



Joint Council 7 carries out unprecedented political program to elect labor-friendly candidates

Teamsters turn the tide in California election

By DOUG BLOCH

Joint Council 7 Political Coordinator

Joint Council 7 put more resources into the 2010 midterm election than ever before, and it clearly paid off. Our effort, primarily built around members talking to other members, beat back the wave of anti-worker candidates who were elected from coast-to-coast. In California, we stopped them dead in their tracks, winning 80% of the races we targeted. Most importantly, we stopped the “Wall Street Wonders” Meg Whitman and Carly Fiorina!

When it comes to politics, Joint Council 7 President Rome Aloise understood that the success or failure of any union’s political program hinges on member involvement. That’s why this election cycle, members heard from us on the job site, on the phones, at the union hall, and in the mailbox.

Rome started out our campaign in August, mobilizing more than 300 work site political coordinators, shop stewards, and union officers at meetings in Stockton, Sacramento, Fresno, Modesto, and two in the Bay Area.

With the support of the IBT, eight locals (70, 137, 287, 315, 386, 439, 853 and 856) pulled members off the clock for the month of October to visit fellow Teamsters on the job. The team hit more than 200 barns from Redding to San Jose and throughout the Central Valley. They distributed information, registered people to vote, and signed up members for the Teamsters’ Political Action Committee, DRIVE (Democrat, Republican, Independent Voter Education).

Doug Radonich, a Cemex Ready Mix driver from Local 853, signed up 352 members for DRIVE. Milton Lewis and Felix Martinez, UPS and Coca-Cola drivers from Local 70, signed up another 510. Brian Ronngren, a UPS driver from Local 386, and Giovanni Granucci, a YRC driver from Local 439, registered almost 100 voters apiece.

“I’m very glad that so many of our members got involved, volunteering on phone banks and signing up for DRIVE,” says Joint Council 7 President Rome Aloise. “Our jobs and our industries are all impacted by the state legislature and the Congress and I know that the politicians definitely look at who put in the effort on their behalf. Our investment to ensure that labor-friendly people were elected to office will definitely pay off.”

We purchased 14 laptops and installed a phone bank at Local 70. During the course of the campaign, 76 volunteers from Locals 70, 853, and our campaign at the Port of Oakland made almost 10,000 phone calls to members throughout the Joint Council for Barbara Boxer and Jerry Brown. At the same time, volunteers from Locals 386 and 439 phone-banked



Insets: These three members signed up the most new members to the DRIVE Program, increasing the Teamster’s clout in the political arena significantly. From left: Doug Radonich, Local 853; Felix Martinez, and Milton Lewis, Local 70.

At an Oakland rally on the eve of the election, Jerry Brown addresses the crowd while Attorney General candidate Kamala Harris and Senator Barbara Boxer stand by. Brown and Boxer won their seats outright; Harris’ race is still being counted.

and walked precincts for Jerry McNerney and Luis Molina, the newly elected mayor of Patterson. All together, we pulled more than 225 volunteer shifts.

On top of that, we put about 45,000 pieces of information in the mail and members received two pre-recorded phone calls from Rome himself. Quite a program!

The Teamsters were major players in local elections as well. Many locals, including 350, 315, 431, and 386 mobilized their members to participate in phone banks and precinct walks with their county Central Labor Councils.

We overcame big hurdles

We started the campaign behind the curve. Polling in September showed that 43% of our members supported Meg Whitman and only 38% supported Jerry Brown. After all of our efforts in October, those numbers were reversed!

All our work paid off. We sent Barbara Boxer, Jerry McNerney, and Jim Costa back to Washington D.C., and Jerry Brown back to the Governor’s mansion. We helped elect Richard Pan, Henry Perea, and Michael Rubio to the State Legislature. Our entire slate at AC Transit won, powerful allies in our campaign to get the transit agency to buy American buses manufactured by Local 853 members at Gillig in Hayward. And while we lost the Oakland and San Leandro Mayor’s races by razor-thin margins (less than 1-2% of the vote), we helped elect Libby Schaaf

and Pat Kernighan to the Oakland City Council and Nadia Lockyer to the Alameda County Board of Supervisors.

Finally, we helped beat back a Costco-funded initiative in Washington State to dismantle the three-tiered liquor distribution system, saving countless jobs both there and in California, where Costco would’ve struck next.

Now comes the next test. We didn’t elect these folks just for the sake of it. We have contracts coming up and a lot of unorganized workers out there. We will call on every single politician we just elected to support us in those fights. And we need to build our infrastructure so we can do more of this in the next election two years from now.

One thing we know for sure: when Teamsters get involved in politics we can win!

Important Notice

To: Participants and Beneficiaries of the Teamsters Life With Dues Benefit Plan (Trust Fund)

Important information about your rights under the Plan, and under the Employee Retirement Income Security Act, is included in this newspaper. This information should be read by you and retained for future reference.



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

- Rome Aloise, Local 853, President*
- Robert Morales, Local 350, Secretary-Treasurer*
- Darrell Pratt, Local 431, Vice President*
- Dave Hawley, Local 137, Recording Secretary*
- Ernie Yates, Local 665, Trustee*
- Lucio Reyes, Local 601, Trustee*
- Carlos Borba, Local 315, Trustee*

Advisory Committee:

- Bill Hoyt, Local 287*
- Joe Lanthier, Local 856*
- Scott Lupo, Local 517*
- Steve Mack, Local 853*
- Sam Rosas, Local 439*
- Vic Shada, Jr., Local 150*
- Jim Tobin, Local 150*



California bucks national trend; elects worker-friendly politicians

In all the years that I have been involved in the electoral process, this year has been the most difficult and uncertain. The uncertainty of how the economic environment, the lack of jobs, and the all-around discontent of the voters made for a very scary and nervous time.

However, the members in all of our Joint Council local unions stepped up like never before. Again, in California we bucked the national trends and fought off the crazies to preserve some sense of dignity and do the right thing. Meg Whitman's disgusting expenditure of more than \$150 million was an outright attempt to buy the governorship of our state. Fortunately, it was repulsed by the general public and by union members especially. Whitman and Fiorina had the audacity to attack not only union leaders, but worse yet, union members! They both tried to blame workers for all the troubles in the state. It was typical CEO talk and actions, that, luckily, you and thousands of other union members soundly rejected.

Jerry Brown, the Governor-elect, won by a wide margin while only spending about a tenth of the money that Whitman did. Same with our friend Senator Barbara Boxer. Overall, as you can read in our lead article, labor again saved the day in our state, and you and your families were the reason. My very sincere thanks to all of you for being there for your union and for the working people of California.

New Joint Council 7's first birthday

We are now closing out the first year of the new Joint Council 7, as a result of the merger between Joint Councils 38 and 7. We learned, sometimes the hard way, that the two councils had different ways of doing things, and we needed to devise work-arounds and compromises to create a single council that was even stronger than the sum of its parts. All in all, I believe your Joint Council Executive Board and the Advisory

Board have been able to accomplish some great things.

For the first time in our history, all the locals in the Joint Council were able to give scholarships to deserving students for their future education. We streamlined various grievance committees, making them more effective for the members. We also put on the most successful fundraiser for our All Charities Fund in the

Council's history, raising \$80,000 to benefit members and their families throughout the year when they are in need as well as several worthy charities.

Also, during the election season, all the locals in the Joint Council stepped up to participate in political coordinator meetings throughout the entire geographic area, and bring information and materials to our members at their workplaces. We also increased DRIVE participation significantly, which is vital to

our political well-being and proved crucial to helping our chosen candidates get into or stay in office.

Finally, we will soon be unveiling our new Joint Council 7 tractor and trailer. This truck will be traveling advertisement for our Joint Council and will be on hand for organizing, strikes, and public service. We are all excited to see the final product; I promise it will be another reason we are all proud to be Teamsters.

A big year ahead

2011 will be a very big year in the Teamsters Union. Our national convention will be held in June, when we will nominate candidates for our International Executive Board. Between now and then, most locals will hold delegate elections. What happens at the International directly affects your local union, so I encourage you to learn about the process and pay attention to your local's delegate elections.

In closing, I want to wish all of you and your families a great holiday season and hope that we have a great New Year in store for all of us.

All the locals in the Joint Council stepped up during the election season.

Buy union this holiday season

Holiday shopping traditionally kicks off on "Black Friday"—designated as such because it's the timeframe when many retailers move from red ink to black on their balance sheets. Shoppers will find plenty of "bargains," but union family shoppers will want to look beyond foreign-made electronics, trendy toys and gadgets to find enduring goods that are union made, or perhaps gift cards for union-productions, such as movies or sports events, or union made food stuff—there

are still many union-made candies, baked goods, spirits and specialty items.

Start your shopping list with a visit to: www.unionlabel.org, and click on **Union Products**. If you can't find what you're looking for there, move on to the websites of the unions with links on that page.

Use your power-of-the-purse to help rebuild our economy. Buying union-made and American-made products helps keep good jobs in the community.



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Trade union delegation from China visits Joint Council 7



Delegation includes representatives from agricultural, forestry, and general trade union federation, who met with Joint Council 7 President Rome Aloise.

A delegation from the Heilongjiang Federation of Trade Unions made a visit to Joint Council 7 in late October to meet with President Rome Aloise. Their goal was to learn about the Teamsters and share how they work in China.

The group is from a province in North Central China that has 38 million people, nine million of whom are workers, and seven million are union members. The Federation itself employs 14,000 workers. Most of the workers in the province work in agriculture, or the oil, gas and coal industries, and it was those sectors that were represented by the visiting group.

“You have to have a union but the workers don’t have to join,” explained Wang Yue Hua, Chairman of the Heilongjiang General Trade Union through a translator. Even with the big numbers, unions are not that powerful in China, he said.

The group was very interested to learn about the political, negotiating and other leveraging techniques that the Teamsters use to represent their members and show solidarity with other unions. They had met with unions in Canada before coming to San Francisco, and were headed to Los Angeles before returning to China.



Trade Union Federation leader Wang Yue Hua presents Joint Council 7 President Rome Aloise with a Chinese scroll.

Teamsters make the difference in Central Valley

As Teamsters legislative director Barry Broad says, “the old adage ‘as California goes so goes the nation’ was never proven more wrong than on election night.” While the rest of the nation watched Republican gains virtually everywhere, California stemmed that tide of red by electing a sea of Democrats to virtually every significant office, including sending Jerry Brown back to the Governor’s office and reelecting Senator Barbara Boxer. “We also had important Teamster victories on ballot initiatives like Proposition 22 which protects transportation funding,” Broad added. “All in all it was a good night.”

Most of the locals in Joint Council 7 worked tirelessly, either as part of the Joint Council effort or with their County Central Labor Councils to do phone banking and precinct walking for local and statewide candidates.

Local 386 Secretary-Treasurer Gaylord Phillips reports that his staff and members worked every weekend throughout the month of October and the first weekend of November, stumping for labor candidates in the Central Valley.

Local Congressman Dennis Cardoza, a long time friend of Teamsters Local 386, kicked off his campaign at the local and soundly defeated his opponent with the help of many union members in the 18th Congressional District.



Newly re-elected Congressman Dennis Cardoza kicked off 2010 campaign at Local 386.

Although the 11th Congressional District is outside Local 386’s geographical jurisdiction, members from the local also campaigned for Jerry McNerney in Manteca and Ripon, where many of our members reside. Jerry is a long time friend of labor. Political Coordinator, Ryan Camp along with Marsi Newman from CTPAC made contact with Local 386 members in San Joaquin County. In addition the local sent letters and made personal phone calls to these same members. The race was a squeaker, but in the end, McNerney prevailed.

The mayor’s race in Patterson was decided by 205 votes. Mayor-elect Luis Molina, a union member who supports our organizing efforts in Patterson, was chauffeured around the town by lost-timer Bryan Ronngren, a UPS driver who runs the Patterson route, and Local 386 Secretary-Treasurer Gaylord Phillips. Gaylord and Bryan introduced Mayor Molina to every Local 386 member who was home that day.

“Teamsters Local 386 used the member-to-member model for our political efforts this session,” says Phillips. “In future election cycles, we will be expanding on our worksite political coordinator program and integrating it with our Volunteer Organizer program. Through member involvement, we can grow the local and increase our political influence in our community.”

Prepare to fight for Social Security—again!

Under the guise of controlling the national deficit, Social Security may be under attack, again. Retirees and active union members will all be needed to fight to keep this hard-won benefit.

In February, President Obama signed an Executive Order creating the National Commission on Fiscal Responsibility and Reform and directing the commission to recommend how to reduce annual deficits to 3% of the national economy by 2015. While it doesn’t appear that the 14-member commission will actually be able to agree on a set of proposals, recently Commission Co-Chairs Erskine Bowles and Alan Simpson floated their ideas about how to cut the deficit. The Chairs’ ideas include:

- Increasing the retirement age to 69 (by 2075).
- Indexing Social Security yearly increases to a lower inflation rate, which will generally mean lower cost of living increases and less money per average recipient.
- Reducing benefits by 2050 for middle, and, especially, higher earners, relative to current benefits.
- Increasing the Social Security contribution ceiling: while people only pay Social Security taxes on the first \$106,800 of their wages today, that’s only about 86% of the total potentially taxable wages. The co-chairs suggest raising the ceiling to capture 90% of wages.

“While retirees fully support the President on the critical need to reduce our nation’s budget

deficit, many are troubled by the incorrect words of deficit hawks who repeatedly claim that Social Security is to blame for the deficit, even though the program has not contributed to the federal deficit and maintains a \$2.5 trillion surplus,” says the Alliance for Retired Americans. “In fact, according to data from the Congressional Budget Office, most of the projected budget deficit over the next 10 years results from President Bush’s tax cuts for the rich, the wars in Afghanistan and Iraq, spiraling health care costs and the continuing effects of the worst recession since the Great Depression.”

Social Security does not contribute to the deficit because it cannot pay benefits unless it has funds to do so. The Social Security trust fund is a separate segregated account with its own dedicated source funding—employer and employee payroll tax contributions. The Social Security trust can pay full benefits until 2037. And even if nothing is done, it can pay about 78 percent of full benefits thereafter.

But something should be done. Social Security should and can be strengthened for future generations with relatively modest adjustments and no benefit reductions.

The Co-Chairs also had suggestions about tax reform, medicaid and medicare cuts, and other spending cuts, most of which significantly benefited those in the upper income brackets.

AROUND THE LOCALS



LOCAL 150

Coca-Cola bottlers join Teamsters

A week before the case was set to go before an administrative law judge from the National Labor Relations Board, the Sacramento Coca-Cola Bottling Company agreed to recognize their workers as members of Teamsters Local 150.

The 310 workers have been members of a small, independent union for more than 40 years. But when they decided to merge with the larger Teamsters Local 150 back in April, the management at the factory refused to recognize their newly-affiliated union as a bargaining representative.

But that changed as the NLRB suit drew near. According to the settlement, the Coca-Cola Bottling Company must bargain in good faith with the Teamsters, process union grievances, and pay the union dues for which the employees had authorized payroll deduction. In other words, it's got to follow the law.

Local 150 is proud to welcome these new members.

LOCAL 2785 Retirees

Another great picnic



The Local 2785 Retirees Club picnic was a big success. The crowd of 79 retirees and spouses at Coyote Point in San Mateo had a great meal of steak and chicken. The Club extends an open invitation to retirees from all Teamster locals to attend monthly meetings and attend next year's event.

LOCAL 856

Union holds first Shop Steward Appreciation Day

Local 856 held its first Shop Steward Appreciation Day on October 9 and more than 70 stewards came to San Francisco for the event. The union created the event to honor those members who

take the extra step to serve as stewards and are essential to effective representation for all of our members.

Stewards who work at Delta Dental, the San Francisco Zoo, UPS and many other companies took time out of their busy schedules to join the festivities.

Local 856 Secretary-Treasurer Joe Lanthier and President Neil Saccoman welcomed everyone and thanked them for their dedication to upholding the rights of their fellow members in the workplace.

Saccoman, who was a 31-year steward told the crowd that he empathized with their trials and tribulations, but also knew that the sometimes thankless job of being a steward could be very rewarding as well.

Among the keynote speakers were Joint Council 7 President, Rome Aloise, UNITE HERE Local 2 President Mike Casey and IBT Western Region Organizing Coordinator Manny Valenzuela. Aloise thanked the stewards for their commitment to the Union and stressed the necessity of electing labor-friendly candidates into office. Casey underscored the importance of Local 856's support in Local 2's current contract negotiations with several San Francisco hotels, and Valenzuela updated the stewards on the IBT's recent organizing campaigns.

The day also consisted of educational workshops taught by labor attorneys designed to help stewards be successful in their duties.

Several members were recognized for the unique qualities they demonstrate in their roles as stewards. They include: Kathleen Romero, who works at Westin Market Street, who received the "Solidarity Award;" Jim Evangelist and Ken Hall from the City of San Bruno, who each received the "Teamwork Award;" Paula Arnett from the UFCW Trust Fund who was the recipient of the "Teamster Tenacity Award;" Will Ward from Marin General Hospital was given the "Billy Campbell Award," named for 30-year Shop Steward Billy Campbell, who was a member at the San Leandro Unified School District and recently passed away.

The day closed with Susan Korth of Washington Hospital winning the 50/50 raffle, which benefited the Solidarity Fund, and Annette Kenney from Beeson, Tayer and Bodine winning the door prize: an iPod Touch!



Local 856 Stewards show their union pride!

"Stewards play a critical role in the advocacy of our members day-in and day-out. Their dedication is the backbone of our Union," said Lanthier. "Their passion and commitment makes the Teamsters Union the finest in the world. It's important that we take this time out to appreciate them for all they do for their fellow union members and the labor movement as a whole."



From left: Paula Arnett, shop steward at the UFCW-Employers Benefit Plans receives the "Tenacity Award" from retired Local 856 President Julie Wall and Principal Officer Joe Lanthier

LOCAL 912

Good contract at Watsonville Hospital

Local 912 settled a new three-year contract with Watsonville Community Hospital in November for its 55 members who work in the business office, administration, records and registration. The agreement includes increases in each year of the contract, "and we maintained all of the good benefits that were in there," says Secretary-Treasurer Brad Sebring.

LOCAL 853

Record number of members attend annual meeting



More than 900 Local 853 members filled the John Muir Junior High School auditorium for the Local's annual membership appreciation day in November.

Local 853's member appreciation meeting, held on November 5 at the John Muir Junior High School auditorium in San Leandro, was another standing-room-only event. The total count was more than 900 members in attendance.

The meeting had two main events: the first was Secretary-Treasurer Rome Aloise' annual State of the Local address, where he recapped recent contract settlements, reviewed the impact of economic changes on some of our employers, and assessed the election

results. The second main event was that more than 100 members won prizes ranging from union jackets and paraphernalia to a 50" flat-screen TV.

In addition, Kaiser Permanente was on hand to give flu shots.

"Our local is great because of you and your willingness to support our officers and officials and shop stewards," Aloise told the members. "Consistency, experience, and know-how are what produces results, and our local has all three!"

LOCAL 601

Local launches health screening program

Local 601 was proud to launch a new member benefit in 2010: the My Health IQ health screening program. The program enables members to learn about their health through a wellness exam and self-administered health survey. The exams are conducted at worksite locations in newly purchased state-of-the-art trailers.

The My Health IQ service includes Lifestyle Management Health Advisors. These health educators, dietitians, nurses, and other certified health professionals review the exams and surveys to

determine if members are at risk for particular health issues. If so, the appropriate advisor calls the member once a month and works with the member to address the problem. The conversations are completely confidential between the member and their advisor.

"This is a great opportunity for all of us" says Secretary-Treasurer Lucio Reyes. "Be sure and take part when the Health Service trailers come to your plant. Join the more than 3,000 members who took an active part in 2010."

Local 601 Secretary Treasurer Lucio Reyes and Betty Bernal, J.B.T. Health Program Supervisor in front of one of the new trailers.



LOCALS 2010 & 386

Rallying for a contract at UC



CUE Teamsters rally in Berkeley where the Chancellor is holding a breakfast.

More than 14,000 UC Clerical and Allied Support employees represented by CUE/Teamsters Local 2010 have been working without a contract since 2008 and have not had a wage increase since 2007. UC has been stonewalling negotiations and failing to bargain in good faith with the CUE Teamsters. The previously independent union affiliated with the Teamsters in the spring, and has stepped up their actions to push for a contract.

Taking it to breakfast

On October 22, in a strong turnout for a 7:45 event, about 30 CUE Local 2010 Teamsters gathered at the Revival Restaurant in Berkeley to greet the attendees of the Chancellors Breakfast carrying signs that said, "No more UC delays, Contract Now!"

The demonstrators handed out Payday candy bars wrapped in a leaflet that asked Chancellor Birgeneau to "Stop the Discrimination. UC Berkeley Staff Deserve Respect." As the Chancellor's group met inside, they covered the restaurant's windows so that the demonstrators could not see inside and they did not have to face the picket signs.

"Neither the Chancellor nor the UC Regents will be able to eat or meet in peace until they start bargaining in good faith with us," says CUE Teamsters 2010 Statewide President Anytra Henderson. "We need a contract and it's past time that they start talking with us."

Rally at UC Merced

On November 1, Teamsters Local 386 Secretary-Treasurer Gaylord Phillips, and his staff attended a rally at UC Merced to support CUE/Teamsters Local 2010. UC Merced is the newest campus of the UC system and employs 74 CUE Teamsters.

The rally was called for that day to get the attention of UC regents and UC President Mark Yudof during his visit to the campus for the first meeting of the new chancellor selection committee, union officials said.

Susan White, president of the UC Merced CUE, told the Merced Sun-Star newspaper that she was concerned that in the future, employees will have to contribute a higher percentage of their paychecks to their pensions without a wage increase.

Henderson told the paper that four other union groups within the UC system have received wage increases. "They can't use the excuse that they don't have any money," she said. "They gave UPTE a three percent wage increase."



Local 386 Teamsters support the CUE Teamsters at UC Merced.



YOUR LOCAL UNION PHONE NUMBERS

70.....	510-569-9317
87.....	661-327-8594
137.....	530-243-0232
150.....	916-392-7070
287.....	408-453-0287
315.....	925-228-2246
350.....	650-757-7290
386.....	209-526-2755
431.....	559-486-5410
439.....	209-948-9592
517.....	559-627-9993
533.....	775-348-6060
601.....	209-948-2800
624.....	707-542-1292
665.....	650-991-2102
853.....	510-895-8853
856.....	650-635-0111
890.....	831-424-5743
896.....	707-644-8896
912.....	831-724-0683
948.....	559-625-1061
2785.....	415-467-0450

Open Enrollment Period Begins November 15, 2010!



The International Brotherhood of Teamsters is proud to announce the open enrollment period for the **TEAMStar Medicare Part D Program**. This annual open enrollment period began on November 15, 2010 and will end on December 31, 2010.

Teamster retirees and spouses who are currently enrolled in Medicare Parts A and/or B qualify for TEAMStar Medicare Part D coverage. If you didn't receive an enrollment packet or need another one, please call us and we will send you one. Don't wait! The open enrollment period is for a limited time.

Enjoy the following TEAMStar Part D Program benefits:

- Competitive group rates not available to the general public.
- Comprehensive drug coverage and pharmacy network.
- Coverage options—two affordable plans to choose from; one offers coverage through the “donut hole.”
- No annual deductible—plan begins paying immediately.



To get additional information or an enrollment packet, visit our website at www.teamstarpard.com or call 1-866-524-4173.



IN MEMORIAM

Local 15/853

ARMORMINO, Michangelo
CRAVER, Marlene
MASSEY, Robert
MATSU, William
SCHOELL, John

Local 85

BEANE, Van

Local 87

CARLSON, Ray
GLASCO, Samuel
GRANT, William “Bill”

Local 150

EVANS, Ita
GILMORE, Harry
GILMORE, Ruthie
HERNANDEZ, Valentino
LEVITT, John
REESE, Richard
TAKEOKA, Richard
WALLACE, George

Local 302/853

REINA, Nicholas G.

Local 315

BYRD, Donal
DIAZ, Victor
HANSKEN, Albert
PRUITT, Perry

Local 350

CASILLAS, Rafael, Jr.
HARDIN, Marshall P.

Local 386

ALBERTI, Dixie
AZEVEDO, Pat
BAUDOUX, Guy
BLAYLOCK, Rory
BELLO, John
BURGESS, Ed
BUSHU, Richard
CRIBBET, Cindy
EASLEY, James
GARIBALDI, Frank
HAMMONDS, Howard
MCRORIE, Mark
PACHECO, Richard
PATTON, Gary
REESER, Gerald
REYNOLDS, James
SANCHEZ, Mike
THOMPSON, Harlan
WHITESSELL, Alton

Local 431

ESCARLERA, Cipriano
GARCIA, Rudy
HARRIS, Bob J.
MCGLOTHIN, Cluster
ORTON, Brent
REINHARDT, Harold
ROBSON, Dennis L.

Local 432/853

JOHNSON, Robert

Local 490/315

STORNETTA, Paul

Local 665

JONES, Eddie
LEW, Billy
OLSON, Carl

Local 853

BARBER, Alton Eugene
BASQUE, Daniel
COLLIER, Jerry
CORONADO, Salvador
CORTESE, Dean
FREITAS, Armando
MORATAYA, Johnny
MURRY, Willie
VIADO, Gregoria

Local 921/853

RUIZ, Peter M.

Local 583/853

BASSETT, James
BEAUBIEN, Jeff
CHAN, Quong Loy
CIVITELL, Ralph
CORKILL, David
DE PRUE, Benjamin
DI GENOVA, Roger
DULBERG, Morris
FAIREY, Mildred S.

FIGUEROA, Salvador
FRANTIN, John
FRENCH, Maureen
GENTY, Edward
HARTUNG, Maria
HAYNES, Stanley
JONES, Jewell
KLINE, Jack
KOVALY, Paul
KUNKEL, Werner
LARSON, Marion
LASATER, Richard
LASKEY, James
MALANEY, Rachel
MALDONADO, Rudolph
MARADIAGA, Frances
MARTIN, Paul
MARTINEZ, Ramon
MOUSHOPOLOUS, Taki
MOYNIHAN, Gerald
PANGANIBAN, Joseph
PICKWORTH, Kenneth
ROBERTS, Melvin
SCHMID, Edgar
SEVILLA, Lorraine
STARRETT, Kenneth
SUSEOFF, Marion
VAN PELT, John
WILLIAMS, Clyde
WORSHAM, Walter
ZOFINSKI, Stanley

Van Buren Beane 1948-2010



Van Buren Beane, Secretary-Treasurer of Local 85 from 1994-2009, died on October 5 after a long and courageous battle with cancer.

Van was born in San Francisco, and spent most of his life in South San Francisco, before moving to San Carlos in 2001. Following high school, he enlisted in the U.S. Marine Corps. When he came back in 1968, he and his new wife Rebecca soon started a family. He is survived by Rebecca and their three sons.

Van began his career, which evolved into his lifelong passion with the IBT at Local 85 in 1968, and served the local until his retirement in 2009. During his twenty-plus years in office, Van held the positions of Trustee, Dispatcher, Vice President, Business Agent and ultimately principal officer.

“Van was one of the best Secretary-

Treasurers Local 85 ever had,” said Bill Cromartie, who served as President of the Local with him. “He stepped in. He negotiated some of our strongest contracts. I never saw him go into negotiations and come out with any takeaways.”

Cromartie adds that Van strongly pursued the merger of Local 85's health and welfare fund with TBT which was a larger fund with better benefits. “We still have members who thank him for making that move. He was just a great leader.”

“Good benefits for his members and retirees is part of Van's legacy,” Joint Council 7 President Rome Aloise adds. “His merger of the Local 85 Health and Welfare Plan into TBT was done at a time when most locals wanted to hold on to their plans. But Van knew that size matters and that merging was in his members' best interest.”



Teamster's quick action results in arrest of recycling thieves

Patrick Johnston has worked for Marin Sanitary Service in San Rafael for 13 years, but never had a morning like that of September 30. This Local 624 member took a wild ride after confronting two men trying to steal recyclables on his route. "I was basically in a fight for my life," Johnston said.

The following story was reported by Gary Klien in the *Marin Independent-Journal*, with additional reporting by the *Teamster Magazine*.

Police said the suspects tried to run over Johnston and his partner, a move that Johnston escaped by jumping into the bed of the suspects' pickup truck. The suspects then peeled off toward the East, with Johnston calling police from the back of the truck, before they were arrested at gunpoint in East San Rafael.

The incident occurred at about 4:30 a.m., when Johnston and partner Bill Briare were collecting recyclables on their route in downtown San Rafael.

When Johnston saw two men apparently poaching his recycling materials, he got out of his truck to admonish the suspects.

"Times are tough everywhere. These guys go out and steal the recyclables we're supposed to collect then take them to Oakland and sell them there," Johnston said, explaining that recyclables sell for more per pound in Oakland than San Rafael, where Johnston works. "So recycling trucks are going out and coming back half full. That translates into layoffs and job loss."

The suspects then slammed their truck in reverse and tried to run Johnston down, said San Rafael police spokesman Charles Taylor. As Johnston jumped into the truck bed, the suspects drove forward and struck Briare.

The suspects drove off with Briare clinging to the hood and Johnston in the back. Briare fell off, and the suspects fled south on Highway 101 to eastbound Interstate 580 as Johnston called 911 from the truck bed, Taylor said.

Johnston, a 45-year-old Cotati resident, said the driver drove erratically in an effort to make him fall

out of the truck.

"There were times when I questioned, 'What I am doing?'" Johnston said. "He really did what he could do to shake me out of the back of that truck. But I was locked in, I wasn't going anywhere."

Johnston said the suspects pulled over on the freeway shoulder to try to beat him out of the truck, but he stood his ground and fought back with a wooden plank. Johnston said he tried to bite a finger off one of the attackers.

"That pretty much subdued him," he said.

The suspects jumped back in the cab and kept driving. Johnston stayed on board, hoping to stay with the suspects until police intercepted them.

"Finally, I heard cars coming and realized they were the police," Johnston said. "As soon as they were close enough, I jumped out of the back of the truck. My attackers jumped into their truck and took off."

But they didn't get far. A mile up the road the assailants were arrested at gunpoint.

The attackers face up to six years in prison and are being charged with assault with a deadly weapon with intent to create bodily harm, possession of a controlled substance, erratic driving and entering the country illegally.

Neither Johnston nor Briare sought medical treatment.

"After the whole event was over, Bill and I had the police drive us back to our truck and we finished our route," Johnston said. "That's part of who we are as Teamsters. I know the hard road the Teamsters have taken to get where we are; I appreciate that and I'm proud to be part of that."



Patrick Johnston stands before his truck with the wooden plank he used to subdue the recycling thieves.

Summary Annual Report: TEAMSTERS LIFE WITH DUES BENEFIT PLAN

This is a summary of the annual report of the Teamsters Life With Dues Benefit Plan (EIN 91-1691238, Plan No. 501), for the year beginning January 1, 2009 and ending December 31, 2009. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Insurance Information

Plan has a contract with LifeWise Assurance Company to pay life, accidental death, and dismemberment claims incurred under the terms of the Plan. The total premiums paid for the plan year ending December 31, 2009 were \$2,631,158.

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the Plan, was \$10,488,650 as of December 31, 2009, compared to \$11,157,476 as of January 1, 2009. During the plan year, the plan experienced a decrease in its net assets of \$(668,826). This decrease included unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the

plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of \$2,195,909, including employer contributions of \$1,055,718, realized gain of \$3,120 from the sale of assets, earnings from investments of \$1,134,736 and other income of \$2,335.

Plan expenses were \$2,864,735. These expenses included \$230,439 in administrative expenses and \$2,634,296 in benefits paid to participants and beneficiaries.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. An accountant's report;
2. Financial information and information on payments to service providers;
3. Assets held for investment;
4. Transactions in excess of five percent of the plan assets;
5. Insurance information including sales commissions paid by insurance

carriers; and
6. Information regarding any common or collective trusts, pooled separate accounts, master trusts or 103-12 investment entities in which the plan participates.

To obtain a copy of the full annual report, or any part thereof, write or call the office of Board of Trustees for the Teamsters Life With Dues Benefit Plan, 14675 Interurban Avenue South, Suite 107, Tukwila, Washington 98168, (206) 441-3151. The charge to cover copying costs will be \$5.75 for the full annual report or 25¢ per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the Plan and accompanying notes, or a statement of income and expenses of the Plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these por-

tions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the Plan, 14675 Interurban Avenue South, Suite 107, Tukwila, Washington 98168, (206) 441-3151, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, N-1513, Employee Benefits Security Administration, U. S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

NOTICIA IMPORTANTE PARA HISPANOPARLANTES

Usted puede obtener informacion y ayuda en Espanol, si no entiende ingles, tocante de los beneficios y reglas del Plan. Pongase en contacto con la oficina y pregunte para que le ayuden, Board of Trustees for the Teamsters Life With Dues Trust Fund, 14675 Interurban Avenue South, Suite 107, Tukwila, WA 98168.



10 easy tips to help you get through the holidays

Holidays can be stressful for anyone, particularly for those in recovery. Besides the temptations to party hearty, there are also the feelings of depression and being left out to contend with. Don't let the holidays get you down or cause you to slip. Here are some tips to support recovery during the holidays.

Tip #1: Get enough rest. When you're tired, you're more apt to make snap judgments, say something you wish you hadn't, or find yourself entertaining thoughts of giving into the temptation to drink or do drugs. While being well-rested can't guarantee that these situations won't occur, it's far less likely.

Tip #2: Be selective about the invitations you accept. Many people receive numerous invitations to parties and get-togethers during the period from Thanksgiving through New Year's. If an invitation can't be discreetly turned down, such as a company dinner or event, pay attention to tip #3.

Tip #3: What's in your glass only matters to you. When everyone around you is having a good time, drinking cocktails or champagne or beer, do you really think it matters what you have the bartender pour in your glass? If you ask for sparkling water or tonic with lime, it's your business and no one else's.

Tip #4: Have back-up plans ready. When you're getting ready to leave the party and someone asks you to stay, have a reasonable response prepared, such as, you have to run an errand for your spouse or mother or you have an appointment you can't miss. Give yourself an easy out; no one's feelings will be hurt and you can be true to your sobriety.

Tip #5: Go late and leave early. Go as late as you can to the party without being irresponsible and leave well before the party's end. What you're doing, in effect, is putting in an appearance. That's all that mat-

ters to most hosts anyway. You've been invited. You show up, talk to a few folks, and leave. End of story.

Tip #6: Spend your time with fellow 12-step members. Who understands the impact of the holidays on sobriety better than your fellow 12-step members? And, what better place to be than at a 12-step meeting when you feel the pressures of the holiday season? Since you are in recovery, have an automatic support network in your 12-step sponsor and group members.

Tip #7: Give thanks for your sober days. It may help to think about the number of days, weeks or months you've been sober. This is a big achievement, and one that you've worked hard for. Sometimes, just taking the time to give thanks for all this time you've been sober in recovery is enough to keep you firmly on your path.

Tip #8: If you feel you might stumble, call your sponsor. This tip applies anytime of the year. Day or night, if you feel like you're in trouble and may slip, get in touch with your 12-step sponsor. Don't delay. Don't tough it out. Don't give yourself an excuse to do something to jeopardize your sobriety.

Tip #9: Keep busy. The key to relapse prevention is keeping yourself busy, creating and maintaining schedules and adhering to a healthier routine. Tackle a project you've been putting off. Invite friends over for dinner at your home. Go out and enjoy a movie or a concert. You can also volunteer to help at any number of worthwhile organizations or charities.

Tip #10: Take time to enrich your spirit. Material considerations often take center stage in people's minds when it comes to the holidays. What often gets left out completely is attention to the spiritual aspect of the holiday. Keep that in mind, and you'll find the holiday season more fulfilling.



You are cordially invited...

The TARP Christmas Dinner Party

December 4, 2010

12:00 noon to 6:00 PM

1222 "I" Street, Modesto.

Christmas dinner will be provided for everyone.

Santa will be there for the children.

Raffle tickets will be available for a 50/50 drawing.

A sobriety countdown will be held during the day.

Please bring a dessert.

For more information, call Gary G. at 209-521-0651.

Hope to see you there!

Teamsters' Assistance Program 29th Annual Holiday Party

Saturday December 11, 2010

11:00 am to 2:00 pm

Piedmont Veterans Memorial Building

401 Highland Avenue, Piedmont, CA 94611

Come celebrate a sober Holiday Season with the TAP Staff, treatment providers, alumni, family and friends.

Santa will arrive and bring gifts to children age 12 and under. There will be crafts for kids, a speaker, holiday music, raffle prizes and the traditional holiday lunch. Parking is available on the street and is limited.

If you have questions, call TAP at 510-562-3600.

See you there!



BULLETIN BOARD

LOCAL 665

Meeting Change

Due to the Holiday Season, the regular **General Membership meeting** will be held on the third Tuesday in December, which will be December 21. The meeting will be held at 6:00 p.m., 295 89th Street, Suite 306, Daly City, CA.

Ernie Yates, Secretary-Treasurer



YOUR LEGAL RIGHTS

BY BEESON, TAYER & BODINE

New Labor Board may be more worker-friendly

The National Labor Relations Act ("the Act") gives employees the right to engage in "union" and "concerted" activities, both of which, absent misconduct by an employee, constitute "protected activity." Concerted protected activity includes talking with or writing to co-workers about wages, working conditions and unionization, and bringing group complaints, or complaints on behalf of co-workers, to the attention of management.

The National Labor Relations Board ("the Board") has held that the Act allows some latitude for impulsive conduct by employees in the course of protected activity, but, at the same time, recognizes that employers have a legitimate need to maintain order. In other words, even statements related to working conditions can lose protected status under certain circumstances.

Recently, a non-union employer was found to have violated the Act when it terminated its employee for telling his boss that he was an "F'ing mother F'er," a "F'ing crook," and "an asshole," and that he was stupid and nobody liked him. [Plaza Auto Center, 355 NLRB No. 85 (2010).] The employee also stated that the employer would regret firing him.

The Plaza Auto Center employee made this outburst during a meeting with several managers who were discouraging him from questioning the lawfulness of the employer's compensation policies. The employee had been raising wage and hour complaints with management, co-workers and the state labor

commission. In the meeting, managers dismissed his inquiries, telling him that he had a bad attitude.

The Board found that the employer violated the Act by telling the employee that he could "quit if he didn't like the policies." The Board also found that the employer's conduct "reasonably provoked" the profane response and that profane language was not unusual in this workplace given evidence that the manager had engaged in similar conduct in addressing employees. Finally, the Board found that the statement that the Employer would "regret" firing him, was not a threat of physical violence but rather a reference to the legal claims the employee was pursuing with state agencies. In this context, the Board held that employee's conduct did not cross the line and deprive him of statutory protection.

"We conclude that Aguirre's outburst, while vehement and profane, was brief and unaccompanied by insubordination, physical contact, threatening gestures, or threat of physical harm. Therefore, we find that his conduct did not render him unfit for further service and thus did not exceed the bounds of statutory protection..."

This decision does *not* mean that employees engaged in protected activity have full freedom under the law to cuss out and threaten their bosses. Numerous Board decisions uphold terminations of employees and shop stewards for verbal abuse that occurs while they are engaged in protected activity. However, this case signals that the new Board will be interpreting the Act in a more worker-friendly fashion.