



Workers Boost Economy, Endure Abuse

California Teamsters urge fair treatment of immigrants

By DOUG BLOCH, JC7 Political Coordinator

Teamsters Joint Council 7 spoke out at a hearing in March on the abuse of immigrant workers by California businesses. The hearing, called for by Assemblymember Roger Hernández, Chair of the Assembly Labor and Employment Committee, included testimony from immigrant workers at the Marquez Brothers Cheese Factory in Hanford and the warehouse, car wash and recycling industries.

“All immigrants should be treated with respect, but that is not what is happening in our state,” said Ashley Alvarado,

Secretary-Treasurer of Teamsters Local 601 and the Teamsters Cannery Council, which represents more than 15,000 primarily Latino workers in the industry. “Employees should be protected against harassment from employers, but even today, in this very room, employers feel that they can intimidate their employees.”

Committee members and witnesses had observed that several attorneys representing Marquez Brothers, a company whose employees voted for Teamster representation with Local 517 in 2012, were present in the hearing room.

In a stunning rebuke of the company, Hernández vowed to subpoena Marquez Brothers’ CEO Gustavo

Marquez and any other company executives who retaliated against workers who attended the hearing. He also clarified that the sole reason for the hearing was to unearth employer misdeeds and seek solutions, primarily through a legislative bill, AB 263, which he introduced. “AB 263 will protect immigrant workers against retaliation in the workforce,” Hernández said. “This bill will ensure that many of the hard-working individuals in this state are properly protected, by defending basic workers rights.”



Seen on Assembly TV, Local 601 S-T Ashley Alvarado testifies against retaliation at Hernández’ hearing.

Hernández also assured the workers who participated in the hearing that he would

keep watch on the actions of the companies and they would act upon hearing of any mistreatment.

Marquez Brothers responded to the scrutiny by doubling down on their anti-worker campaign. Within two weeks of the hearing, they fired a union supporter.

As a result, Hernández drove three hours from his home in Los Angeles to join workers and Teamster representatives in Hanford to announce a formal investigation into the worker firing and the conduct of Marquez Brothers management.

“My bill aims to protect all those hard working individuals, regardless of their legal status in this country, against harmful abuses by employers. This is one reason why we need a strong comprehensive immigration reform.”

Time for comprehensive reform

At presstime, the Senate has just released a bipartisan proposal for comprehensive immigration reform. Labor and immigration rights advocates are currently sifting through the 844-page document to assess whether it offers the rights and protections that immigrant workers deserve.

“Our mission is immigration reform, which includes a pathway to citizenship,” said Ron Herrera, an IBT Trustee, at a February labor rally in Las Vegas.

IBT General President Jim Hoffa agrees. “We have seen far too many employers threaten with deportation workers who speak out for just treatment on the job,” he said in a statement last January in response to Pres. Obama’s call for immigration reform.

Several Joint Council 7 Locals are joining in the fight for a path to citizenship for immigrants, many of whom are hard-working union members.

SPOTLIGHT ON LOCAL ACTION



Local 890 helps members complete immigration documentation

Salinas-based Local 890 has helped organize Deferred Action for Childhood Arrivals (DACA) workshops in Monterey, Santa Cruz, and San Benito counties, alongside student organizations, non-profits and immigrant advocacy groups. This training is designed to help undocumented immigrant youth, many with parents who came to the U.S. illegally, apply for work and school permits.

Over the years, the Local has heard horror stories about workers who pay thousands of dollars to “immigration experts” to fill out simple immigration or visa forms, only to end up with incorrect forms or unreliable advice. As a result, the Local has been working to provide safe, dependable advice to members whose legal status in the U.S. is vulnerable.

Local 386 members join immigration reform town hall meetings, march

“Commonsense immigration reform is a key priority for the labor movement” is what Congressman Jeff Denham heard from more than 2,000 immigration reform and labor activists at two town hall meetings held in his district in Stanislaus and San Joaquin counties in March.

In a show of solidarity, Teamsters Local 386 members marched alongside immigration reform activists on April 6th. “The goal for labor is to make sure all union members are treated with dignity and respect on and off the job,” said former Secretary-Treasurer Gaylord Phillips, who has recently been named President of the North Valley Central Labor Council.



Local 890 and 386 participated in April 6 marches for immigration reform in Salinas and Modesto.



Third Annual Joint Council 7 Harry Pollard scholarship program – Applications due

Teamsters Joint Council 7 is pleased to announce the Third Annual the Teamsters Joint Council 7 Harry Pollard 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, 2010, 2785, GCC-District Council 2.

Eligibility

To be eligible to apply, you must be a member of one of the 23 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, 2013, 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 the Joint Council 7 office or from any of the Teamster Local Unions affiliated with the Joint Council.

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



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PRESIDENT'S REPORT

BY ROME ALOISE

Getting our priorities straight

When it comes to politics, I have tunnel vision. I have said over and over again that, first and foremost, our members must support candidates who support workers and the issues that affect them.

Our members need to put personal issues on a back burner. Our jobs, our benefits, and our rights as workers are what give us an opportunity to work for the personal issues we believe in. Without good jobs that enable us to support our families, we can't afford to have a voice or an opinion.

While I fully respect the right of our members to have whatever religious or political beliefs that fit their culture and lifestyle, I feel compelled to comment on a number of things that have happened politically that leave me both perplexed and upset.

Rather than working on creating good jobs and improving the economy, various states and a number of members of Congress and the Senate are still single-focused on regulating private morality.

Recently, many Republican state legislative houses have attempted to override or get around Roe v. Wade, the Supreme Court decision that protects a woman's private decision to choose to terminate her pregnancy. While attempting to overturn or undermine this long-ago decided case that protects women's rights, Republicans in Congress and across the nation would force women to carry their pregnancies to term.

At the same time, they have made it clear that they have little concern over what happens to these children once they are born. They have proposed cutting and eliminating healthcare and nutrition funding for infants and their mothers, while also cutting school lunch programs for under-privileged kids.

While everyone is entitled to their own personal beliefs on the overall subject of abortion, isn't it ironic

that these people spend time trying to force their opinions on others while cutting out bare necessities for the very children they pretend to care so much about?

Similarly, they are spending millions of dollars attempting to stop same-sex marriage. Of course, every-

one has a right to decide what marriage means to them. However, discrimination of any kind, in my opinion, hurts us all. Barring gay marriage denies basic rights to loving couples and families.

While worrying about their version of private morality, these same Republicans don't give a damn about the billionaires who tried to buy our democracy in the last election, spending a record \$12 billion dollars in their attempt to destroy legislation regulating Wall Street and the big banks and seeking to elect people who hate unions, don't care about workers, and want to outsource as many jobs as they possibly can. These are the same people who want to crush your pensions and take away your healthcare. All pretty

immoral, if you ask me!

But of course, there is no moral indignity by the Republicans and the right wing crazies about this type of injustice, even though it is far more dangerous than the personal issues they keep trying to control.

Simply put, we need our government to stay out of the bedroom and spend more time dealing with what is happening in the boardrooms of Wall Street firms and the big banks!

On more direct union-related topics, I want to congratulate Locals 287 and 853 for their victory at Graniterock, Local 517 for the courageous fight they are putting up against Marquez Bros., and all of our local unions for supporting TAP, our drug and alcohol rehab facility, at their annual fundraiser.

We need our government to stay out of the bedroom and spend more time dealing with what is happening in the boardrooms of Wall Street firms and the big banks!

UPS Talks Update

Negotiations heating up as deadline nears



At presstime, the Nor Cal and National UPS negotiations are moving ahead at a frenzied pace. Here, Local 315's UPS group met in Oakland on February 16th for a Solidarity rally with several other locals.



LOCAL 948

Visalia VWR employees vote to join Teamsters union

After moving out of Brisbane, in part to get away from its long time contractual relationship with Teamsters Local 853, VWR's 68 new employees in Visalia voted on February 14 to be represented by Teamsters Local 948.

VWR, which was founded as a local California company, has grown into a global corporation, reporting more than \$4.1 billion in sales for 2011. The Teamsters have represented VWR employees at their distribution center in Brisbane for more than 50 years. For most of that time, labor-management relations were good. But when Madison Dearborn, a Chicago-based private equity firm, bought the company in 2007 things quickly changed.

In the midst of contract negotiations in 2010, VWR announced plans to close its Brisbane distribution center and move its operations 220 miles south to a new 500,000 square foot facility in Visalia. The company did not offer their employees the right to transfer.

VWR benefited from federal, state and local subsidies to open its distribution center. The City of Visalia agreed to pay VWR the \$1.3 million it needed for road and sewer improvements for the facility and granted VWR a delay in paying more than \$500,000 in local impact fees until April 2016.

VWR's move was highlighted in state hearings examining the Enterprise Zone program, which enables the company to secure up to \$3 million in "job creation" tax credits from the State. Under the program, the company is not eligible for credits if they allowed their

Brisbane employees to transfer. In March, a dozen former VWR employees gave impassioned testimony at the Oakland hearing about how they have become victims of the program. They were joined by about a dozen other Teamsters who work for another company that did the same thing.

Despite VWR's long history of providing California workers good wages, pensions and health care, VWR offered starting wages in Visalia of \$10/hour – an average of \$12/hour less than what Bay Area employees earned for doing the same work. With that in mind, Visalia employees contacted the Teamsters and voted overwhelmingly in favor of the union.

"Visalia VWR employees are telling the company they want equal pay for equal work," said Local 948 Secretary-Treasurer Adam Ochoa. "We hope that VWR will sit down with us and negotiate a fair contract."

VWR and the City of Visalia still face ongoing environmental litigation in state and federal court, having lost in the 5th District Court of Appeals last year and more recently when the California Supreme Court denied their motion to appeal. Attorney General Kamala Harris filed an amicus brief in support of the environmental, community, and Labor plaintiffs in the case.

The employer has filed multiple frivolous charges and protests to the election. Local 948 is currently working through those and moving towards a certification of the election from the NLRB

LOCALS 287 & 853

After bitter fights, Teamsters back at Graniterock

Since a long and destructive strike in 2004, Teamster Locals 287, 853, 912, and 890, have had many problems with Graniterock. This involves numerous strikes, lawsuits, NLRB charges, and decertifications.

Graniterock filed a lawsuit against Local 287 that was litigated all the way to the Supreme Court. The company prevailed on part of the case, with much of it being dismissed against the other locals and the International. The case cleared the way to set up an arbitration procedure to settle what the company claimed was as much as \$30 million in damages. While this case involved the ready mix part of Graniterock, we had numerous problems with the construction and quarry side of the business as well. Additionally, a number of Graniterock employees, along with Local 853 participated in a class action suit against the company. Then, in 2012, the CEO of Graniterock suffered an untimely death in a boating accident in Lake Tahoe. After a respectful amount of time passed, the company chose a new CEO, Tom Squeri.

Late last year, both Joint Council 7 President Rome Aloise and Graniterock new CEO, Tom Squeri, mutually agreed to sit down and attempt to put the problems behind us and move forward. What followed were long negotiations with Local 287 Secretary-Treasurer Bill Hoyt, attorneys Duane Beeson and Bob Bonsall, and many lawyers for the company, leading to settlement of

the lawsuits and all the arbitrations. Both parties agreed to put the past behind and move forward to attempt to build a decent working relationship.

"The lawsuit and continual distraction of the dispute took away from what we needed to be doing—organizing the non-union ready mix companies that threaten our members' wages and benefits," said Aloise. "It was time to settle the disputes and move on."

Although each local still had some contractual relationship with the company, the ready mix units were not under contract to Locals 287 and 853. In February, the ready mix drivers from Redwood City and San Jose contacted the Locals and wanted to come back to the union. An NLRB election was scheduled and in March, by an overwhelming margin, the drivers voted to have Teamster representation again. Negotiations will start soon.

Graniterock driver Carl McGeachy, the former and now current shop steward in Redwood City, said "we knew the minute we didn't have Teamster representation that we were vulnerable. Sure enough, promises were not kept, and we lost the good health and retiree benefits that we had, and slowly but surely, our conditions were taken away. The only way to get all of this back was to do the right thing and get the Teamsters back."

NOTE: Doug Bloch's "Politics and You" column will return next issue.



Time to reform state's Enterprise Zone policy

By Sara Flocks, California Labor Federation



JC7 Political Coordinator Doug Bloch addresses California Labor Federation Rally in Sacramento to "End the Corporate Gravy Train" and reform the state's EZ policies. Behind him is State Board of Equalization Member Betty Yee, who also addressed the crowd.

What's the one thing that could make losing one's job even more painful? It's when you lose your job and then have to PAY for your employer to pack up, leave you behind and open their doors elsewhere. And we're not talking about pocket change; we're talking about \$700 million or more every single year for the rest of your life.

Sounds too crazy to be true, right? Well, welcome to the California Enterprise Zone (EZ) Program. The EZ program gives tax breaks to businesses located in any of 40 Enterprise Zones that cover most of the state. Employers can claim up to \$37,500 in tax breaks for every "new" person they hire.

Workers at VWR International and Blue Linx are living proof of the devastation that EZs can cause. Teamsters Local 853 has represented workers at both VWR and Blue Linx for years, and workers had good union wages and benefits. But these companies realized that the EZ program offered them perks that they couldn't refuse.

Workers at both companies were willing to move to follow their jobs, but in order to get the EZ hiring credit, the companies could not bring along any of their current workers. Blue Linx closed down their Newark location in February 2013. Workers at VWR lost their jobs in December, 2012—just in time for the holidays. Meanwhile, the *New York Times* reported that VWR received \$5.6 million in tax subsidies from California taxpayers.

Senator Jerry Hill has proposed legislation (SB434) to reform EZs by **only** paying for new net jobs (if there were 100 people in the original location, and 100 people are hired in the EZ, the company gets no tax credits.) Among other reforms, the law would require job quality standards, paying at least \$16/hour and meeting retention standards; temp agencies would be prohibited from taking the credits; transparency is created; and tax consultants, who ultimately drive up the costs, would be regulated.

Job creation is everyone's goal. Creating low-paying jobs at the expense of current workers benefits nobody.

AROUND THE LOCALS



LOCAL 853

Fired union supporter at Red Bull gets reinstated; sticks by union

After Red Bull employee, Edison Figueroa, was fired in June, 2012 by the Livermore-based company for his support of the union, Local 853 brought the company up on unfair labor practice charges. In April, 2013, the National Labor Relations Board ruled that the company had engaged in retaliation and had to reinstate him.

In the meantime, Figueroa got a better job and didn't want to return to Red Bull. But he was given a choice: he could take a "non-board" decision and collect a check for \$12,000, or he could take a "board decision" and take home \$8,000. With the board decision, the company would need to notify all of their workers about their rights to join a union and Figueroa would have an opportunity to come back to the facility to talk to his former coworkers. He chose to stand by his coworkers and the union and take the lesser amount.

"This is about unity and solidarity," says Local 853 organizer Rodney Smith. "We stood for him, so he decided to stand with his co-workers and the union. It was very admirable of him."

Smith says that the organizing campaign is continuing and "when we get enough traction, we'll file for an election."

LOCAL 856

Telling Delta Dental's story



Local 856 Member Deirdre Lopez, along with Staff Attorney Susanna Farber (left) and Political Director Trish Suzuki (right), met with Assemblyman Dr. Richard Pan in Sacramento on April 18. They discussed restoring funding to the Denti-Cal program, which provides dental coverage to low-income families, and invited Pan to visit a Delta Dental facility to see how Local 856 members provide much-needed services.

LOCALS 350, 315 and 70

JC7 members support striking Republic workers from Ohio

Members of Local 350, 315 and 70 in Northern California have stood with their brothers and sisters at Republic Services/Allied Waste in Youngstown, Ohio, by honoring their picket lines and refusing to work.

Members of Teamsters Local 377 in Youngstown went on strike on March 27 to protest Republic's unfair labor practices – violations of federal labor law. These Teamsters are also extending picket lines all across the country. The massive show of protest is causing garbage collections to be delayed and has generated the support of hundreds of other workers from other local unions in a show of solidarity.

"Support and solidarity are growing by the day as workers tell the company that 'enough is enough,' said Bob Morales, Director of the Teamsters Solid Waste, Recycling and Related Industries Division. "I am proud of our members' strength, unity and resolve as we all fight for justice at Republic."

Workers at other locations subsequently refused to work in a show of support of their striking colleagues. Workers in Daly City, Half Moon Bay, Pacifica, Fremont and Fairfield, Calif. (members of Local 350, 70 and 315, respectively) honored the

Youngstown picket lines. They refused to work starting on April 4, the 45th anniversary of the Rev. Martin Luther King, Jr.'s assassination. (70 in tri cities area fremont, Newark and union city)

During the week of April 8, members of Locals 952 and 396 refused to cross picket lines at Republic's facilities in Anaheim.

In addition, more than 150 workers at Republic's commercial and residential truck yard in Sun Valley, Calif. refused to cross the picket line. The Sun Valley workers are members of Local 396 in Covina.

Stay connected to the campaign:
Facebook: www.Facebook.com/RepublicServicesTeamsters
Twitter: @RepubTeamsters
Text "WASTE" to 86466 to receive text alerts.



Local 350 members rallied on March 24 at the Ox Mountain Landfill in Half Moon Bay. Local 70 members also rallied in Fremont.

LOCALS 287, 315, 853

Solid ready-mix contract ratified

It takes a strong union to get a good contract, and, in March, the 500 members of Locals 853, 287 and 315 who work in the ready-mix industry saw just how strong their union is.

With a vote of 202-2, they came together in San Leandro for a joint ratification meeting of their three-year contract extension with the Aggregate Concrete Association. According to Local 853 Vice President Bo Morgan, who chairs the Bay Area Building Materials Teamsters Committee and these negotiations, the members will be getting \$1.80/hour per year increase each year of the contract, which includes wages, benefits and a supplemental add-on.

"All three locals were well-represented in the negotiations for this extension," says Morgan. In addition to the benefit

package, the committee negotiated some language improvements, including reducing the number of years from five to three that the employer can use past work history against an employee in discipline procedures.

"Having 99% of the members vote to ratify this contract was an historic first," Morgan adds. Everyone was feeling great about this deal, except perhaps for the two who voted no."

Morgan believes that since several construction locals merged back in the late 1990s, the whole dynamics of the ready-mix industry has changed for the better. "We're more unified as a negotiating committee than at any other time in Bay Area history," Morgan said. "I think we have to give kudos to officers Rome Aloise from 853, Dale Robbins from 315, and George Netto and Bill Hoyt from Local 287 for their participation in making this happen."



Local 853 Vice President Bo Morgan chairs the ACA ratification meeting in San Leandro in March.



More than 200 members from the three locals came together to ratify the ACA contract.

LOCAL 601

Bilingual stewards training benefits members



“Shop stewards are the first line of defense for workers,” said Secretary-Treasurer Maria Ashley at a March 16 stewards training at the Local’s Stockton union hall. “Our goal is to keep them up-to-date with the laws and strategies so they can better serve our members.”

The training seminar focused on handling difficult situations in grievance meetings, building unity among members, organizing, preparing for

bargaining sessions and contract enforcement. With a mixed workforce, it was very important to hold the training in both English and Spanish.

“I would like to thank Cindy Impala from the IBT’s education department for offering bi-lingual steward training. And I offer a big thank you to IBT Vice-President and Joint Council 7 President Rome Aloise for joining us at the training.”



500 Teamsters at SunSweet in Yuba City vote to reject the company’s proposed contract. At center: Ron Valdez, JC 7 Truck driver and Principal Officer Ashley Alvarado.

LOCAL 431

Local goes all-out to defeat Fresno Measure G



Teamsters Local 431 is supporting the effort to defeat “Measure G” on Fresno’s June 4th ballot. Members should recognize this effort by the City of Fresno as yet another attempt to eliminate good union jobs and replace them with non-union employees, by awarding the entire city residential trash pick up to a non-union company.

Measure G makes radical changes to the city’s cost effective, award win-

ning, and nationally recognized trash collection service. While Local 431 does not represent the current City of Fresno employees, we stand with them and support the effort to defeat Measure G.

The Local encourages its members to vote “No” on Measure G, and volunteer to phone bank or walk precincts. Members can also pick up bumper stickers at the Local 431 office.

LOCAL 665

SFO Shuttle employees unanimously approve 10-month contract extension

The Employees of SFO Shuttle Bus who transport people around the various parking lots at San Francisco International Airport unanimously approved a 10-month contract extension that protected their wages, pension, and medical benefits. The extension was a product of the Airport imposing its will on the shuttle bus company, and not allowing them to fund any wage increases.

“These are some of the best members in Local,” said Local 665 Vice President Ernie Yates. “They deserve a

raise and I don’t like the airport boxing in this company.” The employees voted to accept the committee’s recommendation to protect the benefits now and



get a short extension in place to give Local 665 time to put pressure on the airport to open up its coffers and provide this company with enough funding to give a raise to its employees.

LOCAL 2010

Membership blitz at UCSF



Local 2010 launched an organizing campaign at UC San Francisco following up on an all-day training on February 10 at the Oakland offices of Local 70. Members and staff took to the streets on Feb. 11, walking into offices and speaking with members on campus and at the medical centers.

Local 2010 members from UC Davis to UC Santa Cruz took part in the all-day training, which included role playing and activities to learn the importance of union membership.

The following day, 15 teams of staff and members were sent out to worksites in Mt. Zion, China Basin, Mission Bay and Parnassus to sign-up new members and inform people of the benefits of being a Teamster. Not only did the union succeed in growing its membership base, but the organizers also generated new and enthusiastic activists for UC San Francisco.

“It is important to be a member of Teamsters Local 2010 because it is one

of the only outlets we have to get our voice heard,” Gerald Kofi Boateng Ibsen stated.

Since February, the local has continued to organize UC San Francisco and has met with members, so far adding more than 160 new members to the bargaining unit and recruiting 50 new activists from across UCSF.

“I appreciate being able to have the Teamsters’ support and access to their vast resources in good and in challenging times,” said Local 2010 member Kristina Benjamin.

Teamsters Local 2010 will continue to be a strong presence at UCSF. The local plans to hold a series of membership meetings and UCSF activist meetings to improve everyone’s workplace.

Member Ronda Metcalf put it best: “Believe in Teamsters because Teamsters believe in you.”

Local 386

Third Annual Membership Appreciation Day

Barbecue and picnic

August 10, 2013, 11 a.m.-3 p.m.

The event is free to our members and their immediate family. Besides great food prepared by our "Pit Crew," there will be games, a 50/50 raffle to benefit our scholarship fund, and plenty of fun for the kids.

Local 439

New Membership Orientation

June 22, 2013

Watch for notices on our Union Boards, along with direct mail notices to all members who have been hired recently. The purpose of the orientation is to explain our By-Laws, take the oath of membership, explain what we expect from our members and what they should expect from their union. We encourage any members—and especially our stewards—to attend. We will also have a BBQ Lunch, Raffles and Prizes at this event. Save the date!!!

All Charities Golf Tournament

May 31, 2013

Local 439 will host an all Charities Golf Tournament on May 31, 2013 at the Spanos Private Reserve. For more information, please contact Kimberly Powers at 209-948-9592, ext. 101.

Local 665

Meeting change notice

Due to a scheduling conflict with the Joint Council 7 delegates meeting, the General Membership meeting in June will be held on Tuesday June 18, 2013 at 6:00 p.m. at 1500 Franklin Street, San Francisco.

Safeway retirees

Safeway Drivers & Mechanics

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

Saturday, August 10, 2013

Napa Elks Lodge: 2840 Soscol Avenue, Napa, CA 94558 \$38. BBQ steak, chicken and trimmings. No-host bar. Please reserve a seat as soon as possible as seats are limited and an accurate head count is necessary for preparing food. Deadline for receiving payment is July 27, 2013. Make checks payable to "RSDML c/o Gerald Tower, 8641 Lake McCumber Rd., Shingletown, CA 96088. For more info, call Jerry Tower at 530-474-3767 or Dennis Estep at 510-223-2047.

Local 70

AARON, Majesteas
AGNEW, James D.
ARRUDA, Harry
BAGLEY, Earl
BRAMBILA, Fortunato Parra
BRITTON, Lester E.
CANTRELL, Belinda
CARVALHO, Louis R.
CONLON, Barney L.
COX, Curtix W.
DIAS, Lawrence (Larry) H.
DOLAN, Robert L.
GARFIELD, Richard K.
HARLAN, Clarence L.
HOFFMAN, Harry
HOPPER, Anthony W.
JACINTO, Mario A.
JOHNSON, Doyle W.
KELLOGG, Ryan
KELLY, William F.
KROSKE, Richard A.
LOBATO, Manuel
LOGAN, Donald M.
MARCIEL, Robert A.
MARSHALL, Henry R.
MENDOZA, Raymond
MEZZANO, Christine J.
PEREZ, Robert S.
ROWE, Earl R.
SALOMNE, Michael R.
SIZEMORE, Norman L.
STUEART, Harold
TAM, Kwai Kwong
TORRES, Alfred

Local 87

ULRICH, John

Local 287

COUGHRAN, Richard B.
CALLISTER, Glade C.
CASTILLO, Margarita D.
CORNELL, Joseph F.
FIERRO, Tony G.
HATZIMANOLIS, Phillip
HAMMOND, Harry K.
HUDSON, Vernon L.
JASSO, Gilberto
LISEMBY, Marden J.

Local 287 (cont.)

NANEZ, John
NANNARONE, Leonard
RAMOS, John T.
ROUNDTREE, Wallace R.
SINGLETON, Cecil R.
STELMACH, Ala
SCHNEIDER, Noel T.
SCOTT, Donald
VALENTINE, Peter
VISCARRA, Alfonso T.
WAID, George W.

Local 315

ALVAREZ, Javier
BRUMFIELD, John
BUCCELLATO, Salvatore "Sam"
CURLEE, Noal
GARTRELL, Alonzo
HUFFSTETTER, Dale
MONROE, Erik
ROSE, Richard
SHEPPERD, William

Local 315/490

ABREU, Richard
KESSLER, Steven

Local 386

AIWAZ, David
BARAJAS, Gabriel
BEARD, Raymond
BLEDSOE, Timothy
CROZIER, Lester
KIDD, Cornelius
FUNDERBURK, Raymond
PERKINS, Paul
SILVA, Ronald
TOOMBS, Robert
ZUMSTEIN, Gregory

Local 431

LEE, William
MANJARREZ, Petra
SMITH, John
SIHTO, John

Local 517

ALLEN, James
BROOKS, James C.

Local 601

BARTON, Erwin W.
CALDERON, Lucila
CHAVEZ, Manuel
DE GARCIA, Maria
DE VALENCIA, Angelina Ochoa
DICKENS, Howard Donald
KHAN, Mohammed Afzal
PERINO, Ferdinando
RADFORD, Annie
RAMIREZ, Edward
SELLERS, Stevens
SKIPPER, June

Local 665

GAINES, Tamal
CARANDANG, Joseph Allen
LEE, David

Local 853

AYERS, Dallas
BAIN, Mark
CHUN, Richard
GARCIA, Albert
HALL, Billy Ray
LAROSE, Harold
MARTIN, Daryl
MARTINEZ, Ruben
TARANGO, Patricia

Local 853/GCC-583

ADAMS, Patricia
ATWOOD, Virginia
BEARD, Ruby
CARAVELLO, Joseph
CARLSON, John
CARMAN, Edith
COOK, Charles H.
DE MARE, Florence
FRESCHET, Leno
GIANNINO, Salvatore
GIBSON, Lowell Robert
GOREY, Edward
LAMPE, Richard
LUCERO, Steve
METZGAR, Gilbert
NG, Joseph
PETROCCHI, Adi

853/GCC-583 (cont.)

PHILLIPS, Terrance
REYES, John
ROSE, Ronald
TREVOR, Allan
WONG, Kay Shew
WRIGHT, Claude

Local 856

ALLAN, Gloria
DELUCA, Stanley
DELA CRUZ, Ramon E.
MCKENZIE, Thomas
MARTICORENA, Michel
TOMATANI, Patricia

Local 890

GARCIA, Gloria
LOPEZ, Luis Rosales
MORENO, Alicia
RASO, Francisca

Local 896

TYRRELL, Joseph
KLEMENS, Anton

Local 912

ROCHA, Sergio Sanchez
GARCIA, Huraclio
MATEO, Edward

Local 948

FONTAINE, Billy, Jr.
GANDY, Louise
CURTIS, Frank
HERNÁNDEZ, Ralph

Local 2785

BOYD, Robert L.
BURKE, Richard R.
HERNÁNDEZ, David
LANGLOIS, Steven
SQUILLACE, Paul I.
ST. ANDRE, Ted E.
VALCAZAR, Chris
VILLEGGIANTE, Dominic
WEBB, John A, Sr.
WILLIAMS, Wayne R.

CTPAC Notice to members

The California Teamsters are represented at the California Legislature and before state administrative agencies by the California Teamsters Public Affairs Council. Barry Broad is the Legislative Director, Shane Gusman is the Legislative Representative, and Marsi Newman is the Public Affairs Administrator.

Per Capita Tax: All Teamsters affiliated with Joint Councils 7 and 42 supports the California Teamsters Public Affairs Council through a per capita tax of 25 cents per member per month, from union dues.

Twenty five percent (25%) of this is set aside in the Political Action Committee from which the Executive Committee makes campaign contributions.

Executive Committee: Rome Aloise, President of Joint Council 7 and Randy Cammack, President of Joint Council 42 serve as Co-Chairs of the Executive Committee, which supervises the staff of the Council.

Policy Committee: The policy committee shall consist of the Principal Officers of every local union represented

by Joint Council 7 and Joint Council 42. The committee is responsible for the development of the Council's long-term political, legislative and education policy, screening candidates and making recommendations for endorsement for statewide offices.

Any questions about the California Teamsters Public Affairs Council may be addressed to California Teamsters Public Affairs Council, 1127 11th St., Ste. 512, Sacramento, CA 95814.

Phone: 916-446-0291

Fax: 916-446-9321

E-mail: info@teamsterctpac.org

Teamsters launch ambitious legislative agenda

The 2013 Legislative session is in full swing and we have a lot on our plate. We—organized labor, generally and the Teamsters, specifically—delivered huge victories for our allies the last election and now we are looking for all of that political work to start to pay off. As a result, our legislative agenda is full and as ambitious as it has ever been.

Immigration: The Joint Council has been working very hard on organizing in the Central Valley. Immigration is a huge issue to our members and the workers we are trying to organize there. The employers have used immigration issues to their own economic gain and as a sword against workers who dare to try to join a union. In many instances, employers will threaten to call in federal authorities or to have workers deported if they talk to the union.

We're no strangers to anti-union retaliation, but this added level of pressure is an added layer of wrong that should not be tolerated. To address this, we are working with the Legislature and other unions to pass legislation that will put a stop to this type of retaliation. For instance, we are supporting AB 524 by Assembly Member Mullin that would expand the crime of extortion to immigra-

tion-related threats. We are also supporting SB 666 by Senator Steinberg and AB 263 by Assembly Member Hernández which also address this issue.

Water: Our work in the valley has also shown us how important water is to all facets of the socio-economic world there and how disenfranchised workers are when it comes to the issue. For instance, under current law, any person seeking to run for office as an irrigation district board member has to be a landowner. This means that renters, who are just as affected by water quality as any landowner in an irrigation district, have no right to have a voice politically on water quality decisions. We have sponsored SB 614 by Senator Lois Wolk to right this wrong. The bill will eliminate the property ownership requirement.

Enterprise Zones: We have also co-sponsored a bill to deal with one of the worst corporate subsidy programs in the nation, California's Enterprise Zone (EZ) program. The evil of enterprise zones really came to the forefront for Joint Council 7 when one long-time employer under contract decided to relocate from the Bay Area to the Central Valley and our members lost their jobs.

We learned that one of the motivating factors was the tax incentives that were being thrown at the company. The EZ program was sold as a tool to create jobs but we have seen, first hand, that it is used to destroy good paying union jobs in favor of low wage temporary work. We are co-sponsoring SB 434 by Senator Jerry Hill to bring some sanity to this out-of-control program. The bill would provide standards to ensure that cred-

its are only allowed for real job creation and would eliminate some of the most abusive practices under the program.

Worker Retention: We have also sponsored SB 232 by Senator Bill Monning to address an issue that has been resolved for private transit workers at the local level but not those providing services under a contract issued by the state. Some years back we successfully sponsored legislation to end the churning that our members who work for private transit operators were experiencing. They would be under contract and would just start to see their wages and benefits increase and then the employer would lose its contract with the local transit agency and our members would lose their jobs. Our bill stopped this by mandating an employee retention bid preference for local transit contracts. Unfortunately, that law didn't apply to the state. The result: our members who drove visitors to state-owned Hearst Castle lost their jobs when a nonunion employer came in and underbid the contract. SB 232 would apply the worker retention bid preference to state contracts in order to prevent this from happening again.



A delegation of Teamsters from across the state visited with Roger Hernández, Chair of the Assembly Labor Committee, at the state Capitol in April.

YOUR LEGAL RIGHTS

BEESON, TAYER & BODINE

Employer workplace investigations—keeping it secret

Employers often prohibit their employees from discussing ongoing workplace investigations with co-workers. No doubt, numerous circumstances may require secrecy in order to maintain the integrity of an investigation; these include protecting a witness' privacy or avoiding the destruction of evidence. However, the NLRB recently ruled that the routine practice of silencing employee communication concerning workplace investigations is illegal. In the case of Banner Health System, the Board found the employer's "blanket approach" of requiring employees to keep investigations secret, without a legitimate and substantial justification to do so, constitutes an unfair labor practice.

In this case, a hospital technician brought a complaint about his supervisor to a human resources officer. Human resources agreed to investigate the matter and instructed the employee not to discuss it with his co-workers.

When the employee later filed a charge alleging the hospital unlawfully retaliated against him, the NLRB found a flaw in the hospital's human resources investigation procedure. Without first evaluating the need for such a restriction, the human resources office routinely asked employees making a complaint not to discuss the matter with co-workers. The NLRB found this type of blanket prohibition on inter-employee communication regarding matters of con-

cern in the workplace to violate the National Labor Relations Act.

If you are involved in a workplace investigation and your employer instructs you to keep it secret, contact your local union.

The NLRB began its analysis of the case by noting that when employees discuss their workplace complaints with each other they are engaged in a form of protected concerted activity. The NLRB then placed the burden squarely on the employer to prove that "a legitimate business justification" for its order prohibiting employee discussion of ongoing investigations outweighed employees' right to engage in protected concerted activity. The Administrative Law Judge who initially heard the case had accepted the employer's rationale that its prohibition was justified by a concern with protecting the integrity of its investigations. However, on appeal, the NLRB found this "generalized concern" insufficient to outweigh employees' right to protected concerted activity.

The NLRB explained that to meet its burden of justifying a prohibition on employee discussion of workplace investigations into employee complaints, an employer must first determine whether, in any given investigation, witnesses need protection, whether the evidence is in danger of being destroyed, whether testimony is in danger of being fabricated, or if there is a need to prevent a cover-up. The employer's blanket prohibition in this case did not meet these requirements. As a result, the NLRB concluded the hospital's application of its rule prohibiting employees from discussing ongoing investigations of employee misconduct was unlawful. This decision applies equally to both unionized and nonunion settings.

It is important to recognize that the NLRB's decision in Banner Health System is not a complete ban on employers requiring employees to maintain confidentiality during an internal investigation. The decision simply places the responsibility on the employer to first establish that a legitimate and substantial justification exists for keeping the investigation confidential. The takeaway from all this is that if you are involved in a workplace investigation, and your employer instructs you to keep it a secret, contact your Local Union if you have questions about whether the employer may lawfully make this demand.



Make your cook-out a union cook-out!



When you plan your July 4th barbecue, make it a union meal. **Labor 411** lists some of the best union-made picnic and party goods around.

- Butterball burgers and franks
- Johnsonville brats and sausage
- Foster Farms fresh chicken
- Oscar Meyer or Boars Head hot dogs
- Heinz Ketchup
- Bugles
- Chex Mixes
- Doritos
- Pepsi
- Welch's
- Mountain Dew
- Good Humor ice cream
- Pabst
- Shock Top



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



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 Cnd 2	800-333-4388

Your feet shouldn't hurt

"While the eyes may be the windows to the soul, the feet are the window into our overall fitness and health," says California Podiatric Medical Association (CPMA) President-Elect Dr. Carolyn McAloon, a podiatric physician and surgeon in private practice in Castro Valley, CA. Members of the CPMA are affiliated with the Teamsters union.

"The foot is such a complex structure that contains more bones than any other single part of the human body. When combined with how much we use our feet each day, it's no wonder that so many people suffer from foot pain," she explains. "However, foot pain is not normal and is frequently a symptom of a more serious underlying systemic condition."

Since many symptoms first occur there, feet are excellent barometers for spotting common as well as more severe medical conditions. For example, we've all had those long hard days at work which can lead to tired, achy and swollen feet. But swollen achy feet can also be an indication of something much more serious such as heart, kidney or thyroid problems.

Discolored toenails might be an indication of a serious underlying condition, such as diabetes, liver problems or fungus. The loss of hair on your toes could be a sign of poor circulation and/or diabetes. Swollen joints could be related to gout, rheumatoid or osteoarthritis. Cracked heels can mean much more than simply dry skin. It could be a sign of a thyroid problem or diabetes. And, while most corns and blisters can be attributed to shoes being worn too tightly, they can also point to a serious systemic problem, like diabetes.

If you are experiencing any of these problems on a regular basis you should see a podiatric physician immediately.

Dr. McAloon stressed the critical importance of proper foot care for those with diabetes, noting that diabetics should have their feet examined at least once a year by a podiatric physician and should see a podiatric physician immediately regarding any slow to heal cut, sore or wound on the foot.

Here are some simple tips to help keep feet healthy, and injury and illness free:

- Check your feet every day.
- Pay attention to hygiene, especially in the winter months when feet are often hidden in socks for long periods of time. Keep your feet clean and dry.
- Watch for age-related changes especially in your 50s and 60s. Changes include loss of padding in the heel and ball of the foot and stiffness related to arthritis.
- Wear properly fitting shoes that fit and match your activity level. The best time to buy shoes is at the end of the day because your feet tend to swell as the day progresses.
- Give your arches proper support. If you're unsure whether you have flat, high, or normal arches, consult a podiatric physician who can evaluate each foot.
- Finally, if you are experiencing foot pain, any of the symptoms above on a continuous basis or want to ensure you are wearing the proper shoes for your foot size, shape and activities, you can find a Teamster Member licensed podiatric physician near you online at www.CALPMA.org



How do you dispose of old prescription drugs?

What happens to old prescriptions in your home? Do you dispose of them without causing harm to the environment? Do they linger in your medicine cabinet? Or do your old prescription drugs just disappear? There is a growing problem sweeping across America, abuse of prescription medications. One way to help curb this growing trend is to responsibly discard medications once you no longer need them or once you have recovered from the illness or injury that led to the prescription.

So what can happen to prescription drugs left unattended? Family members, friends, or teenage friends of a family member when given access to these drugs often take them. These drugs are then consumed by the individual who procured them or the drugs are sold for a profit. This is only one way that prescription drugs find their way on the black market. Health and law enforcement officials seeking to curb this epidemic are focusing on potent pain and anxiety medications that are obtained illegally. The focus is on OxyContin, Vicodin and Xanax. These drugs are obtained illegally through pharmacy robberies or when teenagers raid their parents or other family or friends medicine cabinets.

The toll is devastating. Prescription drug overdoses claim more lives than heroin and cocaine combined. Due to this growing trend of abuse there has been a doubling of drug-related deaths in the United States over the last decade related to prescription

drugs. It is time to pay attention to how we discard prescription medications that are no longer being used.

So what is the best way to discard medication you no longer use or need? The FDA (Federal Drug Administration) suggests:

1. Follow any specific disposal instructions on the drug label or patient information insert.
2. Take advantage of community drug take-back programs.
3. Contact your household trash and recycling service for more information.
4. When in doubt about safe disposal talk to your pharmacist.

The FDA also suggests that prior to throwing out a medicine container be sure to scratch out all identifying information on the label. This will help protect your identity and the privacy of your health information.

TARP's Vision is to assist our members and their covered dependents on the road to recovery while promoting an alcohol and drug free work environment. Our Mission is to provide education, treatment and prevention services for union members and their covered dependents. The TARP program is highly effective in terms of both outcomes and cost because it is guided by a philosophy that makes personal contact and post treatment support paramount. For more information please call TARP 1-800-522-8277.