



## Reflections on the state of unions at Labor Day

### PRESIDENT'S REPORT

ROME ALOISE



Labor Day, 2013 was fairly quiet, although pending shutdowns of BART and perhaps AC Transit make the general public fearful and resentful of unions.

With the long-running stagnant economy, Labor Day should be anything but quiet. The middle class has lost ground over the last 40 years. The median wage of workers is lower now than it was in 1980, adjusted for inflation. Wage inequality between those at the top and everyone else is growing exponentially. Given those facts, you would think that the average worker would run to seek union representation. You'd think that unionized workers would appreciate the higher wages and benefits they have. Unfortunately, this is not the case. The reasons why are very simple.

### Flawed labor laws enable employers to intimidate workers who want a union

Labor laws are outdated and clearly favor employers over unions. The National Labor Relations Act and the existing Board allow employers to campaign fiercely against a union during an NLRB-conducted election period. Daily propaganda meetings, threats of closure, and false promises of improvements are routine violations of labor law.

All too often, companies fire those who are most vocally in favor of the union. The union appeals to the Labor Board; the employer cites a trumped-up reason for the firing, and the Labor Board upholds the firing. Even if the Board sees through the com-

pany's charade, the penalty is merely the payment of back wages—often a year or more after the fact. Meantime, the union drive was stymied because the remaining workers backed off due to fear of losing their jobs. For immigrant workers, the fight for union representation is even more daunting, because on top of the fear of job loss, they're often threatened with deportation.

### Use of "independent operators" undermines organizing efforts

Calling workers "independent operators" is another employer tactic that undermines the workforce. Antiquated anti-trust laws prevent individuals classified as independent operators from engaging in collective action—either forming a union or creating an organization to set standards and prices—in effect eliminating their ability to improve their lot.

FedEx, for example, calls many of its employee classifications "independent operators," reducing the company's obligation to pay for health benefits or pensions, and requiring few, if any, paid holidays and vacation days.

Contrast this with UPS, which participates in the largest collective bargaining agreement in the nation. The union members at UPS earn great wages, have excellent health benefits, good pensions, and retiree health benefits. An additional benefit is that they are in a position to pay taxes that are meaningful to their community.

### Temp workers have few rights

The proliferation of temporary employees undermines workers' rights. This summer, Amazon announced that they will create thousands of jobs in California at new distribution centers in the Central Valley. The vast majority of these jobs, however, will be held by part-time, temporary, agency-supplied workers. These workers will have no job security, no benefits, and low wages. They'll also have no viable ability to form or join a union to improve their livelihood. These workers can never expect to live a decent middle-class existence, as we used to know it.

The bottom line is that without a middle class, and without a viable, well-paid, well-benefited workforce, our country will continue to be divided between the "haves" and the "have nots," and the gap between the two will continue to widen.

As we reflect back on Labor Day, let us acknowledge the contribution of working people to our country and of labor unions to the working class of America. Let us work to ensure that Labor Day, 2014, is not quiet, but is blaring with union activity.

### Celebrating Labor's Day



Local 70 teamed up with 30 Bay Area unions to sponsor a Labor Day picnic at Alameda Point. Good food, music, and kids activities were highlights of the day.



(Above and Left) Local 2785 sponsored its first Labor Day picnic at San Bruno park. About 200 members and their families attended.



### Election Notices Elección Avisos

**Attention: Members of Locals 70 & 601**  
**Atención: Los miembros de Locales 70 & 601**

See pages 6-7 for info about upcoming Local elections

Vea las páginas 6-7 para obtener información acerca de las próximas elecciones Locales

## 2013 JC7 Harry Polland Scholarship winners



Local 853 President Bob Strelow congratulates Iyana Hughes for her \$1,000 scholarship

Local 853's 2014 recipient of the \$1,000 Harry Polland Scholarship is Iyana Hughes, a graduate of Sierra High School in Manteca. Iyana's father, Donald Hughes, is a long-time employee of Costco Wholesale Business Delivery in Hayward. Iyana will attend the University of Virginia, pursuing a degree in law with the goal of becoming a corporate attorney.



Rusty and Hunter Johnson with Local 431 President Darryl Pratt

Local 431 congratulates Hunter Johnson for receiving a \$1,000 Teamsters Joint Council 7 Harry Polland Scholarship. Hunter is the daughter of Rusty Johnson who has been a Member of Local 431 for eight years and is employed by Southern Wine & Spirits. She is majoring in child psychology and also plays softball and tennis. Congratulations Hunter!



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## Teamster Master Construction locals ratify new 3-year agreement

The 13 local unions that are signatory to the Northern California Teamster Master Construction Agreement (137, 150, 287, 315, 386, 431, 439, 533, 665, 853, 890, 912, and 948) and their respective members have unanimously ratified a new three-year contract for the period of July 1, 2013 thru June 30, 2016, reports Nor Cal Construction Chairman Dale Robbins.

The agreement calls for a \$1.51, \$1.56 and \$1.60 per hour increase for a total of \$4.67 over the three years.

The Nor Cal negotiating committee was comprised of Michael Tobin, Local 150; George Netto, Local 287; Ralph Miranda, Local 665; Stu Helfer, Local 853; Jim Sveum and Dale Robbins, both from Local 315. The committee met with the Associated General Contractors and United Contractors Associations who represent the bulk of the construction contractors. Many other small local contractors sign a "Me Too" white paper individual agreement.

The agreement covers the geographic area of the 46 Northern California counties to the Oregon border and east to Nevada state line and just south of Fresno.

"The Teamsters master construction agreement sets the prevailing wage rates for the Teamsters classifications in both the federal and

the state prevailing wage determinations posted by the Department of Industrial Relations," explained Robbins.

In the peak of the work season, several hundred Teamsters work on various projects throughout Northern California.

### High Speed Rail agreement signed

On another positive note, on behalf of the Teamsters, Robbins signed the new Community Benefits/Project Labor Agreement between the California Building and Construction Trades Council and the California High Speed Rail Authority. The agreement's wage and fringe benefits are based on master labor agreements of all individual trades. The agreement will be in place throughout the life of the project, covering an estimated \$68 billion of construction over the next two or three decades.

"State Building and Construction Trades Council President Robbie Hunter did an outstanding job in negotiating this historic agreement," says Robbins. "He deserves a lot of the credit for making this project a reality for the thousands of working men and women who will ultimately work on this project."



Local 315 members who will benefit from the new master construction agreement



## YOUR LEGAL RIGHTS

BY BEESON TAYER & BODINE

## New hours-of-service trucking rules should improve driver safety

A decade-long battle involving the U.S. Department of Transportation's Federal Motor Carrier Safety Administration (FMCSA), the trucking industry, public interest organizations, individual drivers, and the International Brotherhood of Teamsters, may be over. In December 2011, the FMCSA announced new hours-of-service ("HOS") rules for commercial truck drivers; the fourth set of HOS rules issued by the FMCSA since they first issued such rules in 2003.

The intent of the new rules, as with all HOS rules, is to reduce driver fatigue and to ensure the safety of drivers and other travelers. The new rules were subject to a number of legal challenges from both the trucking industry (who thought the rules were too strict), drivers and public safety organizations (who thought some aspects of the new rules too lax). They took effect on July 1, 2013, with litigation still pending. Finally, on August 2, 2013, the U.S. Court of Appeals for the D.C. Circuit dismissed the majority of the challenges to the rules.

Two primary provisions of the new HOS rules will improve driver safety, and were upheld by the court over the objections of the trucking industry:

**34-Hour Restart Provision:** Drivers may restart a seven or eight consecutive day period of driving only after spending 34 or more consecutive hours off-duty. Under the new rules, drivers may only use the restart provision once every 7 days (168 hours)—the "once-a-week" limitation—and the 34-hour rest period must include

two off-duty periods between 1 a.m. and 5 a.m. (when the body needs sleep most)—the "two night" limitation.

**Mandatory Off-Duty Break Provision:** This revised provision prohibits drivers from operating a commercial motor vehicle if more than 8 hours have passed since the driver's last off-duty period of at least 30 minutes. In other words, drivers are required to take a break of at least 30 minutes within the first 8 hours of having reported for duty. However, this rule only applies to long-haul drivers, as the court struck down this rule for short-haul drivers.

**Definition of "On Duty" Time:** Unfortunately, the court also upheld the FMCSA's new, narrower, definition of on-duty time, which does not include time spent resting in a parked vehicle, resting in a sleeper berth, or up to 2 hours riding in the passenger seat of a property-carrying vehicle immediately before or after a period of at least 8 consecutive hours in the sleeper berth. In addition, the court rejected arguments presented by public safety organizations and individual drivers in favor of a 10-hour driving limit rather than the 11-hour driving limit proposed by the FMCSA.

On balance, under pressure from the Teamsters and other advocates for the safety of drivers and the driving public, the FMCSA has taken a small step in the right direction. Nevertheless, there are many additional steps that the FMCSA should take in the future if it is to back up the DOT's claim that "safety is our highest priority."

*On balance, for the safety of drivers and the driving public, the FMCSA has taken a small step in the right direction.*



## Joint Council goes on organizing offensive

Last year at this time, we were looking down the barrel of a loaded shotgun. That was Proposition 32, an initiative designed by corporate interests to take unions out in California. We marshaled more resources for that fight than ever before, bringing 800 Teamsters together for our campaign kickoff in July, deploying an army of 40 lost-timers in September, visiting 33 work sites and talking to more than 3,000 members in a 21-day caravan, and joining together with Joint Council 42 to register more than 23,000 Teamsters to vote statewide. In the end, over 74% of our registered members voted in the election, and Proposition 32 went down in a 57% to 44% vote. In short, we kicked their butts!

### Time to strike back

After our victory, members from all over California said they were tired of playing defense... that it's time to strike back. So we went on the offense.

The first target in our sight was the California Enterprise Zone program, which was the largest corporate welfare program in the state's history. The \$750 million annual program went to the likes of WalMart, FedEx, and others for creating minimum wage jobs. It subsidized longstanding Teamster employers to move our jobs to other areas of the state and bust the union.

Due in large part to our efforts, the corporate gravy train came to an end. Now the money will go to support California manufacturers that create good jobs, including our food processing, dairy, beverage, and brewery employers. And if you want to move jobs, you need to let people follow them and keep their current wage levels.

In my 20 years of doing this work, I've never seen a more intense corporate lobbying effort as the one we were up against on this fight. But again, we kicked their butts!

### Organizing along the food chain

Now we are putting that energy into a program to organize thousands of food processing and dairy workers in the Central and Salinas Valleys. Ultimately, we intend to change the balance of power there, too. It's time for the workers in California's food chain to have a voice at work and in their local government.

We are the largest union in the Central Valley, with more than 40,000 members. Since the merger with Joint Council 38 in 2010, under Rome Aloise's leadership we've been laying the groundwork to build an organizing and political machine.

Over the years, we've watched many of our employers in food processing and dairies open up non-union plants throughout the area. If we want to protect what we have and grow our union, we need to organize!

The Central Valley is the fastest growing region of the state. Latinos are driving the population growth. Nearly half the Valley is Latino, yet if you look at city

councils, school boards, or even state and federal offices, very few Latinos hold elected office.

Why is that important? Because if you are Latino and live in the Valley you are likely to be working in a minimum wage job in the food chain. Maybe you pick food, or you process it, pack it, or distribute it. But you are part of a \$100 billion California industry that has produced the highest farm revenues in the U.S. and some of the poorest communities of food workers around it.

If you live in the Central Valley, you have to buy drinking water because fertilizer and manure run-off from nearby farms and dairies have polluted the groundwater. Your children are three times more likely to get asthma because the air quality is terrible. And the people who profit from your labor grease the political wheels to get people elected that protect their interests — not yours.

### Launching an aggressive campaign

We are fighting to change that. In June, representatives of Joint Council 7; Local Unions 87, 386, 439, 517, 601, 890 and 948; the Teamsters Cannery Council; the California Teamsters Public Affairs Council; and the International Union including the Organizing Department, the Department of Strategic Research and Campaigns, the Department of Field and Political Action, the Dairy Conference, and the Teamsters Food Processing Division, all met to sign a partnership agreement laying out an aggressive campaign. Everybody committed to put skin in the game, because if we are not organizing, we are dying.

On August 24-25, we got into action! Over 60 members and several principal officers from Local Unions 350, 431, 439, 533, 601, 856, 948, and District Council 2 joined in an organizing blitz put together by the IBT Organizing Department at Local 601. We visited workers from an 800-person food processing plant that pays minimum wage and appears to be flouting state and federal laws. I'm not naming the employer as we aren't public yet, but you can expect to read about this in our next newsletter.

And we are still are fighting to get a first contract for the nearly 200 workers at Marquez Brothers in Hanford (Kings County) who organized with Local 517 in August, 2012. This campaign is receiving tremendous support from the Joint Council, the IBT Department of Strategic Research and Campaigns, and many politicians who we helped elect to defend working people. Marquez Brothers intends to crush any effort by their employees to improve their jobs. Their workers deserve better.

This is just a snapshot of the great work that many Local unions are doing around our Joint Council to organize new members and build political power. With more member involvement we can keep kicking butts!

## Using political power to back up organizing

In a big move to advance the Teamster campaign to organize immigrant workers in California's food chain, the legislature passed a series of bills to crack down on employers who retaliate against workers who stand up for their rights.

"We understand that fear of retaliation is the biggest obstacle when organizing immigrant workers, especially in work places where there are a high number of undocumented workers," says Joint Council 7 Political Director Doug Bloch. "California workers will now be protected from employers who threaten or use immigration status against workers who are standing up for their rights."

**AB 263**, offered by Assemblyman Roger Hernandez, and **SB 666**, sponsored by Sen. Darrell Steinberg, are identical versions of the same bill. They help enforce basic labor laws by barring bosses from calling Immigration and Customs Enforcement (ICE) officials after working condition complaints are filed against the business. **AB 524**, offered by Assemblyman Kevin Mullin, prohibits similar threats against workers who file complaints about not being paid fairly.

The lengths companies will go to in an effort to keep their workers quiet was on full display earlier this year during a committee hearing. Owners of the Marquez Brothers cheese facility in Hanford intimidated one worker who testified before the Assembly Labor and Employment Committee in March. The testifying employee, a mother of four, was later fired by Marquez.

Workers at the Marquez plant have been trying to negotiate a first contract as Teamsters for about a year, to no avail. "But at least the company's workers will be allowed to speak out," said Gerardo Aguirre, a former Marquez worker who was fired while standing up for his rights. "The workers at Marquez Brothers are united in standing up to intimidation, at work and in the state legislature. We need laws that allow all workers to speak up and protect immigrant workers from these kinds of abuses."

Teamsters played a key role in getting the three bills to the Governor's desk, including holding lobby days in Sacramento. All three bills await the Governor's signature.

"We can now tell California workers, including undocumented workers, that when they organize, speak up, or file complaints, they have protections," says Joint Council 7 President Rome Aloise. "We are pushing forward with an aggressive organizing program in California and this legislation will help us succeed."

Union members from 9 locals gathered at Local 601's Stockton union hall in August for the campaign's first organizing blitz.



# AROUND THE LOCALS



## LOCAL 853

### Member is back to work with back pay in arbitration win

For eight years, Cecilio Ramos worked at Cash & Carry in San Francisco, an express store run by Young's Market. In October, 2012, the company conducted a theft investigation. Cecilio was found to be not involved. As a part of the investigation, however, the company drug tested everyone; Cecilio tested positive for marijuana and was fired.



*Cecilio Ramos is back on the job at Young's Market.*

"We believed that the company did not have reasonable cause to test Cecilio, so we grieved it first, and then took the case to arbitration," says Business Agent Efren Alarcon. In the end, Cecilio was reinstated to his job and got full back pay for the 10 months he was out of work.

"This wrongful firing was tough on Cecilio," says Alarcon. "He's very happy to have won the case and get his back pay, and is grateful to the union for fighting for him."

## LOCAL 896

### Local sits at the top of this Pyramid!

On August 7, 2013, the workers at Pyramid Brewery in Berkley CA. voted overwhelmingly to be represented by the Teamsters.

"The parent company, North American Breweries, ran a hard dishonest campaign," says Business Agent Brian Indelicato. "However, the workers were all engaged and saw through the lies."

The internal organizing committee—Amalia Davilia, Cat Weise, and Jose Mora—made sure everyone, including company management and represen-

## LOCAL 350

### Local's fight to represent recycling workers goes national

Teamsters Local 350's effort to organize the sorters who work at Republic Service's Recyclery in Milpitas is being stymied by NLRB rules that are out of touch with reality.

Republic, which processes recycling from San Jose, contracted with a staffing company, LeadPoint, to provide the sorters and attendant workers who work the sorting line. Local 350 already represents other Republic Services workers employed at the facility.

Local 350 filed an election petition to obtain bargaining recognition for the sorters from both LeadPoint and Republic. Republic controls the sorters' hours, wages and working conditions. Republic dictates the number of sorters working on each shift and their shift times. Republic sets productivity standards for the sorters. Republic controls the operation of the conveyer belts along which the sorters work, including when the belts stop and start for breaks, whether the lines keep running requiring overtime, and how fast the lines move. Republic's supervisors supervise the LeadPoint sorters and Republic has the authority to enforce its own rules against the sorters and to dismiss sorters from working at its facility for any reason whatsoever, which it has done. Republic pays LeadPoint a certain hourly rate for each sorter (minimum wage) plus an additional amount for LeadPoint.



*Some of the LeadPoint recycling workers who want a union.*

Because of Republic's pervasive control over the sorters provided by LeadPoint, Leadpoint alone lacks the authority to bargain with Local 350 over the terms and conditions of employment of these sorters. Despite this reality, Region 32 of the Labor Board ruled that Republic is not the "joint employer" of the LeadPoint

sorters and ordered an election with LeadPoint named as the sole employer. Noting the absurdity of Region 32's decision, Local 350 Secretary-Treasurer Bob Morales said, "LeadPoint is Republic in everything but name."

This "joint employer" analysis

allows an employer like Republic to insert a contractor to insulate itself from the basic legal obligation to recognize and bargain with the union.

Local 350 has appealed Region 32's decision to the Labor Board in Washington, D.C. and is pushing the Board to overhaul its dated and toothless test of joint employer status.

There is a bright spot, however. Through the efforts of Local 350, these workers will soon be enjoying the living wage under a San Jose ordinance as employees of a subcontractor of a San Jose contractor. This means a \$5/hour wage increase plus benefits for these workers.



*Joint Council 7 truck makes appearance at Pyramid Brewery in Berkeley.*

tatives, were educated on the vast benefits of union representation, Indelicato says.

"The main issues that the Pyramid workers were concerned about include unsafe working conditions, fair and consistent treatment, no pension, substandard benefits, wages well below the industry standard, no established work schedule or work week, and a working relationship completely lacking in dignity and respect," Indelicato says. He and the membership are eager to get to the bargaining table to begin negotiating their first contract.

The Local gives special thanks to Rome Aloise, Doug Bloch, Lydia Pinedo, Dennis Hart, Lou Marchetti, Rodney Smith, Ron Valdez, and Paul Markowitz for their assistance during the organizing campaign.

## LOCAL 386

### Organizing victories, other news

Local 386 has had two organizing victories this summer. Sixty Eight employees of Modesto Radiology, which is affiliated with Tenet Healthcare Corporation, voted to join the Local. However, Tenet is NOT going down without a fight. They filed an appeal with the NLRB, which ruled in the union's favor. They filed a second appeal and, at press time, we are waiting for a decision from the Board.

At Turlock Transit, a division of First Transit, the employees voted unanimously to join the Local. Teamsters Local 386 now represents bus drivers in Yosemite National Park, Merced County, and Stanislaus County, as well as school bus drivers in Merced and city bus drivers in Merced, Modesto, Los Banos, Atwater and Turlock.

The Local is currently negotiating "first time" contracts at Allied Waste in Atwater and Los Banos and Serpa Milk Transport in Turlock.

**Save the Date:** Shop stewards should mark their calendars now for the Local 386 Annual Stewards Appreciation Dinner on October 26. As always, training will be held in conjunction with the dinner.

## LOCAL 948

### Teamsters won't back down at VWR



Joint Council 7 joins Local 948 members for VWR Day of Action on August 16 in Visalia.

When VWR closed its Brisbane warehouse and moved to Visalia, the company expected to be union-free. But, it didn't take long for their new employees to realize how little VWR valued their work. In February, they voted to be represented by Local 948. Unfortunately, the company has been stalling on negotiating a contract.

On August 16, Local 948 held a day of action in front of the VWR warehouse.

"The company has used the uncertainty at the NLRB to delay certification and harass and intimidate these employees who choose to stand united," says Secretary-Treasurer Ochoa. "Our goal for this action was to let the employer know that we will continue

to see the process through until these hard working people have a contract with good wages and benefits.

Ochoa wanted to thank Locals 853, 601, 517, 439, 431, 386 and 87 for sending volunteers and resources; Joint Council 7 and Local 439 for bringing their trucks; and he gave special thanks to Gaylord Phillips and Jerry Hunsucker from the North Valley Labor Federation for all their help and support.

Meanwhile, the employees of Custom Tarp and Tarping voted in August to be represented by Local 948. "We look forward to achieving a fair contract that improves the working conditions and wages of these new members and we'll do what it takes to get that contract," said Ochoa.

## LOCAL 890

### Stewards attend seminar on Obamacare



Shop stewards learn how Obamacare will impact unionized employees.

Throughout August and September, Local 890 has held several meetings with Shop Stewards about the provisions of the Affordable Care Act, well known as "Obamacare." The new law will have a great impact on union members and in the community. "These provisions are new for everyone. As union leaders, our job is to make the information accessible to our membership," said Local 890 President Crescencio Diaz.

All individuals will be required to have medical insurance and, after 2014, larger employers will be required to provide coverage or pay a penalty. Unions can play an important role by providing reliable and easy-to-understand information to their membership.

Local 890 representatives and stewards are learning the details of the new law, and looking for the best ways to make them work for our members.

The information provided to the shop stewards is benefiting the larger community as well. As one of the stewards mentioned, "somos el puente para dar la información a los demás miembros y la comunidad." ("We are the bridge to inform the rest of the members and the community.")

The meetings with the shop stewards is just one step Local 890 is taking to inform the membership of the changes that are about to happen. "We are building our base for the most important next step and that is our next contract negotiations," said Diaz.

## LOCAL 2010

### Union action stops discrimination at UC



Local 2010 members win end to discriminatory tax charged by UC.

In response to Teamsters Local 2010 actions, the University has agreed to stop withholding the discriminatory tax on benefits provided to same-sex spouses. UC has committed to work diligently to quickly re-program its payroll system so that the tax withholding will end no later than mid-September.

"This victory shows that we can make a change for the better when we stand up together for what is right," says Jason Rabinowitz, Local 2010 Executive Director. "I'm proud of our members who had the courage to raise this issue, and not to back down until the University did the right thing and committed to end the discrimination."

Back in June, the Supreme Court ruled the Defense of Marriage Act (DOMA) unconstitutional, and disapproved federal taxation of health benefits for same-sex couples who were

legally married. Yet the University continued to withhold such taxes from employees' paychecks. The Union sent a letter to UC President Mark Yudof asking the University to cease the discriminatory tax, but the University responded that it had no plans to do so.

In response, a delegation of more than a dozen Local 2010 members, led by Rabinowitz, appeared at the UC Regents meeting on July 17 to speak out for an end to the discrimination. As a result of that action, UC informed the union that it was changing its policy.

"We commend the University for responding positively to our members' action and committing to end the discriminatory tax promptly," Rabinowitz said. "We will hold the University to its commitment. As this action shows, Teamsters Local 2010 will never tolerate any form of discrimination."

## LOCAL 315

### First Student Concord drivers go back to school with the union



Local 315 First Student Bus Drivers held their annual back to school in-service and orientation at Local 315's union hall to prepare for the new school year. The members, organized just three years ago, were welcomed by Local 315 Secretary-Treasurer Dale Robbins, who told them how much they are appreciated for their dedication to getting the students safely to school each day. The thumb up signifies a show of solidarity and respect for their jobs and their appreciation for working under a union contract. Business Agent Jim Sveum noted that the bargaining unit has grown from 30 to 55 employees in the three year period.



# Local Union Election Notices

## Local 70 Oakland

Notice is hereby given of the nomination and election of Officers and Business Agents of Local 70. The terms of office for these officers will commence on January 1, 2014 and conclude on December 31, 2016.

Nominations of candidates for the offices of Secretary-Treasurer, President, Vice-President, Recording Secretary, three (3) Trustees and Business Agents (number of Business Agents to be determined at the Regular Membership Meeting of September 21, 2013) will be conducted at a special membership meeting as follows:

Date: November 2, 2013

Time: 10:00 a.m.

Location: Local70, 400 Roland Way  
Oakland, CA 94621

To be eligible to be a candidate, the member must be in good standing for a period of 24 consecutive months prior to nomination. To be eligible to nominate or second a nomination, members must have their dues paid through the month of October 2013. Nominations may be made orally from the floor or in writing. Forms for written nominations are presently available at the Union office. Written nominations must be received by the Union prior to the nomination meeting on November 2, 2013.

Candidates must accept nominations at the time made, either in person or if absent in writing. The elected officers and Business Agents of this Local Union shall be delegates to other subordinate bodies and Conventions thereof, by virtue of their office or elected position, in the priority order listed above, with Trustees in order of number of votes received in the most recent election, and elected Business Agents in order of number of votes received in the most recent election, or by Executive Board decision. A member on dues check-off will not lose good standing as a result of a delay or default by the employer in sending dues to the Local or because of an employer's failure to make the proper deductions from the member's pay in any month in which the member had any earnings from which deductions could have been made.

Potential candidates are encouraged to check their eligibility, and the eligibility of their nominators and seconders, prior to the nominations meeting by submitting a written request to the Local Union Secretary-Treasurer Marty Frates. Note: The 50% meeting attendance rule shall not be enforced as a condition of eligibility to be a candidate in this election.

The election shall be conducted by mail referendum. Ballots and voting instructions shall be mailed on November 18, 2013, to the members'

addresses on file with Local 70. Ballots must be received at the post office address on the return envelope no later than 11 a.m. on December 5, 2013. Ballots will be counted at the Union Hall starting at 1:00 p.m. on December 5, 2013.

Members who have not received a ballot by November 25, 2013, should call the UniLect Election Services Toll Free Bilingual Line at 1 (855) 240-0363 to request a Duplicate Ballot Duplicate ballots may be requested through December 2, 2013.

Eligibility to vote in this election requires members of Local 70 to be in good standing with initiation fees and dues paid through November, 2013. Members have until 3:45 p.m. on December 4, 2013 to pay their initiation fees or dues at the Local Union office in order to have their votes counted.

The nomination and election will be

conducted pursuant to the provisions of the International Constitution and Local 70 Bylaws, copies of which are available at the Union's office.

Pursuant to a voluntary agreement the nominations and election are being conducted under the supervision of the DOL's Office of Labor Management Standards and in accordance with Title IV of the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA). For any protests related to the conduct of the supervised election of Local 70 officers, any member may protest the supervised election. Such protest should be made directly to Election Supervisor Regina Diaz, Office of Labor-Management Standards, 90 71h Street, Suite 2-825, San Francisco, CA 94103, Tel: 415-625-2674, Fax 415-625-2662 in writing by 4:00 p.m. on December 16, 2013.

*Marty Frates, Secretary-Treasurer*

## Local 601 Stockton

Notice is hereby given of the nomination and election of the following officers of Teamsters Local 601: Secretary-Treasurer (Principal Officer), President, Vice-President, Recording Secretary, and three (3) Trustees. The terms of office for these officers will commence on January 1, 2014 and conclude on December 31, 2016.

### Nominations

Nominations will be accepted at Special Membership Meetings of Teamsters Local 601 to be held on:

Wednesday - November 6, 2013

7:30 p.m.

Teamsters Local 601

745 East Miner Ave., Stockton, CA 95202

Thursday - November 7, 2013

7:30 p.m.

Teamsters Local 601

326 B Street, Yuba City, CA 95991

Nominations must be made and seconded from the floor by members of Local 601, in good standing with dues paid through October 2013. Any back dues or fees may be paid at the Local Union Stockton Office through 5:00 p.m. on Tuesday, November 5, 2013. Nominees must accept nomination in person, or if absent, in writing for only one office. Written acceptances must be submitted to the Local Union Secretary-Treasurer.

### Eligibility to Run for Office

To be eligible to be nominated for Local Union office, a member must be in continuous good standing in Local 601 and actively employed in the craft within the jurisdiction of the Local for twenty-four months prior to the month of nomination. "Continuous good standing" is defined as compliance with the requirements regarding the timely payment of dues, together with no interruption in active membership because of suspensions, expulsions, withdrawals, transfers or failures to pay fines or assessments.

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

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

### Election

The election will be conducted by mail ballot. Ballots, secret ballot envelopes and addressed return envelopes will be mailed to all active members and new applicants  
*continued on Page 7*

## Nominations & Elections: International Constitution

The following excerpts from the International Constitution apply to all nominations and elections in Teamster Locals:

### ARTICLE XXII, Section 4(a):

To be eligible to nominate and otherwise participate in the nominations meeting, a member must have his dues paid through the month prior to the month in which the nominations meeting is held. Nominations shall be made at the meeting by a member in good standing other than the nominee by motion seconded by a member in good standing other than the nominee. Candidates must accept nominations at the time made either in person, or, if absent, in writing, and may accept nomination for only one office. A member may also run for and be elected as a Business Agent or Assistant Business Agent as provided in Article XXII, Section 8, and may hold both the office and the position if elected to both.

### ARTICLE XXII, Section 4(b):

The Local Union Executive Board shall have the authority to establish all rules and regulations for the conduct of the election to supplement the provisions of the International Constitution and the Local Union Bylaws, including the authority to use mail referendum balloting or absentee balloting without membership approval. Absentee voting by mail shall be permitted only upon application of members who are ill or absent from the city or town where they are normally employed at the time of voting because on vacation or on employment tour of duty.

The Local Union Executive Board may permit additional reasons for absentee balloting if they so desire. Application for absentee ballots shall be made to the Secretary-Treasurer of the Local Union not less than five (5) days prior to the date set for election and shall contain the grounds therefor. Absentee ballots shall be valid only if they are received by noon of the day on which the polls close.

(NOTE: The International Union recommends that prospective nominees be advised to verify, in advance of the nominations meeting, the eligibility of the nominators and seconders).

### ARTICLE XXII, Section 4(c):

To be eligible to vote in the election, a member's dues must be paid up through the month prior to the month in which the election is held.

### ARTICLE II, Section 4(a)(1):

To be eligible for election to any office in a Local Union, a member must be in continuous good standing in the Local Union in which he is a member and in which he is seeking office, and actively employed at the craft within the jurisdiction of such Local Union, for a period of twenty-four (24) consecutive months prior to the month of nomination for said office, and must be eligible to hold office if elected. "Continuous good standing" means compliance with the provisions of Article X, Section 5, concerning the payment of dues for a period of twenty-four consecutive months, together with no interruptions in active membership in the Local Union for which office is being sought because of suspensions, expulsions, withdrawals, transfers or failure to pay fines or assessments. Provided, however, that if a member on withdrawal deposits his card in the month immediately following the month for which it was effective and pays his dues for both months in a timely manner as provided in Article X, Section 5(c), such period of withdrawal shall not be considered a break in continuous good standing in the Local Union.

(NOTE: In addition to the foregoing Constitutional provisions, the International advises that: Elected officers of the Local Union, shall, by virtue of such election, be delegates to any Joint Council with which the Local is affiliated as well as to any convention of any subordinate body which may take place during their term of office.

Elected Local Union officers shall be delegates to such conventions in the order of priority set forth in the Local Union Bylaws. If the Bylaws do not set forth an order of priority, the principal executive officer shall have first priority, followed by the remaining elected officers in the order determined by the Executive Board.

Members are advised to consult the Bylaws of their Locals for additional rules concerning nominations and election procedures).



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eligible for membership in Local 601 on or about November 18, 2013. All ballots must be received at the designated Post Office Box by 9:00 a.m. on Monday, December 9, 2013 to be counted. Counting will begin promptly at 11:00 a.m. at the Local Union Hall in Stockton, California on December 9, 2013. Members who have not received a ballot by Monday, November 25, 2013, should call 1 (855) 240-0363 to request a ballot. Duplicate ballots may be requested until 5:00 p.m. on Monday, December 2, 2013.

Instructions for the completion of the ballot will be enclosed in the ballot package. This is a secret ballot vote. You should mark your ballot in private and mail your ballot, sealed in the secret ballot envelope, to the designated Post Office Box in the postage paid Business Reply Envelope provided. Do not give your ballot to anyone.

#### Eligibility to Vote

To be eligible to vote in this election, a member of Local 601 must be in good standing with initiation fees and dues paid through November 2013. Mem-

bers have until 5:00 p.m. on Friday, December 6, 2013 to pay their initiation fees or dues at the Local Union office in order to have their votes counted. Under the International Constitution, any member on dues checkoff shall not lose good standing as a result of a failure by an employer to send deducted dues to the Local or to make a proper deduction from the member's pay in any month in which a member has any earnings from which dues could have been deducted.

Elected officers of the Local Union shall, by virtue of such election, be delegates to any Joint Council with which the Local is affiliated, as well as to any convention of any subordinate body which may take place during their term of office. Elected Local Union Officers shall be delegates to such bodies in the order of priority set forth in the Local Union Bylaws.

Copies of the Articles of the International Constitution, the Local 601 Bylaws and the Rules governing the conduct of this election are available, upon request, from the Local Union.

*Fraternally,*

*Teamsters Local 601 Executive Board*

## Aviso de nominación y elección de la Directiva del Sindicato Teamsters Local 601

Por la presente se notifica de la nominación y elección de los siguientes miembros de la directiva del Sindicato Local 601: Secretario-Tesorero (Oficial Principal), Presidente, Vicepresidente, Secretario y tres 3 Síndicos. El mandato de estos oficiales comenzará el 01 de enero de 2014 y concluirá el 31 de diciembre de 2016.

#### Nominaciones

Las nominaciones serán aceptadas en las juntas especiales de miembros de Teamsters Local 601 que se llevará a cabo el:

Miércoles, 6 de November de 2013

7:30 p.m.

Teamsters Local 601: 745 East Miner Ave., Stockton, CA 95202

Jueves, 7 de November de 2013

7:30 p.m.

Teamsters Local 601: 326 B Street, Yuba City, CA 95991

Las nominaciones deben ser hechas y apoyadas por miembros del Local 601, al día con sus cuotas pagadas hasta Octubre de 2013. Las cuotas atrasadas o recargos pueden pagarse en la Oficina Local del Sindicato en Stockton hasta las 5:00 p.m. el martes, 5 de noviembre de 2013. Los candidatos deben aceptar el nombramiento en persona, o si está ausente, por escrito solamente en una oficina. Aceptaciones por escrito debe ser presentado al Secretario-Tesorero de la Unión Local.

#### Elegibilidad para postular para oficina

Para ser elegible para ser candidato a cargos de la Union Local, un miembro debe estar al día con sus cuotas pagadas en el Local 601 y activamente empleadas en el oficio dentro de la jurisdicción del Local durante veinticuatro meses antes del mes de la nominación. " Miembros al día" se define como cumplimiento de los requisitos relacionados con el pago puntual de las cuotas, junto sin interrupciones en la membresía activa debido a suspensiones, expulsiones, retiros, transferencias o incumplimiento a pagar multas o evaluaciones.

Un miembro con cuotas al corriente no perderá buen estado como resultado de un retraso o incumplimiento por parte del empleador en el envío de las cuotas al Local o debido a la falta de un empleador para hacer las deducciones apropiadas del pago del miembro en cualquier mes en que el miembro tenía cualquier ganancia que deducciones podrían haberse hecho.

Animamos a candidatos potenciales a comprobar su elegibilidad y la elegibilidad de sus presentadores y apoyadores, antes de la junta de nominaciones mediante la presentación de una solicitud por escrito al Secretario-Tesorero de la Unión Local.

#### Elección

La elección se realizará por votación por correo. Las boletas, los sobres para la boletas secreta y los sobres de retorno dirigidos se enviarán a todos los miembros activos y nuevos solicitantes elegibles para el ingreso en el Local 601 en o cerca del 18 de noviembre de 2013. Todas las boletas deben ser recibidas en el apartado de correos designado antes de las 9:00 a.m. el lunes, el 9 de diciembre 2013, para ser contados. El conteo comenzará puntualmente a las 11:00 a.m. en el Salón del Sindicato en Stockton, California el 9 de diciembre de 2013. Los Miembros que no hayan recibido una boleta para el lunes, 25 de noviembre de 2013, deben llamar a 1 (855) 240-0363 para solicitar una boleta. Se puede solicitar un duplicado de boletas hasta las 5:00 p.m. el lunes 2 de diciembre de 2013.

Instrucciones para la completar la boleta será incluido en el paquete de la votación. Esta es una votación secreta. Usted debe marcar su boleta en privado y enviar su votación, sellada en el sobre de votación secreta al apartado de correos designado en el sobre con franqueo pagado. No le de su boleta a nadie.

#### Elegibilidad para votar

Para ser elegible para votar en esta elección, un miembro de Local 601 debe estar al día con honorarios de iniciación y cuotas pagadas hasta noviembre de 2013. Los miembros tienen hasta las 5:00 p.m. el viernes, 06 de diciembre de 2013 para pagar sus cuotas de iniciación o cuotas mensuales en la Oficina del Local de sindicato para que cuenten sus votos. Bajo la Constitución Internacional, cualquier miembro con cuotas al corriente no perderá su buen estado como resultado de un incumplimiento por un empleador para enviar las cuotas al Local o para hacer una deducción correcta de paga del miembro en cualquier mes en que un miembro tiene cualquier ganancia que las cuotas podrían ser deducidas.

Los elegidos a la Directiva del Sindicato Local, en virtud de tal elección, serán delegados a cualquier Consejo con que el Local está afiliado, así como a cualquier convención de cualquier grupo subordinado que puede ocurrir durante su mandato. Los oficiales elegidos de la Unión Local serán delegados a dichos grupos en el orden de prioridad establecido en los estatutos de la Unión Local.

Copias de los artículos de la Constitución Internacional, los estatutos del Local 601 y las normas que rigen la conducta de estas elecciones están disponibles, bajo petición, de la Unión Local.

*Fraternalmente,*

*La Mesa Ejecutiva del Teamsters Local 601*



## What does treatment for alcohol use or drug use look like?

Do you think alcohol or drugs might be a problem for you or someone you care about? If the answer is yes, you may have wondered what types of interventions are available. Different levels of treatment interventions are available, determined by the severity of the problem.

For a less severe problem, **education** may be the best solution. You can receive education on alcoholism or addiction at a local Alcoholics Anonymous (AA) or Narcotics Anonymous (NA) meeting. Find out more about AA on their web site at [www.aa.org](http://www.aa.org). NA's web site is: [www.norcalna.org](http://www.norcalna.org). Or, look up Alcoholics Anonymous or Narcotics Anonymous in your telephone directory and call to find a meeting near you. AA and NA are meetings based on the 12 steps. The meetings last between 60 and 90 minutes.

The next level of treatment is **outpatient treatment**. Outpatient treatment consists of group meetings that meet one or two times each week for approximately eight weeks.

After outpatient treatment comes **intensive outpatient treatment**. Intensive outpatient treatment meets more often and for longer time frames than outpatient treatment. Typically, intensive outpatient treatment has group meetings lasting up to three hours that are held 3-4 times each week for between 8 and 12 weeks.

The next level of treatment is called **day treatment**. Day treatment lasts for most of the day, however, you return home after the day's session. Day treatment is typically between the hours of 9 a.m.-4 p.m. Individuals who have a referral from a doctor may apply for disability benefits while completing day treatment.

**Inpatient treatment** is the next level of treatment. During inpatient treatment, you live at a treatment program from 7-28 days. You receive individual and group counseling, education, and sometimes spiritual counseling (if you elect to have it). A doctor will put you on disability while you are in the treatment facility and you can apply for disability benefits.

The highest level of treatment is **hospitalization**. Some cases of substance use are complex and may require 24-hour nursing care.

If you would like more information about any of these treatment modalities or would like some assistance accessing treatment, please call: TARP (Central Valley) at 1-800-522-8277 or 209-572-6966 or TAP (Greater Bay Area) at 1-800-253-8326 or 510-562-3600.



## Local 856 San Bruno

### Annual Thanksgiving Meeting

Teamsters Local 856's Annual Thanksgiving Meeting will be held on Wednesday, November 13, 2013 at 6 p.m. at the Best Western Grosvenor Hotel, 380 South Airport Blvd., South San Francisco.

For members who reside in the Sacramento area, the meeting will be held on Thursday, November 14, 2013 at 6 p.m. at Teamsters Local 150, 7120 East Parkway, Sacramento.

**Local 70**

Alves, Edward H.  
Beyer, Albert N.  
Caldwell, Jack D.  
Gomez, Pete  
Guevara, Gerardo  
Guzman, Maximo  
Hamilton, Floyd K.  
Harvey, Alexander E.  
Jarvie, John E., Sr.  
Jones, Charles D.  
Jones, Edward S.  
Kortum, Brian  
Marlais, Andrew J.  
Moreno, Arturo  
Nancarrow, James  
Noa, Malu  
Ochoa, Mark  
Pratt, William  
Peters, Leroy W.  
Ray, Robert  
Restagno, Gerald S.  
Rodrigues, Alfred A.  
Roderick, Stanley  
Rogers, Thomas J.  
Schmidt, Vernon  
Siguentes, Roger  
Steccone, Henry F.  
Teran, Juan  
Vanhecke, Louis  
Weber, Fred A.  
Wynn, Harlan L.

**Local 87**

Anslinger, Vincent  
King, Paul R.  
Michael, Steven  
Villegas, Raymond

**Local 287**

Albanese, Chauncey, Jr.  
Balcazar, Virgil C.  
Barlow, George  
Bettercourt, Anthony J.  
Bettencourt, Robert T. Jr.  
Blevins, Noy J.  
Boswell, Thomas R.  
Barum, Antone G.  
Copas, Gary  
Castillo, Joseph M.  
Esperanca, Joseph, Jr.  
Forsha, James J.  
Freitas, Augusto  
Fryman, Stepfonzo  
Gnafakis, George  
Gonzales, Jose, Jr.  
Knowlton, Robert S.  
Kuhne, Fred J.  
Latorre, Augustine J.  
Lockhart, Charles O.  
Mack, William  
Matuzek, William, Sr.  
Mendez, George G.  
Mutoza, William  
Oliver, Michael B.  
Page, William E.  
Peraino, Charles  
Piazza, Donald  
Pollock, Louis S.  
Putman, Douglas R.  
Rains, Alfred  
Reyes, Lupe  
Sanders, Cecil  
Schumacher, Richard  
Shaeffer, Todd  
Silva, Louis  
Sorrentino, Joseph  
Stump, Kenneth E.  
Weinhausen, Luisa

**Local 315**

Addiego, Ben  
Gonzalez, Fedrico  
Kolstad, Bennet  
Lombardi, Gerald

McCall, Robert  
O'Rourke, Chris  
Paschal, John  
Raymond, Stephen  
Torres, Manuel  
Treas, Randy  
Tzaguris, George  
Viramontes, Jack  
Ward, Clyde T.  
Weir, Amos  
Williams, Charles  
Wood, Darrell

**Local 315/484**

Blanchat, Bill  
Kyne, David Michael

**Local 315/490**

Coffman, James  
Fowler, Walter  
Prasad, Mahendra  
Rasmusen, Kim

**Local 350**

Coleman, Andre  
Lopez, Rafael, II  
Worrell, Doug  
Ycelli, Alfred

**Local 386**

Boltzen, Henry  
Furtado, Gloria  
Gonzales, Francisco  
Solis, Uriel Victor  
Steele, Synthia  
Terry, Lester

**Local 431**

Atteberry, Albert, Sr.  
Hurst, Valentine  
Jones, Nancy  
Kaur, Balbir  
Popejoy, Bob  
Taylor, Jim  
Toombs, Paul

**Local 439**

Adams, Roy  
Foster, Evelyn  
Garduno, Henry  
Martinez, Tony  
Sykes, Richard

**Local 517**

Cardoza, Dennis  
Conceicao, Manuel  
Flaniken, Richard  
Martin, David  
Scoggin, Jay  
Tucker, Bill

**Local 601**

Ariza, Aurelia  
Arroyo, Maria J.  
Aylen, Florence  
Bains, Hardial  
Bustamante, Celia  
Calderon Avila, Lucilia  
Castanon, Helen  
Castillo, Juan  
Chavez Cendejas, Jose  
Camacho Cervantes, Guadalupe  
Chavez, Manuel  
Cherry, Rex Charles, Sr.  
Daugherty, David  
Gutierrez, Jaime Luis  
Guzman, Humbert G.  
Hernandez, Eva  
Herrera Albor, Celia  
Hobson, William  
Steve  
Karim, Shir  
Lopez, Jorge V.  
O'Neal Huffman, James  
Paez, Piedad

**Local 853**

Arteaga, Moses  
Campero, Gerald  
Fallorina, Justin  
Horner, Ron  
Kussell, Timothy  
Mooney, Joseph  
Sanchez, Jose Lucas

**Local 853/15**

Devaney, James

**Local 853/216**

Tarantino, Phil

**Local 853/583ccc**

Andersen, James T.  
Attardi, Elaine  
Belenis, William  
Black, James  
Carrasco, Frank  
Cazares, Humberto  
Clark, Paul  
Coelho, Helen  
Cullen, John  
Dadison, Albert  
DeTore, Virginia  
Fischer, Rosalie  
Fuentes, Ruben  
Hammann, Hans  
Hoglund, Gordon  
Lauborough, Shirley  
Lee, Dennis  
Letcher, Violet  
Limon, Ramon  
Miyahara, George  
Newman, John  
Philbrook, Clarence  
Rowell, Wilma  
Saodoka, Ruth  
Teixeira, George  
White, Robert F.

**Local**

**853/588/78**

Edwards, Glenn  
Rawleigh, Natalie

**Local 856**

Averette, Earl  
Carroll, Courtney  
Payton, Daniel

**Local 890**

Campos, Justino Rocha  
Castro, Jose Alfonso  
Hernandez, Dagoberto  
Regalado, Matilda  
Rubalcaba, Robert

**Local 896**

Stepanski, Stanley

**Local 912**

Garcia Sanchez, Alejandro  
Huizar, Lorenzo  
Parra, Clementina  
Pedraza, Angela  
Quintero, Celso  
Rodriguez, Betty  
Salazar, Armando  
Torres, Paz

**Local 948**

Hood, Patsy  
Ruiz, Alfredo

**Local 2785**

Dorsey, Michael J.  
Pinkston, Rex  
Walden, James

**Earl Averette: A fighter for workers' rights**



Earl Averette, the Local 856 representative who transitioned his intensity and passion in the boxing ring into fighting for workers' rights, died on August 13, 2013. He was 70.

Earl was born and raised in Canton, Ohio, where he began boxing under the name "Marty Franklin" – a career that would earn him several titles, including the heavyweight title for the state of Ohio in 1968. Earl was in the ring with Buster Mathis early in his professional career and even sparred with George Foreman.

But Earl wasn't all brawn. He was widely regarded among his peers as a savvy labor representative, ably negotiating contracts and grievances at the local and national levels.

Earl became a Teamster in 1968 while working for Robertson Drayage. After many years as a volunteer organizer, Earl became a business representative for Local 856 in 1995 where he worked until his retirement in 2011.

Earl was appointed by General President James P. Hoffa to serve as an International Representative, one of his proudest accomplishments. Hoffa also appointed him to the JWAC Grievance Committee, National Negotiating Committee for Continental Airlines, Joint Council 7 Sergeant-at-Arms, and more. Earl was also a trustee on the Local 856 Executive Board.

"Earl never backed down from a fight when it came to protecting members. His stature added a calming presence to any room and despite his reputation as a boxer, those who knew him best will remember him for having a compassion and love for his sister and brother Teamsters like very few in our movement," said Local 856 Secretary-Treasurer Peter Finn.

Even in retirement, Earl remained a fixture at Local 856, often visiting members working in freight and produce.

Earl leaves behind his wife, Helen, four children, seven grandchildren, thirteen nieces and nephews, and of course, his Teamster family.

"The boxing was great," Earl once recalled. "But the best thing that ever happened to me was becoming a Teamster. I've met so many great people."

**Philip A. Tarantino: A Teamster first, last and forever**

Sadly and unexpectedly, retired Local 853 Vice President Phil Tarantino passed away July 31, 2013 following a proud four-decade career as a Teamster. Phil was 65.

In his earlier years, Phil worked as a freight driver out of Local 85 followed by many years as a driver for Clementina out of Local 216. Phil was always known as a hard worker and a master of his profession.

But Phil wasn't just satisfied to cash a check on payday; he knew that the strength of the union depended on membership involvement. Armed with that knowledge, Phil served as a long-time Trustee and, later, Secretary-Treasurer of Local 216. When Local 216 merged with Local 853, Phil was instrumental in getting the membership to vote in favor of the controversial



move (even though it meant he lost his Executive Board position). Once the merger was complete, Phil served as a Business Representative for ready mix and construction, and later became Local 853's Vice President.

Phil eventually retired a few years ago, but it was virtually impossible to tell the difference between that retirement and his previous role as a union official; he just kept "stepping up" to help the union.

Our thoughts, of course, go out to Phil's family. As for Teamsters throughout the Bay Area, Phil will be missed for his knowledge (he had an iron-clad memory), experience, courage, dedication, honesty, and for the booming voice and giant beard that could never hide his huge smile. Phil was a Teamster first, last and forever.

**Ron Horner: A Teamsters' Teamster**

Teamster members lost a true brother and excellent teacher when Ron Horner passed away in July. He was 63.

When Ron started his career as a Yellow Freight driver, he also became a Teamster. Not satisfied with being a "dues only" member, he immediately got involved in Local 70 activities. He became a Shop Steward and fought for member's rights through the union. During this time, he became a self-taught computer and accounting expert.

Ron volunteered to manage Chuck Mack's campaign for International Vice President and proved to be a genius at fundraising and getting out the vote. He later volunteered to run Rome Aloise's campaign for International Vice President, and was again successful.

In 1999, Ron went to work for the International as a Titan Field Representative,

training many Locals and their clerical staffs to use the Titan system and to troubleshoot their new accounting systems. He was a natural teacher and many Locals would request him personally to help with their problems. His dedication was tremendous, and one week before his death, even in failing health, he was trying to answer questions over the phone.

"Ron was a Teamster's Teamster," says Aloise. "He helped in every fight that he could, worked to make our union better, and served us all with distinction." Ron leaves behind his wife, Mary, his daughter Shelley, and grandson Richard, as well as a devoted Teamster family.

