



Merger of Joint Councils 7 and 38 builds Teamster strength and efficiencies

On January 1, Joint Council 38—which stretches from Bakersfield to the south, up to the two northernmost counties of California, and east to include Reno and northern Nevada—and Joint Council 7—which encompasses the Greater Bay Area, from Santa Rosa to King City—merged, making ours the fourth 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 impact multiple local unions, and dealing with legislation and politicians within the geographic region.

“This merger has been in discussion over the last few years,” explains Joint Council 38 President John Souza, who had been a Local 386 member and leader for 41 years, and headed the council for four years, until retiring in January. “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

- Local 70 Oakland
- Local 87 Bakersfield
- Local 137 Redding
- Local 150 Sacramento
- Local 287 San Jose
- Local 315 Martinez/Vallejo
- Local 350 Daly City
- Local 386 Modesto
- Local 431 Fresno
- Local 439 Stockton
- Local 517 Visalia
- Local 533 Reno
- Local 601 Stockton/Oroville
- Local 624 Santa Rosa
- Local 665 Daly City/San Jose
- Local 853 San Leandro/San Mateo
- Local 856 San Bruno
- Local 890 Salinas/Gilroy
- Local 896 Vallejo
- Local 912 Watsonville
- Local 948 Visalia/Kingsburg/Modesto
- Local 2785 San Francisco


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. You should read this information and retain it for future reference.



Delegates from all the Locals attend the first merged Joint Council 7 delegates meeting on February 17, filling Local 853’s San Leandro meeting hall.



President's Report

by
Rome Aloise

Merging Councils increases opportunities to build strength and power

This is the first edition of the *Joint Council 7 Teamster* newspaper that many of you will be receiving. We are still developing the design and schedule, and our newspaper committee will be working to put together a product that is informative and interesting for our members. As this is the first edition that is going out to all of the newly-configured Joint Council 7 Locals and members, I am going to repeat some of the particulars in my last report about the merger of Joint Councils 7 and 38.

This merger creates the fourth largest Joint Council in the Teamsters Union, based on the number of members that we represent. It also creates one of the largest Joint Councils based on geogra-

phy. Our 22 local unions reach from the Oregon border into Northern Nevada and as far south as Bakersfield. Our members work in almost every craft and profession imaginable, from our single biggest employer, UPS, to many one- and two-member shops.

We have great potential throughout our Joint Council to organize thousands of unorganized workers, and to use these numbers to build our strength and power.

Already we have seen the advantages of our combined endeavors. We have a joint organizing drive at Sysco Central Valley involving Locals 386, 431 and 853. This is a hard fought campaign, with Sysco pulling out all the stops to at-

tempt to fool the workers into giving up their rights to representation. Locals 439 and 137 have provided great assistance in our fight with Sysco.

In addition to organizing, one of the Joint Council's main goals is to support local unions in organizing and developing contracts. This is vital to our future ability to represent the members we have with

"Our plans for the Joint Council are quite ambitious, but our members deserve no less..."

the strength and power needed to get the job done. On that front, the Joint Council set up meetings involving Locals 137, 386, 515 and 948 to join forces over Ruan Transportation negotiations, as well as setting up meetings with corporate officials.

On another but equally important front, the Joint Council must be involved in politics—on both the state and national levels. We have seen the destruction of California by the broken political process and by a Republican Governor and the minority party holding us hostage. Many of the reforms that unions have tried to get through the legislative process have been blocked by the minority. Horrendous budget cuts are taking a dire human toll on

many of our lower-paid members. Given the wide reach of our Joint Council, we know that our members' political views range from the very liberal to the very conservative. However, when it comes to workers rights and protections, we need to all be on the same page.

The Joint Council Executive Board is committed to raising our profile in the political arena so that we can better represent our members and make sure that legislation that will benefit us gets passed, and that which is to our detriment gets defeated. To this end, we will be looking to have a full time political coordinator for the Joint Council and a lot more involvement from our locals. We also want our local union political coordinators to take a larger role with our membership.

Admittedly, our plans for the Joint Council are quite ambitious, but our locals and our members deserve no less than aggressive leadership that has their best interests at heart. Rest assured that the members of Joint Council 7's Executive Board and Advisory Board are up to the challenges that lie ahead.

Teamsters and elected officials turn out to pay tribute to Chuck Mack



On Friday January 15, San Francisco's Fairmont Hotel saw a huge turnout of Teamsters, along with members of many unions, and numerous members of the Bay Area's Sacramento and Congressional and delegations. All came together to fete Chuck Mack, who headed Joint Council 7 for more than 30 years.




Top row: (L to R) Chuck Mack and Joint Council 7 President Rome Aloise; Speaker of the House Nancy Pelosi and U.S. Senator Barbara Boxer; Congressman Barbara Lee, California Attorney General Jerry Brown, San Francisco District Attorney Kamala Harris; Congressmembers Jerry McNerney and Lynn Woolsey; Congressman George Miller and Joint Council 7 Secretary-Treasurer Robert Morales

Middle Row: IBT General President James Hoffa; IBT Secretary-Treasurer Tom Keegel

Bottom Row: State Senator Mark Leno, California Labor Federation Secretary-Treasurer Art Pulaski; Assembly Speaker John Perez, Assemblymember Sandre Swanson, Chuck Mack, Assemblymembers William Monning and Nancy Skinner




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CLIP & SAVE

The complete Bulletin Board will only appear once each year.

BULLETIN BOARD**CLIP & SAVE**

The next Bulletin Board will appear in the February/March 2011 issue.

Local 70, Oakland

General Membership meetings are held at Teamsters Local 70, 400 Roland Way, Oakland, as follows:
Thursday meetings - 7 p.m.: February 25 • April 22 • May 27 • October 28
Saturday meetings: 10 a.m.: March 13 • June 12 • July/August Meetings suspended • September 11 • November 6 (Nominations for Election of Officers) • December 11
Steward Council Meetings: 9 a.m. prior to Saturday General Membership Meetings
Marty Frates, Secretary-Treasurer

Local 87, Bakersfield

General Membership Meetings are held at Teamsters Local 87, 2531 G Street, Bakersfield, at 10:30 a.m.
 April 25 • July 25 • October 24
Rudy Hernandez, Secretary-Treasurer

Local 137, Redding

General Membership Meetings: 3rd Thursday of the month at Teamsters Local 137 Union Hall, 3540 S. Market St., Redding, 7 p.m.
 February 18 • March 18 • April 15
 May 20 • June, July and August-no meetings • September 16 • October 21 • November 18 • December 16
Dave Hawley, Secretary-Treasurer

Local 150, Sacramento

General Membership Meetings: First Wednesday of the month, 7 p.m., at Local 150, 7120 East Parkway, Sacramento
New Member Orientation: First Wednesday, 6 p.m. at Local 150
James Tobin, Secretary-Treasurer

Local 287, San Jose

General Membership Meetings: 2nd Tuesday of the month, 7 p.m., at Teamsters Local 287, 1452 North Fourth St., San Jose
Stewards Meetings: Last Thursday of the month, 7:30 p.m. at Local 287
Bill Hoyt, Secretary-Treasurer

Local 315, Martinez

General Membership Meetings: 2nd Wednesday of the month, 8 p.m. at **Local 315 Martinez:** 2727 Alhambra Ave., Martinez: April 14 • May 12 • July 14 • August 11 • October 13 • December 8
Local 315 Vallejo: 445 Nebraska St., Vallejo: March 10 • June 9 • September 8 • November 10
New Member Orientation begins at 7:30 p.m.
Dale Robbins, Secretary-Treasurer

TEAMSTERS JOINT COUNCIL 7**Executive Board**

Rome Aloise, President
 Robert Morales, Secretary-Treasurer
 Darrell Pratt, Vice President
 Dave Hawley, Rec. Secretary



Trustees: Carlos Borba, Lucio Reyes, Ernie Yates

Advisory Committee: Bill Hoyt, Joe Lanthier, Scott Lupo, Steve Mack, Sam Rosas, Vic Shada, Jr., Jim Tobin

Delegates' Meetings

The next Joint Council 7 Delegates Meeting will be held May 24, 2010, in conjunction with seminar.

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.

Local 350, Daly City

General membership Meetings: San Francisco Electricians Hall, 55 Fillmore St., San Francisco, at 7 p.m.:
 March 11 • June 10 • September 9 • December 9
 Teamsters Local 287, 1452 North Fourth St., San Jose, at 7 p.m.:
 March 24 • June 23 • September 22 • December 15
Robert Morales, Secretary-Treasurer

Local 386, Modesto

General membership Meetings: 2nd Thursday of the month, 8 p.m., at Local 386, 1225 13th Street, Modesto
Gaylord Phillips, Secretary-Treasurer

Local 431, Fresno

General Membership Meetings: First Thursday of the month at Local 431 Membership Hall, 1140 W. Olive, Fresno, at 7:30 p.m.
 March 4 • April 1 • May 6 • June 3 • July-August-September meetings are suspended • October 7 • November 4 • December 2
Darrell Pratt, President

Local 439, Stockton

General Membership Meetings: 3rd Wednesday of the month, 7 p.m., at Local 439, 1531 East Fremont St., Stockton, CA 95205
 Tel: 209-948-9592
Sam Rosas, Secretary-Treasurer

Local 517, Visalia

General Membership Meetings: Visalia – Local 517 Union Hall, 512 W. Oak St., Visalia, at 9 a.m. and 5 p.m.; February 25 • April 29 • June 24 • August 26 • October 28 • December 30
 Fresno – Local 431 Union Hall, 1140 West Olive, Fresno, at 5 p.m.
 March 25 May 27 July 22 September 30 November 18
Scott Lupo, Secretary-Treasurer

Local 533, Reno

General Membership Meetings: 3rd Thursday of every month, 8 p.m. at Local 533, 240 Gentry Way, Reno, NV
Paul Tea, Secretary-Treasurer

Local 601, Stockton

General Membership Meetings: Stockton: 3rd Tuesday of the month, 7 p.m., at Local 601, 745 East Miner Ave., Stockton
 Yuba City: 4th Tuesday of the month, 7 p.m., at Local 601, 326 B St., Yuba City
Lucio Reyes, Secretary-Treasurer

Local 624, Santa Rosa

General Membership Meetings: 4th Thursday of the month, 7 p.m., at Teamsters Local 624, 1371 Neotomas Ave., Santa Rosa, except for the November and December Membership Meetings, which will be held the 3rd Thursday of the month. Unless otherwise noted, the June, July and August Meetings are suspended.
Office hours: Monday-Thursday 7 a.m.-4 p.m./lunch 12-1 p.m./Friday 7 a.m.-12 Noon
Ralph Miranda, Secretary-Treasurer

Local 665, Daly City

General Membership Meetings: 4th Tuesday of the month, 6 p.m., at Local 665, 295 89th St., Daly City, except for the May Membership Meeting which will be held on May 18.
Ernie Yates, Secretary-Treasurer

Local 853, San Leandro

General Membership Meetings: Second Thursday of the month, 7 p.m. at Teamsters Local 853 Meeting Room, 2100 Merced St., San Leandro, except the October Meeting which will be held at Local 853 West Bay office, 151 West 20th Ave., San Mateo, at 7 p.m.
Rome Aloise, Secretary-Treasurer

Local 856, San Bruno

General Membership Meetings: Last Tuesday of each month, 6 p.m. at Teamsters Local 856 "Chetcuti Hall", 453 San Mateo Ave., San Bruno: February 23 • March 30 • April 27 • May 25 • June/July/August meetings cancelled • September 28 • October 26 • November "Annual Thanksgiving Meeting" date to be announced • December meeting cancelled
Joseph Lanthier, Secretary-Treasurer

Local 890, Salinas

General Membership Meetings: Second Thursday of the month at Teamsters Local 890, 207 North Sanborn Rd., Salinas, at 8 p.m.
Tony Gonzalez, President

Local 896, Vallejo

Branch 1 Membership Meetings – Saturdays, 10 a.m. at TAP offices, 300 Pendleton Way, Oakland
 February 27 • March 27 • April 17 • May 22 • June 26 • July 31 • August 28 • September 25 • October 30 • November 20 • December 18
Branch 2 Membership Meetings – at Suisun Senior Center, 318 Merganser Dr., Suisun
 Tuesday Meetings: 4:30 p.m. — February 23 • April 20 • May 18 • July 27 • August 31 • October 26 • November 30
 Sunday Meetings: 9 a.m., March 28 • June 27 • September 26
 Saturday Meeting: 10 a.m., December 18
Rene Medrano, Secretary-Treasurer

Local 912, Watsonville

General membership Meetings: 4th Tuesday of the month, 12 Noon and 7 p.m. at Local 912, 22 East 5th St., Watsonville
Brad Sebring, Secretary-Treasurer

Local 948, Modesto/Visalia

General Membership Meetings: **Modesto:** Third Tuesday of the month at Local 948 Meeting Hall, 1222 I Street, Modesto, at 7 p.m.
Visalia – Second Thursday of the month at Veterans Memorial Bldg, 609 West Center St., Visalia, at 7 p.m.
Lupe Juarez, Secretary-Treasurer

Local 2785, San Francisco

General Membership Meetings: 3rd Tuesday of the month, 7:30 p.m., at the Slovenian Hall, 2101 Mariposa St., San Francisco
Jack Bookter, Secretary-Treasurer



John Souza with IBT General President James Hoffa

Joint Council 38's John Souza retires

After a 45-year career with the Teamsters that started in the Hershey Chocolate plant in Oakdale and grew to leadership positions in Local 386 and Joint Council 38, John Souza retired in January.

In 1965, Souza took a job at Hersheys and quickly became active in getting the plant organized into the Teamsters Union. Three years later, he was hired as a business rep for Local 386 and served in that position for the next 25 years until he became principal officer of the local in 1993. In 2006, he was elected President of Joint Council 38 and served in both positions until January, 2010.

In the course of his Teamster career, Souza was a trustee on the West-

ern Conference of Teamsters Pension Trust and is currently chair of the Northern California Teamsters Security Fund, with Delta Health Systems. He also served as a regional director of the food processing division for the IBT from 2003-2006.

"The thing I'm most proud of in my career is the ability to work for and to serve our members," Souza said. "We do, without a doubt, have the best labor union in the country. It was an honor to help our members make a decent living, earn a good livelihood, and get a fair shake at work. Representing them at the workplace was the best way to help our members and their families."

When asking Souza about his most memorable moments as a Teamster, two events came to mind. The first was the successful seven and a half week strike at Hershey back in 1972. "That was important because this was an east-coast outfit that tried to act like they were still in Pennsylvania. But we stood up for ourselves and made them do things the California way." Unfortunately, Hershey closed the plant a few years ago and moved all of its U.S. op-

erations to Mexico, putting about 700 union members out of jobs.

The other important milestone was organizing the Modesto City Bus System drivers. "The process took five years and included numerous legal hurdles because the drivers were not covered by either the state or the NLRB. Ultimately, we were able to make it happen and those 100 drivers are still members of Local 386."

One of Souza's last acts as President of Joint Council 38 was to marshal the merger with Joint Council 7. "The merger makes sense. For many years, the two Joint Councils have had joint contracts with various employers enabling us to negotiate some of the best contracts in the nation," Souza explained. "Having one Joint Council will strengthen our ability to meet that standard. We not only become one of the largest Joint Councils in the nation, we also gain efficiency through better coordination of communications and direction. We've got a lot to gain."

"John spent more than 40 years representing Teamsters Local 386 members. He was a tireless leader fighting for workers' rights in and out

of the Teamsters union," said Gaylord Phillips, who has taken over for Souza at Local 386. "All trade unionists owe John Souza a debt of gratitude for his commitment to the labor movement."

"In just six months, we have lost to retirement the two longest serving officers in our state—John Souza and Chuck Mack. John was proof that a soft spoken, considerate, straight forward and non-political person can rise to the top of our union," says Joint Council 7 President Rome Aloise. "John's word was his bond. I always enjoyed working with him as he was inventive and always looked for a solution. He came off as a gentle soul, but could be tough as nails when he needed to be. John leaves our union and his members better off for his many years of service. We wish him many years of health and happiness in retirement."

Reflecting on the oath Teamster officers take every time they're re-elected, Souza said, "We have to remember that the members come first. That's the foundation of our organization we can never lose sight of."

Teamsters Life with Dues Benefits Plan

Summary Annual Report

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, 2008 and ending December 31, 2008. 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

The 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, 2008 were \$2,626,002.

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the Plan, was \$11,157,476 as of December 31, 2008, compared to \$14,398,865 as of January 1, 2008. During the plan year, the plan experienced a decrease in its net assets of \$(3,241,389). 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 \$(342,724), including employer contributions of \$888,391, realized gain of \$56,438 from the sale of assets, earnings from investments of \$(1,309,261), and other income of \$21,708.

Plan expenses were \$2,898,665. These expenses included \$215,251 in administrative expenses and \$2,683,414 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 \$4.75 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 portions 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.

Summary of Material Modifications

This Summary of Material Modifications describes changes to the Teamsters Life with Dues Benefits Plan ("Plan") and supplements the Summary Plan Description ("SPD") for the Plan.

Summary of Changes: Effective September 1, 2009 the Plan was amended to increase the number of available plans at new benefit levels. In addition, Accidental Death & Dismemberment (AD&D) and Seat Belt coverage are available only as an optional add-on Ancillary Benefits. The new Plan levels which may be selected by Local Unions are as follows:

Plan	Life Benefit	Spouse Life	Monthly Contribution
A	\$2,000	\$2,000	\$0.25
B	\$3,000	\$2,000	\$0.35
C	\$4,000	\$2,000	\$0.50
D	\$5,000	\$2,000	\$0.60
E	\$6,000	\$2,000	\$0.70
F	\$8,000	\$2,000	\$1.00
G	\$10,000	\$2,000	\$1.20

Optional Add-on Ancillary Benefits: Ancillary Benefits are only available at the same Plan level selected for Life Benefits.

Plan	AD&D/Seat Belt Benefits	Monthly Contribution
A	\$2,000	\$.08
B	\$3,000	\$.12
C	\$4,000	\$.16
D	\$5,000	\$.20
E	\$6,000	\$.24
F	\$8,000	\$.32
G	\$10,000	\$.40

If you have any questions, please consult your SPD or contact the Board of Trustees of the Teamsters Life with Dues Benefit Plan, 14675 Interurban Avenue South, Suite 107, Tukwila, WA

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.