



Proposed trade pact threatens jobs and more

After much raucous debate, the North American Free Trade Act (NAFTA) went into effect in January, 1994. Unions believed that the pact would negatively impact jobs in the U.S.; others were concerned about how the pact could unleash environmental degradation in Mexico due to lax regulations. On its 20th anniversary, those fears have proven all too true.

According to the Economic Policy Institute, nearly 700,000 manufacturing jobs have been lost as companies shifted their production to low wage factories in Mexico. At least 60% of these jobs were good union manufacturing jobs. Those who have continued to work have seen their pay slashed. Several “maquiladora” factories along the Mexican border became toxic dumps as workers in them toiled for extremely low wages in unsafe working conditions.

TPP is NAFTA on steroids

While those who opposed NAFTA could crow that their assumptions about the pact were correct, that’s not the point. A new trade pact, the Trans-Pacific Partnership (TPP) is being pushed today, and unions, farm groups, environmentalists and others are concerned that this agreement may just be NAFTA on steroids.

In fact, the TPP is being pushed by big corporations and negotiated behind closed doors by officials from the U.S. and 11 other Pacific-rim nations—Australia, Brunei, Canada, Chile, Japan, Malaysia, Mexico, New Zealand, Peru, Singapore and Vietnam. Together, these countries comprise about one third of the global economy.

According to Public Citizen, the TPP is not

mainly about trade. Of its 29 draft chapters, only five deal with traditional trade issues. The rest address everything from finance and food safety to intellectual property rights and the environment. One chapter would provide incentives to offshore jobs to low-wage countries.

Under TPP agreement, foreign firms would gain an array of privileges:

- Rights to acquire land, natural resources, factories without government review;
- Risks and costs of offshoring to low wage countries eliminated;
- Special guaranteed “minimum standard of treatment” for relocating firms;
- Compensation for loss of “expected future profits” from health, labor and environmental, laws;
- Right to move capital without limits;
- New rights cover definitions of investment: intellectual property, permits, and derivatives.

Both the process, and the contents of the agreement have been largely hidden from the American public. U.S. participation has been crafted by the U.S. Trade Representative and a group of hundreds of corporate lobbyists, representing every industry that stands to benefit. We know what we know only because of what has leaked out.

Bringing it home: Impact on the Dairy industry

While the pact covers virtually every U.S. industry, the dairy industry—a Teamster stronghold—would be particularly hard-hit. The agreement would give the other 10 countries increased access to the U.S. dairy market. Over in New Zealand, a formerly state-run company, Fonterra, controls more 90% of that country’s dairy market and one third of the global dairy trade. Even if Fonterra weren’t to dump milk or cheese into the U.S., the increased advantage they would enjoy in the global marketplace could mean trouble for American workers.

The dairy industry generally supports the TPP, however, the National Milk Producers Federation specifically opposes the expansion of the U.S.-New Zealand dairy trade because of how it will impact U.S. industry and jobs. They estimate that U.S. dairy producers could expect to see \$20 billion in losses in just the first decade of the trade deal.

In a letter to Chair of the Senate Finance Committee Max Baucus, the Teamsters and a group



of U.S. farm and agriculture organizations contend that “new market access for New Zealand’s monopolistic dairy sector would be especially damaging to U.S. dairy farmers and those who produce and process nonfat dry milk, butterfat or cheese.”

Proponents contend that the U.S. may see an increase in dairy exports. However, as with all prior trade agreements, the work will more likely end up moving overseas where global corporations can buy land cheaper, afford cheaper labor, and be subject to fewer health and safety regulations.

Fast track is a bad track

To date, neither our elected representatives nor the general public nor citizen organizations have had a voice in the TPP negotiations—and the process is being rigged so they never will.

On January 9, a “fast track” bill was introduced into the House and Senate. This legislation would prevent members of Congress from amending a single provision of the TPP. The previous U.S. trade representative actually stated that if the American public knew what was in this agreement, there would be such an outcry that it could never pass Congress. Fast track is a means of getting the TPP approved before we even know what is happening.

“The Teamsters are all for open markets, as long as that doesn’t mean trading good American jobs and high-quality products and food made here for lost jobs, lower wages and foods that make our families sick,” said President Hoffa in an article in the *Huffington Post*. “When the U.S. negotiates a trade agreement, every provision should benefit working families, not just big corporations.”

Many members of the House and Senate have voiced their opposition to the fast track legislation. Joint Council 7 has been lobbying our members of congress, but they also need to hear from you. Here’s how you can get involved:

1. Call your congressperson at **1-888-979-9806** and tell him or her to oppose Fast Track and the TPP.
2. E-mail your congressperson and/or sign the petition at the Teamster website: www.teamster.org.

Remember, we don’t oppose trade, but we do oppose trade that’s unfair and that disadvantages U.S. workers. Let’s work for fair trade, and oppose the TPP and the fast-track legislation designed to sneak it by the American people.



James R. Hoffa Scholarship Fund

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

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

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

Go to: www.teamster.org and search for **scholarship**. The application deadline is **March 31, 2014**.

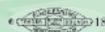


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Helping others achieve good union benefits

I hope that all of our members had a great holiday season and were able to reflect on how fortunate that you and your families are to be working with the advantages of union representation. The majority of working people struggle with the day-to-day knowledge that they have few, if any, rights on the job, are often at the mercy of management whose only care is how to maximize profits, and for the most part work at-will and never know for sure what the future holds. Most importantly, people without union representation have no voice about where they will spend a third of their lives!

While many of our members sometimes have problems in the workplace, they have a method to deal with them fairly and can obtain a resolution to their issues. The union isn't perfect, but I can tell you, in relationship to what non-union workers must endure, it is the deal of the century!

Here's a company that clearly illustrates the difference between working union and non-union.

Taylor Farms, a producer of fresh-cut fruits and vegetables, is under contract to Local 890 at its Salinas facility. The company also has a non-union facility in Tracy, CA. This is perhaps the starkest comparison between what a union can provide and what workers are forced to put up with when they don't have the advantages of union representation.

The wages at the non-union Taylor Farms facility are at least \$3 an hour below the Salinas facility. Unlike the workers in Salinas, those in Tracy have no affordable healthcare, no pension, and no work rules. The company uses employment agencies to undercut their own employees; these agencies are used as a threat to their employees. The company routinely thumbs their nose at various labor laws that protect workers.

All of this is made worse by the fact that these mostly immigrant workers are afraid to speak up and stand up for the rights that are theirs. We are currently working to organize the employees in Tracy. I have to say, I'm always inspired to see the leaders on the job stand up to the boss, step up and work for change for themselves and their families.

Our top priority in 2014 is to fight for these workers and others in the Central Valley, and frankly, wherever non-union workers seek our help. But, we can't win these organizing campaigns without the help of our

current members. We need you on picket lines and to talk to unorganized workers about the advantages of being in a union. Remember, the more people we help to obtain union representation, the stronger we all become. Having a union not only helps the new members, but helps preserve what you have in your contracts. Step up and help!

The healthcare challenge

There are a number of areas that we expect to be discussing in every contact that comes up this year, but number one will be healthcare. The Affordable Health Care Act has created a lot of questions and we anticipate that several employers will attempt to use the law to escape their obligation to provide healthcare for our members.

This is especially true for the non-union companies that our companies compete against. This will then cause the issue of healthcare to be a larger problem for our employers.

While the law is necessary to provide coverage to the millions of people who have none, it has its flaws. The most glaring flaw is that it provides no relief for our health and welfare trust funds. The funds are forced to compete against the Exchanges that have been created and this is a difficult task. The benefits in the Exchange, for the most part, do not compare favorably to our "Union" benefits, and they don't provide for dental, vision, and a number of other benefits that we have come to expect. However, many employers will attempt to force our members into the Exchanges, or worse; they will attempt to find the cheapest way to escape their obligations. Be prepared to hear about this issue as you are planning the proposals in your locals for your upcoming negotiations. The Joint Council has already conducted a seminar for your officers and officials to make sure that they can deal with these issues as they arise. As members, you need to look at the facts and figures to understand what is being proposed to you.

While I do not have the space to discuss all of the areas that the Joint Council will be working in and assisting our Local Unions with, suffice it to say, it will be a very busy year.

Plan to attend your Local Union meetings and get involved in your union! 2014 is the year to make our unions the strongest they can be.

"I'm always inspired to see leaders on the job stand up to the boss and work for change for themselves and their families."



Learn more about your union and get your Teamster news on the web!

**Joint Council 7: www.teamstersjc7.org
International Teamsters: www.teamster.org**



Looking ahead to 2014

After decisively beating back Prop. 32's corporate attempt to destroy us in 2012, last year, Joint Council 7 went on the offense. We dismantled the California Enterprise Zone Program, a \$750 million annual corporate welfare program paid for by California taxpayers. We supported the successful efforts to raise California's minimum wage and to ensure that cities could enter into Project Labor Agreements. And we laid the ground work for organizing, passing the strongest labor laws in the United States protecting immigrant workers from retaliation when they speak up (see article at right).

In fact, 2014 is the year of organizing. Under the leadership of Joint Council 7 President

Rome Aloise, we've put together a campaign to organize Latino food chain workers in the Central Valley. This is the largest organizing effort in Joint Council 7's history, with 15 dedicated staff from the Joint Council, the IBT, Local 601, the California Teamsters Public Affairs Council, and the law firm of Beeson, Tayer & Bodine. The IBT Organizing Department is putting significant resources into the campaign, taking the lead to organize 900 workers at Taylor Farms in Salinas (see this edition's article on Page 4).

Why the focus on organizing? Because if we're not growing, we're dying.

On the political front, this year looks to be pretty quiet compared to years past. We've put the politicians on notice that most of our money is going toward

organizing, and that we'll support the people who stand with workers. Governor Jerry Brown, who has supported many Teamster efforts, is sailing to a very easy reelection. A ballot measure aimed towards hurting public employee pensions will likely not qualify for the ballot. We have several messy races where Labor-friendly candidates are running against each other, and we usually don't win when we pick sides in those fights. And, on a sad note, Congressman George Miller of Contra Costa County, one of the last labor champions in Washington DC, announced his retirement.

The political successes we've achieved in the last few years are due to our members and officials stepping up our political action. These days, Teamsters regularly show up at City Hall, Sacramento, and private meetings with politicians. We registered 23,000 Teamsters to vote in California in 2012, and we turned out at the polls in big numbers.

But, our participation in DRIVE (Democrat, Republican, Independent Voter Education)—the Teamster political action fund, needs to improve. Member dues don't pay for political action, and we can't protect our jobs if we don't donate to DRIVE, so look for a big push this year.

Here's wishing you and your families a healthy, happy New Year. Northern California Teamsters are on the move!

"Why the focus on organizing? Because if we're not growing, we're dying."



LOCAL 315

New officers sworn in

On January 8, 2014 at Local 315's hall in Martinez, former Secretary-Treasurer Carolyn Robinson swore in the newly elected Officers and Executive Board. (From left) Vice President Donna Fernandez, Recording Secretary Lisa Logoteta, Business Agent Henry Gonzalez, Business Agent Nick Berry, President Carlos Borba, Secretary-Treasurer Don E. Garcia, Business Agent John Bottali, Business Agent Dustin Baumbach, Trustee Bill Vice, Trustee Pat Guy, Business Agent Frank Coppa Jr., Trustee Andrew Griffith, and Business Agent Thomas Clark

LOCAL 853

A new term begins

Local 70 Secretary-Treasurer Marty Frates (R) was on hand to swear in Local 853's officers for a new term on January 9. (From left) Trustee Ray Torres; President Bob Strelo; Secretary-Treasurer Rome Aloise; Recording Secretary Antonio Christian, Vice-President Bo Morgan, and Trustee Scott Gonsalves.



Joint Council's advocacy helped win important worker protections

By Beeson Tayer & Bodine

Under the leadership of President Rome Aloise, Teamsters Joint Council 7 played a pivotal role during the 2013 legislative session in the passage of strengthened and expanded retaliation protections for California workers who stand up for their rights at work.

Joint Council 7 ensured that the sacrifices of immigrant workers at Marquez Brothers, who suffered retaliation during their fierce campaign to join the Teamsters, were not in vain. The Marquez Brothers workers' story moved legislators to recognize that California workers overall, but especially low-wage immigrant workers, needed better legal shelter against exploitative and immoral bosses. Legislators like Assembly Member Roger Hernandez, the Chair of the Assembly Labor and Employment Committee, joined the cause for working people and delivered worker-protections bills to Governor Brown's desk where they were signed into law.

As of January 1, 2014 the added and amended statutes have taken effect and worker advocates across the state are gearing up to put them to good use. Teamsters, and their sisters and brothers organizing to become Teamsters, can now seize the new legal protections in a variety of troublesome, and unfortunately commonplace, scenarios that happen every day at work.

► Employers will be liable for a \$10,000 penalty every time an employer retaliates against a worker for exercising rights under the authority of the Labor Commissioner, including: complaining about wage theft or unsafe working conditions, filing a complaint with the Labor Commissioner, engaging in covered whistleblowing or political activity. Lab. Code § 98.6(b)(3) (AB 263, SB 333)

► An employer reporting, or threatening to report, a worker to immigration authorities in retaliation for exercising her rights under the Government Code, Labor Code, or Civil Code is now recognized as an "adverse action" for the purposes of proving a retaliation claim. For example, when an employer threatens to call ICE because a worker stands up to discrimination and harassment, it is now easier to prove a legal claim for retaliation under California's Fair Employment and Housing Act. An employer engaging in this type of immigration-related retaliation against workers exercising these and other rights under the Government Code, Labor Code, and Civil Code could lose their business licenses. Lab. Code § 244(b) and Bus. & Prof. Code § 494.6 (SB 666)

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AROUND THE LOCALS



LOCAL 2010

Members sing Carols to UC Chancellors: Don't Cut Our Pay During the Holidays!



Grinch joins Local 2010 members to sing anti-cuts holiday carols

Local 2010 visited the Chancellors at UCLA and UCSB December 19, 2013 to sing special carols about the UC holiday pay cuts, also known as “winter closures.” The University closes campuses and departments during the holidays, and union members are not permitted to work or to be paid; they must use their own vacation pay instead.

Joined by the Grinch, members regaled the Chancellor with such holiday classics as “I’m Dreaming of a Full Paycheck,” and “The Four Days of Closures.”

Members also delivered a letter from Executive Director Jason Rabinowitz containing a serious message:

“We are asking you to end the unfair practice of cutting our pay during the holidays due to winter closures. We understand the University wishes to curtail operations to save on energy costs. But in doing so, the University should not impose pay cuts on those of us least able to afford them, and at the worst possible time of year.”

Thanks to all of our members who stood strong for the right to fair pay—and carried a tune pretty well too!

LOCAL 601

Fighting Taylor Farms for right to unionize

On December 12, 2013, Teamster members and fired Taylor Farms workers launched a one-day Unfair Labor Practice strike to protest the gross workers’ rights violations being committed by Taylor Farms at its Tracy facility. Community allies, faith leaders and supporters, including California Assembly member Roger Hernandez and Stockton Mayor Anthony Silva, joined Teamsters and workers for a morning rally.

Taylor Farms workers are calling on the company to stop its vicious campaign of retaliation and threats against immigrant workers who are organizing for respect, living wages and humane working conditions. They are also demanding that the company reinstate three workers who were fired for engaging in legally-protected union activity.

“This community and the state of California will not accept the abusive, illegal practices that Taylor Farms is alleged to have committed against its workers,” said Hernandez. “Companies like Taylor Farms cannot get away with attacking immigrant workers who stand up for their most basic rights as workers and as human beings.”

Picket lines in front of Taylor Farms’ facilities held up trucks and also extended to Teamster-represented companies that are customers of Taylor Farms. Pickets targeted companies such as Raleys, C & S Wholesale Grocers and others where Taylor Farms trucks make deliveries, informing other Teamster members and the public about unfair labor practices against workers at Taylor Farms.

Teamsters Local 601 has filed charges for hundreds of Unfair Labor Practice violations on behalf of the workers, including the three workers who were unjustly fired.

“I was fired after four years of working at Taylor Farms,” said Julian Camacho. “We have the right to stand together and organize for better working conditions, but Taylor Farms clearly does not respect

that and it doesn’t respect its workers—they just want to silence us.”

“Taylor Farms treats its workers in Tracy like dirt,” said Eddie Rodriguez, who was also fired for union activity. “I wanted a better life for me and my coworkers and for that I was fired.”



Taylor Farms workers cite numerous concerns at their workplace, including poverty wages and safety issues. Workers report that the company routinely fires

injured workers, fails to accommodate pregnant workers, denies workers meal breaks and pressures them to not use the restroom during their shifts.

One worker at the morning rally said he has been working at Taylor Farms in Tracy since he was 9 years old. He is now 19 years old and the company will not give him time off to go to school. Another worker said he is forced to live out of his car so he can pay out-of-pocket for his daughter’s health care.

“Instead of addressing these workers’ concerns and respecting their rights on the job, Taylor Farms is punishing immigrant workers for exercising their rights,” said Art Pulaski, Executive Secretary-Treasurer of the California Labor Federation, who also attended the rally. “The company uses immigration status and the threat of termination to scare workers into silence.”

Assemblymember Hernandez said the community is putting Taylor Farms on notice that its actions may violate new immigrant anti-retaliation laws – AB 263, AB 524 and SB 666—which took effect on Jan. 1, 2014. The laws, which Hernandez helped pass, could result in criminal penalties for Taylor Farms for its recent and ongoing attacks on immigrant workers.

“We’re here to stand with Taylor Farms workers and to let the company know we will not be silent until they start treating their workers with the respect and dignity that all workers deserve,” said Ashley Alvarado, Secretary-Treasurer of Teamsters Local 601.

LOCAL 350

Celebrating holidays union-style

More than 300 members attended Local 350’s December 18 membership meeting at the San Jose Garden Inn. After regular union business was completed, Secretary-Treasurer Bob Morales and others addressed key issues facing Labor in the coming year, including Obamacare, politics and the continuing attack on unions and our pensions. Finally, the local raffled off a range of prizes including TVs, tablets, DVD players, jackets, t-shirts, gift baskets and gift cards. All in all, it was a huge success.



LOCAL 856

New contract for Teamsters at 20 SF hotels

More than 500 Local 856 members working in over 20 hotels across San Francisco have secured employer-paid healthcare, retroactive wages and pension increases thanks to their recently ratified five-year agreement.

The new agreement maintains benefit levels, including retiree coverage, through the Teamsters Local 856 Health and Welfare Trust Fund, without members contributing to monthly healthcare premiums.

“We are extremely fortunate to have employer-paid healthcare,” said David Leung, a sales assistant at the Grand Hyatt San Francisco. “As we have seen from the recent BART strike, it’s not easy to have these kinds of benefits. I have added my wife and my two kids to my healthcare plan and it cost me nothing to do that. This is HUGE! We are fortunate to have skilled negotiators on our side to have these excellent benefits,” the 14-year member said.

“This is an industry-leading contract,” said Local 856 President Mike Lagomarsino. “I’ve had the honor of representing our hotel members for nearly ten years, and know firsthand their dedication to both their jobs and their union. They deserve nothing less than the highest industry standards.”

Shop Steward Flora Zayco, who has been a guest services representative with the Holiday Inn Fisherman’s Wharf since the 1990s, agrees with Leung on the significance of employer-paid healthcare. “It’s wonderful having these benefits, especially for our members to have coverage for their families and partners,” she said.

Local 856 Secretary-Treasurer Peter Finn said this contract is the culmination of years of unity on the part of San Francisco hotel members.



Local 856 Secretary-Treasurer/Principal Officer Peter Finn and Local 856 President Mike Lagomarsino with Westin San Francisco Market Street members who recently ratified an historic five-year agreement.

“The solidarity that our hotel members have shown in the industry fights over the past 15 years has resulted in this significant achievement,” said Finn, who along with Lagomarsino, bargained the agreement. “Five years of healthcare security is particularly meaningful in light of the current uncertainty in the healthcare market,” he said.

This is the first five-year contract with San Francisco hotels in Local 856 history.

Nancy Briggs, who has been with the Mark Hopkins Hotel for more than 40 years, is pleased with the length of the agreement. “I like that it’s five years, that way we don’t feel like we’re constantly negotiating,” the shop steward said.

In addition to health and welfare, the contract calls for retroactive wage increases back to January 2013 and increased employer pension contributions all without modifying the current language protections.

Briggs adds that a collective bargaining agreement insures balance in the workplace so that workers have respect on the job and can earn a fair living and benefits.

“That’s what you go to work for—to take care of your family,” she said.

LOCAL 2785

Retirees celebrate holidays together



Local 2785 hosted a holiday luncheon for its retirees in December at the union hall.

LOCAL 150

Hood Dairy rehires Crystal Teamsters

The combination of a smart business and dedicated employees promises a bright future for the Local 150 Teamster family.

When Crystal Creamery, a long-time Teamster employer closed, many Teamsters found themselves without a job. Fortunately, that status has ended for 45 former Teamsters, when Hood Dairy converted the fresh milk plant that Crystal operated for 100 years to a state-of-the-art, Extended Shelf Life (ESL) and Aseptic dairy and non-dairy product plant.

Hood, which owns three other ESL plants on the East Coast, chose Sacramento to be their platform of growth for the Western U.S. Hood expects the Teamster workforce to soon exceed 200 Teamsters. “The Company credits much of their success to the great employees who take pride in their work and appreciate having a good job,” says Local 150 Secretary-Treasurer Jim Tobin.

The Sacramento plant produces several ESL brands sold nationally, including Lactaid Lactose-Free Milk and Almond Breeze Almond Milk. Hood Dairy also produces the very popular Muscle Milk.

So remember, when you buy those products, you’re helping Teamsters keep good jobs.

LOCAL 665

New member pride



Teamsters Local 665 members Soloman, Ronald and Lawrence Cunanan display their new union shirts. They are all part of the new 120-member group working for City Park at Stanford Hospital.

LOCAL 70 Oakland

General Membership Meetings are held at 400 Roland Way, Oakland, as follows:
Thursday Meetings - 7 p.m.:
Feb 27 • Mar 27 • May 22 • Oct 23
Tuesday Meetings - 7 p.m.: Dec 9
Saturday Meetings – 10 a.m.
Apr 26 • Jun 21 • Sep 20 • Nov 15.
Meetings are suspended in July & August.
Marty Frates, Secretary-Treasurer

LOCAL 87 Bakersfield

General Membership Meetings: All meetings are held at Teamsters Local 87, 2531 G Street, Bakersfield, CA
NOTE: All meetings start promptly at 10:00 a.m.
Feb 23 • May 18 • Aug 24 • Nov 23
Henry Garza, Secretary-Treasurer

LOCAL 137 Redding

Membership Meetings are held on Thursdays, 7 p.m. at Teamsters Local 137 Union Hall, 3540 S. Market St., Redding
Feb 17 • Mar 17 • Apr 21 • May 19 • Jun-July-Aug meetings are suspended •
Sep 22 • Oct 27 • Nov 17 • Dec 13
Dave Hawley, Secretary-Treasurer

LOCAL 150 Sacramento

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

LOCAL 287 San Jose

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

LOCAL 315 Martinez

General Membership Meetings are generally held on the second Wednesday of the month at 8:00 p.m. with the exception of Saturday May 17 and October 11 when the meeting begins at 9:00 a.m.
New Member Orientation begins at 7:30 p.m.
The 2014 Meeting locations as follows:
Martinez Union Hall—2727 Alhambra Ave.
Feb 12 • April 9 • Sat. May 17 • July 9 • Aug 13 • Sat. Oct 11 • Dec 10
Vallejo Union Hall—445 Nebraska Street:
March 12 • June 11 • Sept 10 • Nov 12.
Directions at www.teamsters315.com
Don E Garcia, Secretary-Treasurer

LOCAL 350 Daly City

Membership Meetings:
San Francisco – Membership meetings are held the 2nd Thursday of the month (Mar 13 • Jun 12 • Sept 11) at 6 p.m. at Electricians Hall, 55 Fillmore St., San Francisco and Dec. 11 at the Best Western Grosvenor, 380 South Airport Blvd., So. San Francisco.
San Jose – Membership meetings are held the 4th Wednesday of the month (Mar 26 • Jun 25 • Sept 24) and the 3rd Wednesday (Dec 17) at 7 p.m. at Local 287, 1452 Fourth St., San Jose.
Robert Morales, Secretary-Treasurer

LOCAL 386 Modesto

General Membership Meetings are held 2nd Thursday of the month, 11 a.m. and 7 p.m., at Local 386, 1225 13th Street, Modesto.
Jeff Berdion, Secretary-Treasurer

LOCAL 431 Fresno

Membership Meetings are held the first Thursday of each month (**unless otherwise noted due to conflicting meetings), 7:30p.m. at Local 431 Membership Hall, 1140 W. Olive, Fresno. A vote will be held at the May 1 meeting to determine suspension of summer months' meetings.
Feb 6 • Mar 13** • Apr 3 • May 1 • Jun 12** • July 3 • Aug 14** • Sep 4 • Oct 9** • Nov 13** • Dec 11**
Darrell Pratt, President

LOCAL 439 Stockton

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

LOCAL 517 Visalia

General Membership Meetings:
Visalia: Local 517 Union Hall, 512 W. Oak St., Visalia, 10 a.m. and 6 p.m.: Feb 20: Bylaws proposal meeting • Apr 17 • Jun 19 • Aug 21 • Oct 16 • Dec 18
Fresno: Local 431 Union Hall, 1140 W. Olive, Fresno, 5 p.m.: Mar 20 • May 15 • Jul 17 • Sept 18 • Nov 20
(Note: all dates are subject to change.)
Chester Suniga, Secretary-Treasurer

LOCAL 533 Reno

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

LOCAL 601 Stockton

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



YOUR LOCAL UNION PHONE NUMBERS

70	510-569-9317
87	661-327-8594
137	530-243-0232
150	916-392-7070
287	408-453-0287
315	925-228-2246
350	650-757-7290
386	209-526-2755
431	559-486-5410
439	209-948-9592
517	559-627-9993
533	775-348-6060
601	209-948-2800
665	888-770-3948
853	510-895-8853
856	650-635-0111
890	831-424-5743
896	707-644-8896
912	831-724-0683
948	559-625-1061
2785	415-467-0450
CUE 2010	510-845-2221
GCIU, Dist Cncl 2	800-333-4388

LOCAL 665 San Francisco

General Membership Meetings:

Local 665 will hold General Membership meetings according to the following schedule:

4th Tuesday of the month, 6 p.m., at 1500 Franklin Street, San Francisco.

Jan 28 • Mar 25 • May 27 • Nov 25

4th Tuesday of the month, 6 p.m. at

1371 Neotomas Ave., Santa Rosa

Feb 25 • Apr 22 • June 24 • Oct 28

3rd Tuesday of the month at 1371

Neotomas Ave., Santa Rosa:

Dec 16

Mark Gleason, Secretary-Treasurer

LOCAL 853 San Leandro

General Membership Meetings are

held the second Thursday of the month,

7 p.m. at Teamsters Local 853 Meeting

Room, 2100 Merced St., San Leandro,

except for the month of October. The

October Membership Meeting will be

held at the Local 853 West Bay Office, 151

West 20th Ave., San Mateo, at 7 p.m.

Rome Aloise, Secretary-Treasurer

LOCAL 856 San Bruno

General Membership Meetings are

held last Tuesday of each month, 6 p.m.

at Local 856's "Chetcuti Hall", 453 San

Mateo, San Bruno, CA:

Feb 25 • Mar 25 • April 29 • May 27 •

June, July, August meetings canceled •

Sept 30 • Oct 28 • Nov—Annual

Thanksgiving Meeting—to be announced •

December—meeting canceled

Peter Finn, Secretary-Treasurer

LOCAL 890 Salinas

General Membership Meetings are

held the second Thursday of the month

at Teamsters Local 890, 207 North

Sanborn Road, Salinas, at 8 p.m.

Crescencio Diaz, President

LOCAL 896 Vallejo

Branch 1 Membership Meetings:

Saturday, 10 a.m. at TAP office, 300

Pendleton Way, Oakland

Feb 22 • Mar 29 • Apr 26 • May 31 •

Jun 28 • Jul 26 • Aug 23 • Sept 27 •

Oct 25 • Nov 22 • Dec 13

Branch 2 Membership Meetings:

Suisun Senior Center, 318 Merganser Dr.,

Suisun

Tuesday Meetings – 3:30 p.m.: Feb 25 •

Apr 29 • May 20 • Jul 29 • Aug 26 •

Oct 28 • Nov 18

Sunday Meetings – 9:30 a.m.: Mar 30 •

Jun 29 • Sept 28

Saturday Meeting – 10 a.m.: Dec 13

Phil Cooper, Secretary-Treasurer

LOCAL 912 Watsonville

General Membership Meetings are

held the 4th Tuesday of the month, 12

noon and 7 p.m. at Local 912, 22 East 5th

St., Watsonville.

Brad Sebring, Secretary-Treasurer

LOCAL 948 Modesto/Visalia

General Membership Meetings:

Visalia: Second Thursday of the month at

Visalia Memorial Bldg., 609 West Center

St., Visalia, at 7 p.m.

Modesto: Third Tuesday of the month at

Local 948 Meeting Hall, at Teamsters Local

948, 1222 I Street, Modesto, at 7 p.m.

Adam Ochoa, Secretary-Treasurer

LOCAL 2785 San Francisco

General Membership Meetings are

held the 3rd Tuesday of the month, 7:30

p.m., at the American Legion Post 409,

757 San Mateo Ave., San Bruno.

Joseph Cilia, Secretary-Treasurer

LOCAL 70

ABREU, Charles G.

BLACKSHER, Artis

BORDNER, Robert F.

BROWN, George E.

BURTON, Guy

De LONG, Donald

De ROSE, Peter

EDD, Stanley

ESPARZA, Raul

FREITAS, Ernest

FULLER, Alvin T.

GALLEGOS-

ESPINOZA, Neftali

GUINASSO, Edward

GUEVARA, Gerardo

HAYS, Donald

HOWELL, Alfred

IMBURGIA, Ronald

JOHNSON, Doyle

JORDAN, William L.

JURASIN, Richard

LAKE, Edward, II

LASSALLE, Tony

LEWIS, James E.

MICHAELSEN, Jack D.

MORALES, Jose

OWENS, Solon M.

ROSA, Fred

STICKLER, Alan R.

STEFANI, Virgil

TEDESCHI, Henry, Jr.

LOCAL 87

BURGESS, Jeff

MENDEZ, Christopher

LOCAL 287

ACOSTA, Leonard L.

LATZ, Paul M.

MYERS, Dan

NIETO, Frank

NOBLE, Henry Ralph

ROCHA, Jorge H.

RODRIGUEZ, Saul

SOLOMON, Larry Ralph

WILKERSON, James

A., Jr.

LOCAL 315

ANDERSON, Greg

KIMMONS, Bernie

McWILLIAMS, David

MIRANDA, Richard

MURRY, Michael

SUSA, Robert

TREVINO, Eulalio

LOCAL 350

BORELLA, Vito

DAMATO, Santo

RODRIGUEZ, Jorge

LOCAL 386

LIPSCOMB, Harold

MABALCON, Jeffrey

MILLER, Scott

NORTON, Richard

PARKER, Kenneth

LOCAL 431

ATTERBERRY,

Albert, Sr.

FUTRELL, Lawrence

HURST, Valentine

KAUR, Balbir

POPEJOY, Bob

TAYLOR, Jim

TOOMBS, Paul

LOCAL 439

JACOB, Gerald

JIMMERSON, Jimmy

LOCAL 517

BROWN, Gail

CAMP, James, Jr.

CANTRELL, Trecil

ELLIS, Dwayne O.

ENOS, Vernon

FERNANDEZ,

Beatrice G.

GILBERT, Lawrence

HUNT, Roy L.

MARTIN, Roland

MILLAN, Glenice N.

PHILLIPS, Mickey Ray

SCOGGIN, Jay

STEVENS, Robert

STEWART, Leeolen R.

TURNER, Ronald

WEAVER, Alan L.

WELCH, Donald, Sr.

LOCAL 601

ARELLANO, Teresa

BEITBADAL, Dennis

COVARUBIAS, Sally

GAMA, Pete

GONZALEZ, Eladio

HALL, Betty Joan

HERNANDEZ, Peter

HERNANDEZ-

LOZANO, Sally

HERRERA, Estela

KENMOTSU, Dave

LACKYARD, Charles

LEWIS, Michael

LUPIAN, Maria

MAGALLON, Francis

MARTINEZ, Angelina

OCHOA, Carlos

ORTEGA, Dolores

RANGEL-

ESPINOZA, Aurora

TOY, Bik

LOCAL 665

GALANG, Joselito

LOCAL 853

BUSTAMANTE, Ana

LANG, Frederick

LEITGEB, Marjorie

MARSHALL, John

MEHL, David

WILLIAMS, Renwick

LOCAL 853/588/78

DANIELS, Nellie

CUMMINGS, William

LOCAL 853/15

JIRA, William

LOCAL 853/291

MACHADO, Alfred

LOCAL 853/226

RAGAN, Rudolph

LOCAL 853/432

D'AQUINO, Thomas

BYRD, Kenneth

LOCAL 853/583GCC

CUPP, Archel

DANIELSON, Gerald

DELLA ROCCO, Pat

ERICKSON, Lloyd

FRAUMENI, Elva

GARCIA, George

GEMIGNANI, Paul

HALSEY, Constance

HOM, Joseph

HUTCHINS, Richard

MAR, Andy L.

MOONEY, Joseph

MUELLER, Niklaus

MURISON, John

PASILLAS, Joseph M.

PECK, James

PERRY, Helen

PIZZORNO, Adua

SELENIS, William

TEMPERANI, Albert

THOMPSON, Walter

"Skip"

VALLETTE, Robert

VARNER, Albert F.

LOCAL 856

CARROLL, Courtney

CROAK, Thomas E.

EVERETTE, EARL

HARDING, Charles O.

LOCAL 890

HUIZAR, Maria

LOPEZ, Julio Cesar

LOPEZ, PETE

McMURAY, Dorthy

ORTIZ, JOSE

LOCAL 2785

DEL CASTELLO,

Bruno Joseph

GEMIGNANI, Paul J.

MAHER, William

(Bill) John, Jr.

WILKIN, Dennis

Legal Update

continued from page 3

► If a worker updates her personal employment information after receiving immigration relief, her employer may no longer fire her, demote her, or otherwise discriminate against her in retaliation. Lab. Code § 1024.6 (AB 263)

► If an unscrupulous employer-side attorney reports, or threatens to report, a witness or plaintiff to immigration authorities, in retaliation for exercising his employment rights, the attorney will now be subject to discipline, including disbarment. Bus. & Prof. Code § 6103.7 (SB 666)

► A worker who exercises her rights under the Labor Code can sue an employer who retaliates by rejecting facially valid documents to complete the I-9 form, misusing E-Verify, or reporting or threatening to report a worker to immigration authorities or the police. If the employer takes these actions within 90 days of the protected activity, there will be a presumption of retaliation. Further, if the worker prevails in a lawsuit, the employer will have to pay the worker's attorneys' fees and costs. Lab. Code § 1019 (AB 263).

► When an employer threatens a worker who stands up to wage theft with a report to immigration authorities, the employer may be criminally liable for extortion. Pen. Code § 519 (AB 524). The penalty for criminal extortion is imprisonment of up to one year and/or a fine of up to \$10,000. Penal Code § 524. A worker who suffers extortion from their employer may be eligible for immigration relief through a U-Visa.

This year workers who are already covered by a Teamsters contract can count on the fact that an employer's retaliatory actions will come with a greater consequence. Teamsters who receive immigration relief can update their work-authorization information without fear of retaliation.

Although unfair labor practices that so often plague organizing campaigns are covered by the National Labor Relations Act, workplaces that lack a union are inevitably overrun by a multitude of other employment law violations. The new laws protect workers who, in the course of their struggle to become Teamsters, begin to know and defend their rights for safe and healthy working conditions, minimum wage and overtime compensation, lawful meal and rest periods, workers' compensation, reasonable accommodations for injured and disabled workers, a workplace free of discrimination and harassment, among many other rights.

30th Annual Teamsters' Assistance Program Labor-Management Golf Tournament

Wednesday, April 16, 2014

Sunol Valley Golf Club

Registration packets will be in the mail soon.

TAP is a 501(c)3 non-profit organization.



TAP & TARP offer important services to members and families

TAP/TARP services are available to members and their covered dependents who are insured through TAP/TARP participating trust funds. Many, but not all, Teamsters have this particular benefit.

Teamsters Assistance Program (TAP) Services

Telephone Information and Referral – TAP counselors provide substance abuse mental health resource information available by telephone during regular office hours, Monday-Friday, 8:00 AM to 5:00 PM.

Face-to-Face Substance Abuse Assessment and Referral

– Eligible participants and dependents with substance abuse questions or related problems are provided a face-to-face assessment appointment with a TAP counselor. Eligible participants and their dependents can receive up to three visits per calendar year with a TAP counselor who will help the individual to identify their primary problem(s). If the counselor determines that the individual has a substance abuse-related problem, he or she will be referred according to the terms and conditions of their medical benefit plan. In cases where the individual has the TAP benefit, referrals will be made to the TAP Chemical Dependency Preferred Provider Network. If psychological issues are the primary problem, the counselor will refer the individual to the appropriate resource available through their benefit plan. In cases when urgent admission is required, the TAP assessment will be conducted at the treatment site.

Face-to-Face SAP Assessments for DOT Violations

– Eligible participants and their dependents who are referred following a DOT-positive test or other rule violation are assessed and referred to the appropriate level of care. DOT-required reporting is furnished to the employer and authorized union officials regarding the member's participation and progress. Following completion of the SAP recommended treatment plan, a face-to-face follow-up assessment is conducted to review the member's relapse prevention plan. Recommended continuing care requirements will be communicated to the employer as well as the type, frequency, and duration of follow-up testing as required by the regulations.

TAP Chemical Dependency Preferred Provider Network

– TAP contracts with appropriate treatment resources to provide services to TAP clients at a pre-negotiated rate. TAP staff evaluates all Preferred Providers. Site visits are performed and TAP expectations are clearly outlined. When a dependant is outside of the geographic area normally covered by TAP, an out-of-panel contract is negotiated. TAP negotiates for all services to be bundled and covered under an all-inclusive rate for the full episode of care.

Pre-authorization and Concurrent Review – All substance abuse treatment will be monitored by a TAP care manager in order to ensure that clients are receiving care appropriate to their level of dependency and in conformance with the terms of the plan.

Monitored Aftercare and Return-to-Work Agreements – For individuals who have completed treatment for substance abuse, TAP counselors develop a continuing-care plan to support on-going abstinence and recovery. It is TAP's standard practice to monitor all clients for a minimum of twenty four months, whenever possible, after they have completed treatment.

If you would like more information or assistance accessing any of these services please call:

TAP (Based in Oakland, offering service in the Greater Bay Area and Northern California):
510-562-3600

TARP (Central Valley)
1-800-522-2877 or 209-572-6966

Supervisor and Union Representative Training – Training sessions are offered by TAP to assist supervisors, union representatives and other key personnel in understanding how to make appropriate, effective referrals of troubled workers. This training is focused on identifying early warning signs of substance abuse and trainees are encouraged to screen all performance problems for potential referrals to TAP for evaluation. Training sessions also include an overview of the relevant labor laws, Department of

Transportation and drug-free workplace regulations.

Regional Aftercare – Continuing care meetings for TAP clients who have completed a substance abuse treatment program are conducted in key geographic areas. Continuing care meetings are facilitated on a weekly basis by professional facilitators. TAP staff reviews the quality of the continuing care meetings and provides ongoing monitoring and communication.

Fellowship Activities – TAP sponsors special events to foster support for on-going fellowship and recovery, including, monthly sobriety celebrations on the 3rd Saturday of each month at our Oakland office. TAP also sponsors an annual Holiday Party in December and a Picnic at Oakland's Knowland Park Zoo to support recovering individuals and families during the holiday season and summer.

Teamsters' Support Volunteers – TAP provides training for their alumni volunteers in the early identification of substance abuse and personal problems, in order to facilitate peer referrals of troubled workers. Contact TAP at: 510-562-3600.

Teamsters Alcohol Rehabilitation Program (TARP) Services

TARP's mission is to provide education, treatment and prevention services for union members and their covered dependents.

Substance Abuse Help — Substance Abuse (of alcohol or drugs) is a medical problem. When substance abuse affects an employee's work performance and/or attendance, the employee is considered to have an abuse problem. TARP offers assistance to help employees with drug or alcohol abuse problems.

Supervisor/Shop Steward Training — TARP offers Supervisor and Shop Steward training to members and employers who participate in any union health & welfare plan with TARP coverage.

Employee Awareness Education — TARP offers Employee Awareness education sessions detailing what alcohol or drug abuse looks like as well as reviewing the signs and symptoms of alcohol or other drug use for covered union members.

Department of Transportation (DOT) Information — TARP provides information and education on the DOT rules and regulations for safety sensitive employees.

Assessments — TARP provides free alcohol and drug assessments and referrals to covered union members and their dependents.

Contact TARP at 1-800-522-2877.