

Joint Council 7



TEAMSTER

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Serving members in Northern California, the Central Valley, and Northern Nevada

May/June/July 2015

Joint Council 7 leads the way in politics

By Doug Bloch, JC7 Political Director

The International Brotherhood of Teamsters' Department of Field and Political Action selected Joint Council 7 to pilot a new program to build year-round political action and power. Recognizing the tremendous work we've done since Rome Aloise took over as Joint Council 7 President in 2010, our Joint Council was selected to start!

To kick things off, on Friday, May 1, more than 70 members participated in a half-day session at Local 853. We were only expecting 50 people to come, so the packed room showed how hungry people are to get involved. Participants included officers, business agents, political coordinators, shop stewards, and member activists from Locals 70, 87, 150, 315, 350, 386, 431, 439, 517, 601, 665, 853, 856, 890, 896, 948, 2010, and 2785.

We were there to talk about power. Who has it? How do we get it? What is it? Walter Reuther, former head of the United Auto Workers and one of the most powerful labor leaders in American history, defined power as, "The ability to get the boss to say 'yes' when he wants to say 'no'." That sounds right to me. That is why we do politics.

Christy Bailey from the IBT shared data from past election campaigns that showed, without a doubt, that when we talk to Teamsters at the job site about politics, we win. To emphasize the point, the conversation shifted to a review of Joint Council 7's successes over the past several years, including local and statewide campaigns.

For example, our campaign to elect three Teamster-friendly members to the AC Transit Board—including the son of a retired Local 853 member—



Political training fills Local 853's hall on May 1. (Inset: The Teamster gauntlet in Sacramento supporting AB1897.)

put money in our members' pockets. Prior to our campaign, AC Transit was using our tax dollars to buy buses from Belgium instead of from Gillig, a local company with 500 Teamsters who make the last 100% made-in-America buses. After sweeping the election in 2010, AC Transit shifted their contract to Gillig. They just approved another purchase for January 2016, bringing the total purchase to 283 buses. That's about 7 years of work for 500 Teamsters!

We also looked back to 2012, when the California Labor Federation—the umbrella to more than two million union members in California—gave Joint Council 7 the "Top Performing Union" award for our worksite program against Proposition 32. You probably remember this was the ballot initiative that aimed to destroy us by preventing us from spending any money to talk to our members about politics. During that campaign, we talked to more than 37,000 Teamsters at the job site, mobilized thousands of people, registered 23,000 Teamsters to vote statewide with Joint Council 42, and helped defeat Proposition 32 by a 57% to 44% margin!

That entire campaign—and most of our political work—was funded through the voluntary weekly DRIVE contributions that our members make. DRIVE stands for Democrat, Independent, Republican Voter Education. It's our political action fund. If you are not signed up for DRIVE, tell your shop steward today.

Next we went on the offense, putting together an incredible string of legislative successes that rival any period in California Teamster history. These include taking apart the largest corporate welfare program in the country: the wasteful Enterprise Zone

program that gave away almost a billion dollars annually to corporations with no strings attached. That was followed by our successful campaign to pass AB 263, the strongest law of its kind in the US to protect immigrant workers from threats of retaliation around their immigration status when they stand up for better wages and working conditions.

Finally, through our organizing campaign at Taylor Farms in Tracy, last year we passed AB 1897, the only law in the country that holds employers accountable when the temp agencies they contract with violate labor laws, including wage and hour violations, workplace safety, and workers' compensation. Going into that fight, nobody thought we could win. The Chamber of Commerce had AB 1897 at the top of their "Job Killer" list, and the Governor had never signed a bill on that list. But it was the bravery of the Taylor Farms workers and the hundreds of Teamsters who showed up at four lobby days in Sacramento that made the difference. We set up a gauntlet in the hallways of the Capitol. Not only did we make the legislators walk by us and look us in the eyes before they voted, we scared the corporate lobbyists away. That's Teamster power! For all of this work, the California Labor Federation gave us the 2015 Legislative Action Award last year.

Despite all of these wins, it's not enough. Our enemies are constantly on the move, and we need to step up our game. We can't just talk to our members at election time. We need to be on the move all of the time to protect our contracts, our families, and our way of life.

The next step in this program will be a series of regional meetings and actions. To get involved, please contact your local union or the Joint Council. When we get involved, we win!



Rome Aloise accepts the Legislative Action Award from the California Labor Federation's Art Pulaski at Legislative Conference in Sacramento in April.



Annual Joint Council 7 Harry Polland/ Bob Morales Scholarship Program – Applications Due

Joint Council 7 is pleased to announce the Annual Teamsters Joint Council 7 Harry Polland/Bob Morales Scholarship Fund. This program will provide \$1,000 to the child of one member in each of the following affiliated Local Unions: 70, 87, 137, 150, 287, 315, 350, 386, 431, 439, 517, 533, 601, 665, 853, 856, 890, 896, 912, 948, 2010, 2785, GCC-District Council 2.

Eligibility

Applicants are eligible for scholarships to attend a college, university, or trade school when they or their parent or legal guardian (proof may be required) is an active member in good standing of one of the previously-listed Local Unions. Elected officials and employees of Teamsters Local Unions and Joint Councils, and their families, are not eligible.

Criteria

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

How to Apply

Applicants must complete an application and return it to a Joint Council 7 office or to the office of any of the Local Unions affiliated with the Joint Council (see above) by no later than July 1, 2015, along with the following:

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

Where to Get Applications

Applications may be obtained from your Local Union or from the Joint Council 7 office.

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



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TEAMSTER**

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Getting involved in politics is the lifeline for union workers

As I write this, I am feeling good that our two U.S. Senators, Diane Feinstein and Barbara Boxer, just voted against the passage of the Trans Pacific Partnership (TPP) trade bill. Even more far-reaching than NAFTA and without any transparency, the TPP could devastate thousands of good, union manufacturing jobs. Barbara Boxer gave an impassioned speech on the Senate floor about the loss of the middle class in our country due to trade and economic policies like the TPP. She went on to point out that those that work for a living and play by the rules are the ones who are getting undermined by laws designed to award the rich and the corporations. I salute both Senators for standing up for us.

More and more, we see that being a player in the political arena is critical to defending ourselves, our families and our unions from attacks on our way of life. In the states where Republicans have won majorities, they have immediately sought to pass Right to Work-for-less laws and to eliminate the prevailing wage in construction. These efforts do nothing but undermine workers' rights to have strong, viable unions, lower wage scales and allow for shoddy work to be performed by uncertified workers.

Fortunately, because of our hard work and because many of you participate in our political fund, DRIVE, we in California do not have to fend off these destructive laws—yet.

Local 856

Young Teamsters learn leadership skills at Next Up Conference

In March, Teamsters 856 members, Mariko Davis, Elena Hernandez, and Joi Razon, traveled with Political Director Trish Blinstrub and Public Policy Coordinator Malia Vella to take part in the Next Up Young Worker Summit in Chicago. The four-day event brought together more than 1,000 union workers ages 35 and younger from across the country to build young power for economic and social justice.

Here are excerpts from reports by Elena and Joi about the event:

Elena Hernandez, Fairmont San Francisco: Going to the NextUp summit in Chicago was a rich and valuable experience.

Chicago was the perfect setting to rally young workers, as the city has a long and powerful history of supporting labor.

I had the pleasure of traveling with my Teamsters 856 sisters—this experience has created solidarity and a wonderful bond that will make us stronger as young workers and leaders.

The Fight for Fifteen rally for raising fast food worker wages was the highlight of the conference for me. It was emotional and inspiring; I could almost

In fact, we are moving more legislation forward to further protect our hard-won gains. The Teamsters have sponsored and are working closely with the California Building Trades to pass AB 219; this will assure that Ready Mix is covered by the Prevailing Wage laws.

This change would guarantee that Teamster Ready Mix contracts set the standard for what has to be paid on public works jobs. Currently, non-union ready mix companies get this work because they can underbid on wages.

We are also sponsoring or supporting ordinances in various cities to help us get more funds for our Para-Transit drivers, and to ensure that labor-friendly Tech company contractors get to use the streets and bus stops and low-wage employers do not.

Again, I need to stress the importance of participating in the DRIVE program and signing up if you are not involved already. Corporations and billionaires can use "Independent Expenditure Funds" and Super PACs to buy victories for the candidates they support. Unions cannot use dues monies to support candidates or propositions; we are restricted to using only money that members voluntarily contribute to funds like DRIVE.

Make no mistake about it, without our involvement in the politics of our cities, counties and state, your working life as you know it would be completely different. I urge you to do your fair share; ask your Business Representative or Local Union for a DRIVE card and join in.

"Because of our hard work and because of DRIVE, we in California do not have to fend off these destructive laws—yet."



From left: Joi Razon, Elena Hernandez, and Mariko Davis at the Fight for 15 rally in Chicago on March 21.

feel the presence of all the people who fought for labor rights before us standing with us. As we chanted, sang, and waved our signs, I knew that, at that very moment, I was exactly where I should be.

Joi Razon, San Francisco Zoo: The most helpful workshop from the weekend was about Stewardship. Here, I learned about the right to information, the importance of respect, and to lean on the expertise of fellow union members and those who were stewards before me.

In the economics workshop, we were taught why it was important for younger members to be

part of the labor movement and that we are not alone in living paycheck to paycheck, trying to make ends meet to support ourselves and our families.

I look forward to working with other members of our Local and coming up with ideas to continue to build our young worker program.

Visit www.Teamsters856.org/Young-Teamsters for more information on how to get involved in our young worker program.



A real Teamster

In January, Teamsters throughout Northern California and the entire country mourned the passing of Bob Morales, the long-time Secretary-Treasurer of both Teamsters Local 350 and Joint Council 7. Known for negotiating the best contracts in the solid waste/recycling industry anywhere in the U.S., Bob was promoted to run the Solid Waste, Recycling, and Related Industries Division for the IBT.

Testaments for Bob poured in from the entire country. The San Francisco Board of Supervisors and the California State Assembly adjourned in his honor. Outgoing Senator Barbara Boxer read his obituary into the Congressional Record. Even more impressive were the stories from Local 350 members who talked about what their union contract meant for their families, or how Bob had stood up to their employer and saved their jobs. Not surprisingly, other unions from San Francisco were quick to share stories of how Bob had helped them in their contract fights, organizing campaigns, and more. It seems there was no one Bob hadn't helped.

Bob Morales was an absolute force in San Francisco politics for the Teamsters and all workers. We will never see anything like him again.

What Bob could get done in one phone call now takes a whole team to accomplish. In the few months since Bob left us, it's all hands on deck to try and fill Bob's shoes – and we're not even coming close. Larry Daugherty, Mark Gleason, and Peter Finn – the Principal Officers of Locals 350, 665, and 856 – have all stepped up. Rudy Gonzalez from Local 856 is also working hard, and Joint Council President Rome Aloise directed me to spend more of my time right now in San Francisco than any other city in our Joint Council.

The issues in San Francisco

Why so much focus on San Francisco? First



Morales explains the proposed contract to a group of workers at Allied Waste

and foremost: because of our members. The contract Local 350 members enjoy at Recology is supported by San Francisco's garbage rates, which come up this year for review. Local 853 has more than 100 members driving elderly and disabled paratransit passengers, under a contract with the SF Metropolitan Transit Agency, whose wages and benefits need to be improved dramatically. Local 665 members go into negotiations on the Master Parking Agreement this year.

"If there was ever a time we needed Bob, it is now. And that is why we are all in the fight."

Workers at the Edgewood, a well-known school that helps struggling youth, are organizing with Local 856. Local 856 members also face challenges out at the San Francisco Zoo and the Local is at the front of efforts to regulate Airbnb, which impacts both 856 hotel front-desk clerks and public employees. Local 2785 members in the movie industry are getting increased work thanks to the tax incentives bill we helped pass last year, but now the City's tax credit is up for renewal. And Local 2010 members have ongoing issues at the University of California San Francisco campus.

And don't forget Local 853's successful campaign to organize high tech shuttle bus drivers for Facebook, Apple, Google, and more.

These are just a sample of the issues on our plate in San Francisco. But the City is also very important politically. It is a must-stop for candidates from all parties for fundraising in all statewide and national races. It has always been at the forefront of legal and political trends, including labor laws. Unfortunately, things seem to be trending in the wrong direction these days. San Francisco has the highest income inequality in the nation, where the gap between the haves and the have-nots has grown more than any city in the country. The City finds itself the epicenter of the struggle with an explosion in high tech, skyrocketing rents and housing prices, and working people being priced out. If there was ever a time we needed Bob, it is now. And that is why we are all in the fight.

One last note: Bob was a very private man, but at his services we saw pictures of him in the United States Army, where he enlisted after his graduation. Bob was an immigrant from El Salvador, and he deeply loved the opportunities this country afforded him and his family. That is why he fought so hard for immigrant workers and why he so strongly supported Joint Council 7's efforts to organize Taylor Farms and other Central and Salinas Valley food processing workers. We know that Bob will be looking down on us and smiling when we win at Taylor Farms. Si se puede!

Bills to bolster Teamster jobs

By Barry Broad, CTPAC

Spring has sprung and so has our legislative package. With seven sponsored bills, we are once again trying to address problems big and small that affect our members and their families. We hope to get all of them signed into law through the hard work of the legislative team, leaders, and the membership. These important bills, all in the beginning stages of the legislative process, are summarized below.

PREVAILING WAGE

AB 219 by Assembly Member Tom Daly (D-Anaheim) would expand the prevailing wage to cover all delivery of ready-mixed concrete to public works projects. The bill will ensure that our members who make a vital contribution to the state's infrastructure projects get paid the prevailing wage just like the other workers on the worksite.

WORKERS' COMPENSATION

AB 305 by Assembly Member Lorena Gonzalez (D-San Diego) would prohibit apportionment in the workers compensation insurance system based on gender. Under current law, women can be awarded less benefits when injured on the job based on a previous condition related solely to their gender, a pregnancy for instance. This unfair and discriminatory treatment would be outlawed by this bill.

PORT DRIVERS

AB 621 by Assembly Member Roger Hernandez (D-West Covina) would establish a limited amnesty program allowing port trucking companies to reclassify their "independent contractors" as employee drivers. The bill would require the trucking companies to pay all back wages and taxes in return for relief from liability for statutory penalties. The goal of the bill is to get a quick reclassification of drivers in the port so that they can get the benefits of employee status, including joining a union.

HEALTH CARE

SB 546 by Senator Mark Leno (D-San Francisco) would provide greater transparency for rate setting for large purchasers of healthcare such as Taft-Hartley Trust Funds and large employers as well as requiring prior approval of premium increases that exceed specified thresholds.

PUBLIC TRANSIT WORKER RETENTION

SB 599 by Senator Tony Mendoza (D-Artesia) would establish a 10 percent bid preference for any bidder on a service contract with a state agency to provide transit services where the bidder agrees to retain the employees of the prior contractor. This bill expands the existing bid preference program that has applied to local agencies for years. The idea for this comes from our members who lost their jobs at Hearst Castle when a nonunion contractor came in. Had this preference been in place, the union contractor would have retained the contract.

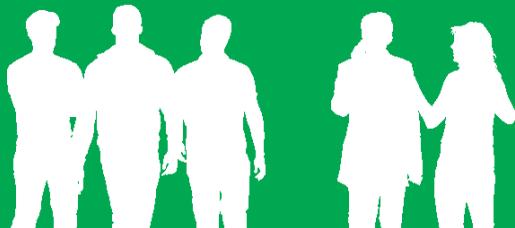
UC POLICE SERGEANTS

SB 686 by Senator Richard Pan (D-Sacramento) would give police sergeants employed by the University of California full collective bargaining rights. Local 2010, our UC local, is trying to assist these police officers who under state law have very limited collective bargaining rights as supervisors.

RAIL SAFETY

SB 730 by Senator Lois Wolk (D-Davis) is a rail safety measure that would require the railroads to have at least a two-person crew on every train. That is currently the status quo, however, we know that the rail employers want to reduce crew size so they can line their pockets with more profits. Unfortunately, that would put the public and our members in harm's way as these trains are sometimes miles long and loaded with hazardous materials.

AROUND THE LOCALS



LOCAL 665



Local 665 pickets at Bauer Transportation to protest the company's illegal intimidation of their employees.

Local spearheads organizing drive for Bauer's drivers

Efforts to organize the Tech Bus industry continue as Local 665 takes on Bauer Transportation, a bus operator in San Francisco whose drivers shuttle workers to many tech campuses in Silicon Valley.

When the Local's organizers uncovered employer-surveillance of drivers talking with union representatives, the Local immediately filed charges with the NLRB for violations of protected activities.

"Drivers were watched and followed by management," said Local 665 Secretary-Treasurer Mark Gleason. "We've asked the board to step in because we can't have a free and fair election if that sort of activity continues."

Recently, Local 665 members picketed and leafletted in front of Bauer headquarters in San Francisco, saying that intimidation of Tech Bus drivers would not stand.

The Local is currently awaiting the outcome of the NLRB investigation. While the wheels of justice turn, drivers at Bauer's and other companies continue to jump on board the Tech Bus organizing drive.

"We are getting a good response from most drivers. They know that a union contract is bringing far better wages and benefits to new Teamster members working at their competitors. So they want to be part of that," Gleason said.

LOCAL 601

Constellation/Woodbridge Winery employees vote for union

On February 6, nearly 50 cellar operation employees of Constellation and Woodbridge Wineries in Acampo voted to join Teamsters Local 601. "The Constellation group is a high energy group of members who were not only courageous during the year-long campaign to organize, but showed high excitement and leadership throughout the struggle," says Local 601 Principal Officer Ashley Alvarado. "I am extremely excited to welcome them to our Local and to represent them."

The leaders of the group, Manuel Chavez and Sang Lee worked closely with Business Agent Pablo Barrera for many months to organize. "Chavez and Lee proved to be fearless leaders responsible for the 75%



vote approval to become union," Barrera says.

Prior to the election, the company challenged the employees' very right to hold an election and the two leaders were subjected to long hours of interviews both by the NLRB and by company attorneys. The company lost that battle and the election was held on February 6. However, the Labor Board impounded the ballots for three weeks because the employer filed an appeal. It wasn't until March 4 that the Board finally certified the election.

"We are now waiting for the company to do the right thing and sit down with us to negotiate a contract," adds Alvarado.

LOCAL 2010

UC Teamsters join coalition lobby day to fight for funding

More than 60 leaders of Teamsters Local 2010 from across the state came together with 150 union members, students and faculty from all three branches of public higher education for the first-ever coalition Lobby Day on Thursday, March 5, 2015. Together, the group converged on the State Capitol urging legislators and Governor Jerry Brown to stop tuition hikes and declining wages by adequately funding higher education.

"California must renew its commitment to its pub-



lic colleges and universities, so they may once again provide an affordable education and be an engine of economic growth and good jobs in our communities," said Local 2010 Secretary-Treasurer Jason Rabinowitz.

The coalition met with 40 legislators and chiefs of staff, asking their support for greater funding in the state budget for the University of California, California State University and the community colleges. A delegation delivered a letter from the Coalition to Governor Brown with the same request.

"I feel very lucky to have had the chance to be part of such a large coalition of labor, student, and faculty organizations from all over California," said UCSB Chapter Coordinator Laurence Young. "It was a powerful moment to meet with friends and colleagues and hear stories from all of the UC's, CSU's, and state community colleges. I feel confident that our message was heard by the legislature and that because of our strong show of solidarity, we have affected change."

"Joining together in coalition with other Unions, students and faculty, we magnified our strength," said Catherine Cobb, Local 2010 President. "Several of the legislators we met expressed how impressed they were that we all came together to meet with them on our common concerns."

The Lobby Day received press coverage from several television stations and print outlets.

"We thank everyone who participated in our incredible Lobby Day," says Rabinowitz. "We will continue to push for funding so that the UC can once again be a catalyst for the middle-class and an educational institution that any Californian can achieve."

LOCAL 287

New union members celebrate their contracts



New members at Mi Pueblo celebrate their new contract, ratified in March, 2015

Another MV Group negotiates substantial wage and pension increases and grievance procedures.



LOCAL 890

Actions by Dole workers and supporters lead to new contract

How do you renegotiate a contract after a company refuses to bargain with you for eight months? The workers at Dole showed what can happen with solidarity, after hundreds of workers took a series of actions that brought about better wages and better benefits for some of the lowest paid workers in the packing-house industry.

On Monday, May 4, more than 100 Dole workers, represented by the Teamsters Local 890, and their supporters went on a one-mile march in Salinas to Dole's headquarters banging drums, carrying signs, and waving a whole lot of Teamster flags.

"The work that we do is very important to this country," says Rosa Maria Pizano, a packing shed worker who was one of the many members participating in the action. "Our work feeds America, we deserve to have wages that are on par with the rest of the industry!"

Monday's action was the second in which Dole workers have taken to the streets to put pressure on the company to negotiate. On April 23, more than 600 Dole workers in Soledad rallied outside of the company's packing plant.

Workers have been pressuring Dole, a multi-national company, to increase wages to be at the same

level as the rest of the salad packing plant industry; an important issue given that the higher the wages and the benefits for union jobs go, the higher it goes for other working-class families. Joining the workers were local politicians along with supporters from SEIU 521, Teamsters 912 and the Stone Masons.

Not long after the march took place, the negotiations committee and the company reached a tentative agreement to increase wages by 12% over the next three years. This agreement

was ratified by a 75% majority on May 8.

The action by Dole workers follows the investment of Local 890, the Joint Council, and the IBT into organizing food processing workers in the Salinas and Central Valleys. This includes the campaign to organize Taylor Farms and the launch of the Alliance of Valley Food Workers, a new organization aimed at raising standards for union and non-union food processing workers in California.

Since February, organizers have spent time at three large Local 890 barns engaging members in the campaign. Within this short time, 280 members of Local 890 have joined the Alliance, boosting the campaigns at Dole, Taylor Farms, and other work sites. Look for more from Local 890 in the future!



Dole workers on one-mile march to company's Salinas headquarters

LOCAL 853

Victories for construction Teamsters

It's been over a decade since Local 853 made a commitment to re-establish a Teamster presence in the Northern California construction industry. During that time, the San Leandro local's efforts—under the direction of Secretary-Treasurer Rome Aloise and Business Representative Stu Helfer—have resulted in impressive increases in drivers signing up to be Teamsters.

100 new members

In a two-week period in April, more than 100 drivers hauling from the \$250 million renovation of the Broadway Plaza Shopping Center in Walnut Creek joined the Teamsters. These drivers, many from the Sikh community in Contra Costa County, tried to organize several years ago, but were unsuccessful. This time, they had an additional weapon.

The new weapon was Teamster participation in the Oakland Army Base Project Labor Agreements (PLA) and a commitment that the owner made to the Contra Costa Building Trades that the project would be "all union." The Army base PLA requires that all "on-haul" of materials be done by truckers signatory to the Teamsters. Since the truckers from Walnut Creek were dumping loads of dirt at the army base construction site, they needed to join the union. Without that language in the PLA and the owner's commitment, the Walnut Creek truckers would have remained non-union.

Reliable Trucking drivers ratify contract

Reliable Trucking drivers recently ratified a new 2-year agreement, bringing higher wages and improved benefits to our members there. Reliable was organized back in 2007 and continues to grow in spite of the competition from owner-operators who consistently agree to work for less.

JC7 at forefront of construction efforts

The fast-moving construction industry is complicated, particularly when it comes to trucking. We know that a host of developers, contractors, trucking brokers, owner-operators, anti-union politicians and even a few others who should be allies really don't want Teamsters anywhere near construction sites.

In spite of those detractors, Joint Council 7 has committed to bringing construction trucking back into the Teamster fold. A critical element of that commitment is the reorganization of the Northern California Teamster Construction Committee. Locals throughout Joint Council 7 are now starting to coordinate organizing drives, share information and resources, and respond quickly to situations that arise in the construction industry.

Every Teamster can do his or her part in this effort by contributing to D.R.I.V.E., talking to non-union drivers and owner-operators on the job, and keeping an eye out for job sites that could use some good old Teamster organizing.

LOCAL 431

Training for dedicated stewards

Teamsters Local 431 held an annual Stewards Seminar in March of 2015 with the assistance of Attorney Robert Bonsall of the Beeson Tayer and Bodine Law Firm. More than 40 stewards attended the Saturday morning seminar and were trained on several scenarios to better prepare them for the challenges our members face in the workplace. After the training, the Local treated them to a carne asada, carnitas and chicken taco lunch with all the fixings. Local 431 members are extremely fortunate to have such dedicated shop stewards working on their behalf and giving their own personal time to gain additional training.



Stewards attend Local 431's annual training seminar.

Legislative conference

In April, President Peter Nunez and Secretary-Treasurer Lennie Wells attended California Labor's Joint Legislative Conference in Sacramento. They joined with Teamster Locals and other Labor organizations around the state to promote and lobby for a variety of labor-friendly bills in both the State Assembly and the State Senate. The 2015 conference provided an excellent opportunity for union activists to meet with politicians around the state and share the challenges that face working men and women—both unionized and non-unionized.

Bad news, good news

The bad news: Bimbo announced the closure of their bakery in Fresno. The good news: they opened a distribution center in Fresno in which the Teamsters will be manning the transportation and hopefully bringing more jobs to our area.

Organizing drive at ATM

CEMEX purchased Triangle and Vulcan ready mix companies and combined them to form American Transit Mix (ATM). Local 431 immediately began an organizing campaign to represent the employees at ATM and secured 100% of cards signed by the affected employees who wish to become Teamster members. The NLRB will hold an election soon and we hope to be victorious in this organizing campaign.



NOTICES OF NOMINATION AND ELECTION OF OFFICERS: Locals 287, 386 & 890

LOCAL 287

San Jose

Notice is hereby given of the nomination and election of the following officers of Local 287: Secretary-Treasurer, President, Vice-President, Recording Secretary, three Trustees and two Business Agents. The term of office for these officers will commence on January 1, 2016 and conclude on December 31, 2018.

Nominations

Nominations will be accepted at a Special Membership Meeting of Local Union 287 to be held at Teamsters Local No.287, 1452 North Fourth Street, San Jose, CA 95112 on September 8, 2015 at 7:00 p.m.

Nominations must be made and seconded from the floor by members of Local Union 287, in good standing with dues paid through August 2015. Any back dues or fees may be paid at the Local Union office through 4:00 p.m. on September 8, 2015. 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 stand-

ing in Local Union 287 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 interruptions in active membership because of suspension, expulsions, withdrawals, transfer 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 deduction from the member's pay in any month in which the member had any earnings from which deductions could have been made.

Election

The election will be conducted by mail ballot. Ballots will be mailed to all active members and new applicants eligible for membership in Local Union 287 on or about September 25, 2015. All ballots must be received at the designated Post Office Box by 12:00 p.m. on October 29, 2015 to be counted. Ballots will be picked up from the Post Office and taken to the Local Union Office and counted on October 29, 2015. Members who have not received a ballot by October 12, 2015, should call the Local Union office at 1-888-453-4555 to request a ballot. Duplicate ballots may be requested through October 16, 2015.

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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.

The election will be conducted by mail ballot. Ballots will be mailed to all active members and new applicants eligible for membership in Local Union 386 on or about October 12, 2015. All ballots must be received at the designated Post Office Box by 10:00 am on Friday, November 13, 2015 to be counted. Members who have not received a ballot by October 19, 2015 should call the Local Union Office at (209) 526-2755 to request a ballot. Duplicate ballots may be requested through November 3, 2015.

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

Eligibility to Vote

To be eligible to vote in this election a member of Local Union 287 must be in good standing with initiation fees and dues paid through September 2015. Members have until 4:00 p.m. on October 23, 2015 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 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 Union 287 Bylaws and the Rules governing the conduct of this election are available, upon request, from the Local Union.

Please take notice of the International Constitution Provisions applicable to all nominations and elections in Teamsters Locals which are stated in this publication.

Bob Blanchet, Secretary-Treasurer

LOCAL 386

Modesto

Notice is hereby given of the nomination and election of the following officers of Teamsters Local Union 386: Secretary-Treasurer (Principal Officer), President, Vice President, Recording Secretary, and three Trustees. The terms of office for these officers will commence on January 1, 2016 and conclude on December 31, 2018.

Nominations will be accepted at a Special Membership Meeting of Local Union 386 to be held on October 1, 2015 at 8:00 p.m. at the Teamsters Local 386 Union Hall, 1225 13th Street, Modesto California.

Nominations must be made and seconded from the floor by members of Local Union 386, in good standing with dues paid through September 2015. Any back dues or fees may be paid at the Local Union office through 4:00 p.m. on September 30, 2015. 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.

To be eligible to be nominated for Local Union office, a member must be in continuous good standing in Local Union 386 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 compli-

the designated post office box in the postage paid Business Reply Envelope provided. Do not give your ballot to anyone.

To be eligible to vote in this election a member of Local Union 386 must be in good standing with initiation fees and dues paid through October 2015. Members have until 4:00 p.m. on Thursday, November 12, 2015 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 check off 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 Union 386 Bylaws and the Rules governing the conduct of this election are available, upon request, from the Local Union Secretary-Treasurer, Jeff Berdion.

Jeff Berdion, Secretary-Treasurer



LOCAL 890

Salinas

Notice is hereby given of the nomination and election of the following officers of Local 890: President (Principal Officer), Secretary-Treasurer, Vice-President, Recording Secretary, and three Trustees for a three (3) year term.

Nominations

Nominations will be accepted at a Special Membership Meeting of Teamsters Local Union No. 890 to be held on Friday, August 7, 2015 at 7:00 p.m. at the Teamsters Union Hall located at 207 N Sanborn Rd., Salinas, California 93905.

Nominations must be made and seconded from the floor by members of Local Union No. 890, in good standing with dues paid through July 2015. Any back dues or fees may be paid at the Local Union office through 5:00 p.m. on Thursday, August 6, 2015. Nominees must accept nomination in person, or if absent, in writing for only one office. Written acceptances must be submitted to the Local Union President.

Eligibility to Nominate or Run for Office

To be eligible to be nominated for Local Union office, a member must satisfy the requirements of Article II, Section 4 of the International Constitution. An eligible candidate must be a member in continuous good standing of Local Union 890 and actively employed in the craft within the jurisdiction of the Local, for twenty-four (24) 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 interruptions 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.

The eligibility of seasonal workers in the seasonal food industry to nominate candidates is governed by Article XXII, Section 4 (c) of the IBT Constitution. Such persons shall be eligible to nominate candidates if they: 1) were in regular employment during some period of the twelve (12) months prior to the election and 2) produce satisfactory evidence that their dues were paid up through the last month of employment.

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 President.

Election

The election will be conducted by mail ballot. Ballots will be mailed to all active members and new applicants eligible for membership in Local Union No. 890 on or about Monday, August 17, 2015. All ballots must be received at the designated return address by 10:00 a.m. on Tuesday, September 22, 2015. Members who have not received a ballot by Tuesday, August 25, 2015, may call UniLect Election Services at this toll free number: (855) 240-0363 to request a ballot. Duplicate ballots may be requested through Thursday, September 10, 2015.

To assure that the maximum number of members receive a ballot, the Local Union will make all efforts to correct incorrect addresses. You may also call the Local Union at this toll free number: (800) 300-5743, properly identify yourself, and provide the Local Union with the correct address. You can also leave a message on the Local's voice mail. You must properly notify the Local Union of any address change by August 14, 2015.

Eligibility to Vote

To be eligible to vote in this election a member of Local 890 must be in good standing with their initiation fees and dues paid through August 2015. Members have until 3:00 p.m. on Tuesday, September 15, 2015 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 check-off shall not lose good standing as a result of failure by an employer to send deducted dues to the Local or to make proper deduction from the member's pay in any month in which a member has any earnings from which dues could have been deducted.

continued on page 8

AVISO DE NOMINACIONES Y ELECCION DE OFICIALES DEL LOCAL 890

Por la presente se da aviso respecto al nombramiento y la elección de los siguientes oficiales del Local 890 de la Unión: Presidente (Oficial Principal), Secretario-Tesorero, Vice-Presidente, Secretario de Actas y tres Fiduciarios por un término de tres (3) años.

Nominaciones

Se aceptarán nominaciones en la Reunión Especial de Miembros de Teamsters Local 890 el día Viernes 7 de Agosto, 2015 a las 7:00 p.m. en el Salón de la Unión Teamsters Local 890 con dirección en el 207 N Sanborn Rd., Salinas, California 93905.

Las nominaciones se tienen que proponer y secundar desde el piso de la asamblea por miembros del Local 890, acreditados con sus cuotas pagadas hasta el mes de Julio de 2015. Cualquier cuota o deuda atrasada se puede pagar en la oficina del Local 890 hasta las 5:00 p.m. el Jueves 6 de Agosto del 2015. Los nominados tienen que aceptar su nominaciones en persona o si están ausentes, por escrito para solo un puesto. Las aceptaciones escritas tienen que someterse al Presidente del Local de la Unión.

Elegibilidad para Nominar o Correr para Oficina

Para ser elegible para ser nominado para un puesto del Local de la Unión, el miembro tiene que satisfacer los requisitos del Artículo II, Sección 4 de la Constitución Internacional. Un candidato elegible tiene que estar al corriente y acreditado continuamente con el Local 890 de la Unión y estar empleado activamente en el oficio bajo la jurisdicción del Local por 24 meses previos al mes de la nominación. "La acreditación continua" se define como cumplimiento con los requisitos respecto al pago puntual de las cuotas, y ninguna interrupción de la membresía activa debido a suspensiones, expulsiones, retiros, traspasos o incumplimiento de pago de multas o cuotas.

Un miembro que trabaje en una compañía donde le rebajan las cuotas de su cheque no perderá su buen estado con la Unión como resultado de la tardanza o falta de pago por parte de la compañía o debido a que la compañía haga las deducciones apropiadas en cualquier mes cuando el miembro tuvo las ganancias para que dichas deducciones se pudieran haber hecho.

La elegibilidad de trabajadores temporales en la industria temporal de alimentos para nominar candidatos es gobernada por el Artículo XXII, Sección 4 (c) de la Constitución Internacional. Dichas personas serán elegibles para nominar si ellos: 1) estuvieron empleados durante algún periodo de doce (12) meses antes de la elección y 2) producir evidencia satisfactoria de que sus cuotas fueron pagadas hasta el último mes de empleo.

Los candidatos potenciales deben de revisar su elegibilidad, y la elegibilidad de sus nominadores y secundadores, antes de la junta de nominaciones sometiendo una petición por escrito al Presidente del Local de la Unión.

Elección

La elección será conducida por balota por correo. Las balotas se enviarán por correo a todos los miembros activos y nuevos solicitantes elegibles para membresía en el Local 890 aproximadamente el día Lunes 17 de Agosto del 2015. Todas las balotas deben ser recibidas en el remitente designado para las 10:00 a.m. el Martes 22 de Septiembre del 2015. Miembros quienes no hayan recibido una balota para el Martes 25 de Agosto del 2015 pueden llamar gratis a UniLect Election Services al siguiente número: (855) 240-0363 para pedir una balota. Balotas duplicadas pueden pedirse hasta el Jueves 10 de Septiembre del 2015.

Para asegurar que el máximo número de miembros reciban su balota, el Local de la Unión hará todo lo posible por corregir direcciones incorrectas. Usted también puede llamar al Local de la Unión a su número gratuito (800) 300-5743, e identificarse apropiadamente, y proveer al Local su dirección correcta. También puede dejar un mensaje en la contestadora de recados del Local. Usted tiene que notificar al Local de su cambio de dirección para el día Miércoles 14 de Agosto de 2015.

Elegibilidad para Votar

Para ser elegible para votar en esta elección un miembro del Local 890 tiene que estar en buen estado con respecto a sus cuotas y cuotas de iniciación tienen que estar pagadas hasta el mes de Agosto 2015. Los miembros tienen hasta las 3:00 p.m. el día Martes 15 de Septiembre del 2015 para pagar sus cuotas y cuotas de iniciación en la oficina del Local de la Unión para que sus votos sean contados. Bajo la Constitución Internacional, cualquier miembro que trabaje en una compañía donde le rebajan las cuotas de su cheque no perderá su buen **Aviso**

continúa en la página 8

Local 948 Member Picnics

4th annual members picnics will be on the following dates:

Visalia May 16 Mooney Grove Park, Arbor 9
11:00 – 4:00

Modesto May 30 Tuolumne River Park, Area B
11:00 – 4:00

Come enjoy the food and entertainment including free raffle for prizes like electronics, bicycles, outdoor equipment and much more. We look forward to seeing all our members and their families. The picnic event is free to our members and their immediate family. (Note: Mooney Grove Park charges a \$6 fee per car for parking).

Local 431 & 517 Family Fun Day

Teamsters Local 431 in conjunction with Local 517 will hold their annual Teamsters Family Fun Day at **Wild Water Adventures** on Saturday August 8, 2015. This is a great time to bring your family to the water park and enjoy a delicious all-you-can-eat tri-tip barbecue, all the water rides and a raffle, for one low price. More details are available by contacting our office. We hope to see you all there.

East Bay Teamsters Retiree Club

400 Roland Way, Oakland, CA 94621

Charlie Scarano, Recording-Secretary 510-794-5670

George King Jr., President 510-508-4244

2015 Meeting Dates

Luncheon meetings will be held at 11:00 a.m. at Local 70 the third Wednesdays of the month.

(No meetings in June, July & August)

April 15 • May 20 • September 16 • October 21 •
November 18 • December 16

NEW MEMBERS ARE WELCOMED!

Safeway Luncheon

Safeway Drivers, Mechanics and Warehousemen

We wish to invite all retired, former, and current drivers, mechanics and warehousemen, and spouses, who work or have worked in the San Francisco Division of Safeway, to this year's annual luncheon. The affair will include BBQ steak, chicken and all the trimmings. A no-host bar. A great raffle. And an opportunity to visit old friends!

Date: August 8, 2015,

Price: \$37 per head.

Place: Napa Elks Lodge: 2840 Soscol Avenue, Napa, Ca.94558.

Please reserve a seat as soon as possible. For more info, call Dennis Estep at 510-223-2047 or Gerry Tower at 530-474-3767.

TAP offers free seminar to business agents and employers

TAP is holding its annual Business Agent and Employer Seminar on Friday, June 26th at the TAP office in Oakland from 9 a.m. to Noon. Lunch will be served.

This year's seminar is entitled, "*Keeping the job while kicking the habit—When treatment works, so do your members.*"

Drug abuse and addiction have negative consequences for individuals, employers, coworkers and families. Estimates of the total overall costs of substance abuse in the United States, including productivity, health, and crime-related costs, exceed \$600 billion annually. This includes approximately \$193 billion for illicit drugs, \$193 billion for tobacco, and \$235 billion for alcohol. As staggering as these numbers are, they do not fully describe the breadth of destructive public health and safety implications of drug abuse and addiction, such as family disintegration, loss of employment, failure in school, domestic violence, and child abuse.

Fortunately, treatments are available to help people counter addiction's powerful disruptive effects. TAP offers assessment, referral to quality programs, monitoring treatment, return to work assistance, and continuing care. Part of TAP's mission is to

reduce the negative consequences suffered by everyone involved with a substance-abusing individual.

Many people do not understand why or how other people become addicted to drugs. It is often mistakenly assumed that drug abusers lack moral principles or willpower and that they could stop using drugs simply by choosing to change their behavior. In reality, alcohol and drug addiction is a complex disease, and quitting takes more than good intentions or a strong will. In fact, because drugs change the brain in ways that foster compulsive drug abuse, quitting is difficult, even for those who are ready to do so. Through scientific advances, we know more about how drugs work in the brain than ever, and we also know that drug addiction can be successfully treated to help people stop abusing drugs and lead productive lives. A better understanding of the addiction/recovery process makes it much easier to direct someone to get help sooner, thereby reducing negative consequences.

The objective of this seminar is to inform business agents and employers about substance abuse and the treatment/recovery process. TAP believes, based on years of employee assistance research, that business agents and supervisors who understand substance abuse and the referral process are more likely to direct substance abusing members/employees to obtain help before members/employees lose their job.

Business agents will receive a brochure and invitation to the seminar. Please invite any employers/supervisors who you think will benefit from such a seminar.

If you would like to attend, please call Veronica at 510-562-3600.

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



Joint Council 7:
www.teamstersjc7.org

International Teamsters:
www.teamster.org

Local 890 Election Notice continued from page 7

The eligibility of seasonal workers in the seasonal food industry to vote is governed by Article XXII, Section 4 (c) of the IBT Constitution. Such persons shall be eligible to vote if they: 1) were in regular employment during some period of the twelve (12) months prior to the election and 2) produce satisfactory evidence that their dues were paid up through the last month of employment.

Protests

Any pre-election protests must be filed with the Local Union 890 Secretary-Treasurer in accordance with the provisions of Article XXII Section 5(a) of the International Constitution. Any post election protest must be filed with Joint Council 7 in accordance with Article XXII, Section 5(b) on the International Constitution.

Copies of the Articles of the International Constitution, the Local Union 890 Bylaws and the rules governing the conduct of this election are available, upon request from the Local Union.

Fraternally,
Crescencio Diaz, President

Aviso de Elección del Local 890 viene de la página 7

estado con la Unión como resultado de la tardanza o falta de pago por parte de la compañía o debido a que la compañía no haga las deducciones apropiadas en cualquier mes cuando el miembro tuvo las ganancias para que dichas deducciones se pudieran haber hecho.

La elegibilidad para votar de los empleados temporales de la industria de alimentos está gobernada por el Artículo XXII, Sección 4 (c) de la Constitución de IBT. Dichas personas serán elegibles para votar si ellos: 1) están empleados durante algún periodo de los doce (12) meses antes de la elección y 2) producir evidencia satisfactoria de que sus cuotas fueron pagadas hasta el último mes de empleo.

Protestas

Cualquier protestas de pre-elección tiene que ser archivada con el Secretario Tesorero del Local 890 de acuerdo con las provisiones del Artículo XXII Sección 5(a) de la Constitución Internacional. Cualquier protesta post elección tiene que ser archivada con el Concilio Unido 7 de acuerdo con el Artículo XXII, Sección 5(b) de la Constitución Internacional.

Hay copias disponibles de los Artículos de la Constitución Internacional, de los Estatutos del Local 890 y las Reglas que gobiernan la manera como se conducen las elecciones y estas se pueden solicitar al Local de la Unión.

Fraternalmente,
Crescencio Díaz, Presidente