care for actives," adds Hall.

Furthermore, Hall added, "On the issue of

health care, I reiterated that we will fight UPS' outrageous plan to dramatically increase the cost of health care for retirees in company plans. We will not allow the company put the entire burden of health care on the backs of the retirees who made the company what it is today."

Locally, Frates noted that the committee's biggest issue is ending harassment and bullying of the employees. "Our members work hard for this company. We won't expect anything less than that they be treated with the dignity and respect they've earned."

Teamsters reach tentative 3-year agreement with Costco

The Teamsters Union has reached a tentative agreement with Costco that keeps the warehouse club's workers as among the highest-paid retail employees in the country with the best benefits.

"Our negotiations with the company were tough this time, even though this is a mature contract that has been renegotiated for more than 30 years," says IBT Vice President and Joint Council 7 President Rome Aloise, who was the chief negotiator. "We were able to fight off some proposals that would have undermined job security and increased discipline; we changed the grievance procedure to conform across the nation; and we improved the pension contributions. We also changed the progression procedure for the first time since Costco was Price Club; this will enable employees working in lower classifications to be paid significantly more than in previous agreements."

"Costco employees know that being a Teamster means strong representation at the bargaining table, and this new agreement is the proof," said Teamsters General President Jim Hoffa. "Costco is a good example of a thriving company that is powered by a strong union workforce, which shares in its success."

The Teamsters Union represents almost 15,000 Costco workers at 55 locations in California, New



Local 853 stewards from Costco review the contract so that they can explain it to the membership.

York, New Jersey, Maryland and Virginia. Costco's average pay is more than 42 percent higher than its rival Sam's Club, which is owned by Walmart. Costco's unionized workforce, with strong wages and benefits, results in low turnover and higher-skilled employees at the company.

Aloise says that the bargaining committee is taking a neutral position on the recommendation. "We are proud of their work to achieve this strong tentative agreement. In the end, I believe the members will approve what overall is an excellent new agreement," he adds.

The ballots for the tentative agreement will be counted on Feb. 19. The current three-year contract expires on Jan. 31.



Joint Council 7 Executive Board

President	Rome A. Aloise Local 853
Vice President	Darrell Pratt Local 431
Secretary-Treasurer	Robert Morales Local 350
Recording Secretary	David Hawley Local 137
Trustee	Carlos Borba Local 315
Trustee	Sam Rosas Local 439
Trustee	William Hoyt Local 287



Joint Council 7 2nd Annual Day at the Ballpark

SF Giants vs. Oakland As
Monday, May 27 (Memorial Day)
Game starts at 1:05 p.m.
Oakland Coliseum

Tickets are \$20. Includes pre-game
BBQ/refreshments, tickets & a t-shirt.

(Tix are selling out quickly. Check
with your local union.)



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PRESIDENT'S REPORT

BY ROME ALOISE



Thank you!

At the Joint Council 7 Delegates meeting held in December, I and the rest of the Joint Council 7 Executive Board were re-elected by acclamation. I know I speak for my fellow Executive Board members when I say that there is no higher honor than to be elected by one's peers to lead them and work for them. It is, and has always been, my honor and privilege to represent hard-working people in their endeavor to earn a decent living and support their families. To do so for the leadership that our members elect in their local unions is a special trust that we will all continue to work hard to earn. Thank you very much.

New locals in Joint Council 7

Local 2010, the University of California Local, affiliated with the Teamsters Union and our Joint Council a couple of years ago. Our Joint Council is proud to welcome their active participation within the Joint Council.

This Local went through a thorough restructuring, all with the intent of making it more able to represent and group their membership within the university system. Local 2010's ability to represent the members on a day-to-day basis, handle their grievances, provide them with information, and give them the opportunity to participate in their local union has been enhanced and improved. We are pleased and proud to have them become active in the Joint Council, and we look forward to working with them on their immediate goal of building the Local's membership. They have hired a new Executive Director, Jason Rabinowitz, who will direct their activities along with International Trustee, Ray Whitmer.

We are also pleased to welcome IBT/GCIU District Council 2 into the Joint Council fold as an active member. This District Council represents members working in the printing industry throughout a number of states. They are participating in Joint Council 7 on behalf of the members who work within our jurisdiction.

We look forward to this increase in members in the Joint Council, because we know that the benefits go in two directions. As we provide services to new Locals and their members, we know that the added numbers of members increases our strength and economic clout.

Priorities for 2013

The Joint Council has set two key priorities for this year.

Organizing: Our organizing focus will be in food processing and dairy. The Teamsters Union currently has many members working in these industries; and, for the most part, they are located in areas where we have the ability to ask for assistance from our political friends. We've learned the value of organizing in the industries where we already have strength. By organizing the non-union companies that compete against Teamster employers, we strengthen our bargaining position for all of our members working in that industry. This enables us to improve the jobs both for our current members and for the newly organized members. It also increases the options for good jobs for our existing members into the future.

Also, regardless of what industry we organize in, bringing more members into our local unions builds the strength and power in each Local. Our plan is to make sure that each Local that will benefit from our efforts participate in the various campaigns, and that their officials and members become involved in the campaigns. This will enable us to maximize our resources, while training and familiarizing our Locals and their members with the techniques necessary to organize effectively. It is vitally important for us all to participate in bringing new members into our union, as we all want to grow and strengthen our ability to make work a better place for our members.

Building Political Strength: We are also continuing to make sure we are strong politically. Those that wish to destroy us may have been dealt a big blow in this last election cycle, but we know they will be back to try to destroy our union and worker's rights in the future.

We need to continue to build our political war-chest. Each Local will be asking members to participate in DRIVE—the Teamsters voter education and mobilization fund. We can't just wait until the election approaches to build our resources. We need to compete with the billionaires who are intent on destroying us. Every member must do their part.

The value of organizing in the industries where we already have strength—like food processing and dairy—is that we improve the jobs both for our current members and for the newly-organized members.

Workers take on the world's largest employer



On Black Friday, (November 23, 2012), history was made when more than 500 Walmart workers went on strike. This first-ever Walmart strike, organized by a new employee group called OUR Walmart, involved more than 1,000 actions in 46 states. Walmart workers were supported by union and community activists.

Walmart workers want to be treated with respect; they want decent pay and health benefits. Walmart's policies are bad for their workers, but they also undercut good union jobs. Don't shop at Walmart. Do support Walmart workers seeking to organize for better working conditions.



New year, new opportunities

First, I wish you and your family a Happy New Year. Second, I want you to know that, this year, Teamsters Joint Council 7 is going on the offensive!

In 2012, organized Labor in California defeated the costliest ballot initiative in the country when we scuttled Proposition 32. Teamsters throughout the state mobilized like we never have before, registering more than 23,000 new voters along the way. We should all be proud of that work, but remember, we were fighting for our lives. Now it's time to go on the attack. Imagine what we could do if we focused the same kind of resources on organizing new members into our mighty union.

The Teamsters represent more workers along the food chain than any other union. We do everything from processing to distribution to disposal of food waste. This industry generates almost \$95 billion in annual revenue for California. Our state tops the entire country for fruit, vegetable, and milk production. The work our members do is highly valuable for the state and national economy. It is important that these workers have representation.

In California, we have 30,000 members working in food processing and dairies and just about every major employer under contract somewhere. Still, those numbers are far fewer than we had in the past, and we have watched our own employers open up too many non-union plants. Right now, opportunities to organize roughly 20,000 workers are right in front of us.

We are fortunate that, last year, Joint Council President Rome Aloise was appointed to serve as Director of the Food Processing Division and Dairy Conference. Under his leadership, we are committed to organizing.

Our great organizing opportunities are in the Central and Salinas Valleys, home to a growing Latino population. Non-union plants dot small towns where mostly Latino workers have no voice, either at work or in their local government. These same plants, which

Our great organizing opportunities are in the Central and Salinas Valleys. Non-union plants pollute the water and air that the workers and their families rely on. . . and the employers dominate local politics. Something must be done, and we're just the ones to do it!

process millions of gallons of water per day and put thousands of trucks on the road, are polluting the very water and air that the workers and their families rely on. These same employers dominate local politics. Something must be done, and we're just the ones to do it!

The campaign kicked off last year with Teamsters Local 517's successful organizing drive of more than 200 Latino workers at Marquez Brothers, a dairy processing plant in Hanford, Kings County. That same week, a Teamster-supported project registered more than 500 Latinos to vote in Hanford. In a town where it only takes about 1,200 votes to win a City Council election, this investment will pay off when seats come open in two years. Now, we need to win a contract.

Finally, leaders from Locals 87, 386, 439, 517, 601, 890, and 948 have been working to plan out the next phase of the campaign with Joint Council 7, the California Teamsters Public Affairs Council, and various arms of the International Brotherhood of Teamsters including the Food Processing Division, the Dairy Conference, the Organizing Department, the Strategic Research and Campaigns Department, and the Department of Field and Political Action. It takes this level of coordination and commitment if we are going to make big gains in organizing new members.

More about this exciting initiative in the future!

Labor Secretary Hilda Solis: A Champion for all workers

by Art Pulaski
California Labor Federation

After four years in President Obama's cabinet, Hilda Solis recently announced she's stepping down from her position as Secretary of Labor. As those of us in



California know, Secretary Solis is a lifelong champion for workers. As Secretary of Labor, she used her position to advance workers' rights in many ways, never forgetting her humble roots as the daughter of a Teamster family in Southern California.

In a letter to her colleagues at the Department of Labor, Secretary Solis wrote:

"Growing up in a large Mexican-American family in La Puente, California, I never imagined that I would have the opportunity to serve in a president's cabinet, let alone in the service of such an incredible leader. Because President Obama took very bold action, millions of Americans are back to work. There is still much to do, but we are well on the road to recovery, and middle class Americans know the president is on their side..."

"As the daughter of parents who worked in factories, paid their union dues and achieved their goal of a middle class life, and as the first Latina to head a major federal agency, it has been an incredible honor to serve."

Hilda Solis fought tirelessly for workers each and every day she served as Secretary of Labor. While her accomplishments as head of the Department of Labor are too numerous to list, here's a brief summary of some of the major victories she achieved on behalf of workers.

Job Creation, Training and Unemployment Assistance

- Following the Bush recession and loss of more than 4 million jobs by 2009, the DOL helped create 2.4 million private sector jobs to re-boot the economy.
- By strengthening the federal unemployment insurance program, the DOL helped dislocated workers stay afloat and receive job training and placement assistance.
- Over the past four years, more than 1.7 million people completed federally-funded job training programs. This included a major investment in community colleges.
- The DOL built programs for employers to hire returning military service members and help women and homeless veterans.

Workplace Health and Safety

Secretary Solis' crackdown on dangerous and deadly workplaces made 2011 one of the safest on record, with the fewest-ever mine fatalities, and industry and construction fatalities at historic lows.

The DOL filed a record number of egre-

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James R. Hoffa Scholarship Fund

Applications are now being accepted for the 2013/2013 James R. Hoffa Memorial Scholarship Fund (JRHMSF) 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, 2013.**

AROUND THE LOCALS



LOCAL 533

Arbitration victory

It had been a long battle for Teamsters Local 533 member Sonja Lopez, but “the victory was well worth the wait,” she says.

Since she was hired in May, 2011, Sonja had an impeccable employee record as a coach operator for First Transit at RTC Access Para-transit in



Sonja Lopez and Business Agent Michael Sealy hold the check for eight months of back pay.

Reno, Nevada. But on St. Patrick’s Day, March 17, 2012, she found herself in an off-duty situation that jeopardized her job. Following company rules, she notified First Transit immediately after the incident occurred. The company decided to place her on administrative leave without compensation, claiming that she no longer met the criteria for being a coach operator.

Teamsters Local 533 Business Agent Michael Sealy attempted to mitigate their decision until Sonja’s case was heard in court. She remained ready, willing and able to resume her position as coach operator during the entire time awaiting her court date. The union filed a grievance for punitive damages due to her lost wages and benefits for the company’s initial disciplinary action of taking her off payroll.

The grievance was promptly denied; and, as a result, a Board of Adjustment was convened. When the Board deadlocked, the case was escalated to arbitration, which took place on September 17.

The union was confident that Sonja’s case was solid, as the company had failed to adhere to the provisions of the collective bargaining agreement relative to progressive discipline and just cause.

The Arbitrator ultimately agreed with the union. He ruled that Sonja be returned to work in her previous position within her rightful seniority. In addition, she is to be compensated for all lost wages and benefits for the past eight months in which the Company wrongfully terminated her.

“Thank goodness for my union,” Sonja said. “Justice would have not prevailed if it hadn’t been for their help and guidance.”

LOCAL 665

Members approve master parking agreement in San Francisco

Local 665 members recently ratified a new three-year agreement covering 1,500 Teamsters employed at more than 300 commercial office buildings, hotels and city-owned garages in downtown San Francisco.

“Coming out of the Great Recession made these talks difficult, but the good news is that we kept, without change, the wage structures, paid time-off and pensions we have fought for over the years,” said Local 665 Secretary-Treasurer Mark Gleason. “There is also an hourly wage increase slated for the end of 2013.”

Members assembled at the beginning of December to review the terms of the new deal. They approved changes to their health trust so that it will remain strong during the anticipated changes of the Affordable HealthCare Act, sometimes referred to as “ObamaCare.”

“Teamsters in the parking industry approved changes that will withstand the expected rate increases, during the life of this Agreement,” Gleason said.

Local 665 members approved the new deal by an overwhelming 89% margin.

“The new agreement has established ‘area standards’ for parking employment in San Francisco,” explained Gleason. “The industry has about 20 major operators, and nearly all of them are on board. We are still working with a couple of companies that continue to request wage variances, but we are standing firm that they must sign the area standards agreement,” Gleason added.

City of San Jose parking Teamsters continue without a contract

Gleason also reported that Local 665 members employed in the parking industry in the city of San Jose continue without a contract. Pickets have been



Local 665 member on the picket line in San Jose

set up since New Year’s Day at two commercial buildings where garage workers who were required contractually to be retained were not offered jobs by the new operator.

“This is the first time in 20 years of our history in San Jose where workers were not kept during a change of operators,” said Gleason. “We’re going to keep the picket line up until we get justice for these displaced workers.”

Gleason also noted that automation is eliminating jobs in some categories in the parking industry, and this is accelerating quickly in San Jose. The Local has asked policy makers and elected officials to hold a hearing about staffing and safety in large parking garages.

“Our position is that garages with hundreds and even thousands of spaces should have someone on site for public safety and assistance. That’s why we’ve asked the San Jose City Council to hold a hearing on the expansion of cavernous office building garages in the South Bay,” Gleason said.

“We know, from our brothers and sisters at other Teamster Locals around the county, that automation is affecting jobs in every major urban parking facility in the U.S. The leadership at Local 665 is going to demand that regional policymakers require minimum staffing levels in major parking facilities in order to save jobs,” Gleason said.

Airport contracts extended

Gleason also reported that Teamsters employed at the San Francisco and San Jose International Airports approved one-year contract extensions.

“We recommended that the members approve the one-year extension because we believe that issues around automation will become clearer, and the economy in San Francisco and San Jose will be on the upswing in the coming year,” said Gleason. “With a YES vote, the members at both airports agreed with this strategy.”

LOCAL 350

CleanScapes goes union

About 20 employees at CleanScapes in the City of San Francisco voted to be represented by Local 350. Reps Larry Daugherty and James Furgas negotiated a contract that provided for wage and benefit increases that the employees ratified unanimously.

“We’re pleased to welcome these new members to Local 350,” says Secretary-Treasurer Bob Morales, “and we look forward to serving them well.”

LOCAL 287

Persistence pays off

In 2007, Clyde McIntyre, a member of Local 287, was fired by Granite Rock Ready-Mix in San Jose for reasons that Business Agent George Netto considered flimsy. Netto filed a grievance, which in due course was submitted to arbitration. In 2008, the Arbitrator ordered McIntyre reinstated and made whole loss of wages and benefits.

But, that was just the beginning. Granite Rock fought back, causing one delay after another, holding multiple hearings, and resorting to tactics that made an early conclusion of the case impossible.

Finally, in late 2012, the arbitrator issued an award with a specific amount of damages to McIntyre and found that Local 287 was the prevailing party. Importantly, the arbitrator also stipulated that Granite Rock was to reimburse Local 287 for its attorneys’ fees and costs of the long-lasting arbitration proceeding.

LOCAL 890

Debt-free for the first time in 30 years; Local 890 pays off building mortgage to IBT

As of November 2012, Local 890 has paid off the entire mortgage on its building.

In 1971, Local 890 had a debt of \$170,000. Fourteen years later, the Local's outgoing administration left the members with a debt and lawsuits totaling more than one million dollars. The new administration had to get a loan from the IBT, putting up the Local 890 office building and meeting hall as collateral.

In 1988, 7,000 Local 890 farm-worker members went on strike against Bud Antle/Dole Fresh Vegetables. In the aftermath of the strike, several growers sued Local 890 for more than \$10 million, causing Local 890 to engage in a 15-year legal fight and Chapter 11 bankruptcy proceedings.



Crescencio Diaz holds the letter from the IBT stipulating that Local 890 is finally debt-free.

During the entire period, Local 890 kept organizing new members and negotiating improved contracts.

In the past two years, the Local has cut back on administrative expenses, frozen all business agent and officials' salaries, and paid about \$250,000 to the IBT to clear the debts, pay off the entire mortgage, and return the building to the membership. The Local has since been able to start a renovation project of the meeting hall.

"The Local is now entirely debt-free, and we are in a strong position to move forward in the next two years, negotiating improved contracts for all of our members," President Crescencio Diaz said with pride.

LOCAL 948

VWR moves to shed union; workers in new location set union election

Local 948 filed a petition with the NLRB to represent about 65 workers at VWR in Visalia.

Back in 2010, VWR announced its plan to close its medical supplies distribution center that had been located in Brisbane for at least 30 years and move to Visalia. The company refused to honor the long-held existing contract of Local 853 or provide severance or transfer rights for any of its unionized workforce. Joint Council 7 has continuing litigation against VWR in this matter.

Local 948 officials have worked diligently with the VWR's new employees in Visalia to lead them through the process; the election is scheduled for February 14, 2013.

"The workers at VWR took ownership of the process and are making it happen," says Local 948 Secretary-Treasurer Adam Ochoa and Business Agent Chris Zent. "We're proud of their hard work and look forward to working with them going forward."

LOCAL 856

Presentation of facts sways arbitrator to support union claims

Local 856 City of Concord Teamsters achieved a considerable win in January after a neutral arbitrator advised the city to end its 13-day furlough program and increase members' wages.

The recommendation came after the Local initiated fact-finding hearings when the city refused to budge in its concessionary proposals during negotiations, citing financial difficulties.

Local 856 has represented nearly 150 members who perform work vital to city operations in the Administrative, Technical and Clerical Unit and the Field and Operations Unit since April 2012.

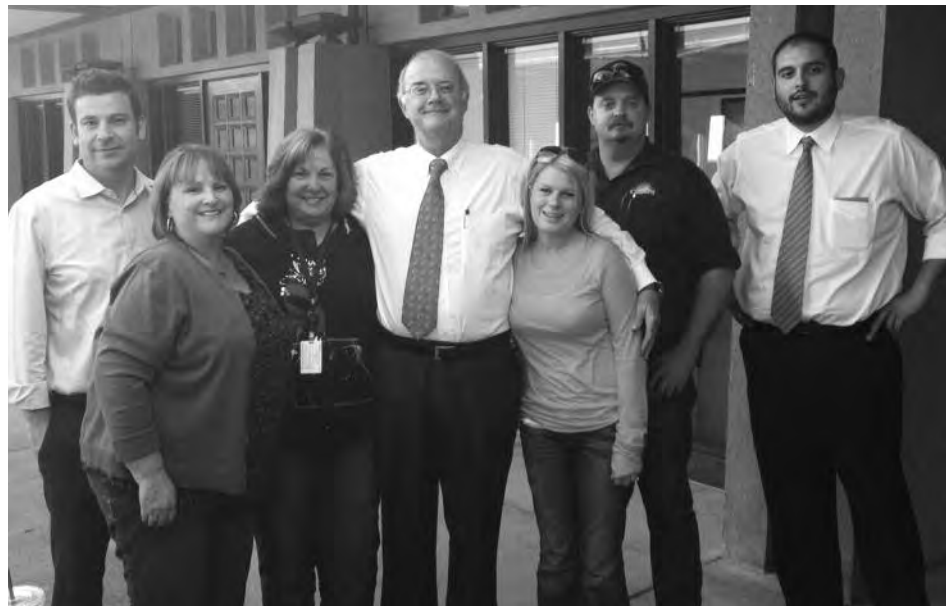
In 2009, prior to becoming Teamsters, the members agreed to what they were led to believe were temporary concessions. These included 13 furlough days a year, and an increase in their retirement contributions, to help the city get through the recession.

These drastic cuts to their compensation equaled 10 percent of their salary; but, when adjusted for inflation, the employees' real income had fallen behind more than 19 percent.

"During our last two negotiations, it was important to all the employees to be fair and to help when the city needed it," said City of Concord Permit Technician Liz DeLaCampa.

"We understood and were reassured by the city that it was only temporary," she said.

However, in the most recent negotiations, the city not only continued to claim that it did not have the funds necessary to restore the members to pre-



Union committee members and advisors are pleased with the arbitrator's ruling. (L-R) Peter Finn (856 VP and Chair of the Union's bargaining committee), Pat Hattwick, Gerri Palombi, Dr. Jim Kimball (Chief Economist & Director of Economics and Contracts, IBT), Nicole Mendenhall-Clay, Dave Clark and Rudy Gonzalez (856 Business Rep/Organizer)

recession levels, but also revealed that it had factored the furloughs into its 10-year fiscal plan.

After reaching impasse in negotiations, Local 856 moved to go to fact-finding, a relatively new procedure under state law in which the parties present their cases to a three-member panel that consists of a neutral arbitrator, a representative for the city and a representative for the union.

During the proceedings, International Brotherhood of Teamsters Economist Dr. James Kimball testified that his analysis of the city's finances determined that it did indeed have the funds needed to restore the members to their previous compensation rates.

Members also offered their testimony on how the

cuts had affected services to citizens and important infrastructure maintenance.

In her report, Fact Finding Chair Arbitrator Carol Vendrillo wrote "City workers who testified before the panel are hard-working individuals who have taken wage cuts and suffered because of it. The concessions they made have had a real impact on their lives, on where and how they live."

Vendrillo advised the city to end the furlough program, unfreeze salary steps and give members wage increases.

"I am happy that the arbitrator was able to see through everything and understood both the city's position, the employee's position, and found that we were truthful and ruled in our favor," said DeLaCampa, who testified at the hearings.

Maintenance Worker Kai Horlacher was instrumental in bringing the Teamsters to Concord and testified on behalf of his fellow members.

"I'm glad I found the Teamsters, they have done 20 times more than I could have ever imagined," he said.

Chairman of the Union Bargaining Committee and Local 856 Vice President Peter Finn was pleased with Vendrillo's recommendation as well.

"The strength of our bargaining position is a testament to the solidarity of our rank and file," said Finn.

"Our success in Concord reflects the activism and participation of each and every member and the leadership of a truly solid network of shop stewards," Finn said.



LOCAL 70 Oakland

General Membership and Steward Council Meetings are held at 400 Roland Way, Oakland, as follows:
Thursday Meetings - 7 p.m.:
Feb 28 • Mar 28 • May 23 Oct 24
Tuesday Meetings - 7 p.m.: Dec 10
Saturday Meetings – 10 a.m.
Jan 19 • Apr 27 • June 22 • Sept 21 Nov 2
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. All meetings start promptly at 10:00 a.m.
Feb 24 • May 19 • Aug 25 • Nov 24
Henry Garza, Secretary-Treasurer

LOCAL 137 Redding

For upcoming **Membership Meeting** dates, please check the Local's website. Meetings are held at Teamsters Local 137 Union Hall, 3540 S. Market St., Redding
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 6 • Mar 6 • Apr 3 • May 1 • Jun 5 • Jul 3 • Aug 7 • Sept 4 • Oct 2 • Nov 6 • Dec 4
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 12 • March 12 • April 9 • May 14 • June 11 • Meetings are suspended in July-Aug-Sept • Oct 8 • Nov 12 • Dec 10
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 11th and October 12th when the meeting begins at 9:00 a.m.
New Member Orientation begins at 7:30 p.m.
The 2013 Meeting locations as follows:
Martinez Union Hall—2727 Alhambra Ave.
Jan 9 • Feb 13 • April 10 • Sat. May 11 • July 10 • Aug 14 • Sat. Oct 12 • Dec 11
Vallejo Union Hall—445 Nebraska Street:
March 13 • June 12 • Sept 11 • Nov 13.
Directions at www.teamsters315.com
Office Hours: Martinez Office Mon- Thurs 8:30 a.m. to 5 p.m. closed for lunch 12 p.m. to 12:30 p.m., Fri 8 a.m. – 1 p.m.
Vallejo Front Desk Hours: Mon & Wed 8:30 a.m. to 5 p.m. closed for lunch 12 p.m. – 12:30 p.m. and Fri 8 a.m. to 1 p.m.
• To save time and travel, members may 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 at the Martinez Office (925)228-2246; San Mateo Office (510) 746-3375; and Vallejo Office (707) 643-0387. Please call in advance to make an appointment.
Dale Robbins, Secretary-Treasurer

LOCAL 350 Daly City

Membership Meetings:
San Francisco – Membership meetings are held the 2nd Thursday of the month (Mar 14 • Jun 13 • Sept 12) at 6 p.m. at Electricians Hall, 55 Fillmore St., San Francisco and Dec 12 at the Best Western Grosvenor, 380 South Airport Blvd., So San Francisco
San Jose – Membership meetings are held the 4th Wednesday of the month (Mar 27 • Jun 26 • Sept 25 • at 7 p.m. at Local 287, 1452 Fourth St., San Jose and Dec 18 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.
Jeff Berdion, 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 7 • Mar 7 • Apr 4 • May 2 • Jun 6th • 2nd Thurs-July 11th • Aug 1 • Sep 5 • Oct 3 • Nov 7 • Dec 5
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: The next General Membership Meeting will be a By-law Proposal meeting on Thursday, February 21, at 9 a.m. and 6 p.m. at Teamsters Local 517 Union Hall, 512 W. Oak Avenue, Visalia.
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 21 • Mar 21 • Apr 18 • May 16 • Jun 20 • Jul 18 • Aug 15 • Sep 19 • Oct 17 • Nov 21 • Dec 19.
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
Watch for dates for this year's shop steward workshops and membership appreciation picnics in Stockton and Yuba City.
Ashley Alvarado, Secretary-Treasurer

LOCAL 665 San Francisco

General Membership Meetings will be held as follows:
4th Tuesday of the month, 6 p.m., at 1500 Franklin Street, San Francisco:
Feb 26 • Apr 23 • June 25 • Nov 26
4th Tuesday of the month at 6 p.m. at 1371 Neotomas Avenue, Santa Rosa:
Jan 22 • Mar 26 • May 28 • Oct 22
3rd Tuesday of the month at 1371 Neotomas Avenue, Santa Rosa: Dec 17
Meetings are suspended in July, August and September.
Mark Gleason, Secretary-Treasurer

Please note: This bulletin board listing is only included once a year, in the February/March/April edition of the newspaper. Please mark down the information for your local.



LOCAL 853 San Leandro

General Membership Meetings are held the second Thursday of the month, 7 p.m. at Teamsters Local 853, 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 26 • Mar 26 • April 30 • May 28 • June, July, August meetings canceled • Sept 24 • Oct 29 • Nov—Annual Thanksgiving Meeting—to be announced • December—meeting canceled
Joseph Lanthier, Secretary-Treasurer

Hilda Solis: A champion for all workers

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rious health and safety cases and the first-ever enterprise-wide complaint to make sure that employers fix safety hazards at all locations at the same time.

Solis launched a nationwide outreach campaign to prevent heat related illnesses and fatalities among outdoor workers.

She also held major worker safety and health summits on the concerns of vulnerable Latino and Asian American and Pacific Islander workers in low-wage, high hazard industries including manufacturing, health care, agriculture and construction.

Wage Protections and Labor Law Enforcement

Secretary Solis led nationwide enforcement initiatives in industries with persistent violations of federal wage and hour laws, such as agriculture, restaurants, construction, hotel/motels, garment, and health care.

Under Solis, the Labor

LOCAL 890 Salinas

General Membership Meetings are held the second Thursday of the month at Teamsters Local 890, 207 North Sanborn Road, Salinas, at 7 p.m.
Crescencio Diaz, President

LOCAL 896 Vallejo

Branch 1 Membership Meetings:
Saturday, 10 a.m. at TAP office, 300 Pendleton Way, Oakland
Feb 23 • Mar 23 • Apr 27 • May 18 • Jun 29 • Jul 27 • Aug 24 • Sept 28 • Oct 26 • Nov 23 • Dec 14

Branch 2 Membership Meetings:
Suisun Senior Center, 318 Merganser Dr., Suisun

Tuesday Meetings – 3:30 p.m.: Feb 26 • Apr 30 • May 21 • Jul 30 • Aug 27 • Oct 29 • Nov 19

Sunday Meetings – 9:30 a.m.: Mar 24 • Jun 30 • Sept 29

Saturday Meeting – 11 a.m.: Dec 14
Phil Cooper, Secretary-Treasurer

Department engaged in the largest number of wage theft investigations in recent memory to recover back wages for affected workers and deter future violations. Since January 2009, the department collected over \$478 million in back wages for approximately 580,000 workers denied their rightful pay, overtime or leave benefits (the most back wages ever collected in the history of the department).

In addition, enforcement and informal resolution programs resulted in the recovery of almost \$5 billion dollars for retirees and their families.

For the first time ever, significant resources are now devoted to combating the misclassification of workers to better protect employees and businesses who play by the rules.

Secretary Solis also played an important role in crafting regulatory actions to implement key aspects of the Affordable Care Act.

As Secretary of Labor, Hilda Solis made us proud. Thanks to her hard

LOCAL 912 Watsonville

General Membership Meetings are held the 4th Tuesday of the month, at Noon and at 7 p.m. at Local 912, 22 East 5th St., Watsonville.
Brad Sebring, Secretary-Treasurer

LOCAL 948 Visalia/Modesto

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.
Joseph Cilia, Secretary-Treasurer

work and dedication, millions of working families are closer to achieving the American Dream. We extend our deep gratitude to Hilda Solis for her service and look forward to continuing our partnership with her in the future to build a better life for all workers.



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.....	510 845-2221
GCIU, Dist Cncl 2.....	800-333-4388

Put your feet in the hands of a UNION PODIATRIST

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

The California Podiatric Medical Association is a proud member of the International Brotherhood of Teamsters.

2430 K Street, Ste. 200 • Sacramento, CA 95816
(916) 448-0248/(800) 794-8988 • CalPMA.org

Union-made products to enjoy with the big game

By the time this paper goes to press, the Superbowl will be over—Go 49ers! But, there will be plenty more games in the future for which you'll want to stock up on union-made snacks and beverages.

The following list of products, compiled by **Labor411.org**, are union-made by Teamsters, Machinists, United Food and Commercial Workers, and United Auto Workers' members. Don't forget to support your union brothers and sisters by buying the products they make.

Snacks

Act II popcorn
Orville Redenbacher popcorn
Bugles
Cheez It
Chex Mixes
Doritos
Lay's
Fritos
Keebler cookies
Oreos
Planters peanuts
Rold Gold
Triscuits
Wheat Thins

Salsa

Old El Paso
Tostitos
Pace

Beverages

Pepsi
Coke
Sprite
Barq's root beer
Minute Maid
Tropicana
Welch's

Union Beers

Alexander Keith's
Anheuser-Busch *
Bass
Beck's
Bud Light *
Budweiser *
Budweiser American Ale
Busch
Czechvar

Beers (cont.)

Dundee Craft Beer *
Genesee Brewery *
Goose Island
Hamm's
Henry Weinhard's Blue Boar Pale Ale
Henry Weinhard's Private Reserve
Hoegaarden
Icehouse
Kirin
Labatt's Blue *
LaBatt's Blue Light
Landshark Lager
Lefle Blonde
Lionshead IUOE
Mad River Brewing Co.

Michelob
Miller Beer
Miller Genuine Draft
Miller High Life
Miller High Life Lite
Miller Lite
Miller Lite Ice
Milwaukee's Best
Milwaukee's Best Ice
Milwaukee's Best Light
Natural Ice
Natural Light
O'Doul's
Olde English 800
Pabst
Red Dog
Rolling Rock
Sharp's
Shock Top
Sparks Malt
Staropramen
Stegmaier
Stella Artois

* Made by Teamsters

For info about more union-made products, go to **www.labor411.org**



State Supreme Court reaffirms labors' right to picket and handbill on private property

The California Supreme Court has squarely and strongly upheld the right of unions to publicize their disputes by picketing or leafletting on both private and public, property. The case involved Ralph's Grocery's newly opened non-union location in a shopping center the Retail Clerks' picketing at the entrance to the store. Ralph's sought a court order to stop the picketing, and the court gave it to them. But, the State Supreme Court overturned an appellate court's decision that an injunction was proper. The decision means that unions may continue to peaceably picket on the privately-owned sidewalks outside retail stores and on other private property that is generally open to the public.

Since 1932, the federal Norris-LaGuardia Act has formally recognized employees' rights to assist each other and form unions, and barred federal courts from issuing orders ("injunctions") to stop non-violent labor activity. Many states, including California, then enacted their own "little Norris-LaGuardia" statutes that imposed the same restrictions on state courts. The California statute is known as the "Moscone Act."

In 2010, an appellate court held that the Moscone

Act was unconstitutional because its protection of labor speech resulted in discrimination against non-labor speech. The state Supreme Court rejected the lower court's analysis and decision, finding that there was no unconstitutional discrimination because there was no governmental restriction of speech. Instead, the statute only provides special treatment for labor speech.

The Court notes that labor speech has been treated differently from other speech historically. This special treatment has been grounded in the long-recognized public interest in promoting the rights of workers to engage in concerted activities for the purpose of collective bargaining, picketing or other mutual aid or protection.

This Supreme Court decision against Ralph's is an unqualified victory for workers, despite the fact that it simply ratifies the same union rights and protections that existed before the appellate court decision.

In short, the Supreme Court has said to California's judges, "Do not enjoin labor picketing or handbilling unless there is unlawful activity such as violence, clearly disorderly conduct, or blocking of access or egress to the site being picketed."

Other areas that come into question are:

- Does reasonable accommodation under ADA apply to marijuana?
- How does medical marijuana use relate to OSHA compliance, Medical Leave Act, and other federal laws?
- What are best practices for drug policies in a marijuana-friendly era?
- Workplace safety: what can be done to maximize safety and security while still protecting the rights of union member employees?



Court upholds right of union members to leaflet and picket, as these Local 70 members are doing at xpedx in 2010



Annual TAP Business Agent-Employer Seminar

TAP will host a 3-hour seminar at our Oakland office on Friday, May 31, 2013. The subject will be Prescription Medications in the Workplace. Dr. Tamara Cagney, Ed.D., MFT, RN will discuss the complex problems associated with prescription marijuana and opiate use in the workplace.

Dr. Cagney is a nationally-recognized expert in the field of employee assistance and lectures in national forums several times each year. TAP is excited to be able to have her help to educate union representatives and employers whose companies participate in Taft Hartley Trust Funds.

Marijuana remains the most abused substance in the United States while a prescription opiate abuse epidemic is sweeping our country and the workplace. The fact that prescriptions for marijuana and opiates have become increasingly easy to obtain not only is causing an increase in the number of people abusing both substances, it also has led many workers to assume they can take their "legal" medications at work without consequence.

One problem associated with prescription drugs is the amount (dosage) a worker may be able to use, if any, without violating a company policy.

The seminar offers union representatives and employers a better perspective on dealing with workers who are using drugs and on how to ensure clear workplace rules around use.

By attending this seminar, union representatives and employers can obtain a better perspective on how to deal with workers who are using these drugs and on how to ensure that the workplace rules and collective bargaining terms governing admitted or detected use are clear. Please reserve a seat by calling 510-562-3600. There is no cost to attend and lunch will be provided.