



TEAMSTER

Northern California

Serving more than 70,000 Teamsters and their families

Volume 53, Number 4

October/November 2008

Vote November 4

Dear Teamster Member,

For the past eight years, working people have been holding on by the skin of their teeth. It's been a struggle to get wage increases, health care costs have skyrocketed, and lately, food and gasoline prices have gone through the roof. Workers in America are working harder and making less while CEOs and those earning in the top 1% bracket have reaped vast profits.

Of course, that's not the only complaint we could make about the economy. In the last several weeks, the U.S. has promised to bail out wall street and the insurance industry to the tune of hundreds of billions. By the time you get this paper, the number may exceed \$1 trillion! But who's bailing out the 9,000 families daily who are getting foreclosure notices? And who will be there to bail out the union pension funds that find the rug pulled out from under them?

Back in 2004, we said that electing George W. Bush for a second term would be a disaster—and we were right. Since that time, the economy has gone into freefall; in 2008 alone, the economy has lost more than 600,000 jobs. The endless wars in Iraq and Afghanistan are costing precious lives and \$10 billion a month; and the formaldehyde-filled FEMA trailers illustrate just how callous the Bush administration could be to those who suffered from Hurricane Katrina.

Why focus on the Bush administration? Because while McCain promises to bring change, he's voted with Bush more than 90% of the time. Among the numerous Washington lobbyists who are running his campaign, his chief economic policy architect, Phil Gramm, led the Senate drive to deregulate the banks—which is a key factor in today's economic meltdown.

We were right in 2000 and in 2004. The Bush-Cheney administration was a disaster. A McCain-Palin administration promises to be even worse.

This election day—whether you vote by mail or go to your polling place—you have a chance to change the direction our country is headed by voting for **Barack Obama**. The differences between Obama and McCain couldn't be more clear.

Obama plans to invest in America—creating good paying jobs and green jobs. He plans to cut *middle class* taxes—instead raising tax rates only for those earning more than \$250,000. Barack Obama co-sponsored and has pledged to sign the Employee Free Choice Act—the most important piece of federal legislation that would ensure workers have a fair chance to form a union. Obama supports free trade agreements only if they include protections for labor and the environment. And Obama is for universal health care—not for taxing your health care benefits.

For the last eight years, the only voices this administration listened to were those of big oil and big finance. Labor unions didn't have a seat at the table. Now we have a chance to let our voices be heard. **On November 4, use your voice—and vote for Barack Obama!**

The Executive Board of Joint Council 7



Barack Obama for President
Joe Biden for Vice-President

Election action steps

Register to Vote: The deadline is **Monday, October 20**. If you've moved since the last time you voted, you must re-register. There are many ways to get a voter registration form:

- Ask your business agent.
- Most public offices (library, DMV, post office, county election office) have forms.
- Call 1-800-345-VOTE to request a form be mailed to you.
- Register on-line at: www.sos.ca.gov.

If you're already registered, make sure that your family members and co-workers have registered.

Request a Vote-by-mail (Absentee) Ballot: If you have any doubt that you can get to the polls on time, you will need to request a vote-by-mail ballot in writing **by Monday, October 27** in order to vote.

Get involved in your community: Union members can make the difference in key races. Contact your local Central Labor Council to find the perfect volunteer job for you—phone banking, precinct walking, stuffing envelopes, looking up numbers.

Vote: Election day is **Tuesday, November 4**. (Vote-by-mail ballots will arrive on or about October 5 and must be returned in time to be received by the elections official by election day or may be handed in at a polling place by 8:00 p.m. on **Tuesday, November 4**.)



See pages 4-5
for a complete list of
state and local Teamster
political endorsements



President's Report

by
Chuck Mack

Employee Free Choice Act protects the rights of all workers

As a life-long trade unionist, I found myself compelled to correct the disturbing errors regarding the Employee Free Choice Act, which appeared in the *Oakland Tribune's* Aug. 13 editorial "Kill Unfair Labor Bill."

Despite biased reporting to the contrary, America's labor unions are comprised of intelligent, hard-working, moral people who strive for a single cause: to create better working conditions for this country's citizens. This includes a united effort to reform the National Labor Relations Act by supporting passage of the Employee Free Choice Act.

Under the National Labor Relations Act's current regulation, America's working-class citizens often find themselves caught between a rock and hard place. They often labor away for pennies on the dollar with little to no benefits while being fed anti-union propaganda by employers who threaten pay cuts, termination or other disciplinary action at the simple thought of unionizing.

The Employee Free Choice Act would only ensure workers the freedom to join and form labor unions without workplace discrimination, intimidation, penalties or harassment.

The act clearly looks out for the best interest of America's workers by giving them a streamlined process through which they may seek allowances that are rightfully theirs: health insurance, paid overtime, appropriate sick leave and, perhaps most importantly, peace of mind.

Furthermore, the act, which does come with its own checks-and-balances system, allows for secret ballot elections to take place and also calls upon third-party injunction if, after 90 days, an employer and union are unable to reach an adequate agreement.

Most importantly, the Employee Free Choice Act is necessary if America is to keep its labor base—the very foundation upon which this country was built.

Without passage of the act, multi-million dollar corporations will only gain strength, while working families in America will be subjected to the continued erosion of the once solid middle class. As Rep. George Miller, D-Martinez, who helped to introduce the bill, said, "the Employee Free Choice Act would add some fairness to the system."

And fairness is what America's hard-working families deserve.

The Employee Free Choice Act is necessary if America is to keep its labor base—the very foundation upon which this country was built.



JC7 ORGANIZING

Nothing rivals good organizing

By Pilar Barton
Joint Council 7 Strategic Organizer

Organizing is of unrivaled importance for expanding union density in our industries and for building strength for our current members.

Joint Council 7 locals have direct responsibility for bargaining with local and national employers. By building on their close relationships with frontline workers, the locals can play a key role in organizing strategically. All locals must be equipped to successfully organize a significant campaign.

Joint Council 7 Organizing is working with local unions to plan new campaigns in key industries. When we join on a campaign, we bring recommendations about staffing and other resources that the locals need to bring to the process and a broad strategic plan and timeline. We also assist locals in launching and expanding organizing initiatives by training of Local Volunteer Organizing Committees.

The JC7 Organizing program is establishing a database of rank-and-file members who have received organizing training and can be available to assist in ongoing and upcoming campaigns. I strongly encourage locals to ask members who are interested in organizing to attend a Joint Council 7 Organizing Training.

We are creating an organizing network to exchange organizing information and ideas among locals that will be available online and in printed form. We will continue to explore the use of new technologies to assist in organizing, such as e-mail, text messaging and use of our website.

We also request that locals report new organizing drives that they initiate to us so that we may provide support and assistance.

Several Joint Council 7 locals are conducting campaigns in their key industries.

Local 912 is conducting two campaigns, one with the assistance of their Volunteer Organizer and an IBT Organizer.

Local 70 has several organizing campaigns going on currently in the Waste and Transportation industries. The MV Transportation campaign was a success when Bob Aiello and Dominic Chiovare were able to assist the workers gain card check recognition.

Local 624 won card check recognition with UPS Freight and ratified their agreement unanimously. The MV Transportation campaign was a success and they have started negotiating their first contract. The local is working on initiating two waste campaigns in Petaluma and Santa Rosa. Joint Council 7 is conducting a rank-and-file organizing training at Local 624 on September 27.

Local 350 is involved in a campaign with sanitary workers in Menlo Park. We will give updates on this campaign in our next article.

Local 315 has initiated a drive in the dairy industry. More information will come as this campaign moves to the later stages.

The exciting thing is that locals are organizing and they are having success. Training rank-and-file members and retirees to organize gives us an invaluable resource that is key to growing our union in numbers and strength.

Joint Council 7 Organizing continues its resolve to create a dynamic of organizing in our key industries by identifying organizing opportunities and by offering recommendations that will provide for a defined, supportive role of Joint Council 7 Organizing.



Northern California
TEAMSTER

USPS 395-880
ISSN 0468-690X

The Northern California Teamster is published 5 times per year (February, May, August, October, December) by:
Teamsters' Joint Council No. 7

250 Executive Park Blvd., Suite 3100
San Francisco, CA94134; 415-467-2552

Periodicals Postage Paid at the San Francisco, CA and at additional mailing offices.

POSTMASTER: Please send address changes to: Northern California Teamster
250 Executive Park Blvd., Suite 3100
San Francisco, CA94134-3306

Attention Members:

When sending in address changes, please include your local number.

APPLY NOW



CONTACT

YOUR LOCAL FOR AN APPLICATION



AROUND THE LOCALS

Local 890

Lettuce workers in Yuma gain union contract



Five years of organizing Taylor Farms workers in Yuma, Arizona led to Local 890 filing an election petition in May, which resulted in card check recognition of the union. As of July, the contract in Salinas, California has been extended to cover 300 workers who work processing, packing and shipping salads in Yuma during the winter months. The contract covers pack machine operators (PMOs), mechanics, technicians, shipping department employees, and crew leaders.

“Five years of efforts by IBT organizers and by 890 members who travel from Salinas to Yuma each year have finally borne fruit,” said Local 890 President Crescencio Diaz. “I particularly want to thank Manny Valenzuela and IBT Organizing Director Jeff Farmer for their dedication to organizing the unorganized. They stuck with us for the long

haul. The IBT organizers worked with us and with the workers every winter to achieve this victory today. Now the 1,100 workers covered by the union contract in Salinas will be joined by over 300 workers in Yuma, earning the same wages and benefits.”

Marlon Alaniz, steward for the PMO Department, appreciates the increased benefits he and his fellow members got with the contract. “Now we have seniority and representation in Arizona, just like in California. Those of us who travel will now have job security, as well as increased travel pay, when we go to Yuma in the winter,” he said in Spanish.

Local 890 represents almost 5,000 salad processing workers in Salinas, El Centro, and Yuma. Every winter, Local 890 reps travel south to represent the seasonal workers at the various plants.

Local 856

Flying the Teamster flag at United/SFO

August 21, 2008 was not your average overcast Thursday morning at SFO. No, something historic was taking place, thanks to the Teamsters.

More than 300 United Airlines Teamster members gathered to watch as the Teamsters’ flag was raised at the United Maintenance Base. David Bourne, Director of the IBT Airline Division, and Local 986 Business Agent Rich Petrovsky, who, as a 37-year United Airlines mechanic, spearheaded the two-year organizing campaign, hoisted the flag while the crowd chanted “Teamsters! Teamsters!”

The energy was palpable as the members erupted in thunderous cheers when the flag reached the top of the pole. “Everyone who attended sensed that it was a momentous occasion,” Bourne said.

Also in attendance was IBT International Vice President Chuck Mack, Local 856 Secretary-Treasurer Joe Lanthier, Local 856 President Julie A. Wall, Local 986 Secretary-Treasurer Chris Griswold and Local 986 Airline Coordinator Clacy Griswold. Bourne read a letter to the members from IBT

General President Hoffa, which noted although the Teamster flag has flown many places, including Mount Everest, it rarely flies on company property, emphasizing how distinctive an occasion this was. “The will of these hardworking men and women, and their pride in the union, has accomplished a great many things since they first approached the Teamsters Union a little over two years ago,” Hoffa said.

Earlier this year, the IBT successfully organized more than 8,600 United Airlines mechanics nationwide. It was one of the largest organizing drives in recent history.

“Raising the Teamsters’ flag was an important step for both labor and management,” Bourne said.

“The mechanics’ decision to join the Teamsters Union was not only to secure better contracts and working conditions, but also a concern for the general public,” Lanthier said.

It’s tempting to call this moment a culmination, however, much hard work lies ahead as the airline industry faces tough economic times. As General President Hoffa noted in his letter, the flag reminds members that the Teamsters Union is there for the



Local 315

Robbins honored as Contra Costa labor leader of the year



On September 11, the Contra Costa Labor Council named Local 315 Secretary Treasurer Dale Robbins to be Labor Leader of the Year for his outstanding commitment to the labor movement and to the families and communities of Contra Costa County, and for his tireless work to organize new members into the union. Also honored that evening was Save Mart Supermarkets; Phil Tucker, California Healthy Communities Network; and Rick Alcaraz, Plumbers and Steamfitters Local 159. (LtoR: Assemblymembers Mark DeSaulnier, Loni Hancock, Dale Robbins, and Senator Tom Torlakson.)

Local 853

Graniterock strike update

The strike and ambulatory picketing against Graniterock and its ruthless and unethical owner, Bruce Woolpert, is now into its third month. Members working for Local 853 ready-mix companies across the Bay Area have stepped up in solidarity to ensure that the local ready-mix industry is protected from this employer, who is trying to undermine years of bargaining fairly for a decent contract.

The Graniterock negotiations reached a stalemate when Woolpert insisted that Local 853 drivers cross picket lines at company locations, even if our sisters and brothers from other Teamster Locals were on strike. Graniterock’s position escalated as the company sought to gain an advantage over its competitors whose drivers have a contractual right to respect picket lines. Finally, Graniterock demanded an open shop.

Local 853 refused all of these demands. The strike became necessary to protect all of the ready-mix drivers in Northern California.

Local 853 members have been picketing on a daily basis—at the Redwood City facility as well as at jobsites.

“Our members, most of whom have never had to go on strike over their own contract, realize that it was important to show the employers that we would fight if pushed too far. Graniterock has pushed too far!” says picket captain Doug Radonich.

“I have seen a new solidarity among our ready-mix members and a realization of the value of our union contract to our livelihood and to our family’s security. It is too bad we had to take on this fight, but in many ways, it has been good for us,” adds Bode shop steward and picket captain Terry Post.

Local 853 expects to continue the picketing of Graniterock indefinitely. The Local is also planning other actions to bring attention to the company’s unfair practices.

Teamster Endorsements

Meeting in Oakland on July 31, 2008, the California Teamsters Public Affairs Council took the following endorsement action. These recommendations reflect the candidate's interest in issues of concern to working people.

President/Vice President Barack Obama & Joe Biden (D)

U.S. Congress

District Candidate & Party

- 1 *Mike Thompson (D)
- 6 *Lynn Woolsey (D)
- 7 *George Miller (D)
- 8 * Nancy Pelosi (D)
- 9 * Barbara Lee (D)
- 10 * Ellen Tauscher (D)
- 11 * Jerry McNerney (D)
- 12 * Jackie Speier (D)
- 13 * Fortney "Pete" Stark (D)
- 14 * Anna Eshoo (D)
- 15 * Mike Honda (D)
- 16 * Zoe Lofgren (D)
- 17 * Sam Farr (D)

California State Senate

District Candidate & Party

- 3 Mark Leno (D)
- 7 Mark DeSaulnier (D)
- 9 Loni Hancock (D)
- 11 * Joe Simitian (D)
- 13 * Elaine Alquist (D)
- 15 NO ENDORSEMENT

Calif. State Assembly

District Candidate & Party

- 1 Wes Chesbro (D)
- 6 *Jared Huffman (D)
- 7 *Noreen Evans (D)
- 11 Tom Torlakson (D)
- 12 *Fiona Ma (D)
- 13 Tom Ammiano (D)
- 14 Nancy Skinner (D)
- 15 Joan Buchanan (D)
- 16 *Sandre Swanson (D)
- 18 *Mary Hayashi (D)
- 19 Jerry Hill (D)
- 20 *Alberto Torrico (D)
- 21 *Ira Ruskin (D)
- 22 Paul Fong (D)
- 23 *Joe Coto (D)
- 24 *James Beall, Jr. (D)
- 27 Bill Monning (D)
- 28 *Anna Caballero (D)

*Denotes Incumbent

Ballot Propositions

- 1A Safe, Reliable High-Speed Passenger Train Bond Act for the 21st CenturyYES
- 2 Treatment of Farm Animals.....NO
- 3 Children's Hospital Bond Act.....YES
- 4 Waiting Period and Parental Notification Before Termination of Minor's PregnancyNR
- 5 Nonviolent Offenders. Sentencing, Parole and Rehabilitation NR
- 6 Criminal Penalties and Laws. Public Safety Funding.....NR
- 7 Renewable EnergyNO
- 8 Limit on MarriageNR
- 9 Criminal Justice System. Victims' Rights. Parole.....NR
- 10 Bonds. Alternative Fuel Vehicles and Renewable EnergyNO
- 11 Redistricting.....NO
- 12 Veteran's Bond Act of 2008.....YES

*NR denotes No Recommendation

Look at the facts—decide for yourself



**BARACK
OBAMA**

Right to organize unions: Co-sponsored and voted for the Employee Free Choice Act which would restore workers' freedom to form unions. He promises to sign the EFCA when he is president.

Jobs: Voted against privatizing federal jobs.

• Voted for the six-year, \$286 billion reauthorization of the federal highway and transit construction program that creates one million jobs protected by Davis-Bacon prevailing wage standards.

• Voted against a measure that would have disqualified as many as 10 million workers from minimum wage, overtime pay and equal pay protections under the Fair Labor Standards Act.

Minimum Wage: Voted to increase federal minimum wage from \$5.15 an hour to \$7.25 in 2005, 2006 and 2007.

• Voted against a measure to allow states the right to determine the minimum wage, thereby abolishing federal minimum wage protections.

Worker Safety: Voted for harsher penalties for employers that violate OSHA and wage protections.

Health Care: Voted to reauthorize the State Children's Health Insurance Program (SCHIP) for five years, providing an additional \$35.2 billion for the program.

• Voted against a \$14 billion, five-year funding cut for Medicaid. The cuts would have resulted in more uninsured and uncompensated care, shifting the burden to employer-sponsored health plans.

Retirement Security: Voted to allow Medicare to negotiate with drug makers for lower prices for senior citizens.

• Opposed a Social Security plan that would require deep benefit cuts or a massive increase in debt. Supported legislation to prioritize Social Security solvency over tax cuts for the wealthy.

Trade Agreements: Supports agreements only if labor and environmental protections are enforced. Voted against Central America Free Trade Agreement. Would renegotiate NAFTA.

• Opposes tax breaks for companies that send jobs overseas.



**JOHN
McCAIN**

Right to organize unions: Voted against the Employee Free Choice Act.

• Voted for "Right to Work" anti-union legislation and voted to allow employers to hire permanent replacements during a strike.

Jobs: Voted against the 2004 and 2005 highway and transportation bills that would create about 5 million jobs over six years in new highway and transit construction projects.

• Voted against an amendment that authorized \$1.6 billion in fiscal year 2002 to help states and local school districts repair their most dilapidated public school buildings.

Minimum Wage: Voted against minimum wage increases on the federal level and voted to repeal the minimum wage laws in 45 states, allowing the other five states to opt out of any future minimum wage increases above \$5.15 an hour. He only voted for the minimum wage when the bill included tax breaks for businesses.

Worker Safety: Voted to block the Occupational Safety and Health Administration from issuing, implementing or enforcing standards to protect workers from ergonomic injuries.

Health Care: His plan will make health care premiums part of taxable income, essentially creating a new tax for working families. His modest tax credit would cover less than half the average health premium, leaving workers to pick up the difference.

Retirement Security: Voted for Bush's 2006 Social Security Privatization Plan that would have shifted Social Security's annual surpluses into a reserve account that would be converted into risky private accounts.

Trade Agreements: Voted to allow unsafe Mexican trucks on U.S. roads.
• Voted for NAFTA, CAFTA and for trade agreements with Oman, Singapore, Chile and Morocco, among others. Voted to allow China to enter the World Trade Organization, despite its history of workers' rights violations. Supports the Colombia Free Trade Agreement.

• Voted to allow the Secretary of Defense to waive Buy American laws for defense systems, placing our defense manufacturing industry and jobs in jeopardy.

Bay Area Union Labor Party & Teamsters Joint Council 7 ENDORSEMENTS: CITY & COUNTY OF SAN FRANCISCO

San Francisco County Board of Supervisors

District 1 Eric Mar
Sue Lee
District 3 Joseph Alioto, Jr.
Denise McCarthy
District 4 Carmen Chu*
District 5 Ross Mirkarimi*
District 7 Sean Elsbernd*
District 9 NR
District 11 Ahsha Safai

SF Community College Board

Natalie Berg*
Mary T. Hernandez
Chris Jackson
Milton Marks*

Superior Court Judge

Gerardo C. Sandoval

BART Board of Directors

District 7 Marshall Walker, III

San Francisco Board of Education

Jaynry Mak
Jill Wynns*

Ballot Measures

A General hospital bond**YES**
B Affordable housing**NO**
C Prohibit city employees from serving on commissions ..**NO**
D Pier 70 financing.....**YES**
E Change number of signatures for recalls**NO**
F Hold scheduled city elections only in even-numbered years...**NO**
G Allow retirement credit for unpaid parental leave**YES**
H Takeover PGE/Public power ...**NO**
I Create Office of Independent Rate Payer Advocate**YES**

J Create Historic Preservation Committee**NO**
K Decriminalize Prostitution ..**NO**
L Community Justice Court ..**YES**
M Change rent ordinance to prohibit harassment of tenants ..**YES**
N Change real property transfer tax rates.....**YES**
O 911 fee/tax.....**YES**
P Change Transportation Authority Board.....**YES**
Q Modify payroll expense tax..**YES**
R Rename Water Treatment plant to GW Bush Plant**NR**
S Set-aside funds policy**YES**
T Free and low-cost substance abuse programs.....**YES**
U Policy against funding deployment of armed forces in Iraq....**NR**
V Policy against termination JROTC program**YES**

Alameda County Labor Council Endorsements

Alameda County

Superior Court Dennis Hayashi
Philip Daly
Joyce Roy
AC Transit: At large Joe Wallace
District 1 Greg Harper
District 2 Linda Jeffery-Sailor
BART Ward 5 Doug Siden
East Bay Parks Dr. Vin Sahwney
Eden Health District Teresa Cox
Ohlone College: Area 2 Greg Bonaccorsi
Area 6 Bill Withrow
Peralta College: Area 1 Marlon McWilson
Area 2 Cy Gulassa
Area 6 Pat Danielson
Washington Health
Measure VV (AC Transit)**YES**
Measure WW (East Bay Parks).....**YES**

Alameda City Council

Albany Mayor Doug DeHaan
Berkeley Mayor Robert Lieber
Berkeley City Council: Tom Bates
District 4 Jesse Arreguin • Terry Doran
District 6 Sue Wengraf • Max Anderson
Darryl Moore • Laurie Capitelli

Berkeley School Board Beatriz Leyva-Cutler
Measure KK (Limit bus rapid transit).....**NO**
Measure FF (Library bond).....**YES**
Measure GG (Fire Safety parcel tax)**YES**

Castro Valley Sanitary

Daniel Akagi
Tim McGowan • Dennis Waespi
Dublin Mayor Tim Sbranti
Fremont City Council Trisha Tahmasbi
Bob Wieckowski

Measure MM (Hotel tax).....**YES**
Fremont Schools Ivy Wu • Lily Mei • Bryan Gebhardt

Hayward Schools

2-year seat James Farley
Lawrence Fitzpatrick • Sheila Sims
4-year seat Rick Bartholomew
Maribel Heredia • Dianne McDermott
Hayward Area Rec and Park District Dennis Waespi

Oakland City Council At-Large

Rebecca Kaplan
Kerry Hamill
Measure N (Jack's Tax).....**NO**
Measure NN (More Police parcel tax).....**NR**
Measure OO (funding during budget crisis).....**NO**
Pleasanton Mayor Jennifer Hosterman

Measure PP (Housing cap).....**NO**
Measure QQ (Open space).....**YES**

San Leandro Schools: At-Large

District 1 Morgan Mack-Rose
Hermly Almonte • Rick Richards
Measure RR (Utility tax).....**YES**
Measure SS (911 services).....**YES**
Measure TT (Police).....**YES**
Union City
Measure UU (Public Safety parcel tax)**YES**

South Bay Labor Council (Santa Clara County) Endorsements

Santa Clara County

School Board
Area 1 Grace H. Mah
Area 4 Joseph S. Di Salvo
Area 5 Anna E. Song
Superior Court Judge—Office 8 Diane Ritchie
Supervisor District 2 George Shirakawa
Richard Hobbs
Supervisor District 3 David Cortese
Measure A**YES**
Measure B**YES**
Measure E**YES**
Measure F.....**YES**
Measure J**YES**
Measure K**YES**
Measure L**YES**
Measure M**YES**
Measure N**YES**
Measure P.....**YES**
Measure S**YES**

East Side Union High School District Lan Nguyen
Hollister City Council, District 5 David A. Huboi
Milpitas: Mayor Bob Livengood
City Council Pete McHugh
Morgan Hill: Mayor Steve Tate
City Council Larry Carr
Mountain View City Council Alicia Crank
San Jose City Council
District 2 Ash Kalra
District 8 Rose Herrera
Santa Clara City Clerk Rod Diridon, Jr.
City Council, Seat 4 Kevin Moore
Seat 6 Jamie Lee Matthews
Seat 7 Chuck Blair
West Valley-Mission CCD, Area 3 Adrienne Craig Grey

San Mateo County Labor Council Endorsements

San Mateo County

Board of Education, Area 4 Rod Hsaio
Area 7 Memo Morantes

County Measures:

Measure Q (Business License tax—8% on commercial parking facilities).....**NR**
Measure R (Business License tax—2.5% on vehicle rental businesses)**NO**
Brisbane Measure T (Business license tax).....**NR**

Daly City City Council

David Canepa,
Judith Christensen • Sal Torres

East Palo Alto City Council

A. Peter Evans
Douglas Fort
Bernardo “Hureta” Gonzalez
Goro Mitchell

Menlo Park City Council

Andrew “Andy” Cohen
Kelly Fergusson

Pacifica City Council

Cal Hinton
Mary Ann Hihart

Redwood City: Measure W (Land Use).....**NO**

Sequoia Health Care District

Kathleen Kane
Malcolm MacNaughton

South San Francisco USD

Ronald Burgess
Judy Bush

School District Measures

Measure Y Bayshore School District parcel tax...**YES**
Measure U Belmont-Redwood Shores Elementary School District parcel tax**YES**
Measure X Millbrae School District bonds**NR**
Measure S San Carlos School District parcel tax ..**YES**

A note about endorsements

Joint Council 7 unions participate in a variety of candidate endorsement processes—Teamster leadership meets statewide to determine the endorsements of State Senate and Assembly candidates and Ballot Propositions. They look to see which candidates have a record of supporting or opposing the issues important to working people, and make their choices accordingly. If

more than one candidate is deemed a labor supporter, you will see multiple endorsements. Sometimes no recommendation (NR) is made, because no candidate stands out, or because the proposition is not about a labor-related issue.

The Central Labor Council endorsement lists on this page are the recommendations of numerous local unions, not just Teamsters.

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

Please note: The **Bulletin Board** is included in the paper only once each year, in the Feb/Mar/April issue. We print address and meeting changes on an ongoing basis.

Your Local Union Phone Numbers

General meeting notices were posted in the February/March/April issue of this paper. For meeting dates and locations, refer to that notice or call your Local Union. Phone numbers are as follows:

70	510-569-9317	665	650-991-2102
85	415-344-0085	853	510-895-8853
278	415-467-0450	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
624	707-542-1292		



ELECTION NOTICES

Local 350, San Francisco Notice of Nominations and Election:

Nominations for officers of Teamsters Local 350 for a three (3) year term will take place on November 3, 2008 at 7:00 p.m. at the Electricians Hall, 55 Fillmore Street, San Francisco, California.

Officers to be nominated: President, Vice President, Secretary-Treasurer, Recording Secretary and three (3) Trustees.

Election to be held on Monday, December 8, 2008. Polls to be open from 8:30 a.m. to 7:00 p.m. at the following locations:

- San Jose-Santa Clara District: Teamsters Local 287, 1452 North 4th Street, San Jose, California
- San Francisco District/San Mateo District: Teamsters Local 350 Board Room, 295 89th Street, Suite 304, Daly City, California.

Nominations and the Election will be conducted in accordance with the provisions of the International Constitution and the Local Union Bylaws.

Copies of these documents are available at the Union's office. Note particularly the relevant provisions of the International constitution that appear to the right, on page 7 of this paper.

Robert Morales, Secretary-Treasurer

Local 856, San Bruno

Membership meeting dates and locations: Tuesday, October 28, 2008, 7 p.m. at 453 San Mateo Avenue, San Bruno

Annual Thanksgiving Meeting: Thursday, November 13, 2008, 6 p.m., Grosvenor Hotel, 380 So. Airport Blvd., So. San Francisco

For members residing in Sacramento area – Wednesday, November 12,

2008, 6 p.m., at Teamsters Local 150, 7120 East Parkway, Sacramento

Notice of Nominations and Election:

Nominations of Officers for Local 856 will be held at a special nominations meeting on Monday, November 3, 2008, at 6:00 p.m. at the Local 856 offices, 453 San Mateo Avenue, San Bruno, California.

Officers to be nominated for a three (3) year term are President, Vice President, Secretary-Treasurer, Recording Secretary and three (3) Trustees.

The nominations and election will be governed by the provisions of the International Constitution which are stated on page XX and the Bylaws of Local 856 which are available upon request at the Local Union office. Nominations shall be made orally from the floor. Nominees must accept nominations at the meeting orally or in writing if not present. Prospective nominees are advised to verify, in advance of the nominations meeting, the eligibility of their nominators and seconders. The 50% meeting attendance requirement shall not be enforced as a condition of eligibility to run for office in this election.

In the event of a contested election for any office, balloting will be conducted by Mail Referendum. Ballots will be mailed on or about November 24, 2008. Ballots must be received at the Post Office before the close of business on December 3, 2008 and will be counted on December 4, 2008 at the Local 856 offices, 453 San Mateo Avenue, San Bruno, California. To insure that you will receive a ballot, you must be sure the union has your current mailing address.

Joseph Lanthier, Secretary-Treasurer

Nominations & Elections • International Constitution October, 2008

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

ARTICLE XXII, Section 4(a):

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

ARTICLE XXII, Section 4(b):

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

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

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

ARTICLE XXII, Section 4(c):

To be eligible to vote in the election, a

member's dues must be paid up through the month prior to the month in which the election is held.

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

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

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

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

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



BULLETIN BOARD

— Meeting changes only —

Local 490

Local 490 has merged into Teamsters Local 315 effective July 1, 2008. Former Local 490 members may continue to contact their business agents at 445 Nebraska Street, Vallejo, CA94590, or call (707) 643-0387.

Local 315, Martinez

General Membership meetings:

Second Wednesday of the month, 8 p.m.

New member orientation begins at 7:15 p.m.

Due to the merger, the meeting locations are as follows: October and December meetings will be held at Local 315—2727 Alhambra Avenue, Martinez. The November meeting will be held in the Vallejo office—445 Nebraska Street, Vallejo.

Bakery Division meetings:

San Mateo: 151 W. 20th Avenue:

October 21 • January 20, 2009

Santa Rosa: Carpenters Hall, 1700 Corby Ave.,

October 28 • January 27, 2009

Retirees—active & fun



On August 22, Local 278's retirees gathered at Coyote Point in San Mateo for their annual picnic. All reports indicate that everyone had a good time and lots of prizes were given out.

In Memoriam

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

Local 70

ALONGI, Frank
COURTNAGE, Vernard E.
FALCON, Meredith
JENSEN, Glenn E.
KAVANAGH, William
LOPEZ, David H.
MARTIN, Steve
MORGADO, John
PENNER, William P.
NUNES, Henry L.
WENDLAND, Conway D.

Local 78/853

BRIDGETT, Benny
EDWARDS, Won
MILLS, Sadie
REED, Lindley
ROBBINS, Adrian D.
TRIPP, David S.

Local 85

FEDELE, William
HOFF, Ernie
MURRAY, Steve
SCANNELL, Michael

Local 216/853

PEREZ, Juan G.

Local 278

JACKSON, Wilburn
NAGER, Steven P.
ZAPATA, Carlos A.

Local 287

CHEW, George
CHRISTENSEN, Francis J.
DALE, James A.
FERREIRA, Charles
FERREIRA, Robert
MANISCALCO, Belle
MAXWELL, Robert D.
MYERS, Ben B.
NELSON, Carl
PADDILLA, John
PEASLEE, Fred
RYAN, Leland C.
SAAVEDRA, Felipe
SALVADOR, Marquez
SOARES, Joseph B., Jr.
SUNSERI, Anthony F.

THOMAS, Edgar E.
VASQUEZ, Russell R.
WATSON, Ted R.
WOODWARD, Verda
WONICK, Paul
ZABALA, David, Sr.

Local 296/853

DVORAK, Randy

Local 302/853

SCOTT MOSSOR, Wanda K.

Local 315

COOK, Donald
EMERY, Rick
FIERRO, Ernie
HARDESTY, Robert, Jr.
JACKSON, Ronald
MONTANO, Steve
RESH, Harry
RICHARDSON, James E.
TRIMBLE, Robert
VICARS, Bob
WILLIAMS, Joe
YOUNG, Cathy

Local 350

CAMPBELL, Dan
GUARDADO, Mark

Local 468/853

TRESCO, Bernard

Local 490/315

JONES, Sharon
RATY, Terry

Local 665

GRATUITO, Demetrio
STEVAN, Girard

Local 853

BEISSEL, Frank Jacob
COLLINS, John
DALMAS, Richard
ECKMAN, Walter
GALLEGOS, Lawrence
HALE, Cheryl Lynn
SOLARI, Luis
TORRES, Ramon R.
TREVOR, Richard

Local 856

DELANEY, Richard "Dick"

Local 890

ANDRADE, Francisca
ARMENDARIZ, Jenny
DUSTIN, Ivan
FERNANDEZ, Juanita
MURILLO, Gloria
PADUGANAN, Frank
RODRIGUEZ, Mary F.

Local 896

ROMERO, Edward

Local 912

YORK HERNANDEZ, Elkjaer
YOUNG, Robert

Local 921/853

COLLIER, Doyle K.
KREMEN, Mark
LOVERIDGE, William C.
MULLICAN, William E.
RAMIREZ, Steven P.

GCC Local 583/853

AMES, True
ARBINI, Lorena
BACOLINI, Joseph
BARTLETT, Clarence
BIES, Kristine
BLAKE, John
BLAU, Sidney
BRAIDA, Arthur
BROWN, Leonard
BURWICK, Betty
CARAMELLA, Esther, C.
CARSON, Helen
CARTER, Raul
CHESTNUT, Blaine
CHEW, Gayel G.
CHIADO, Anna
CLANCY, James
COLLINS, Larry
CON OGOLIN, Cornelius
COOPER, Fred
CRIVELLO, Lorenzo
DAKE, Albert
DALLAL, Louis
DE ARAGON, Albert

DRAKE, Donald
DUNCAN, Gene
ELTON, Leone
FERROGGIARO, Leslie G.
FIRPO, Guido
GALLI, Lena
GARCIA, Jess
GARCIA, Louise D.
GORDON, Mary
GRECH, Paul
GRECO, Emma
HODGES, Ben
HOO, Wah
HOPKINS, Floyd
JUE, Stanley
KANE, Joan C.
KLINGENFUSS, Frank
KRAMER, Harold
KRANTZ, Henry
LENT, Velva
MANN, Kathryn
MCALLISTER, Mildred
MCDONALD, Robert F.
MCPHEE, John
MEHRER, Virginia T.
MESHRIY, Norman
MORRIS, Elwood
NORBERG, Arne
PALACIO, Robert
PERATA, Nicholas
RICHMAN, Harry
RYAN, Harold J.
RYAN, Robert
SARAHOFF, John
SENFT, Robert
SEVILLA, Daniel
SPRINGETT, Gregory
SQUERI, Olive
TEALDI, Evelyn
TIRRI, Joseph
TOMASELLO, Salvatore
TROYA, Sophie
WARGO, John
WATTERSON, Rachel
WEST, Betty
WIEGNER, William J.
WILLIAMS, Jerome W.
WILLIAMS, Richard
WILSON, Richard A.
WORSHAM, Walter
ZIP, Elenora



YOUR LEGAL RIGHTS

From the Law Office of Beeson, Tayer & Bodine

By some counts, hundreds of workers die in California from heat-related injuries during the summer. This column describes some of the legal protections you have, and the penalties your employer could face if it violates your rights.

Farm workers are not the only workers at risk from heat-related injuries. Agricultural workers account for about one third of serious heat-related injuries. Construction, service industry, transportation, and public safety employees suffer from heat injuries, as well.

Summer heat waves increase the risk of heat-related illnesses. But heat-related injuries can happen as a result of other occupational condi-

Protecting yourself from heat-related illness

tions and be exacerbated by personal factors such as an individual's age, degree of acclimatization and physical condition.

An individual with a specific medical condition may be entitled to an accommodation from his or her employer under federal and state disability laws.

In addition, there are regulations meant to protect employees who work outside, including agricultural and construction workers, as well as employees in other outdoor industries.

Employers are required to provide:

- **Water:** Enough water must be available to supply each worker with at least a quart of water for each hour of work.

- **Shade:** Employees must be provided access to shade for a rest period

of at least five minutes when an employee believes he or she needs a preventive rest period. Employees should be encouraged not to wait until they feel sick to take a preventive rest break.

- **Employee training:** All employees, supervisory and non-supervisory, should receive training that includes information about the environmental and personal risk factors for heat-related illnesses and the symptoms of such illnesses; the importance of acclimatization; and the employer's procedures for responding to symptoms of heat-related illness and emergencies. Supervisors should receive additional training in order to implement preventive measures.

These regulations are enforced by the California Division of Occupational Safety and Health ("DOSH"). DOSH

may impose citations and fines on employers who violate the regulations.

In one well-known case this summer, a pregnant 17-year-old farm worker collapsed and died after working for nine hours in a Farmington vineyard. The contractor that employed the woman, Merced Farm Labor Contractor of Atwater, was fined \$267,000 by DOSH. DOSH also forced the contractor to cease operations and is pursuing revocation of its licenses.

If you have heat-related employment issues, contact your union business agent. It is a violation of the Labor Code to fire or discriminate against employees for exercising their rights. More resources are also available at www.dir.ca.gov/dosh/HeatIllness-Info.html



NEWS FROM TAP

Labor unites to challenge DOT mandate for more frequent direct observation of urine specimen

In the August/September edition of this newspaper, TAP reported on the Department of Transportation's August 25, 2008 implementation date for mandatory observed urine specimen collections and new collection procedures for all return-to-duty and follow-up drug testing.

Unions and transportation industry groups (including IBT General President James P. Hoffa, Association of American Railroads, Transportation Trades Department—AFL-CIO, and Air Transport Association), submitted letters and petitions challenging the proposed regulations.

In response, the DOT delayed the effective date for mandatory direct observation for follow-up and return-to-duty testing to November 1, 2008. However, the rest rule went into effect on August 25, 2008 as scheduled—including the new direct observation procedures detailed in this article.

DOT also announced that it is seeking comments for 30 days about whether direct observation for follow-up and return to duty testing should be mandatory, but not concerning how directly observed collections would be done.

Critiquing the new procedures

Commenters criticized the new procedures for being too intrusive, excessively disregarding employee privacy concerns and not being supported by adequate research. They stated that DOT's only reference to support

DOT's new direct observation procedure

The observer must request the employee to raise his or her shirt, blouse, or dress/skirt, as appropriate, above the waist, just above the navel; and lower clothing and underpants to mid-thigh; and to show the observer—by turning around—that the employee does not have a prosthetic device.

Once the employee has returned his/her clothing to its proper position, the observer must watch the employee urinate into the collection container and must personally and directly watch the urine go from the employee's body into the collection container.

its rule change is that, "realistic-looking prosthetic devices which hold and heat urine (or water mixed with powdered urine" are available for purchase and are known to have been used during observed collections." The extent to which such devices are used has never been established, and the mere availability of them does not warrant the level of intrusion upon personal privacy imposed by the new observed collection procedures.

Commenters also noted the unclear language in the DOT's Guidance document which states that "an observed collection is required when the employer or designated employer representative directs the collector or collection site to conduct a collection under direct observation." Commenters complained that this gives employers sole discretion and authority to require directly observed collections, in direct conflict with the regulations that carefully limit the circumstances when observed collections may or must occur.

DOT's response

DOT pointed out that directly observed drug tests are only a tiny percentage of all drug tests conducted each year under the testing rules because they are used "only in those situations in which there is a heightened incentive to cheat or circumstances demonstrating the likelihood of cheating."

Currently, directly observed urine specimen collections are required in four circumstances: 1) when the laboratory reports an invalid specimen and the MRO reports no adequate medical explanation for the result; 2) when the MRO reports to the employer that the original non-negative result had to be cancelled because no split specimen was available for testing; 3) when the MRO reports a negative-dilute specimen with an abnormal low creatinine concentration; or 4) if the collector finds materials brought to the collection site to tamper with a specimen, determines a specimen is out of temperature range, or detects other evidence indicating an attempt to tamper with a specimen.

DOT pointed out that observed collections are not required for random, pre-employment, reasonable suspicion or post-accident tests. They stressed that the only change was to make mandatory what was already optional for employers—requiring observed collections for employees who had already violated the drug and alcohol testing regulations and were therefore subject to return-to-duty and follow-up testing.

DOT remained firm that the August 25, 2008, effective date be postponed for only one of two provisions of the rule concerning the direct observation of urine collections:

Provision 1: Making direct observation mandatory rather than optional in all follow-up and return-to-duty collections. DOT ordered a 30-day comment period on this provision, and changed the effective date of mandatory direct observation for follow-up and return-to-duty testing provision to November 1, 2008.

Provision 2: Requiring observers in all direct observation collections to check employees for prosthetic and other devices used to cheat on tests, by having employees raise and lower their clothing. The effective date of this provision remains August 25, 2008.

TAP will report on the outcome of the comments that DOT receives and their response.