



Looking back and looking forward

By DOUG BLOCH, JC7 Political Director

With changes at the leadership level here at Joint Council 7, now is a good time to look back on all that was accomplished under the leadership of our former Joint Council President, Rome Aloise, and to look forward as well.

In 2009, when Rome Aloise took over as President, Teamsters in Northern California were divided. In the Bay Area and on the Coast, Teamsters were part of Joint Council 7. Local Unions in the Central Valley, the northern part of the state, and Reno were all part of Joint Council 38. Understanding there is power in numbers, Rome led the merger of the two Joint Councils, uniting over 100,000 Teamsters from Bakersfield up to the Oregon border and Reno under one banner. Overnight, Joint Council 7 became one of the largest Teamster organizations in North America, and one of the largest labor organizations in California. This meant more resources to better represent our members and grow the union through new worker organizing.

Joint Council 7 was quick to flex its new muscles; and, in the past eight years we've built one of the largest organizing, political, and representational programs in Teamster history.

Organizing wins

Since 2009, we've organized nearly 20,000 new members into the Teamsters—5,000 in 2017 alone.

That effort began first with a campaign Rome initiated to affiliate clerical workers from throughout the University of California system into our union, which led to the formation of Teamsters Local 2010.

Under Rome's lead, the Teamsters took on some of the largest and wealthiest corporations in the world. In the past few years, companies, including Facebook, Apple, and Google, have set up one of the largest private bus systems in the world, running tens of thousands of tech workers every day from all over the Bay Area to the high tech campuses in Silicon Valley. Now, more than 800 tech bus drivers are members of Local 853 and 665.

In proof that a rising tide lifts all boats, wages for municipal, paratransit, and school bus drivers across the Bay Area have risen by about 25% as a result of the increased wages for shuttle bus drivers.

In just the last year, more than 1,000 public employees in Butte County joined Local 137, over 400 workers solid waste and recycling at Recology in Santa Rosa joined Local 665, more than 1,800 workers at West Contra Costa Unified School District joined Local 856, and over 1,200 skilled trades workers in the California State University system are now members of Local 2010.

Political action stokes organizing and job growth

We have worked to grow our political power, methodically and exponentially, in each election cycle since 2010. Local politicians make choices on things that impact our contracts, our communities, and our families. By working to elect union and worker-friendly politicians, we have opened the doors for organizing drives, for increasing the use of union-made products, and for opposing wage cuts.

In 2010, we made endorsements in all federal and state races, but only 20 endorsements in local races such as county supervisors, city council, and school board. In 2016, we made over 200 endorsements in local races—a 900% increase! And we won in over 70% of the races.

In 2012, we beat back the union-busting Proposition 32 ballot initiative, running the largest worksite political program in our history. In the end, 74% of our registered members voted in the election, and Proposition 32 went down by a 57% to 44% vote.

At the state legislature, we launched huge lobbying efforts that succeeded in forcing the end of the corporate welfare program known as the California Enterprise Zone program. We helped pass AB 263, the strongest law of its kind in the U.S. to protect immigrant workers from threats of retaliation



(L) Rome Aloise leads a rally in the Capitol for AB1897 (2014), the bill that holds employers accountable for the actions of temp companies, and (R) heads up a Lobby Day for AB 219 (2016), expanding the prevailing wage to cement drivers.

around their immigration status when they stand up for better wages and working conditions. With AB219, we expanded the prevailing wage to cover drivers in the cement industry.

Finally, 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 worker's compensation.

This is only a slice of what we've accomplished under Rome Aloise. In my opinion, every Teamster in Northern California owes Rome a debt of gratitude. In my 25 years of labor and community organizing, I've never encountered a more strategic or hard-working leader than Rome. Every elected official, shop steward, and member can repay that debt by getting more involved in your union; we need you now more than ever.

Moving into the future

This year, with the balance of power at the U.S. Supreme Court swung against us by Trump's appointment of Judge Neil Gorsuch, we expect the rise of so-called "right to work" in the public sector. This will be one of several blows aimed to cripple workers and labor unions and put more power and money into the hands of the 1%. Under the leadership of Joint Council 7 President Dave Hawley and our Executive Board, we are working on a legislative, organizing, and communications plan to face that and other threats.

Similarly, Joint Council 7 has me spending a lot of time on the coming waves of technology and automation. This means autonomous vehicles, including driverless trucks. With predictions of 4 million workers losing their jobs in the next 20 years, this work is critically important. Right now, it is front and center in our negotiations with UPS.

As with everything else, we are running a coordinated organizing, political, and policy program. Our members deserve nothing less.



James R. Hoffa Scholarship Fund

Applications are now being accepted for the 2018-19 James R. Hoffa Memorial Scholarship Fund (JRHSF) for high school seniors.

The Fund will provide two types of scholarships. The first is \$10,000 grants, payable over four years. The second is one-time \$1,000 grants.

Recipients must be the child or financially dependent 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, 2018**.

Note: Joint Council 7 has several winners every year. Like with the Lottery, you can't win if you don't apply!



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PRESIDENT'S REPORT

BY DAVE HAWLEY

A change in leadership for our Joint Council

My first article as Joint Council President is one I never desired to write. For more than 25 years, I have had the pleasure of supporting and working with Rome Aloise in building the strength of our union.

On December 22, 2017, Rome was suspended from holding union office for a period of two years for "bringing reproach on the Union." Yet even the judge who imposed the suspension expressly recognized in her order that, "[T]here is no evidence that Aloise gained financially from his actions or that he entered into any quid pro quo deals with employers."

As you may know, Rome was on the job 24/7 as Joint Council President, International Vice President, and Director of the Dairy and Food Processing Division. He was also a Trustee and a leader on the Western Conference of Teamsters Pension Fund, and several other health and benefit plans.

With that said, the Joint Council must move forward during Rome's suspension. Per our Bylaws, the Joint Council Executive Board filled the vacant Board positions as follows:

- I was appointed President, vacating my position as Secretary Treasurer.
- Mark Gleason was appointed Secretary Treasurer, vacating his position as Recording Secretary.
- Peter Finn was appointed Recording Secretary, vacating his position as Trustee.
- Dennis Hart was appointed to the open Trustee position.

I cannot thank the re-organized Board enough for their support and willingness to assist in all the responsibilities of the Joint Council. We have some huge shoes to fill, picking up all the duties that Rome personally handled. The support of our Local Unions leadership has been equally outstanding. We will not allow any employer or outside force to weaken the strength we have built with our Joint Council. We will continue to move forward with our political agenda.

Mark Gleason, Peter Finn, and Carlos Borba are handling many of the Bay Area political responsibilities. Peter Nuñez and Ashley Alvarado are assisting in the

valley. Doug Block, our Political Director, continues to coordinate our State and Local activities. Doug has become an invaluable asset to our Joint Council.

I will continue to make myself available to all the Locals that may need the backup of the Joint Council and/or the International. General President Hoffa expressed to me his commitment to continue to assist and support our Joint Council during a recent meeting at the IBT headquarters in Washington, D.C.

We are moving forward assisting our Locals with programs for member communication. Peter Finn coordinated our first workshop in Modesto on February 15, providing education on the use of social media, broadcast emails, and other forms of member contact. There is nothing like face-to-face member contact, but we need to improve communication on all the new platforms that our younger members use.

As a reminder, our next Joint Council Seminar/Delegates meeting is scheduled for the week of June 11 in Tahoe. The Beeson firm will again coordinate education programs for Officers and Business Agents. With the mid-term elections coming up, we expect lively discussions with political guest speakers.

Again, I thank everyone for their support and look forward to working with all the Local Unions to better the lives of our members and their families. We look forward to welcoming Rome back in December of 2019.

Dave Hawley grew up in Castro Valley and went to Cal State Hayward, where he earned a degree in Business Administration. In 1987, he started working as a warehouseman at Market Wholesale Grocery in Redding and soon became steward and a negotiating committee member. In 1990, he became a business agent for Local 137 and rose to be Principal Officer the year after. He was named Trustee on the Joint Council 38 Board in 2004, and became Recording Secretary of Joint Council 7 when the two councils merged in 2010. He serves as a Trustee on the Western Council of Teamsters Trust, and on the Valley Health and Welfare Trust. Dave's been married to Sue since 1973 and has two grown children.

The back story: About the Joint Council leadership change

Since 2009, Joint Council 7 has been presided over by Rome Aloise—a visionary leader and dedicated Teamster. As President, he led the Joint Council to vast success in organizing new industries; in gaining legal ground for workers, locally and statewide; and in negotiating some of the best contracts in the industry, (see story on page 1). As head of the pension investment committee, he has helped make the Western Conference of Teamsters Pension the largest and strongest multi-employer plan in the nation.

However, he was brought under scrutiny by the IIO—the investigative arm of the Teamsters (formerly known as the "IRB").

After a two years investigation and a three day hearing, in her penalty ruling released on December 22, Independent Review Officer (and former federal judge Barbara S. Jones stated the following:

"First, there was no discernible financial benefit to Aloise as a result of his actions; said another way, he was not motivated by greed...or that he entered into any quid pro quo deals with employers. Aloise's conduct...did not involve deals to undermine ongoing union hiring or direct harm to members."

Nevertheless, she suspended Aloise from holding elected or appointed office with the Teamsters for a period of two years. The Joint Council's officers stand behind Aloise, who remains an active Teamster member, and hope to welcome him back to leadership when the two-year period expires.

The Alameda County Central Labor Council—the coalition of all unions in the county—is honoring Rome as their "Unionist of the Year" this year on May 25.



Recent changes to California's labor and employment law

Here is a brief summary of the most notable new labor and employment laws and regulations that became effective on January 1, 2018:

Expansion of drugs subject to DOT testing

Those working in industries regulated by the Department of Transportation (DOT) should be aware of a new rule issued by the DOT that expands the current drug testing panel to include commonly prescribed pain medications like Vicodin and Oxycontin. These opioid-based pain medications can be obtained legally through a valid medical prescription. However, if an employee tests positive for one of these synthetic opioids, the rule requires the Medical Review Officer (MRO) to determine whether the employee has a legally valid prescription for the drug. If the employee does have a legally valid prescription, the MRO must downgrade the test from a positive to a negative and report the negative test result. It appears likely that an MRO will deem an expired prescription invalid; and, therefore, not a basis to turn the drug test from positive to negative.

Even if the positive test is downgraded to negative because of a valid medical prescription, the MRO may report the positive test to the employer; and, if in the MRO's judgment, the employee is likely medically unqualified under the DOT regulations or if continued performance is likely to pose a significant safety risk. Prior to such reporting, the MRO must give the employee five days to allow the prescribing doctor to contact the MRO to determine if the medication can be changed to sufficiently address the safety risk.

Ban the Box (AB 1008)

The "Ban the Box" law makes it unlawful for an employer with five or more employees to include on any employment application a question that seeks the

disclosure of the applicant's conviction history or to inquire into or consider the conviction history of the applicant until that applicant has received a conditional offer. In addition, when conducting a conviction history background check, the employer may not consider, distribute, or disseminate information related to certain specified prior arrests, diversions, and convictions.

Under this law, an employer who intends to deny an applicant a position of employment because of the applicant's conviction history is required to take certain mandated steps and provide notice to the applicant before it can reject the applicant.

Salary history prohibition (AB 168)

In an effort to address gender-based discriminatory pay practices, this law prohibits all employers, including the Legislature, the state, and local governments, from seeking salary history information about an applicant for employment and requires an employer to provide the pay scale for a position to an applicant upon reasonable request. The law does not apply to salary history information disclosable to the public pursuant to federal or state law.

Expansion of California's Equal Pay Act to public sector employers (AB 46)

The California Equal Pay Act prohibits an employer from paying an employee wage rates less than the rates paid to employees of a different race or ethnicity or of the opposite sex for substantially similar work that requires the same skills, effort, and responsibility when performed under similar working conditions. Under AB 46, the California Equal Pay Act is expanded to include public sector employers.

Protected baby-bonding leave (SB 63)

This law extends the protections of the California Family Rights Act (CFRA) to include baby-bonding leave for employees of medium-sized employers, those with 20 or more employees. Previously,

baby-bonding leave only applied to large employers with 50 or more employees. CFRA allows an employee to take up to 12 weeks of parental leave to bond with a new child within one year of the child's birth, adoption, or foster-care placement. The Employer must maintain the employee's health insurance coverage while taking an approved CFRA leave.

Prohibition on dissuading public employees to join a union (SB 285)

In response to the potential fallout from an anti-union decision in *Janus v. AFSCME Council 31*, on which the Supreme Court will hear oral arguments later this month, this law prohibits a public employer from deterring or discouraging public employees from becoming or remaining members of an employee organization. "Public employers" include counties, cities, districts, the state, schools, transit districts, the University of California, and the California State University, among others. The bill also grants the Public Employment Relations Board ("PERB") jurisdiction over violations of its provisions.

Union access to public employee orientation, contact information (AB 119)

Also intended to address the implications of a negative ruling in *Janus*, this law requires public employers regulated by PERB to provide the exclusive representative of those employees mandatory access to its new employee orientations. The employer is required to provide the exclusive representatives with not less than 10-days' notice in advance of an orientation. Employers are also required to provide the name, job title, department, work location, work, home, and personal cellular telephone numbers, personal email addresses, and home address of newly-hired employees within 30 days of hire or by the first pay period of the month following hire, and to provide that information for all employees in the bargaining unit at least every 120 days.



Raising important worker issues in the 2018 legislative session

The Legislature is back in full swing in Sacramento, and we expect an eventful session with both the Senate and Assembly poised to take on some very weighty issues.

Sexual harassment is the issue of the day; the scandals that first came to light in Hollywood are coming to roost in California politics. A handful of legislators have already been forced to resign or take leave, and there certainly will be more to come.

While the focus has been on these high-profile cases, all industries experience abusive workplace environments, particularly where workers have little power. Fortunately, now that light has been shined on widespread harassment, the Legislature will likely push through policies to protect workers from this kind of abuse. Hundreds of bills will be introduced on the topic, and we will work to make sure the ones that make it to the Governor's desk protect all workers.

The housing crisis will be another big issue for the 2018 session. Both rental and home purchase are completely unaffordable for most working families. Bay Area housing is particularly difficult, where workers are priced out of the market and must make extremely long commutes to and from work. Last

year, several bills were designed to address this issue, but much more needs to be done.

Californians have also been negatively impacted by the Trump tax cut for billionaires. Many higher-wage workers, such as those with union jobs, will be impacted when they can no longer deduct their state and local taxes on their federal returns. This amounts to a significant tax hike for Californians. Since we can do little about it at the federal level, stay tuned for creative policies at the state level to lessen the blow on working families.

The California Teamsters Public Affairs Council will also sponsor our own legislation to address the needs of our members and those we are trying to organize. We will propose bills dealing with port trucking, including ensuring that clean air subsidies go to good companies that employ drivers rather than those that exploit so-called independent contractors. We'll also introduce legislation to establish contracting standards for port trucking with joint liability for shippers like Walmart if they ignore those standards.

We will continue to be involved in healthcare reform, working on both universal coverage and policies to bring down healthcare costs. The Teamsters

have sponsored legislation in this area for the last five or six years and will push for more because we know that rising healthcare costs dominate the bargaining table, serving as a barrier to wage gain across all sectors.

Automation is another area of focus for us this year and for the foreseeable future. Automated vehicles and automation in logistics are real threats to jobs. Policy makers have been so enamored by the benefits of automation that they have forgotten about the need to deal with displacement of an entire workforce. CTPAC and Joint Council 7 will work to get legislators engaged on this issue in a way that brings attention back to workers.

Lastly, our public sector is faced with a potential U.S. Supreme Court decision in *Janus v. AFSCME* later this year that could bring so-called right to work to all public employee workplaces. It would give nonmembers all the benefits of the union without paying anything, financially crippling some public employee unions and significantly hampering efforts to represent members. We will not take this lying down. Should a bad decision come down, we will be looking at creative legislative ways to maintain and grow union strength to protect our members.

AROUND THE LOCALS



LOCAL 948

Congrats to Hoffa scholarship winner



Local 948 congratulates Rubel Dehal (C) for winning the James R. Hoffa Memorial Scholarship. Her mother Amarjit Kaur Dehal (L) is a Del Monte Modesto employee and is a 23-year member of Local 948. Rubel has already completed her first semester at the University of California Berkeley. "We wish her great success in her future," says Secretary-Treasurer Adam Ochoa (R).

IN MEMORIAM

24-year member dies on the job

On February 9, 2018, Jeremy Gordon, 42, a 24-year driver at Recology in San Francisco and member of Teamsters Local 350, died in a collision while delivering a garbage compactor to Zuckerberg San Francisco General Hospital.

"The Teamsters wish to pass along our sincere condolences to Jeremy's family, friends and co-workers who we know are trying to make sense of this loss right now," said Teamsters Solid Waste & Recycling Division Director Ron Herrera.

"While Jeremy's death was an accident, waste workers face life threatening situations every single day. Waste corporations regularly push drivers to work 10 to 14 hour shifts, often using dangerous, poorly-maintained equipment and vehicles. Rather than hire additional drivers or trucks, these businesses endanger human lives. This race to the bottom must end, or else Jeremy will not be the last good person we lose to this very dangerous industry."

LOCAL 315

Concord UPSer saves man from burning mobile home

Jesse Gregory, a recently promoted service provider, was reaching a delivery stop along his route in December when he spotted white smoke wafting from a mobile park. Gregory observed the smoke worsening as it turned black. The UPSer pulled over his truck, threw on his hazard lights, and pulled in his mirror to further investigate the scene. He then started to hear a woman shouting in Spanish.



Secretary-Treasurer Don E. Garcia (right) and Business Agent Nick Berry (left) thank Jesse Gregory for his heroism.

As he approached the park, Jesse realized that a motor home was on fire. Four other people were witnessing the scene, but no one knew if anyone was in the motor home. Two people made attempts to search the home, but the smoke was too threatening.

Jesse and another person discovered two hoses nearby, and started to extinguish the fire. One of the witnesses called 911.

With the help of others, Jesse broke in one of the windows to open the door. As he and another person went inside, they heard a cry. They found a man lying on the floor. Initially, they screamed at him to get out, but he remained still. The two of them grabbed the unconscious man and evacuated the home. Jesse sat by the man's side, holding his head and praying. The man then began to breathe again. Shortly after, the fire department arrived and rushed the rescued man to the hospital.

Jesse Gregory went with his intuition and was able to help save someone's life. "We are so proud of our union brother for springing into action and working alongside others when help was needed," said Local 315 Secretary-Treasurer Don E. Garcia.

LOCAL 853

Drivers at UNFI in Gilroy vote to join Teamsters

In January, drivers with the largest natural and organic food supplier in the U.S., United Natural Foods, Inc. (UNFI), voted to be represented by Teamsters Local 853 in Oakland. The drivers are seeking fair scheduling and compensation for excess hours, seniority for overtime, improvements to safety and a shorter wage progression, among other gains.

The 31 drivers, based out of Gilroy, transport supplies for UNFI to major clients like Whole Foods, Amazon, Genentech, Sprouts and Google.

"We're excited to welcome UNFI drivers to the Teamsters. There is a trend across the country of UNFI workers joining together and seeking Teamster representation," said Dennis Hart, Secretary-Treasurer of Teamsters Local 853. "As companies become increasingly interconnected, as with Amazon's purchase of Whole Foods, it's important that unions strategically organize and workers unite to better their working conditions."

Gilroy drivers seeking to organize with Teamsters Local 853 received support and words of encouragement from Teamster UNFI drivers from Dayville, Conn.; Hudson Valley, N.Y.; Moreno Valley, Calif.; and Auburn, Wash.

"This was not a slam-dunk campaign," says Local 853 Business Rep Ray Torres, who campaigned with Trustee Scott Gonsalves and Organizer Steve Bender to counter the lies the members were hearing from the two union busters the company employed. "Having drivers from other locations tell the Gilroy workers about how the union really works really made the difference."

Teamster UNFI members from Local 63 in Covina, Calif., and Local 117 in Tukwila, Wash.,



Drivers at UNFI in Gilroy voted for Teamster representation.

traveled to meet with the UNFI workers in Gilroy, to provide support and share their experiences with organizing and forming their union with the Teamsters.

"Our thanks go to all the UNFI workers who reached out to their fellow UNFI workers, and to the Teamsters Warehouse Division Director Steve Vairma for his support and leadership," Hart said.

LOCAL 601

Two big contracts up

2018 is the year for negotiating two of Local 601's biggest contracts: Diamond Foods and CPI, which the master agreement for the canneries.

"We expect that this year's negotiations will be more difficult than ever because of the rising cost of health insurance," says Secretary-Treasurer Ashley Alvarado, who promises to "work very hard to negotiate a good contract and to keep the cost of health insurance cost down for our hard-working members."

LOCAL 2010

Workers protest for campus safety and fair wages at CSU



Skilled Trades Teamsters at Chico (L) and San Francisco State (R) take part in statewide protest at California State University.

Hundreds of Skilled Trades workers across the California State University system held protests on Tuesday, January 23, to call attention to the threats to students caused by years of neglect of campus facilities.

CSU has accumulated a \$2+ billion backlog of neglected repairs and maintenance work, which continues to grow by \$143 million a year.

“CSU raises tuition, but fails to invest in student safety and the safety of the workers who make the university run,” said Jason Rabinowitz, Teamsters Local 2010 Secretary-Treasurer. “It’s time for CSU to fulfill its promise to the people of California and provide a safe environment for students and workers.”

Inadequate funding has resulted in a backlog of system failures and facilities past their useful life, according to CSU’s own reports. At many CSU campuses, the utilities infrastructure is obsolete, dating back more than a half century and in need of upgrade or replacement. This results in power or water service interruptions and failures,

which threaten to interrupt education services to students.

“Our members— electricians, carpenters, plumbers, and other skilled trades workers—work hard to keep the universities running and we take pride in our work,” said Hector Fernandez, Teamsters Local 2010 Director of Skilled Trades. “But we are overworked and understaffed, putting us and the students in danger.”

In a recent survey, more than 63% of CSU skilled trades workers, whose job it is to maintain and repair university facilities, reported being aware of unsafe conditions or accidents due to deferred maintenance and understaffing.

“I just want what everyone wants,” said Curtis Maas, a carpenter at Chico State. “I want to be safe in the workplace and be paid a fair wage for work that I do.”

Teamsters Local 2010 is currently in wage reopen negotiations with California State University.

LOCAL 665

Keeping the car rental agencies honest at SFO

The three major car rental agencies at San Francisco Airport (Hertz, Avis and Enterprise—which collectively own all the other major agencies) are all union—signatory either to Local 665 or 856. One of the three is trying to get the employees to decertify the union. “We’re not going to name the agency at this point, but we’re working to fight that off,” says Local 665 Vice President Chuck Andrew.

The rental car agencies operate under a lease agreement with San Francisco, which requires that the employers at SFO maintain labor peace and labor harmony. “This particular employer has twice before tried to come after Local 856 and now they’re coming after us,” explains Andrew. “We



Local 665 members rally at SFO on February 12

and should be evicted from the airport unless they back off the campaign.”

Local 665 represents about 450 of the workers in the car rental industry at SFO. “We want to keep all of those workers in the union to keep the standards high for the industry. We’re working with City Hall to increase the Minimum Compensation Ordinance (MCO), and we hope to extend the prevailing wage to the rental car workers, as well” Andrew said.

held a rally on February 12 to call for a hearing of the Airport Commission and the San Francisco Board of Supervisors. With the active decert campaign, this employer is in violation of the City’s labor peace agreement

LOCAL 856

Members ratify new contract with Wing Nien Foods



(From left) Teamster members Raul Beloso, Roger Lin, Run Ha.

At the Wing Nien Foods manufacturing facility in Hayward, Teamster Local 856 members – with a newly ratified contract – can be found making and producing many of the sauces found on grocery shelves around the country.

Local 856 has represented workers at the family-owned Wing Nien Foods for decades. The company first opened in San Francisco, but moved to Hayward in 1992. Originally only producing soy sauce, now the 40 workers cook, test, package, and ship gyoza sauce, curry sauce, pot sticker sauce, sweet and sour sauce, and more. They produce the popular Kikkoman soy sauce and sauces for large stores like Trader Joes.

Roger Lin has been a machine operator at Wing Nien since about 1982, and is happy with the new contract. “We haven’t had anything like this before,” he said. “The raise we got this time gives me more money to spend on my family.”

Roger and his coworkers ratified their new contract just before Christmas. The agreement includes a wage increase, retains 100% employer-paid health care, as well as a 401(k) with employer contributions.

“We want to help this company expand, and they have an opportunity to do that,” said Teamsters 856 Legal Counsel Malia Vella, who led negotiations. “The employer is putting more money on the table, but also continuing to provide competitive benefits,” she said. “They are able to compete and get more business, and our union grows stronger by adding more members.”

Run Hua Tan has been a cook at Wing Nien for 30 years. He remembers the move from San Francisco to Hayward in 1992. Since he started, Run has helped three others who came to the U.S. from the same village he is from in China secure jobs at Wing Nien.

Working in shipping and receiving, Raul Beloso has worked for Wing Nien for 24 years. “The most we’ve shipped out is four to five truckloads in one day. We like it when it’s busy,” said Raul.

With members from around the world, speaking many languages, demanding strong contracts, and working together to produce quality products, Wing Nien Teamsters are a part of what makes the union strong.



LOCAL 70 Oakland

General Membership Meetings:
January 25, Thursday, 7:00 p.m.
February 22, Thursday, 7:00 p.m.
March 24, Saturday, 10:00 a.m.
April 26, Thursday, 7:00 p.m.
May 24, Thursday, 7:00 p.m.
June 23, Saturday, 10:00 a.m.
July – August 2018 MEETINGS
SUSPENDED FOR SUMMER
September 22, Saturday, 10:00 a.m.
October 25, Thursday, 7:00 p.m.
November 13, Tuesday, 7:00 p.m.
December 15, Saturday, 10:00 a.m.

Stewards Council Meetings

March 24, Saturday, 9:00 a.m.
June 23, Saturday, 9:00 a.m.
September 22, Saturday, 9:00 a.m.
December 15, Saturday, 9:00 a.m.

Sick Benefit Meetings

2nd Tuesdays of the month, 7:00 p.m.
All meetings are held at Teamsters
Local 70, 400 Roland Way, Oakland.

Marty Frates, Secretary-Treasurer

LOCAL 87 Bakersfield

General Membership Meetings:

All meetings are held at Teamsters
Local 87, 2531 G Street, Bakersfield.
NOTE: All meetings are held on
Sundays, and start promptly at 10:00
a.m.

January 28 • February 25 • March 25
April 29 • May 20 • September 30
October 28 • November 18
December 16

*June-August summer meetings are
suspended

*Joseph H. Sumlin
Secretary-Treasurer*

LOCAL 137 Redding

General Membership Meetings will
be held at 5:00 p.m. at Local 137,
3540 S. Market St., in Redding on:
March 23
April 20
May 11

No meetings June – August
September – December TBA

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
February 7 • March 7 • April 4
May 2 • June 6 • July 11 • August 1
September 5 • October 3 • November 7
December 5

*Mario Contreras
Secretary-Treasurer*

LOCAL 287 San Jose

General Membership Meetings:
are held on the second Tuesday of
the month at 7:00 p.m., with the
exception of April, June, September
and December. Those meetings will
be held on Saturdays at 9:00 a.m.

*Jerry Cordova
Secretary-Treasurer*

LOCAL 315 Martinez

General Membership Meetings are
generally held on the 2nd Wednesday
of the month at 8:00 p.m. with the
exception of Saturday, May 12 and
October 13, when the meeting begins
at 9:00 a.m. New Member Orientation
begins at 7:30 p.m.

2018 meeting locations:

Martinez Union Hall

2727 Alhambra Ave., Martinez:

Wednesday, January 10
Wednesday, February 14
Wednesday, April 11
Saturday, May 12
Wednesday, July 11

Wednesday, Aug 8

Saturday, Oct 13

Wednesday, Nov 14

Vallejo Union Hall

445 Nebraska Street, Vallejo:

Wednesday, March 14

Wednesday, June 13

Wednesday, September 12

Wednesday, December 12

*Don E. Garcia
Secretary-Treasurer*

LOCAL 350 Daly City

San Francisco General Membership Meetings:

Electricians Hall, 55 Fillmore Street,
San Francisco, CA 94117
March 8, Thursday, 6:00 p.m.
June 14, Thursday, 6:00 p.m.
September 13, Thursday, 6:00 p.m.

San Francisco General Membership Christmas Meeting:

Best Western Grosvenor Hotel,
380 South Airport Blvd., South San
Francisco, CA 94080

December 13, Thursday, 6:00 p.m.

San Jose General Membership Meetings:

Teamsters Local 287, 1452 North
Fourth Street, San Jose, CA 95112,
March 28, Thursday, 7:00 p.m.
June 27, Wednesday, 7:00 p.m.
September 26, Wednesday, 7:00 p.m.

San Jose General Membership Christmas Meeting:

DoubleTree by Hilton San Jose –
2060 Gateway Place, San Jose, CA
95110

December 19, Wednesday, 7:00 p.m.

*John Bouchard
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), 7:30 p.m. at
Local 431 Membership Hall, 1140
W. Olive, Fresno. A vote will be held
at the May 3 meeting to determine
suspension of summer months'
meetings.

**March 8, April 5, **May 10,
June 7, July 5, **August 9,
September 6, **October 11,
November 1, December 6.

Peter Nuñez, 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

Ken Guertin, Secretary-Treasurer

LOCAL 517 Visalia

January 18: Visalia 9 am/5 pm
February 15: Visalia 9 am/5 pm
March 15: Bakersfield 6 pm
April 19 Visalia 9 am/5 pm
May 17 Lemoore 5:00 pm June 21
Visalia 9 am/5 pm
July 19 Bakersfield 6 pm
August 16 Visalia 9 am/5 pm
Sept. 20: Lemoore 5 pm
October 18: Visalia 9 am/5pm
November 15: Visalia 9 am/5 pm
December 20: Visalia 9 am/5 pm
Visalia Meetings: Local 517 Union
Hall: 512 W. Oak Ave.

Lemoore & Bakersfield Meetings:

Locations to be announced

* All dates are subject to change

Greg Landers, Secretary-Treasurer

LOCAL 533 Reno

All meetings are held at the
Teamsters Local 533 Hall, 1190
Selmi Drive #100, Reno, NV 89512.
Meetings are on the third Thursday
of each month at 7:00 p.m.
February 15 • March 15 • April 19
May 17 • June 21 • July 19
August 16 • September 20
October 18 • November 15
December 20

*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*



LOCAL 665 San Francisco

General Membership Meetings are held according to the following schedule:

4th Tuesday of the month,
6:00 p.m. 150 Executive Park Blvd,
San Francisco
January 23 • March 27 • May 22
4th Tuesday of the month, 6:00 p.m.
1371 Neotomas Ave., Santa Rosa:
February 27 • April 24 • June 26 •
October 23

Members please note: A vote will be taken during the June 26th meeting about whether to suspend or conduct General Membership Meetings during the months of July, August and September 2018.

3rd Tuesday of the month, 6:00 p.m.
Nov 20 at 150 Executive Park Blvd,
San Francisco.
3rd Tuesday of the month, 6:00 p.m.
Dec 18 at 1371 Neotomas Ave.,
Santa Rosa.

*Mark Gleason
Secretary-Treasurer*

LOCAL 853 Oakland

General Membership Meetings are held the second Thursday of the month, 7 p.m., at Teamsters Local 853 Meeting Room, 7750 Pardee Lane, Oakland.

Dennis Hart, Secretary-Treasurer

LOCAL 856 San Bruno

2018 General Membership Meetings

Tuesday, January 30, 6:00 p.m.
Tuesday, February 27, 6:00 p.m.
Tuesday, March 27, 6:00 p.m.
Tuesday, April 24, 6:00 p.m.
Tuesday, May 29, 6:00 p.m.
June, July, August meetings - Cancelled
Tuesday, September 25, 6:00 p.m.
Tuesday, October 30, 6:00 p.m.
November 2018 "Annual Thanksgiving Meeting" - To Be Announced
December 2018 Meeting - Cancelled
All meetings are held at Teamsters Local 856 "Chetcuti Hall," 453 San Mateo Avenue, San Bruno, unless otherwise notified.

Peter Finn, Secretary-Treasurer

LOCAL 890 Salinas

General Membership Meetings are the second Thursday of the month at Teamsters Local 890, 207 North Sanborn Road, Salinas, at 8 p.m. Las reuniones generales de membresia son el segundo jueves de cada mes en Teamsters Local 890, 207 North Sanborn Road, Salinas, a las 8 p.m.

Crescencio Diaz, President

LOCAL 912 Watsonville

General Membership Meetings are held the 4th Tuesday of the month, 12 noon and 7 p.m., except for December, due to the holiday. Meetings are all held at Local 912, 22 East 5th St., Watsonville.

Local 912 fechas para las juntas de la membresia general del 2018 todos los cuarto Martes del mes a las 12:00 p.m. y otra a las 7:00 p.m. excepto en Diciembre por el dia de fiesta.

February 27 • March 27 • April 24 •
May 22 • June 26 • July 24 • August
28 • September 25 • October 23 •
November 27 • December 18.

Steven Lua, Secretary-Treasurer

LOCAL 948 Visalia/Modesto

General Membership Meetings:

Visalia: Second Thursday of the month at Teamsters Local 948 Meeting Hall, 2354 W. Whitendale Ave., Visalia, 7 p.m.

Modesto: Third Tuesday of the month at Teamsters Local 948 Meeting Hall, at Teamsters Local 948, 1222 I Street, Modesto, 7 p.m.

Adam Ochoa, Secretary-Treasurer

LOCAL 2010 Oakland

General Membership Meetings are held on Saturday at 10 a.m.. Meetings are held at Local 2010's Nor Cal office: 400 Roland Way, Suite 2010, Oakland, CA 94621 and at the So Cal office: 9900 Flower Street, Bellflower, CA 90706. Members may attend either location for any meeting, because the locations are linked by video conference.

Meeting Dates: March 10 • April 14
May 12 • June 16 • July 14
August 11 • September 15 • October
13 • November 17 • December 15

*Meeting dates are subject to cancellation; please check teamsters2010.org for updates.

*Jason Rabinowitz
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

RETIREE CLUBS

Sacramento Teamsters Retirees Association

Meeting are held on the last Wednesday of each month at 1:00 p.m. at Teamsters Local 150 at 7120 East Parkway, Sacramento, CA 95823. No meetings will be held in June, July, or August.

Freddie Griffin, President

Teamsters Local 2785 Retirees Club

Luncheon meetings will be held at 11:30 a.m. at the South San Francisco Elks Lodge, 920 Stonegate Drive on March 13, June 12, September 11, and December 11.

New members are welcome!

Bob Silva, President

Teamsters Retirees Stockton-Modesto

Luncheon meeting are held on the 1st Tuesday of every month at noon at the MRPS Hall, 133 N. Grant Avenue, Manteca, The June meeting, (still meets on the 1st Tuesday), is a picnic meeting.

NO MEETING IN JULY

The December meeting, (still meets on the 1st Tuesday), and is a buffet at the MRPS Hall.

Carl Joaquin, President

East Bay Teamsters Retirees Club

Luncheon meetings are held on the 3rd Wednesday of every month, (except for June, July, and August), at 11:00 a.m. at Local 70, 400 Roland Way, Oakland. All Teamsters are Welcome...

Charlie Scarano, President

Teamster Retirees Central Valley Chapter - Locals 431, 517 & 948

Luncheon meetings held the first Friday of every month at 10:00am (No meetings held June or July). For meeting locations, please contact Dave Carlock, Retirees President at 559-978-9876.



YOUR LOCAL UNION PHONE NUMBERS

70	510-569-9317	601	209-948-2800
87	661-327-8594	665	415-728-0811
137	530-243-0232	853	510-895-8853
150	916-392-7070	856	650-635-0111
287	408-453-0287	890	831-424-5743
315	925-228-2246	896	707-644-8896
350	650-757-7290	912	831-724-0683
386	209-526-2755	948	559-625-1061
431	559-486-5410	2010	510-845-2221
439	209-948-9592	2785	415-467-0450
517	559-627-9993	GCIU, DC 2	800-333-4388
533	775-348-6060		

The California Teamsters are represented at the California Legislature and before state administrative agencies by the California Teamsters Public Affairs Council. Barry Broad, Shane Gusman and Matt Broad are the Legislative Representatives and Stacey Swett is the Office Assistant

Per Capita Tax

All Teamsters affiliated with Joint Councils 7 and 42 support the California Teamsters Public Affairs Council through a per capita tax of 25 cents per member per month, from union dues. Twenty five percent (25%) of this is set aside in the Political Action Committee from which the Executive Committee makes campaign contributions.

Executive Committee

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

Policy Committee

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

Any questions about the California Teamsters Public Affairs Council may be addressed to California Teamsters Public Affairs Council, 1127 11th Street, Suite 512, Sacramento, CA 95814. Phone: 916-446-0291 and FAX: 916-446-9321 E-mail: info@teamsterctpac.org

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



**Joint Council 7:
www.teamstersjc7.org
International Teamsters:
www.teamster.org
Check the web for your local union's website!**



DOT responds to opioid crisis with increased monitoring

The U.S. Department of Transportation (DOT) announced on November, 13 2017 the expansion of its drug testing panel to include four "semi-synthetic" opioid drugs: hydrocodone (Vicodin, Lortab, Norco), hydromorphone (Dilaudid), oxycodone (Percocet & OxyContin) and oxymorphone (Opana). The changes took effect on January 1, 2018 and were made to assure that DOT's drug testing regulations are consistent with the Mandatory Guidelines for Federal Workplace Drug Testing Programs issued by U.S. Department of Health and Human Services that took effect on October 1, 2017.

DOT-regulated employers include those regulated by the Federal Motor Carrier Safety Administration, Federal Aviation Administration, Federal Railroad Administration, Federal Transit Administration, Pipeline and Hazardous Materials Safety Administration, and the United States Coast Guard. All commercial drivers are subject to the new rules.

The addition of the semi-synthetic opioid drugs is intended to address the nationwide epidemic of prescription painkiller abuse. Since 1999, opioid prescriptions and deaths from accidental overdose have almost quadrupled. Fatal drug poisonings, which are largely due to opioid painkillers, now account for more preventable deaths annually than automobile accidents among adults.

Hydrocodone, hydromorphone, oxycodone and oxymorphone are Schedule II controlled substances and are more commonly known as Vicodin, OxyContin, Lortab, Norco, Percocet and Dilaudid, among others. All of the drugs added to the testing panel are available by prescription.

DOT still refers to its drug testing panel as a 5-panel, but the term "opiates" which formerly only included heroin, morphine and codeine, is being changed to "opioids" and now will include these four synthetic substances. The Department of Health and Human Services explained that the four prescription pain medications were added to the standard testing panel because data indicates that although they are prescribed, they are the prescription pain medications that are most frequently used without medical authorization.

DOT regulations still permit the employee to produce a legitimate medical explanation for the presence of drugs in his/her system, but the Medical Review Officer is not permitted to question whether the prescribing physician should have prescribed the substance.

The regulation addressing MRO verification of valid prescription medication use provides the following guidance:

The MRO must also advise the employee that, before informing any third party about any medication the employee is using pursuant to a legally valid prescription, the MRO will allow 5 business days from the date

the MRO reports the result as negative for the employee to have the prescribing physician contact the MRO to determine if the medication can be changed to one that does not make the employee medically unqualified or does not pose a significant safety risk.

If, in the MRO's reasonable medical judgment, a medical qualification issue or a significant safety risk remains after the MRO communicates with the employee's prescribing physician or after 5 business days, whichever is shorter, the MRO must report the information to a third party which may include the employer.

If the MRO receives information that eliminates the medical qualification issue or significant safety risk, the MRO must transmit this information to any third party to whom the MRO previously provided information under §40.327.

DOT's new regulations also confirm that no specimens, other than urine, may be tested for drugs. Only urine specimens screened and confirmed at HHS-certified laboratories are permitted; point-of-collection testing, or instant tests, are not authorized.

What these rules mean for Teamster commercial drivers is that every CDL holder should be certain that he or she is taking prescribed opioid medications in the amounts the doctor wrote on the prescription. The prescribing physician should be aware of the CDL holder's job requirements, so drivers should tell their doctors what they do for a living. Under no circumstances should a CDL holder take a different painkiller medication for which he or she does not have a valid prescription. It is unwise to take old medications that might be in one's bathroom cabinet even though they were prescribed in the CDL holder's name. For example, an old prescription for vicodin written by a dentist for a procedure done four years ago may not be verified by that dentist when the MRO calls to ask if the driver should be taking that medication four years later.

If you are one of the many million Americans taking a prescription opioid daily and would like to consider an alternative, contact your physician about your options. If you want to stop using opioids completely because you fear you have crossed into drug abuse or addiction, please contact TAP at 800-253-8326 or TARP at 800-522-8277 for information or a confidential assessment.

Current drug test panel and cut-off concentrations:

Drug	Initial	Confirmatory
Marijuana	50 ng/ml	15 ng/ml
Cocaine	150 ng/ml	100 ng/ml
Phencyclidine (PCP)	25 ng/ml	25 ng/ml
Amphetamines (includes Methamphetamines, MDMA, MDA)	500 ng/ml	250 ng/ml
Opioids:		
Codeine/Morphine	2000 ng/ml	2000 ng/ml
6-AM (Heroin)	10 ng/ml	10 ng/ml
Hydrocodone/Hydromorphone	300 ng/ml	300 ng/ml
Oxycodone/Oxymorphone	100 ng/ml	100 ng/ml