



Obama builds foundation for growth

It's not news that the unemployment rate is still sky high, and that bank and Wall Street profits are too. Even if you try to ignore the depths of the economic recession inherited by the Obama administration, it's easy to wonder what all the "hope" and "change" promised by candidate Obama has gotten us.

In fact, since President Obama took the oath of office nearly 16 months ago, he and his administration have instituted numerous changes that are impacting our lives, our unions and our communities in very positive ways.

Economic stimulus and other good laws

One year after the passage of the American Recovery and Reinvestment Act—also known as the "stimulus"—approximately two million jobs have been created or saved thanks to the Act's impact on hiring in the private sector, by local and state governments and by non-profits. Governors of all 50 states and local officials from over 130 jurisdictions—both Democrats and Republicans—have acknowledged the critical role that the Recovery Act has played in preventing teacher layoffs and avoiding tax increases.

Almost 20 million Americans have gotten extended unemployment benefits, and more than 95 percent of working families have had their taxes cut. Jobs have been created thanks to tens of thousands of projects now underway nationwide. The government is making major investments in high speed rail, health technology, broadband, a smarter electrical grid, clean cars and batteries, and renewable energy.

In other legislation, the Lilly Ledbetter Fair Pay Act, the first bill that Obama signed into law, will help end pay discrimination against women by expanding the rights of workers to sue employers over wage discrimination claims.

President Obama's sweeping health care reform bill establishes health care coverage as a right for all Americans. It expands coverage to 32 million more Americans while simultaneously reducing the deficit by \$1.3 trillion over the next 20 years. It also makes illegal many of the health insurance industry's worst tactics for making more profit at the cost of people's health, including denying coverage for people with pre-existing conditions. (See article on page 8 for how the health care reform package will impact you, as a Teamster.)

"This administration has done more for workers and their unions in its first 16 months than the previous gang did in 8 years."

Reversing the ban signed by President Bush, the president signed an executive order allowing the use of Project Labor Agreements for federal construction projects. These agreements help level the playing field between union and non-union contractors and ensure that projects are completed on time and on budget. He also signed a bill that called for the nondisplacement of qualified workers under service contracts. Now, if management and corporations lose a contract to service a federal facility, the workers must be able to keep their jobs.

Foxes no longer guard the henhouses

Over at the Department of Labor, the President put together a team of

Financial stimulus saves 2 million jobs

Tax cut for 95% of working families

Credit card reform

Cash for clunkers program

Lilly Ledbetter Fair Pay Act

Increased lending to small businesses

OSHA enforcement and funding

Project Labor Agreements

Health care reform

Increased student loans

New funds for school construction

National Labor Relations Board Appointments

people to run the agency who care about the rights of workers. From Secretary Hilda Solis, who immediately announced upon being sworn in that "a new sheriff was in town," to Patricia Smith, the Solicitor of Labor, who was the New York State Commissioner of Labor and served as Chief of the Labor Bureau responsible for carrying out New York's labor laws. For the first time in eight years, those running government agencies actually care about the missions of those agencies.

Under the Bush Administration, corporate officials and management representatives headed the Occupational Safety and Health Administration (OSHA) and the Mine Safety and Health Administration (MSHA). Today, MSHA is headed up by Joe Main, who began work in the mines when he was 19 and eventually became director of the Safety and Health Department of the United Mine Workers union. And occupational safety and health expert and epidemiologist David Michaels was named OSHA administrator.

Both OSHA and MSHA suffered drastic cuts in budget and personnel, especially in inspection and personnel, under the Bush administration. The Obama administration has restored those cuts and its FY 2011 budget includes some modest increases.

In late-March the National Labor

Relations Board gained two labor-friendly members, lawyers Craig Becker and Mark Pearce. Republicans had held up their nominations for months until President Obama finally exercised his power to make appointments while the Senate was in recess.

Change is taking shape

The economic recovery is beginning to take shape. Growth returned in the second half of 2009, in large part because the American Recovery and Reinvestment Act helped fill the hole in the private sector left by the recession. Nonfinancial corporate profits have risen handsomely since the end of 2008. Corporations are sitting on more cash than they have at any point in the past 45 years, and they are beginning to spend this money, at least in part, for investments and hiring. And the job market is inching toward positive growth with employment growing faster than the population for the past two months.

"This is just the start of a long process," says Joint Council 7 President Rome Aloise. "Is there more that can be done? Absolutely. But it's undeniable: this administration has done more for workers and their unions in its first 16 months than the previous gang did in eight years. We all need to remember that as we go to vote in June and November."

New Joint Council 7 scholarship program

Teamsters Joint Council 7 is pleased to announce the formation of the Teamsters Joint Council 7 Harry Pollard Scholarship Fund. This program will provide \$1,000 to the child of one member in each of the following affiliated Local Unions: 70, 87, 137, 150, 287, 315, 350, 386, 431, 439, 517, 533, 601, 624, 665, 853, 856, 890, 896, 912, 948, 2785.

Eligibility

Members of the 22 Teamsters Locals affiliated with Joint Council 7 (see above) who are the parent or legal guardian of a student who is or wishes to attend a college, university, or trade school. Elected officials and employees of Teamster Locals and the Joint Council, and their families, are not eligible.

Criteria

Grade point average of 2.0 (based on a 4.0 system) upon high school graduation.

How to Apply

Applicants must complete an application and return it to a Joint Council 7 office or to the office of any of the Local Unions affiliated with the Joint Council (see above) by no later than July 1, 2010, along with the following:

1. High school or college transcript through most recent semester.
2. Resume of school and/or community activities.
3. Two page handwritten or typed essay on the Importance of Labor Unions.
4. Recent photograph of applicant.

Where to Get Applications

Applications may be obtained from any Joint Council 7 office or from any of the Teamster Local Unions affiliated with the Joint Council.

Teamsters Joint Council 7 is proud to support the higher education of Teamster families!



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Politics and your well-being

The California primary is coming up on June 8 and this election is extremely important for your future and the future of your union. That's why we've included the endorsements made by our local and statewide political action committees.

These endorsements are made after extensive study of the candidates' political records and interviews with them to determine their support for working families and the issues that confront all of us.

Before we endorse any candidate, we make sure that they have knowledge of our issues, that they understand our role as representatives of working people, and that they are willing to assist us in the political and legislative initiatives that impact our members, our benefits and the work that we do for a living. If they pass these tests, they get our endorsement.

Please take time to review our endorsements prior to voting and know that, when you follow these endorsements, these are the candidates who have the interests of working families at heart.

Senate and Governor races in November

The Primary endorsements and elections are important, but in our state, we have much bigger races coming up in November. You will see much more about this as we move forward, but I want to bring you up to speed on both the Governor's race and the Senate race. Both races involve mega-rich opponents who made their money off of workers' backs and now want to buy themselves another job. The millions and millions of dollars that they are contributing to their own campaigns make the offices of Governor and Senator something they think they can buy!

Senator Barbara Boxer has been our champion throughout her entire career. She has a virtually 100% voting record on the issues we have asked her to support for labor and working families. Of course, because she supports workers and families like ours, she is under constant attack from the right wing element that supports anti-union legislation, taking away benefits and destroying our pensions. Boxer's opposition is constantly looking for someone who can beat her in an election so that they can beat unions, workers, environmentalists, and people who care about what is good for the middle class.

We cannot let this happen. We need to support Senator Boxer in every way possible.

Jerry Brown, who is currently serving as Attorney General of our state, is another elected official that has been in labor's corner from the very beginning of his career. He has a proven track record that extends over many many years. He brought labor law into the agricultural fields and gave workers a right to join and form unions and has protected all of us, time and time again.

His likely opponent, Meg Whitman, has made numerous threats against workers, our pensions, and our right to health care. She is another mega-billionaire who is trying to buy her way into the Governor's office and will immediately begin to undermine everything that you and your family have worked for.

Jerry Brown is our hope to get rid of the many anti-labor and anti-worker changes that the current governor has implemented, and to prevent even worse changes that would happen should his opponent win.

What you can do

What do you have to do to make sure we don't lose our two most important candidates? Here are a few simple things to help yourself and your family:

1 Make sure you are registered to vote. If not, and you do not have registration forms at work, call your local union, or go online to: www.ProjectVote.org/Register

2 Sign up for **DRIVE** (Democrat, Republican, Independent Voter Education). This is the political action arm of the Teamsters Union. Because member dues are never spent on political activities, we need voluntary contributions to have a voice in politics. By joining DRIVE and making even a small weekly contribution out of your paycheck, you will enable us to combat the millions and millions of dollars that our opponents will contribute.

Be a proponent for our candidates. Spread the literature, talk to your family and friends, walk a precinct in your area, volunteer to phone bank.

We all need to step up and help ourselves in these upcoming elections. Your jobs, your pensions, your healthcare and the future of your union's ability to represent you depend on it.

"Step up for these upcoming elections — our jobs and our unions depend on it."

Teamsters from across California participated in a day of lobbying in Sacramento in March. Here, the group stands with Senate Labor Committee Chair Mark DeSaulnier (in tie, seventh from left) at the State Capitol. That day, Teamsters from Joint Council 7 and Joint Council 42 also met with Assemblymember Mike Eng and several legislative staffers. They urged support of several bills important to Teamsters across the state, and educated the legislators about their concerns over some bad bills.



Joint Council 7 Endorsements for the June 8 Primary

Meeting in San Leandro on April 19, 2010, the CTPAC Executive Board and Policy Board members endorsed the following candidates in the Statewide Primary Election on June 8, 2010.

STATEWIDE OFFICES

GOVERNOR	Jerry Brown (D)
LT. GOVERNOR	Janice Hahn (D)
	Gavin Newsom (D)
ATTORNEY GENERAL	OPEN with the exception of No Endorsement for Chris Kelly (D)
SECRETARY OF STATE	*Debra Bowen (D)
TREASURER	*Bill Lockyer (D)
CONTROLLER	*John Chiang (D)
INSURANCE COMMISSIONER	Dave Jones (D)
U.S. SENATOR	*Barbara Boxer (D)
BD OF EQUALIZATION - 1	*Betty Yee (D)
BD OF EQUALIZATION - 2	Chris Parker (D)
BD OF EQUALIZATION - 3	No Recommendation
BD OF EQUALIZATION - 4	*Jerome Horton (D)
SUPERINTENDENT OF PUBLIC INSTRUCTION	Gloria Romero (D) Tom Torlakson (D)

BALLOT MEASURES

Prop 13	Tax assessment for seismic retrofit	YES
Prop 14	Top Two primary	NO
Prop 15	California Fair Elections Act	YES
Prop 16	2/3 approval for local public power	NO
Prop 17	Alter auto insurance pricing	NO

Bay Area Union Labor Party Endorsements

San Francisco Ballot Measures

A	School Facilities Special Tax	YES
B	Earthquake Safety & Emergency Response Bond	YES
C	Establishing a Film Commission	NO
D	Retirement Benefit Cost	YES
E	Budget Line Item for Police Security	YES
F	Renters Economic Relief	YES
G	Transbay Transit Center	YES

SF Democratic Central Committee

District 12:	District 13:
John Avalos	David Campos
Dan Dunnigan	David Chiu
Hene Kelly	Carole Migden
Eric Mar	Aaron Peskin
Jake McGoldrick	Debra Walker
Jame Morrison	
Tom Hseih	

San Mateo Board of Supervisors

District 2	Carole Groom
District 3	Don Horsley

Santa Clara County

District Attorney	Dolores Carr
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CONGRESSIONAL CANDIDATES

1	*Mike Thompson (D)
2	NO ENDORSEMENT
3	Dr. Ami Bera (D)
4	NO ENDORSEMENT
5	*Doris Matsui (D)
6	*Lynn Woolsey (D)
7	*George Miller (D)
8	*Nancy Pelosi (D)
9	*Barbara Lee (D)
10	*John Garamendi (D)
11	*Jerry McNerney (D)
12	*Jackie Speier (D)
13	*Fortney 'Pete' Stark (D)
14	*Anna Eshoo (D)
15	*Mike Honda (D)
16	*Zoe Lofgren (D)
17	*Sam Farr (D)
18	*Dennis Cardoza (D)
19	Les Marsden (D)
20	*Jim Costa (D)
21	NO ENDORSEMENT

STATE SENATE CANDIDATES

2	Noreen Evans (D)
4	Rick Keene (R)
6	*Darrell Steinberg (D)
8	*Leland Yee (D)
10	*Ellen Corbett (D)
12	Anna Caballero (D)
14	NO ENDORSEMENT
16	Michael Rubio (D)
18	NO ENDORSEMENT

ASSEMBLY CANDIDATES

1	*Wes Chesbro (D)
2	NO ENDORSEMENT
3	Christina Billeci (D)
4	Dennis Campanale (D)
5	Larry Miles, Jr. (D)
6	*Jared Huffman (D)
7	Michael Allen (D)
8	*Mariko Yamada (D)
9	Roger Dickinson (D)
10	*Alyson Huber (D)
11	Susan Bonilla (D)
12	*Fiona Ma (D)
13	*Tom Ammiano (D)
14	*Nancy Skinner (D)
15	*Joan Buchanan (D)
16	*Sandre Swanson (D)
17	*Cathleen Galgiani (D)
18	*Mary Hayashi (D)
19	*Jerry Hill (D)
20	Robert Wieckowski (D)
21	Josh Becker (D) Richard Gordon (D)
22	*Paul Fong (D)
23	Nora Campos (D)
24	*Jim Beall, Jr. (D)
25	NO ENDORSEMENT
26	NO ENDORSEMENT
27	*Bill Monning (D)
28	Luis Alejo (D)
29	NO ENDORSEMENT
30	Fran Florez (D)
31	Henry Perea (D)
32	NO ENDORSEMENT
34	NO ENDORSEMENT

**Denotes Incumbent*



SACRAMENTO REPORT

BY BARRY BROAD

Why your vote matters

The state's looming deficit and struggling economy have become the most important issues facing the state legislature. Nonetheless, each year lawmakers address numerous issues that impact our lives—at work and at home. And, each year, Labor's core statutory protections must be protected against constant attack. Who's sitting in those legislative chambers makes all the difference between getting laws that support Teamster industries and members, and laws that work against our interests. Here are some of the good and bad bills we're dealing with this year.

Teamster-Sponsored Bills

We are making every effort to ensure that the policies of this state work to promote the creation and maintenance of good jobs here in California. That's why we have sponsored SB 967 by Senator Lou Correa, (D-Orange County) and AB 1778 by Assembly Member Ted Lieu, (D-Torrance).

SB 967 would provide a bid preference for any business that wants to provide goods or services to the state that agrees to ensure that 90% of the workers performing under the contract are residents of California. It provides the same bid preference for the use of Federal funds that have been sent to the state to help stimulate our economy and employment. This bill comes as a result of Delta Dental choosing to move good Teamster jobs out of California.

AB 1778 would require state agencies that film commercials promoting California or California products, film them in California. This measure is designed to get the most out of our public dollars. We should be creating jobs with state expenditures, not sending them elsewhere.

We are also co-sponsoring AB 155 by Assembly Member Tony Mendoza, (D-Artesia) with the California Labor Federation and the California Professional Firefighters. As more and more cities

and local governments face financial dire straights, this bill would require state approval before a municipality could go into bankruptcy. This is designed to prevent what happened in the City of Vallejo where there was a rush to bankruptcy for the sole purpose of abrogating union contracts.

Bad Bills

Most of these attacks come as measures to "assist" our struggling economy. But make no mistake, the goal is to get rid of the workers' voice on the job—the union. Here are a few bills we are fighting:

Alcohol tax: Assembly Member Jim Beall, (D-San Jose), introduced AB 1019 and AB 1694, both to increase the excise taxes on beer, wine, and spirits. The tax increase has been looked at as a way to raise revenue and pay for alcohol-related programs in a really bad deficit situation. Unfortunately, Teamster jobs would be put in jeopardy so we vigorously opposed them and both bills died in committee.

Sweetened beverage tax: A proposed tax on sugar-sweetened beverages by Senator Dean Florez (D-Bakersfield) and Assemblyman Joe Coto (D-Alameda) will greatly affect Teamster families. SB 1210 and AB 2100 would impose a one cent tax per teaspoon of sugar added to sweeten beverages, likely increasing the tax on each 12 oz. can by 10¢. While the object of these bills is to reduce obesity, Teamsters are concerned that fewer sales will result in job losses for Teamster drivers, merchandisers, and plant employees. These bills are still in committee.

Union busting: Finally, when things aren't good, people need someone to blame. The right wing likes to blame unions. In that spirit Senator Robert Dutton, (R-Inland Empire), introduced SB 1180 which would have made California a right-to-work state. This bill never got out of committee, but we know it will be back.

AROUND THE LOCALS



LOCAL 137

Members get trained on hazardous materials



Twenty-three Local 137 members completed a week-long Hazardous Material Instructor Training class sponsored by the Northern California Teamsters Apprentice Training (NCTAT) in partnership with the IBT. The members came from a variety of trades including freight, ready-mix, county, fiberglass manufacturing, and construction,

Everyone who attended the class spoke very highly of the curriculum and how well the class was taught. Instructor Ron Hermanson was pleased at the attendance and participation from Local 137's members. To top it off, all of the participants were paid for attending this very informative class.

"It was good to get the different trades together in a classroom setting," said Secretary-Treasurer Dave Hawley. "The interaction of the members is great for the Teamster organization."

LOCAL 315

School bus drivers vote for union

First Student school bus drivers in Concord voted by an overwhelming 32-3 margin for representation by Teamsters Local 315 in Martinez. The bargaining unit will include 42 drivers in total.

The workers initially came to the union seeking a seniority system and improved route bidding procedures, as well as affordable and improved health benefits. "We're just happy now. We needed a voice and job security," said driver Sylvester Williams.

"This is a very strong showing of support for the

LOCAL 287

Bringing a union to House on a Hill

By a margin of 19-3, the 25 counselors and administrative employees at the House on the Hill, a women's residential treatment facility in San Jose, voted in March to be represented by Local 287. "We look forward to negotiating a contract and starting to represent these new members as soon as this month," said Local 287 President Bob Blanchet.

The company originally hired a union-buster, whose website stated that she charged \$750-1150/hour. However, when this and other shenanigans by the former Executive Director came to light, it brought down heat from the County, the agency's key funder, and the Executive Director was fired shortly thereafter.

"We learned that our facility was ready to merge with another company that pays less and would have let go some of our group," said Delia DeLaGrande, program coordinator at the House for 11 years. "We wanted someone to be on our side to protect us. As the union drive heated up, the merger fell through and the executive director was fired."

"Our intention was to keep what we have, in terms of job security and wages. We're happy with the way things are now. But it took going to the union to start a fire."

Georgia Coleman, an alcohol and drug counselor at the House for more than a year, agrees. "We felt it would be beneficial to have the Teamsters on our side, to be a voice for us when we can't speak for ourselves. I like working here; what I want is a contract and job security."

Molly Buland, a counselor for three-years says that the future at the House wasn't looking good. "I



Counselors and administrative staff at the House on a Hill were eager to join Local 287 to help them fight for job security. (L to R: Molly Buland, Barbara McConnell, Georgia Coleman, Delia DeLaGrande)

want us to continue having the quality of work here and the security, with the union there to help and advocate for us. I felt good about the process."

Barbara McConnell, who's worked at the House as a clerk for the past five years, says that the group's biggest fear was what would happen if the House merged with another company. "We were told that we'd be laid off and have to reapply for our jobs. We saw other facilities where this happened and people didn't get hired back. We decided to take action to protect our jobs and salaries. My fiancé is a Teamster so he gave me Bob's card. We needed something done and done fast and Bob got the job done."

McConnell says that the House program is sacred to the employees. "We care a lot about the women. We do a lot of good. I'd just like to thank Bob Blanchet for getting things done for us quickly and being there and supporting us. I'm proud to be a Teamster."



Unity and solidarity drive First Student workers to join Local 315.

union," said Local 315 Secretary-Treasurer Dale Robbins. "We're hopeful and optimistic that we can get a contract negotiated and ratified before the drivers start bidding for routes and prior to the beginning

of the new school year. I am extremely proud of the drivers' unity and solidarity and for the hard work our organizer, Jim Sveum, devoted to this campaign."

LOCAL 350

California Waste workers win sizeable subcontracting grievances

As a result of two recent arbitration awards, Local 350 will be distributing more than \$100,000 in lost wages to the members at California Waste Solution (CWS) in San Jose.

Two arbitrators sustained Local 350 grievances protesting subcontracting of bargaining unit work by CWS. The two arbitration decisions came as a result of a number of grievances the local union filed when CWS subcontracted work from its Materials Recycling Facility (MRF) and from its shop. One arbitrator concluded that CWS violated the MRF contract in the way it transferred recycling materials to its facilities in Oakland and to its customers. The second arbitrator concluded that CWS violated the driver/mechanic contract by outsourcing its tire-repair work. Both arbitrators ordered the work returned to the unit and a "make whole" remedy.

Secretary-Treasurer Robert Morales is very thankful to the local union

business agents and to attorney Andrew Baker for their hard work.

Three union election victories

In two separate drives at Allied Waste Republic Company in San Carlos, 70 employees voted to be represented by Local 350. This included 35 dispatchers, customer service reps and bookkeepers and 35 mechanics, welders and utility employees. The union is currently in negotiations for a first contract.

Twelve maintenance employees at Sanitary District West Bay, located in Menlo Park, voted for Local 350 to represent them and the union has settled a contract for these new members.

"We are pleased to represent these workers and are confident that they will appreciate the benefits of being Teamsters," said Secretary-Treasurer Robert Morales.

LOCAL 601

Diamond Walnut members ratify solid second contract

Secretary-Treasurer Lucio Reyes successfully negotiated a second contract between Diamond Foods Inc. and Teamsters Local 601, that the members ratified on March 24. The new contract provides improvements on everything ranging from strong protections of seniority, better working conditions, average wage increases of 2.5% each year, pension increases, and Level 2+ Health and Welfare that includes numerous protections.

However, like any story of struggle

and triumph, this has not been easy. Workers at Diamond Walnut were on strike for 14 years, finally achieving a first contract on March 28, 2005. This second contract is the result of the commitment, hard work and determination of the members and Reyes. "The first contract is the foundation, the second contract is the structure that together we will build upon for a powerful future," Reyes told the members at the ratification vote.



Diamond Walnut workers proudly ratify their second contract.

LOCAL 431 & 517

Two locals join together to host Shop Steward seminar



Stewards from Locals 431 and 517 say "Union, Yes!"

Teamsters Local 431 and Local 517 hosted a joint Shop Steward Seminar at Teamsters Local 431 on Saturday April 17. More than 75 shop stewards from Locals 431 and 517, who represent a variety of crafts including freight, dairy, UPS and waste disposal, attended.

Stewards were trained on issues such as Weingarten Rights, F.M.L.A., representing members and determining the difference between a grievance and a gripe. Shop Stewards from both Local Unions ranged in experience from the newly-appointed to 31 year veterans. Local 431 President Darrell Pratt and Local 517 Secretary-Treasurer Scott Lupo both expressed their sincere gratitude. They thanked the Shop Stewards for the dedication and commitment to their respective Locals and for helping to represent their co-workers.

The 3-hour seminar was presented by attorney Robert Bonsall from the Beeson, Tayer and Bodine law firm. The Stewards were very attentive and participated in Robert's own unique game spin off, called "Who wants to be a Shop Steward." Winners of the game were given two tickets to an upcoming S.F. Giants game and all of the Stewards were treated to a mouth watering tri-tip BBQ!

"Teamsters Local 431 holds our Shop Steward Seminar bi-annually. I'm pleased that Local 517 was able to participate in this one," said Pratt. "Thanks to everyone who helped make this seminar a success."

LOCAL 533

Teamsters sweep top awards in bus safety competition

Drivers from Teamsters Local 533 swept the top awards in the annual Wild West Rodeo bus safety competition held in March on Victorian Square in downtown Sparks. The union was the principal sponsor of this year's safety event in which professional drivers compete by running obstacle courses and showing their skills in maneuvering competition.

For the fourth year in a row, Teamsters driver Rex Schrock won the Grand Champion Award, automatically qualifying him to advance to nationals. The 12-year RTC veteran bested 58 other contestants and took home \$1,000 in first place money for winning the Best of Transit trophy. Schrock won the Grand Champion Award by outscoring Best of Charter winner

Tommy Parker of Reno, who drives for Amador Stage Lines. Amador is not a union signatory company. Schrock then got icing for his cake on an icy afternoon by winning \$257 in a cash raffle drawing.

Teamsters Felipe Tango and Gerald Waters took second and third place money in the Best of Transit category, \$500 and \$250, respectively. All three drive for RTC Ride, the Sparks-Reno-Washoe County public transportation system.

Drivers navigated their 19-ton vehicles between tiny tennis balls aligned for parking, orange barrels for precision in narrow spaces and other maneuvers designed to test safety skills.



IN MEMORIAM

Alex Ybarrolaza

1936-2010

Alex (Alejandro) Ybarrolaza died suddenly and peacefully on February 18th, 2010.

Born in China, Alex immigrated with his family in 1956 and went to work for the Southern Pacific Railroad and later its subsidiary, Pacific Motor Trucking. In 1960, while at PMT, Alex joined Teamsters Local 70 and became a local truck driver.

In 1969 Alex ran for union office at Teamsters Local 70 in Oakland, and was elected Business Agent. He went on to win more elections holding different positions within the Teamsters until he retired in 1993 as a Special Assistant to the General President. After his retirement, Alex started a labor consulting business that he maintained until his passing.

Alex dedicated his life to the labor movement. His true love was helping the underprivileged and abused workers—anyone in need of a champion to fight all manners of injustices. In his later years Alex shifted his focus and representation to farm workers, principally in Watsonville and the Salinas Valley. He was working on that very project the day before his death.

A member of Ducks Unlimited, Alex was an avid sportsman, having hunted in most of the western U.S.



Left to right: Phil Ybarrolaza, Local 624 Business Agent; Alex Ybarrolaza and Gabe Ybarrolaza, retired Local 70 Business Agent, this past January.

Alex became a part-time commercial fisherman and an active board member of the SBCSFA, a commercial fishing association. He spent numerous hours drafting letters of support for the struggling industry.

Alex will be best remembered for his kindness, selfless dedication, intellect and respect for all mankind. He will be greatly missed and remembered fondly by all who knew him.

Dinner proceeds benefit Special Olympics



On March 18, former Joint Council 7 President Chuck Mack and current President Rome Aloise presented a check for \$25,000 to the Special Olympics of Northern California. Accepting the check was Special Olympics athlete Chrysty Dodge, SONC President and CEO Rick Colette and SONC Executive Vice President Mary Beth McMahon.

These funds were generated from the proceeds of the January dinner honoring Chuck Mack upon his retirement from the Joint Council.

Special Olympics of Northern California provides year-round sports training and competition to more than 13,000 children and adults with developmental disabilities. This donation will provide athletes with free equipment, uniforms, practice venues, training and competition. Mack chose the Special Olympics because his daughter had been involved as a youth and is still an active supporter.

Kevin Ryan

1932-2010



Kevin Ryan

Kevin Ryan, a native-born San Franciscan with Irish roots in Ballinure, Tipperary, a lifelong bachelor and a union representative for Teamsters Local 856 for 32 years, died in April.

As a labor official, Kevin single-handedly organized more than 600 front desk and clerical workers to join

Teamsters Local 856 and today that bargaining unit has more than 1000 members.

In later years, Kevin sat as a neutral adjudicator for union grievance hearings, his compensation only a good lunch and stimulating conversation. Even in retirement, Kevin would walk picket lines for striking workers and attend rallies for social causes.

Many people through the years came to Kevin for help. Whether to obtain a recommendation, a temporary job in a hotel or with any other unionized employer, a book to support them in fighting a terminal illness, getting an expanded obituary into the newspaper or any other request, Kevin had the unique ability to fulfill those requests.

Affectionately called “Kevin from Heaven,” he will be sorely missed by scores of friends and associates. He accepted his illness with calmness and a courageous philosophy. He recently told a close friend, “I’ve been to the show and I’ve had a good run.”

Jaime Ortiz

1978-2010

Teamsters across the country are mourning the loss of Jaime Ortiz, an organizer for the IBT National Port Campaign. The 32-year-old was tragically killed in an automobile accident in February.

“There is no more important calling in the labor movement than that of an organizer, and Jaime Ortiz pursued his role in the best of the Teamster tradition—with great intelligence, energy and dedication,” said Jim Hoffa, Teamsters General President. “A son of Teamsters, he made all of us, his brothers and sisters, proud.”

“Brother Ortiz worked tirelessly to improve the lives of port truck drivers and all working people,” said Rome Aloise, International Union Vice President and President of Joint Council 7, which sponsored Ortiz’s work for the Port campaign. “His parents, Alejandro and Leticia, work at H.J. Heinz and have been active members of Teamsters Local 601 in Stockton, California for more than 30 years.”



Jaime Ortiz at July, 2009 port rally in Oakland

The child of immigrants, Ortiz grew up working in the fields with his parents. Through this, he learned the value of hard work and the importance of standing up for workers’ rights. Through his parents’ membership in the Teamsters, Ortiz realized the opportunities that organized labor could provide for a better life for workers. He made fighting for worker justice his life’s work, bringing this passion to his career with the Teamsters.



LOCAL 853

Gillig and its union workers are a stimulus success story

According to Secretary of Transportation Ray LaHood, because of the Obama Administration's stimulus package, the Gillig Corporation has not only been able to retain its workforce in threatening times, but has added workers and is even working a shift on Saturdays. The workers at Gillig have been proud members of Local 853 for more than 30 years.

The Secretary highlighted the work of Gillig and its workers in his monthly blog and talked to both the company's president, Denny Howard, and to Local 853 Secretary-Treasurer Rome Aloise.

"I've been with Gillig for 32 years, so I've been watching the transit industry for decades," says Howard. "I have never seen the local funding in such desperate straits as today.

"In a typical year industry-wide, agencies buy about 5,000 buses. With the stimulus, it's up to 7,000 for last year, this year, and next year. But, if the stimulus hadn't come through, the market would have dropped 40% to 3,000 buses a year for last year, this year, and at least through next year.

"That would have devastated our employees. I've heard the talk about the stimulus not creating enough jobs, but you never read a statistic about the number of jobs saved. We would have had to lay off 175 workers—more than 25% of our people.

"The stimulus has been just a tremendous success. We're one of the last made-in-America bus-makers. We've been in business since we started



The first of 14 new Gillig-made buses for the Whatcom Transportation Authority (WA)

making buggies and carriages in 1890, and we've had a great cooperative relationship with our workers.

Aloise shared his experience from the union side. "I travel around to transit districts, urging them to buy American because there's a ton of competition from foreign manufacturers. Having a partner like Gillig really makes that job easier for me."

"And the Recovery Act does, too," he added. "It offers cash-strapped agencies the incentive they need to upgrade their fleets. Until now, it's been the only thing standing between us and complete disaster. Going forward, it will ensure employment."

Secretary LaHood was pleased to share the real scoop on the Recovery Act's effectiveness. "It inspires all of us at DOT as we continue working hard to create more good jobs for American workers."

LOCAL 948

Kozy Shack workers vote for union

Next time you eat some Kozy Shack pudding or jello, know that the men and women who make it are your union brothers and sisters. When those 105 workers in Turlock decided they wanted union representation, nothing the company tried to do to dissuade them worked. In an NLRB election held on April 7, they voted 59-41 to join Teamsters Local 948.

The organizing drive started in December when one employee, Richard Cruz, came to the union hall to learn about the union. He said that the workers were particularly unhappy because the company took away their Christmas bonuses. Organizer Javier Garcia sympathized, but told Richard that he'd need to collect union cards from 80% of the workers to make the effort worthwhile. "He got us 90%. That was a great start."

Kozy Shack quickly brought in a union buster. Just three days after the election petition was filed, the company starting holding captive audience and one-on-one meetings, and giving special treatment to some workers to try to buy them off.

The company also claimed that some workers were supervisors, when they were really leads. "We sat through four days of hearings to prove what we knew was true. We have to thank Maricela

Rodriguez and Rosario Del Toro, because they were brave enough to testify that they were brought in by a temp agency and not, in fact, hired by the two leads. And we recognize Sergio Alvizo and Arturo Martinez because they stood up to say that they were not supervisors," said Garcia,

"In spite of the company's acrobatic maneuvers to harass and belittle the workers and to postpone and derail the election, the workers stood their ground and voted for the union," said Garcia, who also acknowledged Matilde Calderon, who was the observer on the union side.

Garcia says he worked hard on the campaign, but all the credit goes to the workers. "The leaders stood fast. I'm in awe of their resilience and fortitude. The company was shocked by the strong union showing."

Once the NLRB certifies the election, the union will approach the company to demand bargaining. "The workers elected Sergio Alvizo to serve as principal and Matilde Calderon to be the alternate on the bargaining committee," said Garcia. He also recognized Local 601 for coming out on Union Visibility Day, Local 386 for helping on election day, and the staff of Local 948 for all of their back-up support.

New training facility opens in Oakland

The Northern California Teamsters Apprenticeship Training and Education Trust Fund (NCTAT) has recently expanded beyond its Rancho Murieta facility to include a new facility in Oakland, increasing the NCTAT's ability to service Teamster members in the Bay Area. The new facility is located at 7700 Edgewater Drive in Oakland.

NCTAT will continue to focus its efforts on training for the construction industry, however, the Bay Area campus opens up new opportunities to expand training into other industries as well, offering CDL and safety training. The campus in Rancho Murieta will continue to present CDL, driver's safety and construction-related training programs. The admissions and registration office resides at the Rancho Murieta campus.

"The NCTAT's Board of Trustees is committed to increasing the opportunities for the signatory local unions, contractors, and members in Joint Council 7 to get the highest quality training out there," says Union Chairman Dale Robbins. "I'm pleased to work with Employer Co-Chair Mark Reynosa and NCTAT Director Troy Ohlhausen to achieve our training goals."

To contact NCTAT regarding courses offered, course schedules and grant opportunities, go to www.nctat.org or call us at 916-354-2122 x207 and speak to Debi Ravareau for more information.



Union Chair Dale Robbins with NCTAT Director Troy Ohlhausen



BULLETIN BOARD

Safeway Drivers & Mechanics Luncheon

All former and retired drivers and mechanics who worked in the San Francisco Division of Safeway Stores Inc. are invited:

August 14, 2010

12 noon - 5 p.m.

Napa Elks Lodge: 2840 Soscol Avenue, Napa, CA 94558

\$36: BBQ steak, chicken and trimmings. No host bar.

Please reserve a seat as early as possible as seats are limited and an accurate head count is necessary for preparing food. Deadline for receiving money is July 25, 2010. Make checks payable to: "RSDML" c/o Gerold Tower, 8641 Lake McCumber Rd., Shingletown, CA 96088.

For more info, call Jerry Tower at 530-474-3767 or Dennis Estep at 510-223-2047

Notice to members

The California Teamsters are represented at the California Legislature and before state administrative agencies by the California Teamsters Public Affairs Council. Barry Broad and Shane Gusman are the Legislative Representatives and Marsi Newman is the Public Affairs Administrator.

Per Capita Tax

All Teamsters affiliated with Joint Councils 7 and 42 supports the California Teamsters Public Affairs Council through a per capita tax of 25 cents per member per month, from union dues. Twenty five percent (25%) of this is set aside in the Political Action Committee from which the Executive Committee makes campaign contributions.

Executive Committee

Rome Aloise, President of Joint Council No. 7 and Randy Cammack, President of Joint Council No. 42 serve as Co-Chairs of the Executive Committee, which supervises the staff of the Council.

Policy Committee

The Policy Committee consists of the Principal Officer of each Teamster Local in California.

Any questions about the California Teamsters Public Affairs Council may be addressed to California Teamsters Public Affairs Council, 1127 11th St., Ste. 501, Sacramento, California 95814. Phone number (916) 446-0291 and FAX (916) 446-9321. E-mail address info@teamsterctpac.org.

Union Security Notice

This notice is printed to make sure you understand your financial obligation to the local union that represents you in collective bargaining

If your job is covered by a Union security clause in your collective bargaining agreement, the law provides three different methods for you to comply with its obligations:

1. You may become a full member of the Union by paying the initiation fee and monthly dues required pursuant to the Local's Bylaws.
2. You can pay the initiation fee and monthly dues without becoming a member.
3. You can become a "service fee payer," that is, you can pay the percentage of the initiation fee and monthly dues that represents your pro rata share of the collective bargaining expenditures of the Union.

The amount of the service fee is calculated each year by determining the percentage that the Union's collective bargaining expenditures bears to its total expenditures, and applying that percentage to the regular initiation fee and monthly dues. You can obtain this dollar amount upon request to the Local. Under the law, you have the right to challenge the correctness of the Local's calculation of the service fee payment. Procedures for doing this will be explained to you by your Local if you decide to satisfy your Union security obligation by paying a service fee.

A service fee payer is not a member of the Union, and is not entitled to participate in Union affairs.



TAP – A Comprehensive Assistance Program

The Teamsters' Assistance Program (TAP) is well known to many Teamster Locals, but less known to others, particularly since the merging of the Joint Councils. TAP wants to take this opportunity to describe our program to full membership of the new Joint Council 7.

TAP serves Teamster members who are participants in 14 participating Trust Funds; these include members in Locals 70, 137, 150, 287, 315, 350, 386, 431, 439, 624, 665, 853, 856, 890, 896, 912, 948 and 2785.

TAP is the place to send members when drug or alcohol problems arise and when DOT violations occur. TAP also provides a multitude of other services to members and their covered dependents, and TAP works closely with Teamsters Officials and Business Agents, participating employers and Trust Funds. TAP services include DOT required Face-to-Face Substance Abuse Professional evaluations and services and directing Teamsters members and their covered dependents to appropriate alcohol and drug rehabilitation. TAP counselors also assess and direct clients to get help for a variety of problems such as: Anger Management, Parent-Child Conflicts, Stress Management, Divorce, Depression and Anxiety, Single Parenting, Financial Pressures, Eldercare Problems, Marital/Relationship Problems, Job "Burnout," Physical Abuse, Death & Dying, Interpersonal Communication, Sexual Problems.

TAP is committed to enhancing the quality of life among those who receive health and welfare benefits through the trust funds which TAP serves.

In the workplace, TAP counselors will conduct:

- ▶ General employee trainings about member benefits;
- ▶ DOT Training for Commercial Drivers;
- ▶ DOT Required Training for Supervisors;
- ▶ Critical Incident Debriefing for workplace tragedies and major violence.

For Business Agents, TAP assists through:

- ▶ Union Representative and Supervisor Training
- ▶ Monitored Aftercare and Return-to-Work Agreements
- ▶ Consultation on drug/alcohol testing issues

For Trust Funds, TAP provides:

- ▶ TAP Chemical Dependency Preferred Provider Network
- ▶ Utilization Reports
- ▶ Pre-Authorization, Case Management and Concurrent Review for Substance Abuse Benefits

For its alcohol and drug rehabilitation clients:

- ▶ Regional Aftercare Meetings with professional facilitators, fellowship activities for recovering members and their families through monthly sobriety celebration lunches, an annual free picnic at the Oakland Zoo and a holiday party with Santa and gifts for children.

Please direct those who can benefit from TAP services to call the toll free number: 510-562-3600 or 800-253-TEAM (8326).



Health care reform bill brings big changes

The Patient Protection & Affordable Care Act (aka "the health care act") that President Obama signed into law in March, will provide health care coverage for millions of Americans now without health coverage. The Act will also change the benefit plans of those who already have health care.

This article summarizes the parts of the Act likely to have the biggest impact on Teamsters covered through their employment in a Teamster or company health plan.

Coverage of Dependent Children Until Age 26: Under most health plans a dependent child loses eligibility at age 19 unless he or she is enrolled in college. The Act will require plans to cover your children until age 26 as long as they remain your "dependents" (living in your household and/or claimed by you as "dependents" on your federal income tax return). It will not matter whether your children are students or married (although your child's spouse is not eligible for coverage under your plan).

Excise Tax: Perhaps the change that got the most attention is a 40% tax on health plans that cost

more than \$10,200/year for singles and more than \$27,500/year for families. The tax, (1) Does not apply until 2018; (2) Applies to the plan not the member; (3) Applies only to the medical and drug portions of the plan—dental, vision, etc. are excluded and these benefits usually add a lot to the overall cost of your plan; and (4) Applies to union plans as if everyone is subject to the higher family threshold (even singles with no dependents), so the plan will have to cost more than \$27,500 in 2018 to be subject to the tax. Who knows what health care premiums will be in 2018, but as of now, no Joint Council 7 union plans cost more than \$20,000 a year.

Lifetime Maximums: For many union families, choosing between their plan's HMO and a "PPO" option is based on the PPO plan's lifetime maximum on medical benefits. Many PPO (also known as "indemnity" or "self-insured") plans contain a lifetime maximum of \$1 million. With today's hospital costs, members can burn through that much in claims over their working life. The Act will prohibit plans from imposing

annual or lifetime caps on hospital or prescription drug coverage.

Health Insurance Exchanges: By 2014, every state must establish an "Exchange"—a clearinghouse for employers with 100 or fewer employees to buy health insurance in the private insurance market. Can the Exchanges offer cheaper benefits to employers now participating in Union plans? That's yet to be seen.

Individual Mandate: By 2014, any adult who does not have health insurance—through their employer or otherwise—will be required to pay a penalty with their federal income tax.

Employer Free Rider Penalty: Employers of 50 or more full-time employees who do not provide health insurance that meets or exceeds "minimum essential coverage" will be subject to penalties of up to \$2,000 a year per employee.

Because most of the changes in the Act will go into effect between now and 2014, do not expect changes in your plan or health care generally to happen overnight. However, once in place, the Act will have a big impact on how much plans cost and who is covered.