



TEAMSTER Northern California

Serving more than 70,000 Teamsters and their families

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Joint Council 7 and 38 to merge in January

On January 1, Joint Council 38, which stretches from Bakersfield to the south up to the two northern counties of California, and east to include Reno and northern Nevada, and Joint Council 7 will merge, making ours the third largest council in the nation.

In 1907, Joint Council 7 was the first council chartered by the International Brotherhood of Teamsters. Recognizing the historic value of the Joint Council 7 designation, the Executive Board of Joint Council 38 unanimously voted to maintain the Joint Council 7 name.

"We're doing this to consolidate our assets and to achieve greater efficiency," explains Joint Council 7 President Rome Aloise. "Ultimately, we combine our strengths and that's better for our members."

Joint Council 38 had been founded in 1927, primarily to represent cannery workers up and down the Central Valley. The council currently has 10 local unions, with a total of about 35-40,000 members—the large variance comes from the peak numbers in August of cannery workers. Like all Teamster units, the council represents workers in numerous job titles and industries; its largest industries are dairy, food processing, construction, UPS, and canneries.

With 12 local unions and about 50,000 members in those industries and more, Joint Council 7 celebrated its 100th anniversary in 2007.

According to the Teamster constitution, the job of the joint council is to oversee jurisdictional disputes among the locals. However, over the years, joint councils have expanded their duties to include supporting organizing, conducting contract negotiations, particularly those that im-

act multiple local unions, and dealing with legislation and politicians in the geographic region.

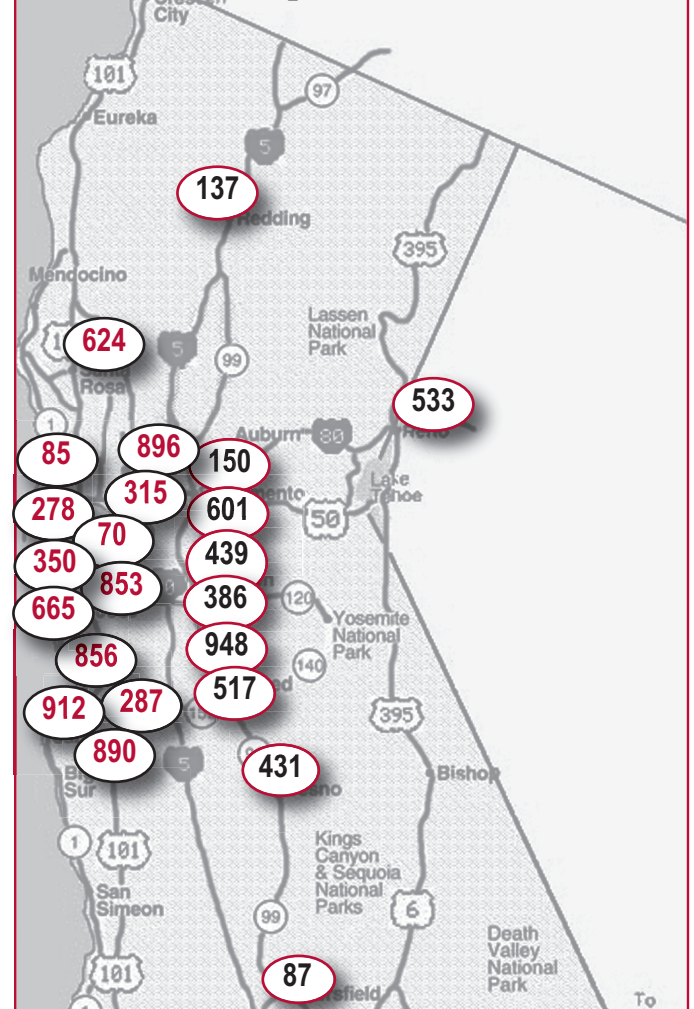
"This merger has been in discussion over the last few years," explains Joint Council 38 President John Souza, who has been a Local 386 member and leader for 41 years, and has headed the council for four years. "Our Executive Board felt it would be in the best interest of our members to merge with Joint Council 7; we see it as a mutual benefit because a larger joint council brings greater strength and the ability to better represent our members in many areas, like organizing."

The merger means that both councils will have representatives on the new Executive Board. Rome Aloise will continue in his role as President. Serving with him from the current Joint Council 7 board will be Robert Morales (Local 350), Ernie Yates (Local 665) and Carlos Borba (Local 315); and coming from the current Joint Council 38 board will be Dave Hawley (Local 137), Darrell Pratt (Local 431) and Lucio Reyes (Local 601). Moving to the Advisory Board will be Bill Hoyt (Local 287), Joe Lanthier (Local 856), Steve Mack (Local 853), Vic Shada (Local 150), Scott Lupo (Local 517) and Jim Tobin (Local 150).

Delegate meetings will likely alternate between the Bay Area and the Central Valley.

"The foundation for the new Joint Council is set," says Aloise. "But we still have a lot of details to work out. We'll be starting with a fresh slate on how we handle organizing and political activities and how we restructure to better assist our membership across this large and diverse region. I believe this is the right decision to enable us to move with strength and cohesion into the future."

The new map of Joint Council 7



Joint Council 7	Joint Council 38
• Local 70 Oakland	• Local 87 Bakersfield
• Local 85 San Francisco	• Local 137 Redding
• Local 278 San Francisco	• Local 150 Sacramento
• Local 287 San Jose	• Local 386 Modesto
• Local 315 Martinez/Vallejo	• Local 431 Fresno
• Local 350 Daly City	• Local 439 Stockton
• Local 624 Santa Rosa	• Local 517 Visalia
• Local 665 Daly City/San Jose	• Local 533 Reno
• Local 853 San Leandro/San Mateo	• Local 601 Stockton/Oroville
• Local 856 San Bruno	• Local 948 Visalia/Kingsburg/Modesto
• Local 890 Salinas/Gilroy	
• Local 896 Vallejo	
• Local 912 Watsonville	

Happy Holidays!
¡felicices fiestas!
节日快乐!

From the officers and staff of Teamsters
 Joint Council 7 and its affiliated locals



ELECTION NOTICE

Attention: Members of Local 896
 See Page 7
 for info about upcoming Local elections



MEMBERS IN FOCUS

Teamster artist Jos Sances enlivens public spaces



Local 853 members Jos Sances (L) and Alliance Graphics President Howard Levine at the Castro Valley Library opening in October.

For Jos Sances, being an artist also means being a Teamster. After working as a screen printer for a non-profit organization back in the 1980s, he decided that he loved the work but didn't appreciate how he was treated as a worker. So in 1990, he helped found Alliance Graphics, a unionized screen printing and embroidery shop in Berkeley, and immediately had the new company affiliate with a union. Initially, the shop was affiliated with GCIU Local 583; the local has since merged with Teamsters Local 853.

"I wanted to stay in the non-profit world, but I wanted to be unionized and have a contract and union protections," Sances says. The small shop has since grown to employ 14 people. "We have a stable workforce, which is unusual in this industry. It's a good job with living wages and our people take pride in working here."

Alliance Graphics does union and community screen printing and printmaking on a wide range of products, from union banners and t-shirts to specialty items, such as stickers, notebooks and pens. But setting them apart from the pack is that they only use vendors that are USA-based and unionized. "That gives us an edge. Most people don't mind paying 25 cents more for an item if they know it's not made with slave labor. We found a T-shirt man-



8'x 32' Tile mural at Sixteenth Street BART Station, created with Daniel Galvez, 2002.

ufacturer in Los Angeles that's unionized. They're a little more expensive, but they produce great shirts. We're not the cheapest, that's for sure, but we can still be competitive and provide really good service. People can come in with a scribble on a napkin and get back a beautiful product."

Sances says that the shop is very green, having found ways to get rid of most chemicals and installing a filtering system so that printing refuse doesn't go back into the bay or drain water. "Screen printing used to be hazardous," he explains. "We've made it safe."

Making art public

Not only does Sances do screen printing and printmaking, he also has an impressive public art portfolio. "This is art that's owned by everyone and is paid for with public funds," he explains. As a result of an ordinance passed in the 1980s, all federal, state, and local projects include a small percentage for public art.

Sances had just made a 90-minute presentation for a high school campus project. "It's a highly competitive process. 130 artists had applied and only five of us were invited to make presentations."

In October, his three-section mural at the new Castro Valley Library was completed and unveiled to the public. "This was an interesting and tough project. Castro Valley had recently had a public art disaster and that project was mothballed, so they wanted to make sure, this time, that the community had an opportunity to talk with the artist and was invested in the project. In the end, a few thousand people came to the opening to see their art."

The tile mural, entitled "The Free Form Flight of Life Long Learning," celebrates the human imagination and the quest for information and ideas. As the "father of American libraries," Benjamin Franklin is a central figure. He and the children on their magic carpet books fly over the landscape of Castro Valley. The style is a combination of realism and surrealism.

The challenge was that after a portion of the wall was installed, the project was put on hold until the flooring was installed. "Ordinarily, this would have been a time to panic, not knowing what state my project would be in when it was time to restart the job. But I got a lot of help when they found out I was a Teamster and the work was in perfect condition when



One of four 12x40 foot murals at the Oakland Coliseum's main entrances. Painted with Daniel Galvez in 1994.

Members in Focus

Joint Council 7 has more than 50,000 members across the greater Bay Area and many of you are doing important & fascinating things—at work, at home and in your communities. If you have a story you think might work in the Northern California Teamster, please contact your business agent or e-mail newspaper editor Debra Chaplan at dchaplan@mindspring.com.

I returned to the site. The electricians spent extra time and effort to light the mural really well. It was clear that I got support and respect for being a union member."

One of his favorite works was at the Arnett Watson apartments. "The city named this 85-unit building for homeless families after a homeless activist who had died suddenly. I got to make a mural in the courtyard as a tribute to her. It wasn't a big job or big money, but it was very fulfilling to be able to express my own politics as I'd like to."

His next project is a 40 foot tall by 160 foot long Recreation Center wall at Ira Jenkins Park in East Oakland. This project will use epoxy paint on an aluminum sunscreen and is slated to take seven months to complete. "We'll have to wear hazmat suits to apply the paint, but they claim it will last 50 years outside without fading," Sances says. Again, creating this project has been a public process. "With the theme 'healthy lifestyles,' we've held numerous meetings in East Oakland—in middle schools, senior centers, and libraries; we've taken pictures of kids and seniors to create a portrait

of the community. This neighborhood has a reputation for drugs and crime, but we want to highlight the good healthy things that take place there as well."

For this artist and Teamster, the Bay Area is his canvas. You can see Sances' work at the Oakland Coliseum, the 16th Street BART station in San Francisco and the Amtrak BART transit village in Richmond, as well as at the San Francisco County Jail and the Alameda County Juvenile Justice Center.



Northern California

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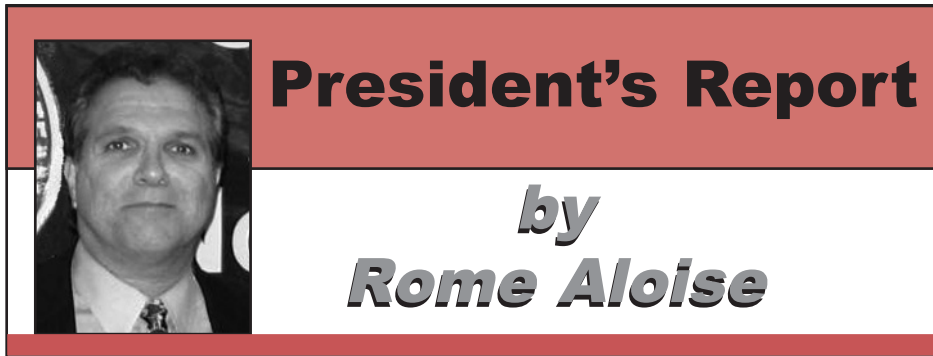
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Diversity is Teamsters' strength

Recently, I had the opportunity to be with more than 700 members from my home Local 853. I was amazed at the diversity of our Local, which of course, is representative of all of our Locals in Joint Council 7. We are not only diverse based on our various races and nationalities, but also based on what we do as Teamsters.

This diversity is why the Teamsters are the strongest and most successful union in our nation. Most other unions primarily represent one industry and one basic type of job, which often means that diversity is limited. On the other hand, the Teamsters union has benefited from the diversity of our members and the types of jobs that they work in.

Think about it. Just about every type of job in our country is covered by a Teamster contract. Our largest numbers are still truck drivers and delivery drivers. But we also represent retail workers, manufacturing workers, zoo workers, professionals, police and firefighters, public sector workers, dairy, cannery and other food workers, airline workers, salespersons, construction workers, printers, hospital workers, and many, many more types of jobs and professions.

This diversity enables us to use ideas that work within one area or industry in another, and it allows us to be innovative rather than stale and "stuck in ruts" because we don't have the ability to see how it is done elsewhere.

Even in slow economic times like we are experiencing now, it never ceases to amaze me how the Teamsters union and our members are able to get things done in a better way than others. Given all the different types of jobs that we do, there is a Teamster member working every minute of every day of the week, every day of the month, every month of the year!

You would think, that with all of the good things that being a Teamster brings our members, we would do a better job of educating new members as to the importance of the union and the indisputable fact that the union is the reason we enjoy a better livelihood than non-union workers who perform the same or similar jobs. Unfortunately, we have fallen short in an

Being in a union has become an exclusive club. We need to let our new members know this and build loyalty from the bottom up.

area that is vitally important to our future.

When a new member comes into your workplace, it would be great if each current member would welcome them and help make them aware that everyone working there is a sister or brother in the union. New members should be told that our members working there, and the members that came before them, fought to make the workplace safe, dignified and gained the wages and benefits that everyone enjoys today.

We need to mentor our new members who come into the union as a result of a condition of employment which is required by the contract, rather than someone who comes in from an organizing drive where they want and fight for the advantages of union representation. All too often,

the new member's first experience with the union is a letter telling them they owe initiation and dues. This is why officers, business agents, shop stewards and most importantly our rank and file members, need to approach these new members, make them feel welcome and make sure they realize they are now part of a very exclusive family. After all, only 11% of workers in this country have the advantage of belonging to a union. It has become an exclusive club, and we need to let our new members know this and build loyalty from the bottom up. We all have to do a better job of this going forward.

Merging Joint Councils

Our lead article announces the merger of Joint Council 7 and Joint Council 38. This is both monumental and historic for the Northern California region.

Joint Council 7 was the first Joint Council chartered by the International in 1907, making it the oldest Joint Council in the Teamsters union. Joint Council 38 was formed out of Joint Council 7 in 1927 to deal with the locals that were developed to represent the cannery workers throughout the Bay Area and the Central Valley.

Both Joint Councils have proud histories. The merger was accomplished because the officers of both acknowledged the need to consolidate our assets so as to strengthen our ability to represent our members.

This merger means that some who held a leadership position in their respective Joint Council will be giving that position up. It is a tribute to all of the Executive Board members of both Joint Councils, that they were willing to make sacrifices to benefit the membership. This is the type of leadership that will guarantee that the Teamsters union in Northern California remains strong and can get stronger in the future for the benefit of those we serve.

Once all the details are worked out, we will provide more information on how the new Joint Council 7 will be configured and the new programs we will be able to develop as a result of combining our resources.

I wish all of our members, officers and officials a happy and healthy holiday season, and hope that the New Year brings a positive turn in the economy so that we can all begin to prosper again.

Health care in Senate's hands after House passes solid reform bill

For several years, the Teamsters have educated, advocated, lobbied and demonstrated for health care reform that ensures that all people in America have access to decent health care, and that all employers offer insurance or pay into a public insurance pool. Good health care reform that meets those goals would enable Teamster employers to compete with the non-union sector on a more level playing field.

Since President Obama came into office, reforming the health insurance system has been a top priority of his administration, and one that the Teamsters have endorsed enthusiastically.

The current system is unsustainable. Approximately 20% of premium costs paid by union benefit plans cover the more than 46 million uninsured, who are often forced to use hospital emergency rooms for routine care. Non-union employers who pay low wages and don't cover health benefits can un-

derbid union employers for the same work. All too many people lose their insurance coverage when they're laid off and can't get new coverage due to the expense, or the fact that they have a "pre-existing condition."

The House of Representatives passed a decent, though not perfect bill. It includes a public option—meant to be a lower cost plan that will force the private insurers to offer competitive pricing—as well as guarantees that all people must have access to insurance. And, according to the Congressional Budget Office, it will reduce the federal deficit over the next decade.

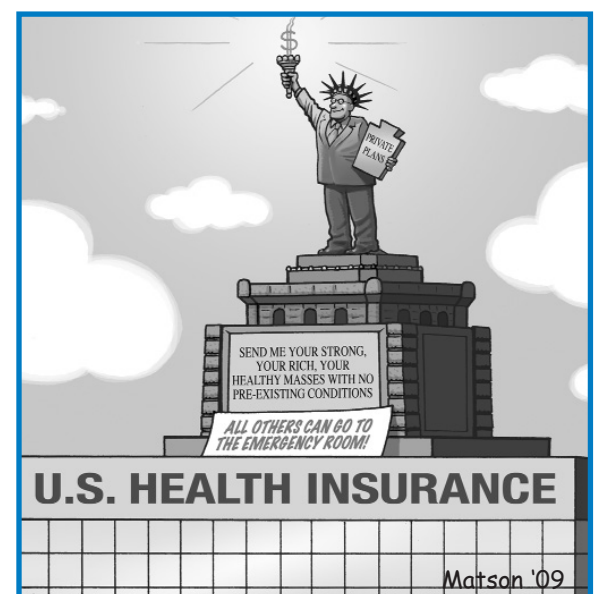
Game shifts to Senate

Now it's up to the Senate to pass a bill. While a majority of Senators support the major elements of the House bill, Senate rules enable opponents to require a 60-vote margin to even debate the bill. At presstime, the Senate bill

squeaked by with enough votes to come to the floor for debate, but it's not clear what compromises will be needed to generate enough votes for passage.

Currently, the proposed Senate health care reform bill includes a public option. According to the Congressional Budget Office, this bill would provide health insurance to 31 million more people, and would reduce the federal deficit by \$130 billion over ten years.

Unfortunately, this bill also includes a new tax on "cadillac" health plans. For the first time, the federal government would tax benefits, including many union plans. "Taxing the benefits hard-won by union members is the wrong way to finance health care," says Joint Council President Rome



Aloise. "We need to mobilize our members to eliminate this provision from the bill."

Call Senators Feinstein and Boxer today at (877) 323-5246 and urge them to remove the excise tax on benefits for working families from the health care reform bill.



Locals 665 & 856

Teamsters support striking San Francisco hotel workers

Members of Teamsters Local 665, employed as garage valets at the major hotels in downtown San Francisco, and Local 856, employed as hotel desk clerks, are honoring sanctioned pickets by members of Hotel Employees Restaurant Employees (HERE) Local 2.

“Our members work beside these brothers and sisters in the hospitality industry, and they realize that standing together is the thing to do,” said Mark Gleason of Local 665. “It’s more important than ever, in these tough economic times, to recognize the struggles of workers in the service industry.”

Hotel workers are staging a series of three-day strikes at targeted hotels in an effort to get a fair deal from employers at the table. Hotels which have been struck in November include the Grand Hyatt, The Palace Hotel, and the Westin St. Francis. The hotel union states that the outstanding issues are wages and health benefits.

“We want to emphasize to our members that these are sanctioned pickets. They should honor these lines as the pickets arrive at their worksite. The



Local 856 members honor the 3-day Grand Hyatt picket line in November.

Teamster labor contract protects them, and the officers of Local 665 are going to make sure that there is no retaliation upon return to work,” Gleason said.

“Local 2’s fight is our fight,” said Local 856 Vice President Julie Wall. “These multinational corporate hotels are trying to use the temporary economic downturn as an excuse to gut our labor agreements.

It’s not going to happen. We’re proud of our members from the Grant Hyatt and Sheraton Palace, for honoring Local 2’s three-day strikes.”

“Four hotels have settled contracts with us. Two dozen have not, and we’ve been without a contract at those hotels for 11 months.” Wall says that the Hyatt, Starwood and Intercontinental-owned hotels have proposed absolutely disastrous working conditions for Local 856 members, including a proposal to do away with 8-hour shifts, end two consecutive days off, and reduce the number of hours between shifts.

The four hotels that have settled with a reasonable financial agreement are the Sheraton and the Hilton at Fisherman’s Wharf, the Fairmont, and the Holiday Inn Golden Gateway.

The union expects more three-day strikes during the holiday season and asks Teamster members to contact their business agents if they have questions, and to watch the local website for updates about the hotel strike.



JC7 ORGANIZING

Member activism: the future of the labor movement

By Pilar Barton

Joint Council 7 Organizing

As we search for answers to the challenges we face today, there is a reality we cannot overlook: the future of the labor movement depends on rank and file members having a fundamental role in their unions. This is the path to revival.

We have witnessed the ongoing annihilation of jobs in general, not to mention good-paying union jobs. This will sentence the next generation to a poorer and more difficult life. Does our hope for getting out of this crisis lie in devising partnership agreements with employers, building giant mega-unions or finding just the right political strategies?

One constructive alternative approach would be building strong rank and file unions. History shows that the largest union growth always occurs when rank and file unionism was dominant. Two ingredients for success have always been enhanced union democracy and consistent involvement by the rank and file.

Union leadership at Joint Council 7 recognizes that building an effective organization requires educating and empowering members. Rather than throttling members’ voices, we have offered opportunities for expanded ed-



Organizers “boot camp” held on October 10 at Local 287 in San Jose.

ucation and training, knowing that this is the only way to build lasting union power.

We know the stakes are too high to go on with business as usual. On Saturday, October 10, Local 287 hosted the JC7-sponsored, “Organizing Boot Camp” in collaboration with the IBT Training Department. The training was attended by an impressive 208 rank and file Teamsters. The curriculum was designed to equip our members with the basic organizing skills they need on a campaign and there was a lively interchange of ideas. Lessons were designed to prepare rank-and-file Teamsters in the fundamentals of organizing, such as researching targets, making first contact, building a committee, using the internet to organize, mobilize, win a majority, and stay organized through to the first contract.

Real union strength comes when members recognize that the union belongs to them and actively work to build a stronger organization. We are happy to report that many of the JC7 locals are currently engaged in active organizing campaigns with the assistance of rank and file organizers.

We can’t describe in specific detail about some of the current active campaigns as that would jeopardize the confidential status and compromise the workers. But here are some of the accomplishments we can talk about:

➤ **Local 624** was victorious in the Neil Med election, and will be adding nearly 500 rank and file members to their ranks. They are also close to completing a first contract. Local 624 has other targets in progress, and is keeping organizing a constant priority.

➤ **Local 665** is engaged in an organiz-

ing campaign for a unit with 50 workers. We will share the details of this campaign when it becomes public. Local 665 is using political leverage to build support for the workers.

➤ **Local 856** is involved in several campaigns involving hundreds of workers in both the airline and healthcare industries. The local will be working with rank and file trainees from the organizing boot camp to assist with some of these campaigns.

➤ **Local 315** has initiated several campaigns involving warehouse and healthcare workers. This is a strategic decision to organize workers in fields that won’t be decimated by the economy.

➤ **Local 912** is beginning a campaign of cold storage workers in two locations.

➤ **Local 890** has begun a campaign of a 1,000-plus worker unit. We have completed the research and the local is building a list of worker names and contact information. A house call blitz is being scheduled.

Several other locals are conducting strategic organizing campaigns. If you are interested in helping to organize, please contact us at Joint Council 7 : 415-467-7768.

THE LOCALS

Local 315

Joining campaign to save carhaulers' jobs

Across the nation, Teamsters and consumer protection advocates have joined forces to save carhaulers' jobs, thousands of which are in jeopardy.

Local 315 members have picketed at GM and Chrysler dealerships in Concord and Roseville, seeking to get the owners to sign on to a letter to the CEOs of both companies in support of

the unionized auto transport drivers who are being replaced with less-experienced, non-union drivers. Locals 287 and 853 also leafleted dealerships in their jurisdictions.

A Teamster-commissioned study, entitled "Damaged When Delivered? How Bailed-Out Auto Giants are Ripping Off American Consumers," was

released in Washington, D.C. in November. The study reveals that in addition to the lost jobs, the "alternative" carriers used by GM and Chrysler often transport and handle the cars improperly, potentially causing structural damage to frames, axles, and other parts essential for maintaining structural integrity and safety. On top of po-

tential damages, GM and Chrysler continue to charge customers high "destination fees," but pocket the additional profits that would have gone to the unionized carhaulers.

To date, four dealerships in this area have signed the letter supporting carhauler jobs and sent it on to GM management.

Local 350

New members at Allied Waste/Republic Waste

By a vote of 27-2 in an NLRB election held on November 18, the 29 mechanics and welders at Allied Waste Republic Waste Services in San Carlos chose to be represented by Local 350.

"This company is fighting the Teamsters all over the U.S. We beat them twice, first in Los Angeles earlier in November, and now here. They conducted an anti-union campaign, but it clearly didn't work. With more than 90% support amongst the work-

ers, we see this as a big success," says Secretary-Treasurer Robert Morales.

Once the Labor Board certifies the election, the union will schedule negotiations. Morales is confident that the union will achieve a good contract for this group of workers. "We'll be very proud to represent these workers and I expect that this will open up more opportunities to organize workers at this company around the country."



(L) Teamsters Local 315 and PMT Auto Transport members picket the Concord GM dealership; (R) Dealer signed the letter to GM management supporting auto transport drivers.



SACRAMENTO REPORT

Rundown of the 2009 legislative session—some bills signed, others go down

by BARRY BROAD

California Teamsters Public Affairs Council

In October, the Governor acted on hundreds of bills that went to his desk. Despite threatening to veto all of them unless he got a water deal, he decided to consider them individually for signature or veto. Many bills that would have made the lives of working families better were unfortunately vetoed because they conflicted with the Governor's pro-corporate mantra. However, a few good bills were signed. Below are some of the actions he took on bills important to the Teamsters.

Two Teamster-sponsored bills signed

SB 186 by Senator Mark DeSaulnier, (D-Concord), eliminated the expiration date on the law that allows employees to pre-designate their own doctor for the purposes of workers comp. Workers will now permanently have the right to choose their own physician for workplace injuries, which is a much better option than the company doctor. CTPAC co-sponsored this bill with the California Labor Federation and the California Professional Firefighters.

AB 1046 by Assembly Member Joel Anderson, (R-La Mesa), will help our members caught up in the foreclosure crisis. The law provides that a specified

portion of equity in a home is exempt from execution to satisfy a judgment debt. Prior to this legislation the exempt equity amount was \$50,000 for a single person, \$75,000 for a family, and \$150,000 for the elderly or disabled. This bill increased this "homestead exemption" to \$75,000, \$100,000, and \$175,000, respectively.

More important bills signed

AB 236 by Assembly Member Sandre Swanson, (D-Oakland), will preserve the car wash registry, which has enabled car wash workers to get justice for labor violations and organize to make a better life. This law was set to expire this year and has proved to be a very important tool in protecting the rights of some of the most exploited workers in the state.

AB 260 by Assembly Member Ted Lieu, (D-Torrance), will ban some of the most abusive mortgage lending practices that fueled the foreclosure freefall. It bans the practice of steering where mortgage brokers could con well-qualified home buyers into more expensive and risky subprime loans when they could have afforded traditional loans. This practice resulted in fi-

ancial ruin for many working families.

AB X3 81 by Assembly Member Isadore Hall, (D-Compton), facilitates the building of a new NFL stadium in the Los Angeles area that will create 18,000 jobs and 6,000 permanent stadium jobs. The bill was required to settle a lawsuit between the stadium developer and the community groups seeking to block the project. Along with Teamster construction jobs the developer has agreed to give card check to Teamsters Local 911 for parking.

Vetoes, too

AB 838 by Assembly Member Swanson would have required Cal-OSHA to develop an indoor heat illness standard to protect workers in hot indoor environments. At least two union members from indoor workplaces have died of heat illness in the last two years. However, the Governor disagreed that the risk involved necessitated a regulation, so he vetoed the bill.

AB 943 by Assembly Member Tony Mendoza, (D-Artesia), would have banned employers from using an applicant or employee's credit report to deny a job or promotion, unless substantially related to the job. This growing practice has led to some real

injustices. Not only is it a complete invasion of an applicant or employee's privacy, but in almost every case, has no relation to the kind of performance the individual will have on the job. With the current foreclosure crisis, many workers who were duped into subprime loans find themselves in foreclosure with their credit ruined. This bill would have protected them from suffering additional penalties in the workplace. Unfortunately, the Governor sided with the Chamber of Commerce, who made this their number one "job killer" bill.

AB 1276 by Assembly Member Nancy Skinner, (D-El Cerrito), would have prevented the governor from binding the state to trade agreements without legislative approval. Many state policies on labor, health and safety, and the environment can be adversely impacted by trade agreements. Given the potential significant consequences, having the legislature as a check on the power of the governor to unilaterally bind the state to such agreements seems like common sense. The Governor doesn't have much common sense though, so he vetoed the bill.

Even though the legislature is in recess, there have been special session meetings in areas that effect Teamster jurisdiction such as water and education, and we are monitoring these closely.

TEAMSTERS JOINT COUNCIL 7

Executive Board

Rome Aloise — President
 Steve Mack — Vice President
 Robert Morales —
 Secretary-Treasurer
 Carlos Borba —
 Recording Secretary
 Ernie Yates — Trustee
 Bill Hoyt — Trustee
 Joe Lanthier — Trustee



Delegates' Meetings

The 2009 delegates' meetings will be 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

70	510-569-9317	350	650-757-7290	890	831-424-5743
85	415-344-0085	624	707-542-1292	896	707-644-8896
278	415-467-0450	665	650-991-2102	912	831-724-0683
287	408-453-0287	853	510-895-8853		
315	925-228-2246	856	650-635-0111		

In Memoriam

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

Local 70

BOOT, Tim
 COSTA, Albert, Jr.
 COSTELLO, Joseph F.
 DOYLE, Glen P.
 GRIFFIN, Chester
 GUERARD, Paul C., Sr.
 JONES, David
 KALLISON, Thomas
 NELSON, Roger W.
 RODRIGUES, Alan
 ROMANO, Rodney
 VALLE, Robert
 WILLIAM, Ivey
 YOUNG, Johnny C.

Local 85

DEUPREE, Joseph H.
 PISCITELLO, Frank
 REGO, Babe

Local 287

ALT, Raymond C.
 BALLIN, Louis
 COPPINGER, Mark F.
 DEMARIA, Augustine G.
 GARY, Robert E.
 HAYGOOD, Tom
 HOUGHTON, Grover R.
 HUTCHISON, Delmus A.
 KITCHENS, Bobbie E.
 LEDESMA, Alfred
 LIPP, Thomas
 MACHADO, George
 MARTIN, Randy
 MOORE, Betty
 PANNELL, Roy G.
 PATRON, Albert P.
 PHELPS, Don A., Jr.
 ROBERTS, John L.
 SILVA, Edward M.
 STEIGMANN, Herbert W.
 STOCKWELL, Walter E.

Local 315

ALFONSO, Leonard
 CAMPBELL, Dennis
 FREED, Ronald
 GONZALES, James
 KINCHION, Brian
 MARSHALL, Donna
 MCCOOEY, Robert
 WALLE, Genaro

Local 350

PAYTON, Jim
 ROMERO, Armando

Local 432/853

MEYER, Konrad, Sr.

Local 484/315

CAPINARIS, Ted
 KOOP, Hubert

Local 588/853

PIMENTEL, Wilfred
 RODERICK, Tommy J.

Local 624

AUTLER, Chris
 BLANCHARD, Maryann
 CASPER, Harold E.
 CHAIREZ, Jesse M.
 COSAK, Mat
 CROWDER, Samuel M.
 DAVIS, Elsie
 DEL NERO, Charles
 GONSALVES, Alfred
 GONSALVES, William A.
 HAGERMAN, Russell
 KNUDSTON, Lyman, Jr.
 LINMAN, Earl A.
 MATHIS, John W.
 MCDOWELL, James E.
 NYSTROM, Majorie M.
 ODIORNE, Richard
 POZZI, Livio
 PRESLEY, Mark G.
 RAZO, Angela
 REEDER, Robert W.
 RUSSELL, Ronald G.
 SOARES, Edward M.
 THOMPSON, Melvin A.

Local 853

BUTLER, Lawrence C.
 DE SANTO, Richard

Local 860/853

SUVACO, Herb

Local 890

CASTRO, Guadalupe C.
 GARCIA, Santos
 KILLIAN, Ok Son
 MACIAS, Julian
 RAMOS, Jorge Rico
 ROSE, Jerry

Local 896

HOLMAN, Michael
 LANGENDORF, Muhad

GCC583/853

FOGE, Norman
 JUGO, William
 MCALISTER, Theresa
 ODOM, Reba
 OWENS, William J.
 PAYTON, Harold

BULLETIN BOARD

— December & January Meeting Updates —

LOCAL 70, Oakland

The January, 2010 Membership Meeting will be held Thursday, January 28, 7 p.m., 400 Roland Way, Oakland.

LOCAL 287, San Jose

The January, 2010 Membership meeting will be held the second Tuesday of the month, 7 p.m. at 1452 N. Fourth St., San Jose.

LOCAL 315, Martinez/Vallejo

The Local 315 Children's Christmas Party will be held Saturday, December 12, 2009, 11 a.m. – 2 p.m. The January, 2010 Membership meeting will be held at 2727 Alhambra Rd., Martinez at 8 p.m.

LOCAL 350, Daly City

- The date and location of the December, 2009 San Jose General Membership Christmas meeting will be: Wednesday, December 16, 7:00 p.m., at the Holiday Inn San Jose, 1740 North Fourth Street, San Jose, CA.
- The San Francisco General Membership Christmas meeting will be held December 16th, 7 p.m., at the SF Electricians Hall, 55 Fillmore St., San Francisco.

LOCAL 853, San Leandro

The January, 2010 Membership meeting will be held at the Local 853 Meeting Room, 2100 Merced St., San Leandro, at 7 p.m.

LOCAL 856, San Bruno

The January, 2010 Membership Meeting will be held Tuesday, January 26, 2010, 6:00 p.m., at Teamsters Local 856 "Checuti Hall."

LOCAL 896, Vallejo

The January, 2010 Membership Meetings are as follows:
 Branch 1 – Saturday, January 30 at 10 a.m.
 Branch 2 – Tuesday, January 26 at 4:30 p.m.

East Bay Retirees Association

Meetings are held the third Wednesday of the month at 11 a.m. at Local 70: 400 Roland Way, Oakland. December 16 • January 20. All are welcome.

NORTHERN CALIFORNIA TEAMSTERS APPRENTICESHIP TRAINING TRUST PROGRAM

Training classes are now offered to our members in two locations:
 Oakland and Rancho Murieta/Sacramento



For more info: NorCal Teamsters Apprenticeship Training Trust Program:
 916-354-2122 Ext. 200 — or call your Teamster Local.



IN THE NEWS

Paycheck deception is baaaaaack!

Here we go again. Right-wing radicals are sponsoring a proposition for the November 2010 ballot to silence the voices of union members and working families so that corporations can have more control over government.

Voters have roundly rejected similar measures in the past (Propositions 75 and 226) because they know the consequences of passing such measures would be dire.

Corporations already outspend unions by a margin of 24-1 on politics. If these radicals have their way, the already unfair imbalance will get even worse.

If this measure passes, unions won't be able to advocate against drastic budget cuts to education, public safety and programs that seniors, kids and the disabled rely upon. Far from

protecting the rights of teachers, nurses, firefighters and other union workers, this deceptive ballot measure would reduce our ability to speak out when politicians do harm to our schools, hospitals and public safety.

In the coming weeks, radical anti-government groups and their corporate backers will circulate petitions to qualify their deceptive ballot measure. Don't sign the petition. By signing, you're just helping them get the measure on the ballot, which will cost unions millions of dollars to oppose and will distract our members from where they really need to focus—on getting a new governor into office.

Previous paycheck deception measures failed when voters learned of the hidden political agenda behind them. We must waste no time in getting the word out about this latest dangerous, deceitful effort to silence our voice.

Please start talking to your co-workers, friends and family about the hidden agenda behind this effort. If we get the word out early, this measure will fail like those before it.

For more information, visit www.calaborfed.org.

Underreporting accidents, illnesses impacts workers

At the request of the House Education and Labor subcommittee, the Government Accountability Office (GAO) issued a report in November that found that incentives for employers and workers to underreport illness not only adversely impacts the accuracy of data that the federal Occupational Safety and Health Administration (OSHA) uses to target unsafe workplaces, but also has put pressure on health professionals to change diagnoses or provide insufficient treatments.

"This report confirms that when it

comes to the documenting of workplace injuries, we can't just take employers at their word. The system, to this point has been all too easy to game," said Sen. Patty Murray, chair of the Senate Subcommittee on Employment and Workplace Safety.

The GAO is recommending that OSHA (1) require inspectors to interview workers during records audits, and substitute other workers when those initially selected are unavailable; (2) minimize the time between the date injuries and illnesses are recorded by employers and the date they are audited; (3) update the list of high hazard industries used to select worksites for records audits; and (4) increase education and training to help employers better understand the recordkeeping requirements. OSHA agreed with these recommendations.



ELECTION NOTICE

Local 896, Vallejo

Notice of Election of Officers and Business Agents

This is the official notice of scheduled Election for the offices of Secretary-Treasurer (Principal Executive Officer), President, Vice President, Recording Secretary, three (3) Trustees and one (1) Business Representative – Northern California. These officers will serve a three (3) year term commencing on January 1, 2010 and expiring on December 31, 2012.

To be eligible to vote in the election a member must have his/her dues paid through the month of November, 2009. Members have until 4 p.m. on Tuesday, December 8, 2009 to self-pay their quarterly dues to the Local Union office to restore and/or maintain their good standing status in order to have their votes counted on Wednesday, December 9, 2009. Members who have signed up for dues checkoff will have their dues deducted in the usual manner. However, please verify the deduction on your check stubs. If you

have been on layoff, disability, work-related injury or have not received a paycheck and dues have not been deducted, you are responsible for the dues payment for that month.

The election will be conducted by mail referen-

dum balloting. It is anticipated that ballots will be mailed to the membership on or about November 16, 2009 and all ballots must be received in the Post Office box by 5 p.m., Tuesday, December 8, 2009 in order to be counted on December 9, 2009. Observers are welcomed. Any member not receiving a ballot by November 27, 2009 should immediately contact the Local Union office.

It is each member's responsibility to ensure that the Local Union has his/her correct address. If you have moved recently or if you have not received correspondence from the Local Union or the International magazine, please notify the Local Union of your correct address immediately.

Since the nominations and election will be governed by the International Constitution and the Local Union bylaws, it is strongly suggested that all members familiarize themselves with the applicable provisions in those documents, which are available upon request.

Note particularly the relevant portions of the International Constitution that appear on this page of this paper.

Rene Medrano, Secretary-Treasurer

Nominations & Elections: International Constitution December

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).



NEWS FROM TAP

Eldercare and the Workplace

Coping with eldercare is becoming more pronounced as a workplace problem. A national survey estimates that 65% of the workforce is doing some form of eldercare each year, making eldercare the number one reason for absenteeism. MetLife concluded that more than \$33 billion is lost annually by U.S. business because of caregiving by workers, and 82% of working caregivers came into work late or left early to deal with caregiving responsibilities.

Baby-boomers, the 76 million people born during the 19 year span following World War II—are now between 45 and 64 years old. Their parents are the ones requiring eldercare. The problem is likely to get worse ten years from now as baby-boomers begin to leave the workforce and will be requiring eldercare themselves.

Coping with eldercare issues has become the most costly issue for this generation. In fact, boomers are often called the “sandwich generation” because they find themselves responsible for the care of their children on one side, and aging parents on the other. The result can be a nightmare of stress and financial insecurity which degrades their productivity, dulls their senses and threatens their capacity to enjoy their own lives.

Fifty percent of caregivers have a senior living with them.

The recession only makes matters worse. Many boomers find themselves needing to, not just wanting to, work rather than retire. This is happening as home values and retirement plans are at, or near, all-time lows. Unemployment rates are at 10%, leaving some caregivers without medical insurance themselves.

Several factors account for the eldercare trend, including the fact that a growing number of elders:

- are living longer (average U.S. life expectancy increased by 10 years from 68.2 in 1950 to 78.1 in 2009) as the medical ability to prolong life increases,
- are receiving complicated medical treatment (seeing more specialists, more appointments, longer waits because doctors have more patients, more prescription drugs, more legal restrictions),
- had smaller families which results in fewer sibling to share caregiving responsibilities,
- often live farther away so that problems are not recognized as soon and providing assistance is more difficult, and



• have adult children who themselves must work full-time.

Anyone with elderly parents knows these issues:

- How long can my parent(s) stay on his/her own?
- Where will s/he go?
- What can we afford?
- What resources are available?
- What will happen to the assets?
- And, of course: Will she have to move in with us?

Problems Arise Suddenly

Often, eldercare concerns come on suddenly after an accident or illness, and it becomes necessary to move quickly with little preparation. Caregivers have no feeling for the scope of the problems, no knowledge of community or governmental resources, no expertise in judging a parent's ability to live safely and no idea where to turn for help.

Look for Warning Signs

Sometimes there are signals preceding eldercare problems. If an aging parent begins to eat poorly or skip meals, it may mean s/he has become insecure about going out alone and doesn't shop for food as often as s/he should, or s/he may be too tired

to fix dinner. The resulting poor nutrition leads to further loss of energy and physical problems. She may forget to take medication regularly, which aggravates both physical and mental problems such as memory loss. It can become a downward spiral from which it is difficult to recover. Many elderly become depressed.

Many caregivers begin to deal with the stress of eldercare by increased escape through drinking or drugs. To avoid becoming additional casualties themselves, caregivers must find alternative means to address these issues.

Here are two websites that provide information that will help anyone dealing with an aging parent:

- www.eldercare.gov/Eldercare.NET/Public/Home.aspx
- www.agis.com/

For anyone just beginning to learn about eldercare issues, these websites can help you understand the various factors influencing this complex problem. If you or your loved one is covered through a health and welfare plan that subscribes to the Teamsters Assistance Program and you feel you need help in managing the process, call us at (510) 562-3600. We will help you find the best solution to your specific problem.



YOUR LEGAL RIGHTS

From the Law Office of
Beeson, Tayer & Bodine

Employees May Be Disciplined For Medical Marijuana Use

A member's physician prescribes medical marijuana to address the member's chronic pain syndrome. The member cannot be criminally prosecuted under California laws for using the marijuana as prescribed. But does California law protect the member from discipline under an employer's drug policy? That answer is now a clear “No.”

Last year, the California Supreme Court ruled that employees who use marijuana for medical purposes are not protected from termination or other discipline by their employers. In *Ross v. Raging-Wire, Inc.*, the company terminated an employee for his medical marijuana use even though he had a legal prescription from his doctor. The

Recent developments in drug testing



employee claimed that he should be accommodated for his drug use since his doctor prescribed medical marijuana to alleviate back pain. The Court disagreed, however, and ruled that Prop 215, which decriminalizes medical use of marijuana under California law, only protects users from criminal sanction and does not otherwise protect medical marijuana users. The Court ruled that Prop 215 provides employees no basis to argue that medical marijuana use is protected from employment-related sanctions.

In October, the U.S. Department of

Justice issued new guidelines emphasizing it will no longer prosecute medical marijuana users who are in clear compliance with state law. But four days after the Justice Department issued its guide-

lines, the Department of Transportation issued a notice indicating that no safety-sensitive employee subject to DOT drug testing may use marijuana – medically prescribed or not. The bottom line: any employee who tests positive for, or appears to be under the influence of, marijuana may be subject to discipline by their employer.

Direct Observation Drug Testing Does Not Violate Employee Privacy

On a related noted, a federal court

of appeals has rejected the Teamsters' legal challenge to new DOT drug testing regulations. Several unions, including the Teamsters, challenged the DOT's new rules on direct-observation drug testing, rules held in abeyance pending resolution of the court challenge.

“Direct observation” testing can only be used when the employee has previously submitted a suspicious sample or failed a prior drug test, and requires the tester to view the employee's urine stream to ensure it is exiting the body (and not a device) when the employee provides the urine sample. The unions challenged the rules on the basis that the procedure violates employees' privacy rights, which the Court of Appeals rejected finding that safety concerns about a driver's potential drug use outweigh employee privacy concerns.