



TEAMSTER

Northern California

Serving more than 70,000 Teamsters and their families

Volume 48, Number 5

February/March/April 2004

So Cal strikers hold the line on employer-based health care

Seventy thousand grocery workers have been on strike in Southern California since October for health care—not only for themselves but for all workers.

These members of the United Food and Commercial Workers (UFCW) consider this strike a line in the sand—health care for all union members is at risk if this strike is not successful. In negotiations across the state, benefits are the number one employer target.

This strike is about defending health care coverage for all working people. “This is not only a UFCW fight—this is our fight,” says Joint Council 7 President Chuck Mack.

Employer-based health care is under attack in this country. In California, health care premiums in-

creased by 13% last year and worker contributions went up 32%.

Profitable grocery store chains, like (Safeway-owned) Vons, Albertsons and Ralphs, are insisting on the elimination of health care benefits for all new employees and refusing to adequately fund existing benefits for current employees.

Support the strikers

Safeway CEO Steve Burd is leading the charge to slash the health benefits, and bust both the wage scale and the union of grocery employees.

Join the fight to save health care. Don't shop at Safeway Stores and donate to the Hold the Line for Health Care Strike Fund, AFL-CIO, 815 16th St., N.W., Washington, DC 20006, or online at <https://secure.ga3.org/08/holdtheline>.



More than 800 union members marched through Oakland's Rockridge section in November as part of the Days of Solidarity with the striking Southern California retail clerks. Monthly demonstrations have disrupted business at Safeway stores across the state.

Local 853 members conduct historic “pour” for new Bay Bridge

As the new eastern span of the Bay Bridge slowly rises, commuters are getting a close-up view of one of the world's most ambitious engineering projects ever. This 2-mile elevated roadway will combine art and infrastructure in a showcase of cutting-edge technology.

Like all construction projects, the new span starts with the foundation and that's where Local 853 members come in.

In January, 100 Teamster drivers with 100 mixer trucks worked for 40 continuous hours pouring 5,000 cubic yards of concrete. They were creating

the pilings for the bridge support stations. In all, the foundation is 90 feet deep.

How they do it

“It's a unique process. They had to put two huge blocks of ice into the mixer truck, then dump the concrete on top of it,” explains Local 853 Business Agent Bo Morgan. “Then they inject liquid nitrogen to cool the concrete down below 50 degrees,” he explained.

Right now, giant cranes are straddling the recently constructed “coffer dams”—huge structures built around



Local 853 Vice President Phil Tarantino and Business Agent Bo Morgan and Local 78 Business Agent Kenn Hill observe the pour.

the new bridge's column sites. At high tide, the cranes hook on to the 1,600-ton steel boxes that will secure each column's pilings, lowering them through the water to the bottom of the bay.

Each box has holes for six piles. A piling template—a tower that guides the pilings at the correct angles as they are pounded in—is placed over the dam. Water is then removed from the dam, and the pilings are driven into the rock with some of the world's biggest pile hammers, each capable of 1.2 million foot-pounds of force.

After the pilings are reinforced with steel and concrete, a column will be erected from each footing. At the top of each column, huge cranes will place precast concrete segments of

roadway. A total of 452 segments will be used for the skyway, each weighing up to 780 tons. Cast in Stockton and barged to the site, they are actually fairly light for chunks of concrete the size of office buildings.

The eastern span marks the first time such precast concrete techniques have been used in a seismic zone, say Caltrans engineers.

In addition to the 100 members of Local 853 who work at RMC Pacific and did the pour, there were also four members of Local 78 on hand to grease the trucks.

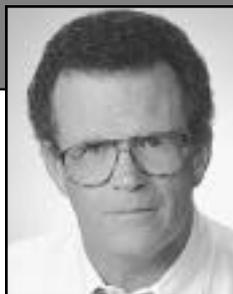
“RMC did a wonderful job out there,” added Morgan. “They fed our members, paid premium money to get it all done and were most cooperative.”

The eastern span of the bridge is scheduled to open in 2007. The next pour of 7,000 cubic yards is slated for February.



VOTE

CALIFORNIA PRIMARY
ELECTION
TUESDAY, MARCH 2
SEE ENDORSEMENTS
(PAGES 4-5)



President's Report

by
Chuck Mack

What holidays?

Year end is normally a time when things slow down. The holidays with family and social activities take precedence over work. Not this year—there were too many issues and they wouldn't wait.

Saving SB2—the healthcare law

First among them is the attempt to repeal SB2, the landmark healthcare legislation that requires employers with 50 or more employees to provide work-related healthcare coverage by 2006. Employer groups and some individual employers have been working to qualify a referendum that if passed would wipe SB2 off the books. What a disaster for workers! With so much at stake, this is a struggle we can't afford to lose.

The employers who are funding this referendum campaign—the restaurants, the retailers, and others—clearly see this as a national issue. They see California and this referendum as the primary healthcare battleground and they believe the outcome will dictate the healthcare agenda nationally for decades to come. They are right.

One need look no further than what is happening in Southern California. The grocery strike is all about health care and the employers' attempt to shift costs to workers. This strike is only the opening salvo. If the UFCW can't protect their hard-earned health benefits, we will begin to see Southern California's fight repeated everywhere.

There is good news. The referendum on SB2 is beatable. Polling makes it clear that a majority of the voters are opposed to repealing this important law.

There's even better news. The Superior Court in Sacramento threw out all of the signatures collected by the anti-SB2 groups. It found that petition circulators had collected them under false pretenses. Employer interests have appealed and the matter should be decided by mid to late-January. Even if the court reverses the lower court, it's a long shot the proposition will make the March ballot.

While we're heartened by the court decision, we can't let down. The Teamsters have a lot at stake here. Wal-Mart and other large race-to-the-bottom employers that compete directly with Teamsters will benefit if this referendum succeeds.

Fighting Wal-Mart in Contra Costa

Speaking of Wal-Mart, a major battle with this behemoth is just ahead in Contra Costa County.

In 2003, the County Board of Supervisors passed legislation that outlaws the building of "big box" stores on county land. Wal-Mart, with its big plans for super centers throughout California, went wild. They circulated a referendum in the county and succeeded in getting their measure on the March 2 ballot.

Wal-Mart sees the Contra Costa vote as a "watershed." If they win, the anti-big box movement is probably dead. We expect them to spend millions in the effort.

As with SB2, we can win this struggle, but it will take a determined effort. We need to raise money to deliver our message and we need to put an "army" in the streets to make sure union members, environmentalists, seniors, "Soccer Moms," and "NASCAR Dads" make the right decision—No Wal-Mart super centers.

Bush-Schwarzenegger—1-2 punch

If that weren't enough, we also face the Schwarzenegger challenge in California and Bush attack nationally. Both have at least one thing in common—they seek to make California and the nation more "business friendly." As I see it, these are merely code words for rolling back the gains and rights workers made over the last decade.

If they have their way, expect drastic changes in overtime, workers compensation, minimum wage, the right to organize, prevailing wage and a lot more.

We've got our work cut out. There wasn't a lot of celebrating at the end of 2003. We have to be ready for the challenges facing us in 2004.

Southern solidarity

More than 8,000 Teamster members walked off the job after striking UFCW members extended picket lines to Ralph's, Albertsons and Vons grocery distribution centers in Southern California. It was a powerful show of solidarity and a morale boost to 70,000 UFCW members who have been on the street for over two months.

It was also a recognition by Teamster leaders that "what goes around comes around." If the grocers succeed in stripping healthcare and pension benefits from the clerks this year, it will be the Teamsters' turn in 2005.

There are even broader ramifications if the industry wins. The healthcare issue will be put in play for workers, union and non, across the country. Employers will use this struggle as a road map to slice up worker benefit packages.

After a month with Teamsters on the street, the UFCW took down picket lines at Ralph's, Albertsons and Vons, with the exception of the Von's El Monte Distribution Center. This was an act of good faith, an effort to jump start negotiations, but it didn't work. Employers rejected a modified union proposal and as we go to press, the strike continues.

It's time for the UFCW to bring together the labor movement as one and confront the sheer greed that motivates the chain store employers. We pledge to provide whatever help and assistance is needed.

National contract with Anheuser-Busch ratified

By a 91% margin, Teamsters at Anheuser-Busch (A-B) ratified a new five-year contract and all accompanying supplements in December. Around the nation, the Teamsters Union represents approximately 7,500 workers at 12 A-B breweries. The ratification comes well ahead of the expiration of the current contract on February 29, 2004.

"This historic contract is proof positive of what our members can achieve when we work together," said Teamsters General President Jim Hoffa.

Highlights of the five-year offer include:

- Maintenance of health care benefits;
- Pension increases of 14 percent for defined benefit plans;
- Wage increases of \$.65, .60, .60, .60 and .55 per hour over the term of the agreement;
- \$1,000 ratification bonus; and
- An agreement with the company not to close any of the 12 breweries during the term of the contract.

The Western Region supplement covers workers at facilities in Fairfield, Los Angeles and Fort Collins, CO.

"This is an excellent contract and, with a 91% ratification rate, the members know it," says Dennis Hart, IBT Western Region Director, Brewery and Soft Drink Conference and Local 78 Business Agent. "We had two big wins—maintaining benefits, which is huge these days, and the assurance that A-B won't close any facilities over the life of the contract." Hart served on the national and regional negotiating committees.

Hart credits this contract victory to Jack Cipriani, Director of the Teamsters Soft Drink and Brewery Conference, to the unity of the members here and around the country.



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AROUND THE LOCALS

Durham workers defeat management's rollback effort — "recertify" the union

By a vote of 119-65, employees of Durham School Services in Hayward and Livermore, defeated the latest effort by management to deny their right to Teamster representation, which they won two-and-a-half years ago.

Winning the January 9 decertification election was, according to Local 78 organizer Skip Joaquin, the greatest victory for the Durham School Service employees ever.

"We call it a re-cert," said Joaquin. "This proves for the second time that these workers want their union, they want their union contract, and they want it now."

Local 78 worked closely with the IBT Strategic Initiatives Department, which is coordinating contract campaigns nationwide at National Express, Durham's parent company. Western Region Organizing Coordinator Manny Valenzuela assigned seven international organizers to help the local in the last two weeks of the campaign.

"It took real teamwork to win here

in California," said Joaquin. "So many people played a role—from the Durham drivers themselves—especially Margaret Nappo and Iris Franz, to the former employees who joined union organizers in a massive house call blitz. Folks like Rich Piglouski, Secretary-Treasurer of Local 610, brought two Durham drivers from St. Louis to share their decert story, and Local 78 Business Agent Ron Paredes spent countless hours in negotiations."

Durham has 22,000 employees in 31 states, but so far, not one shop has a union contract. "Durham is just a bad actor," Joaquin says. The company lost their attempt to de-certify the union in St. Louis, and at press time, a similar election is pending in Racine, Wisconsin.

The union goes back into contract negotiations with renewed confidence. "Now we're at the table with a whole new strategy and attitude," Joaquin says.



SF garage workers approve new 5 year deal

Teamsters employed in the parking industry in downtown San Francisco and at the Airport, voted by a 95% margin to approve a five-year agreement which will provide for wage improvements and full maintenance of health benefits.

"Our members will continue to enjoy the best wages and benefits in the parking industry, nationwide," said Ernie Yates, Secretary-Treasurer of Local 665. "These 1,600 members won this contract themselves because they stuck together, and the employers were fully aware of their unity."

The new agreement, which covers parking operations in all commercial office buildings, major hotels and city-owned garages in downtown San Francisco, as well as On-Airport park-

ing at SFO, includes provisions which maintain health and dental benefits without passing costs on to workers' paychecks.

On the day of ratification, one major parking company refused to sign. When news of this leaked out to Local 665 members, over 1,000 pledges came back to immediately strike the company. The operator signed that evening.

The new Master Parking Agreement includes wage increases to \$19.65 an hour, improvements in the Western Conference of Teamsters Pension Plan and 401(k), and streamlined grievance procedures.

The talks were managed on the union side by Yates, Local 665 President Mark Gleason and Vice President Ed Dion.

Getting S.F.'s new mayor off on the right foot



San Francisco's new mayor, Gavin Newsom, gets a Teamster greeting at a breakfast just following the election. (L to R): Ernie Yates, Local 665; Jim Fergus, Local 350; Larry Dougherty, Local 350; Mayor Newsom; Mike McLaughlin, Sr., Local 856; and Robert Morales, Local 350.

Local 70 wins case for truck drivers in Fremont

When the City of Fremont started an aggressive program to restrict truck traffic in 2001, Local 70 members at Consolidated Freightways and Yellow were hit with numerous citations. After efforts to contact the Fremont City Council and the Police Department brought no resolution, the Local went to court.

The suit, filed on behalf of 12 members who had received citations, sought to invalidate the Fremont ordi-

nance on federal grounds. After a year and a half of settlement negotiations, the City agreed to change the truck route restrictions.

As a result, drivers now have substantially more freedom in getting to their deliveries and pickups, the City will reimburse members who paid fines and dismiss any pending traffic citations, and the City will also pay attorney fees and expenses incurred by the Local.

Local 287 beats back Emery/Menlo Forwarding's effort to sell out contract

In a surprise announcement last March, Emery/Menlo Forwarding said that they were shutting their San Jose facility and would shift the work to three non-union companies. Local 287 claimed that the company violated their contract, which was not due to expire until March 2005, by subcontracting out union jobs.

They filed a grievance and made numerous unsuccessful attempts throughout the spring and summer to resolve the issues with the company.

The Local sponsored monthly rallies as a show of strength and to help the striking members keep up their spirits. On November 3, the workers set up picket lines in front of one of the subcontractor's offices and notified the company that picket lines would be extended across the country at Emery/Menlo Forwarding centers.

In response, the company agreed to resume talks. However, when all they put on the table was a severance pack-

age, the union rejected the offer. "We notified the employer that these jobs are not for sale. We can't send a message that collective bargaining agreements can be bought," said Local 287 Business Rep Bill Hoyt.

"We have great support from the International and from all the local unions across the country, and we believe we can put the Emery/Menlo Forwarding Teamsters back to work."

Hoyt was right. On December 20, members of Teamsters Local 287 ratified an agreement with Emery/Menlo Forwarding.

The Agreement returns many members back to work in the San Jose facility and offers a severance package for those who choose not to stay on the seniority list. It also reimburses the retirees for their out-of-pocket expenses to maintain Health and Welfare benefits and extends the current contract an additional 18 months.

Primary Election Tuesday — March 2, 2004 Teamsters Joint Council 7 Endorsements

Meeting in Oakland, the California Teamsters Public Affairs Council took the following endorsement action on United States Senate and Legislative candidates as well as House of Representatives, and Statewide Ballot Initiatives.

These recommendations reflect the candidate's interest in issues of concern to working people and are often but not always supported by a voting record.

UNITED STATES SENATE

*Barbara Boxer (D)

CONGRESS

District	Candidate and Party
1	*Mike Thompson (D)
6	*Lynn Woolsey (D)
7	*George Miller (D)
8	*Nancy Pelosi (D)
9	*Barbara Lee (D)
10	NO ENDORSEMENT
11	NO ENDORSEMENT
12	*Tom Lantos (D)
13	*Fortney 'Pete' Stark (D)
14	*Anna Eshoo (D)
15	*Mike Honda (D)
16	*Zoe Lofgren (D)
17	*Sam Farr (D)

STATE SENATE

District	Candidate and Party
3	Carole Migden (D)
7	*Tom Torlakson (D)
9	*Don Perata (D)
11 (dual)	Ted Lempert (D) Joe Simitian (D)
13	Manny Diaz (D)
15	Margaret Penard (D)

STATE ASSEMBLY

District	Candidate and Party
1	*Patricia Berg (D)
6	*Joe Nation (D)
7	Jim Leddy (D)
11	*Joe Canciamilla (D)
12	*Leland Yee (D)
13	*Mark Leno (D)
14	*Loni Hancock (D)

STATE ASSEMBLY (cont.)

District	Candidate and Party
15	Elaine Duggar Shaw (D)
16	*Wilma Chan (D)
18	Johan Klehs (D)
19	*Gene Mullin (D)
20	Alberto Torrico (D)
21	John Carcione (D)
22	*Sally Lieber (D)
23	Joe Coto (D)
24	*Rebecca Cohn (D)
27	*John Laird (D)
28	*Simon Salinas (D)

* Denotes Incumbent

Voters in Contra Costa have opportunity to slam Wal-Mart

We have many important battles on the March 2004 primary ballot that affect union rights and our quality of life. In Contra Costa County, there is a battle brewing that will impact wages and health benefits paid to union workers.

A YES vote on Measure L will prohibit the development of big box superstores—those 90,000 square feet and larger—that devote more than 5% of their total sales floor to non-taxable items like groceries. YES on L will

stop increased traffic, preserve open space, protect neighborhood shopping, keep planning decisions in our hands, and allow us local control over how we grow.

Wal-Mart's push to expand superstores into California will have a devastating impact on our neighborhoods, our locally owned businesses and our workers. In their quest for profit over community, Wal-Mart has rolled over the will of the people and forced a vote to allow them to build superstores the size of five football fields in unincorporated Contra Costa County, the area of our last remaining open space. Wal-Mart is on record as willing to spend over \$1 million to defeat Measure L.

Vote YES on L

Phone banks: *Monday-Thursday • 5:30 pm - 8:30 pm*
Martinez and Pittsburg.

Precinct walks: *Every Saturday at 9 am*
February 7: Richmond
February 14: Concord
February 21: Antioch
February 28: GOTV (everywhere!)

For more information on the schedule and locations, contact the Labor Council at 925-228-0161.



Whenever a big box superstore comes to town, local businesses are forced to close. For every two jobs created at a Wal-Mart superstore, three jobs are lost. Often, those three jobs are good union jobs with health benefits and competitive wages. The two jobs created are low paying and offer no benefits. Wal-Mart also has a horrible track record of union-busting, gender discrimination and mistreatment of workers.

We are on the front lines of the bat-

tle for justice. The October 6, 2003 issue of *Business Week* called Contra Costa County, "the most hotly contested battleground" to control the size and location of big box superstores.

A victory in March for Yes on L will be a victory for Labor in our fight to preserve good-paying union jobs in California, and to beat back the Wal-Martization of our state. To learn more about the campaign log onto www.na4lc.org.

Statewide Ballot Measures

Proposition 55: ✓ YES

Kindergarten-University Public Education Facilities Bond Act of 2004

This \$12.3 billion dollar bond issue will provide funding for necessary education facilities to relieve overcrowding and to repair older schools. Funds will be targeted to areas of the greatest need and must be spent according to strict accountability measures. Funds will also be used to upgrade and build new classrooms in the California Community Colleges, the California State University, and the University of California, to provide adequate higher education facilities to accommodate the growing student enrollment. These bonds may be used only for eligible projects.

Fiscal Impact: State costs of about \$24.7 billion to pay off both the principal (\$12.3 billion) and interest (\$12.4 billion) costs on the bonds. Payments of about \$823 million per year.

Recommendation: Vote yes on 55

Proposition 56: ✓ YES

The "Budget Accountability Act"

Permits enactment of budget and budget-related tax/appropriation bills with 55% vote. Legislature, Governor forfeit compensation each day budget is late.

Fiscal Impact: Varying impacts from lowering the vote requirement for budget-related measures—including changes in spending and potentially significant increases in state tax revenues in some years. Impacts would depend on the composition and actions of future Legislatures.

The Budget Accountability Act will:

- Require legislators to deliver a fair budget on time. If the budget is late, legislators won't get paid and can't take time off until it's done. No budget, no pay and no vacation or action on other bills.
- Show voters how the money gets spent and how

their elected officials vote on the budget.

- End budget gridlock by changing the legislative vote requirement to pass a budget and related taxes from two-thirds to 55%.
- Set up a "Rainy Day Fund" to protect services in bad times.

Recommendation: Vote yes on 56

Supplemental Ballot Measures

Proposition 57

The Economic Recovery Bond Act

- A one time Economic Recovery Bond of up to 15 billion dollars to pay off the state's accumulated General Fund deficit as of June 30, 2004.
- The Economic Recovery Bond will only be issued if the California Balanced Budget Act is also approved by the voters.
- The bonds will be secured by existing tax revenues and by other revenues that could be deposited in a special fund.

Fiscal Impact:

- One-time increase, compared to a previously authorized bond, of up to \$4 billion to reduce the state's budget shortfall.
- Annual debt-service savings over the next few years.
- Above effect offset in subsequent years by high annual debt-service costs due to this bond's larger size and the longer time period for its repayment.

Arguments for Proposition 57:

The Governor and the Republicans will not vote to increase taxes and so this is the best we can do. If we don't support Prop 57, the budget will be in chaos and there will have to be even deeper cuts.

Arguments against Proposition 57:

The question is whether we should support the concept that it is appropriate to borrow to pay for the ongoing cost of government operations *or* whether taxes should be raised to pay for those

costs. If you borrow, then the debt service reduces the possibility of increased spending in future years. In addition, the debt bonds crowd out infrastructure borrowing that actually creates jobs and stimulates the economy. Do we want to put our children in debt to pay for the cost of services that they will not receive?

Recommendation: NO RECOMMENDATION

Proposition 58

The California Balanced Budget Act

- Requires enactment of a balanced budget where General Fund expenditures do not exceed estimated General Fund revenues.
- Allows the Governor to proclaim a fiscal emergency in specified circumstances, and submit proposed legislation to address the fiscal emergency.
- Requires the Legislature to stop other action and act on legislation proposed to address the emergency.
- Establishes a budget reserve.
- Provides that the California Economic Recovery Bond Act is for a single object or work.
- Prohibits any future deficit bonds.

Fiscal Impact:

- Unknown net state fiscal effects, which will vary year by year and depend in part on actions of future Legislatures.
- Reserve provisions may smooth state spending, with reductions during economic expansions and increases during downturns.
- Balanced budget and debt limitation provision could result in more immediate actions to correct budgetary shortfalls.

Arguments for Proposition 58:

The Legislature is out of control and it needs external controls to discipline itself.

Arguments against Proposition 58:

The provisions of this measure don't really do anything.

Recommendation: NO RECOMMENDATION

Health care roll-back on November ballot

Ajudge has blocked the measure on the March election ballot that would have asked voters to repeal the labor-sponsored Health Care for Working Families law (SB2). However, the referendum was approved for the November ballot.

In barring the referendum from the March ballot, Sacramento County Superior Court Judge Lloyd Connelly ruled that the description of the referendum was "inaccurate and misleading." The summary of the bill misleadingly stated that the bill would apply to employers of 20 or more employees. In fact, employers of 20-49 employees would only be included if the legislature and Governor

pass a tax credit to assist them.

SB2 was approved last year by the legislature and signed by Gov. Gray Davis before he was recalled.

Led by the Chamber of Commerce and the California Restaurant Association, opponents of the law gathered more than 620,000 signatures of registered voters to force a voter referendum on the insurance law. They say it would be too costly to business.

Efforts to support the bill and defeat the referendum are continuing. A committee, Californians to Protect Our Health Insurance, has just been formed to help defeat this anti-health care ballot initiative.

Key Dates to Remember

February 17: Last day to register to vote before primary

Tuesday, March 2: Primary election

Tuesday, November 4: General election

Two uses for ten minutes in America



Stand in booth and mark ballot



Sit on ass and watch story on low voter turnout

JOINT COUNCIL 7



Executive Board

Chuck Mack...President
Steve Mack...Vice President
Robert Morales...Secretary-Treasurer
Rome Aloise...Recording Secretary
Ernie Yates...Trustee
Carlos Borba...Trustee
Franklin Gallegos...Trustee

Delegates' Meetings

The regular 2004 delegates' meetings are held the first Tuesday in February, April, June, August, October and December.

BULLETIN BOARD

Local 15, Union City

Membership meetings:

Membership meetings are held the fourth Monday of the month, 3:30 p.m. February, 2004 at Teamsters Local 853, 2100 Merced Street, Suite B, San Leandro. March, 2004 at Teamsters Local 287, 1452 North Fourth Street, San Jose.
Chuck Davis, Secretary-Treasurer

Local 70, Oakland

Regular Membership meetings:

Fourth Thursday of the month, 7 p.m., 70 Hegenberger Road, Oakland.
Chuck Mack, Secretary-Treasurer

Local 78, Hayward

Membership meetings: Fourth Monday of the month, 7:30 p.m., 492 C Street, Hayward.

Bakery Division Quarterly meetings:

Second Tuesday in March, June, September and December, 5 p.m., at 492 C Street, Hayward

Steve Mack, Secretary-Treasurer

Local 85, San Francisco

Regular Membership meetings:

Second Thursday of the month, 8 p.m. Stewards meeting is an hour prior. NOTE: Teamsters Local 85 has moved to 850 Harrison Street, San Francisco, CA 94107. New telephone: 415-344-0085 Meetings will be held at the Local's new location.

Van Beane, Secretary-Treasurer

Local 278, San Francisco

General Membership meetings:

Third Tuesday of the month, 7:30 p.m. Slovenian Hall, 2101 Mariposa St., San Francisco.

Jack Bookter, Secretary-Treasurer

Local 287, San Jose

Membership meetings:

Second Tuesday of the month, 8 p.m. 1452 North 4th Street, San Jose
Doug O'Neal, Secretary-Treasurer

Local 315, Martinez

General Membership meetings:

Second Wednesday of the month, 8 p.m. New Member Orientation begins at 7:15 p.m.

2727 Alhambra Avenue, Martinez
Dale Robbins, Secretary-Treasurer

Local 350, Daly City

General Membership Meetings:

Thursday, March 11, 2004, 7 p.m. San Francisco Electricians' Hall 55 Fillmore Street, San Francisco
Wednesday, March 24, 2004 7 p.m. Teamsters Local 287, 1452 North Fourth Street, San Jose
Robert Morales, Secretary-Treasurer

Local 484, San Francisco

General Membership Meetings:

Tuesday, March 9, 2004, 7 p.m., Spanish Cultural Center, 2850 Alemany Blvd., San Francisco.

For members north of the Golden Gate Bridge: Tuesday, March 16, 2004, 6 p.m., Carpenters' Hall, 1700 Corby Avenue, Santa Rosa

John Bottali, Recording Secretary

Local 490, Vallejo

Membership meetings:

Second Tuesday of the month, 7 p.m. 445 Nebraska Street in Vallejo.

Carlos Borba, Secretary-Treasurer

Local 624, Santa Rosa

Membership meetings:

Fourth Thursday of the month, 7:30 p.m. at Santa Rosa Veterans Building,

1351 Maple Street, Santa Rosa
Bob Carr, Secretary-Treasurer

Local 665, Daly City

Regular Membership meetings:

Fourth Tuesday of the month, 7 p.m. 295 89th Street, Suite 306, Daly City.
Ernie Yates, Secretary-Treasurer

Local 853, San Leandro

Membership meetings are held the second Thursday of the month, 7 p.m. February, 2004 at 701 South B Street, San Mateo

March, 2004 at 1700 Marina Blvd., San Leandro

Rome Aloise, Secretary-Treasurer

Local 856, San Bruno

Regular Membership meetings are held at Local 856's Chetcuti Hall, 453 San Mateo Avenue, San Bruno, 7 p.m.:

February 17 • March 30

Michael J. McLaughlin, Secretary-Treasurer

Local 890, Salinas

Membership meetings:

Regular Membership meetings are held the second Thursday of the month, 8 p.m. at 207 North Sanborn Road, Salinas.

NOTE: New office hours: M-Th: 8 a.m.-4:30 p.m.; F: 9 a.m.-3 p.m.; Office closed at lunch hour (noon-1 p.m.).

Franklin L. Gallegos, President

Local 896, Oakland

Northern California Soft Drink

Saturdays, 10 a.m. at Local 896, 8400 Enterprise Way, Oakland:

February 28 • March 27

Northern California Anheuser-Busch, Inc., Fairfield

At Suisun Senior Center, 318 Mer-ganser Drive, Suisun. Tuesday meetings —5 p.m., Sunday meetings—9:00 a.m.:

February 24 • March 28

Rene Medrano, Secretary-Treasurer

Local 912, Watsonville

General Membership meetings:

22 E. 5th Street, Watsonville
Heavy Duty Sales: Third Wednesday at 8 p.m.

Frozen Food and Cannery Apples:

Fourth Tuesday at 8 p.m.

Brad Sebring, Secretary-Treasurer

RETIREE CLUBS

Local 85 Retiree Club

"Hitchin' Post"

Weekly meetings/home-cooked luncheon—every Thursday, 12 Noon Pacific Rod and Gun Club, 520 John Muir Drive, San Francisco
Marion "Mike" Lombardo, President

Local 278 Retiree Club

Second Wednesday—every three months, 12:30 p.m. at Granada Café, 4753 Mission Street, San Francisco. Next luncheon: March 2004.

John Casaccia, President

Local 315 Retiree Club

Third Thursday of every month, 10 a.m. at Local 315's Hall, 2727 Alhambra Avenue, Martinez

Carolyn Robinson, President

Local 490 Retiree Club

Second Thursday of every month, 10 a.m. at Local 490's Hall, 445 Nebraska Street, Vallejo

John Donahue, President

Local 921 Retiree Club

Monthly luncheon - second Tuesday, 12 Noon at the Pinch Hit, 6251 Third Street, San Francisco

Vic Sangervasi, Chairman

Central Coast Retiree Club

Last Thursday of the month at Local 890, 207 North Sanborn Road, Salinas.

Don Smith, President

East Bay Teamster Retirees

Monthly meeting on third Wednesday, 11 a.m. at Local 70, 70 Hegenberger Road, Oakland.

Ernie Freitas, President

North Coast Teamsters Retiree Club

Meetings/luncheons held third Friday of the month at Labor Center, 1710 Corby Avenue, Santa Rosa, 12 Noon
Warren Sallady, President

Sacramento Teamsters Retiree Association

Meets last Wednesday of each month, 1 p.m. at Local 150's Hall, 7120 East Parkway, Sacramento, upstairs.

Eddie Bedrosian, President

Teamsters Retiree Club of Santa Clara County

Monthly meetings are third Thursday, 10:30 a.m. at Local 287, 1452 No. 4th Street, San Jose.

Gilbert Garcia, President

Wine & Spirits Retiree Club

A letter will be sent out to members with meeting information.

Art Royce, President

Teamsters Retiree Assoc. of Local 137

Meeting every second Monday, 2 p.m. at Laborer's Hall, 840 "E" Street, Eureka.

John Stewart, President

Swearing in new officers



"I will never forget that it's the members who put me here, and the members who I serve." That's just part of the oath of office that these new officers at Local 896 and 912 took on January 6 as they were sworn in by Joint Council President Chuck Mack.

"This was the first time in the history of our Local that our officers and board were elected on a unanimous ballot," said Local 896 Secretary-Treasurer Rene Medrano.

Local 490's officers get another term



Secretary-Treasurer Carlos Borba (second from left) is proud to announce that Local 490's officers were elected on a white ballot for another three year term. (2004-2006). They are: Frank Coppa, Jr., President; Floyd Alcutt, Vice President; Carlos Borba, Secretary-Treasurer, Don E. Garcia, Recording Secretary, and the Trustees are Kim Fong, Robert Cross, Jr. and Joel Sims.

Local 278 Retirees mobilize and picnic



Local 278's retiree picnic, held last September, was a great success. Great weather and a good time helped bring out the crowd that topped 110. Shown here are members of the Executive Board and volunteers.

President John Casaccia invites any Teamster who is retired to join the 278 Retiree Club. See page 6 for details.

In Memoriam

Joint Council 7 officers extend condolences to the family and friends of the following Teamster members who died recently

CLARK, Ronald C., Local 15	JACKSON, William, Local 315
ARTH, Donald, Local 70	SOUZA, Jeff, Local 350
BARBA, Frank, Local 70	QUILANTANG, Thomas, Local 490
BOWMAN, Francis, Local 70	PERKINS, Merril, Local 624
EMILE, Michael, Local 70	ROBERTI, Alfred, Local 624
FARRIOT, Steve, Local 70	PEREZ, Lupe, Local 665
HIGGINS, Leslie, Local 70	RAMOS, Richard, 853
JORGENSEN, Melvin, Local 70	RIORDAN, Robert, Local 853
MC CREERY, Robert Dale, Local 70	SMITH, David R., Local 853
MILES, Frank F., Local 70	GOMEZ, Ramon, Local 856
MOREIRA, Joseph, Local 70	GORDON, Irene, Local 856
PAVAN, Leroy, Local 70	REMY, Ralph, Local 856
REED, William, Local 70	LACROUTS, Albert, Local 860
SMITH, John, Local 70	MERRICK, Gundar "Ozzie", Local 860
SOTO, Arthur, Local 70	BENAVIDEZ, Enrique Sr., Local 890
SPEER, Fred, Local 70	CANTU, Luisa, Local 890
POWERS, Arthur, Local 78	COTA, Soledad, Local 890
HILL, Homer, Local 278	GUERRERO, Eva, Local 890
WAGNER, Richard, Local 278	PLACENCIA, Jesus, Local 890
CANCILLA, Peter, Local 287	SOTELO, Salvador, Local 890
DAVIS, Cecil, Local 315	ZAVALA, Cleo, Local 890
GRAVES, James, Local 315	KOCH, Albert, Local 896
HERNANDEZ, Ronnie, Local 315	

Father Bill O'Donnell brought religion and more

For close to 40 years, Father Bill O'Donnell was a familiar sight on picket lines in the Bay Area and throughout California and the nation. He came to know jail cells as well as he knew the altar. Authorities arrested



O'Donnell more than 240 times for his actions on behalf of workers (this included numerous arrests in support of Local 70).

Born on January 1, 1930, Father Bill died of a heart attack in his office at St. Joseph the Worker Church in Berkeley, where he served as senior pastor, on December 8.

O'Donnell's engagement with the labor movement began in 1965, when the priest met Cesar Chavez, starting a supportive but sometimes critical relationship with the Farm Workers'

leader, and a life-long commitment to the struggle of organized labor.

"Father Bill was always ready to help. He was our teacher, mentor, priest and conscience," Chuck Mack recalled at the memorial service

held in Berkeley. "I had the honor of going to jail with him several times."

In 1973, Father Bill became pastor of St. Joseph the Worker. He was made senior pastor in 1995.

Born on a ranch near Livermore, O'Donnell entered the seminary at St. Joseph's College at age 13 before moving to St. Patrick's Seminary in Menlo Park, where he was ordained in 1956. Outspoken from the start, Father Bill moved frequently before settling at St. Joseph the Worker. He was 73 years old.

Remembering Peter Cancilla

Born in Canonsburgh, PA, Peter Cancilla was six years old when his family moved to San Jose in 1922. He was a member of the San Jose State College basketball team in the 1930s and then went on to be a truck driver, active Teamster member and long-time union official. He retired from his position as Secretary-Treasurer of Teamsters Local 287 in 1977.

Cancilla died on January 9, 2004. He was 87 years old.



YOUR LEGAL RIGHTS

New Paid Family Care Leave benefit takes effect

Federal and state laws already provide employees with rights to unpaid leave when a close family member of an employee suffers from a serious illness. A new law, taking effect January 1, 2004, moves these protections one step further by providing that payments of about 55 percent of an employee's earnings are available for family leave in particular situations.

Family Temporary Disability Insurance, also referred to as **Paid Family Care Leave**, was signed into law by former Governor Gray Davis. This law addresses the problem created when an employee qualifies for unpaid leave, but cannot afford to take it.

New benefit for family care

Beginning July 1, 2004, many California employees will be entitled to take up to six weeks of paid leave in any 12-month period under the new Family Temporary Disability Insurance (FTDI) law, should they find themselves unable to work for one of the following reasons: The employee may take paid leave:

(1) to care for the serious health condition of a child, spouse, parent or do-

mestic partner;
(2) for the birth of a child of the employee or the employee's domestic partner;
(3) or for the placement of a child with the employee or the employee's domestic partner through adoption or foster care.

The new law **does not** cover leave for the employee's own illness.

Paid Family Care Leave need not be taken all at once, however, employees should be aware that as with State Disability Insurance (SDI) leave, Paid Family Care Leave requires a seven-day nonpayable waiting period, so that an employee must be off work for at least eight days to receive the benefit.

How FTDI is funded

Payments into the FTDI, which come solely from employee contributions to the SDI Fund, began January 1. Contributions are mandatory for all employees already covered by SDI, thus employees may notice a slightly larger deduction into SDI beginning with their January paychecks. An employee earn-

From the Law Office of Beeson, Tayer & Bodine

This commentary is not to be construed as legal advice. Specific legal questions may be directed to the law offices of Beeson, Tayer & Bodine or your own attorney.

ing minimum wage can expect to pay an additional \$11.23 per year into SDI. In 2004, the maximum annual contribution to FTDI will be \$55.06, and in 2005, \$63.53.

Weekly benefit amounts will equal approximately 55 percent of an employee's earnings, based on employee earnings during a calendar quarter in an employee's "base period." For claims made in 2004, weekly benefits will range from \$50 to \$728. In 2005, they will range from \$50 to \$840.

Though the new law does not affect employee rights to unpaid leave already guaranteed under the Family Medical Leave Act and the California Family Rights Act, the newer law in some respects improves upon those rights. Most notably, there is no requirement in the Paid Family Care Leave law that an employee have completed a year of employment to qualify for coverage; after July 1, 2004, an employee is entitled to the leave immediately upon employment,

should the need for leave arise. In addition, even an employer of only one employee is covered by the new law (under the Family Medical Leave Act, an employer must have 50 employees to be covered by the Act).

The use of Paid Family Care Leave may overlap with leave rights guaranteed by other laws, collective bargaining agreements, or employer policies. For instance, if the employer is subject to the Family Medical Leave Act and the California Family Rights Act, paid leave taken under FTDI counts against the total amount allowed under those laws. The new law also allows an employer to require an employee to take up to two weeks of unused accrued vacation leave when collecting Paid Family Care Leave, though only if such a requirement does not conflict with the collective bargaining agreement.

Employers must provide a notice outlining the program to all new employees hired on or after January 1, 2004. The employer must also distribute the notice to employees leaving work for a qualifying reason on or after July 1, 2004.



TAP NEWS

TAP's upcoming events

The Teamsters Assistance Program enters 2004 with two events scheduled for the Winter and Spring.

Union Official & Employer Training Seminar

Effects of high potency marijuana
300 Pendleton Way, Oakland
Wednesday, March 3, 2004
9:00 am-Noon

(Lunch provided after the seminar)

Dr. Tim Cermak, a nationally recognized expert in the field of addiction medicine and author, will be speaking about the high potency marijuana of today and its effects on brain chemistry.

A nationally-recognized expert on addiction medicine, Dr. Cermak is a Board Certified psychiatrist. He was the San Francisco V.A.'s in-patient alcohol unit Medical Director from 1982-85. Dr. Cermak has served on the Executive Council

of the California Society of Addiction Medicine and chaired its task force on medical marijuana. He was one of the pioneers in the Adult Children of Alcoholics movement of the 1970s.

20th Annual Golf Tournament

The 2004 Golf Tournament Committee met for the first time on Wednesday, January 21st to begin planning for TAP's 20th Annual Golf

Tournament. The tournament will be held at Sunol Valley Golf Club on April 28th.

Over the years, Teamster officials, employers, health care providers, and retirees have come together to make this fundraiser a success. The tournament raises money for the TAP Program's training, outreach, and continuing care. TAP looks forward to another successful event.

TAP Golf Tournament
April 28
Sunol Golf Club

APPLY NOW



CONTACT
YOUR LOCAL FOR AN APPLICATION

Free Hazardous Materials Training

New standards for transporting hazardous materials are coming into effect. To enable Teamsters to comply, we offer free training:

- ⊙ 4-hour DOT (HAZMAT) Hazardous Materials Awareness course and refresher
- ⊙ 40-hour (HAZWOPER) Hazardous Waste Materials course
- ⊙ 8-hour (HAZWOPER) Hazardous Waste Materials refresher

To sign up, please call Barbara at 415-330-8500