

Joint Council 7



TEAMSTER

Volume 56, Number 3

Serving members in Northern California, the Central Valley, and Northern Nevada

August/September 2011



From top: the convention blasted open with the roar of Harleys; U.S. Vice President Joseph Biden pledges support of unions; President Hoffa, JC7 President Rome Aloise and retiring Secretary-Treasurer Tom Keegel give recognition to JC7 having turned 100 years old since 27th convention.



The Joint Council 7 delegation, 105 strong, celebrates 100th year recognition

“Vision, Solidarity, Action” is theme of 28th Teamster convention in Las Vegas

Members set future direction for union

The 28th Teamsters convention opened in Las Vegas on June 27 in grand style, living up to its theme of “Vision, Solidarity, Action.” Members celebrated their role in the fight for workers’ rights as drummers, dancers and Harley Davidson motorcycles revved up the opening ceremony.

For the next five days, the 1,650 assembled delegates and as many alternates and guests discussed and passed resolutions setting priorities for the union for the next five years.

Teamsters General President Jim Hoffa opened the event with the announcement that the Teamsters had organized 135,000 new members in the five years since the last convention. Over the next five days of meetings, delegates heard from union leadership and rank-and-file members who have recently organized, including school bus drivers, airline workers, warehouse and distribution workers. They also

heard from workers struggling to organize, including port drivers and Fed Ex workers.

Each day, the convention addressed another aspect of “the war on workers” — from attacks on unions by extremist politicians, bad trade deals and policies that undermine the middle class. Delegates unanimously passed resolutions to oppose “right to work (for less)” laws, to support global solidarity, and to address the impact of the international financial crisis. They also pledged to coordinate bargaining and organizing and to launch strategic campaigns.

Leaders from other U.S. unions and from union movements across the globe addressed the crowd.

“Without you there is no American Dream,” Vice President Joe Biden said on the convention’s closing day. “There is no possibility. We stand with organized labor because you’re standing with the people who are struggling to get a chance.”

Delegates also had the important task of nominating candidates for the International offices of General President, General Secretary-Treasurer, Vice President and Trustees. Those candidates who received votes from at least 5% of the delegates will appear on the mail ballots this fall (see chart at left for delegate vote totals). The top three vote getters amongst the Western Region Vice Presidents were automatically elected because no other candidates reached that threshold. Ballots will be mailed in October.

Candidates for Teamster offices

Candidates needed to receive 5% of the delegate votes cast to be nominated for the ballot. Mail ballots will be sent to all members in October.

General President	# votes	General Secretary-Treasurer	
James P. Hoffa	1,326	Ken Hall	1,269
Fred Gegare	141	Jim Shead	156
Sandy Pope	137	Gary Marquart	143
IBT Vice Presidents At-Large			
Rome A. Aloise	1,398	Trustees	
Al Mixon	1,373	Ron Herrera	1,385
George L. Miranda	1,369	Jim Kabell	1,333
George Tedschi	1,327	Kevin D. Moore	1,283
Fred Potter	1,312	Tom Bennett	221
Freddie Simpson	1,283	Beth Kirchman	186
Ferline Buie	1,261	Durie Downey	170
Henry Perry	243	Western Region Vice President	
Floyd F. Prusinski	187	The following were elected	
Kelly Cassidy	177	Randy Cammack	378
Margaret Marie Sik	171	Steven Vairma	375
John Farwell III	158	Rick Middleton	370
Mike Philbeck	154		
Marc R. Dreves	144		

Election Notices / Elección Avisos

Attention: Members of Locals 87, 150, 350, 856 & 948
Atención: Los miembros de Locales 87, 150, 350, 856 & 948

See pages 6-8 for info about upcoming Local elections
 Veá las páginas 6-8 para obtener información acerca de las próximas elecciones Locales

What do you think of the IBT convention?



Eddy Galleguillos
Local 856
United Airlines

"I'm learning about the gains the Teamsters made over the last five years and how we need to organize, organize, organize. That's how we'll stay alive. I've been a Teamster for three years. This convention is like the Superbowl. It's electrifying to meet brothers and sisters from Canada and Puerto Rico and across the U.S."



Alex Candla
Local 150
Campbells Soup Co.

"This is my second convention. They're blaming unions for everything going wrong in the country, and that's just wrong. I enjoy being here. I'm learning what's going on with the stock market and how that impacts our pensions."



Joint Council 7
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USPS 395-880
ISSN 2154-2643

The Joint Council 7 Teamster is published 5 times per year (February, May, August, October, December) by Teamsters' Joint Council 7: 250 Executive Park Blvd., Suite 3100 San Francisco, CA 94134; 415-467-2552. Periodicals Postage Paid at the San Francisco, CA mailing office.

POSTMASTER: Please send address changes to: Joint Council 7 Teamster: 250 Executive Park Blvd., Suite 3100, San Francisco, CA 94134-3306



PRESIDENT'S REPORT

BY ROME ALOISE

RESOLUTIONS, CANDIDATES, SOLIDARITY IBT vows to fight war on workers



New Joint Council 7 truck debuts at Teamster truck parade in Las Vegas

The 28th International IBT Convention was, as always, a spirited event. More than 1,600 elected delegates from across the US, Canada and Puerto Rico—including 105 from Joint Council 7—traveled to Las Vegas for the activities. The convention is the place where our constitution can be amended, resolutions can be discussed and officers of the Union are nominated to run in the upcoming national election.

Together we stood strong against the war on workers being waged in states and cities across the nation. We resolved to keep fighting for the right of workers to organize. Vice President Joe Biden addressed us and underscored the need to restore the American dream; he pledged the administration's solidarity with unions and workers.

However, this convention, in my mind, was lacking in what is most important. While we had great moments, some great speeches and heartening events, what was lacking was debate over issues.

We have candidates running against each other for every office on the General Executive Board. The time to debate issues is in front of the delegates—their peers—but no debate was had on the Convention floor. Many of our Joint Council Delegates were disappointed that they did not get to hear why people were running and what they were going to do that was different or better than those they are running against.

Hopefully, in the next few months, we will have an exchange of positions and ideas to justify the \$14 million dollar cost of holding the election.

Ballots will be mailed the first week of October. Whoever is elected needs to know that they have strong backing by the membership. It is your obligation to exercise your right to vote.

Teamsters pension is strong

After returning from a Trust meeting of the Western Conference of Teamsters Pension Plan, I'm pleased to report that the plan's assets are growing and are now pushing \$34 billion dollars.

We've been able to make several positive changes to the Fund. For many years, the trustees had approved sending a "13th" check to those retirees who retired

prior to 1986. This was done as an equalizer, because the plan had changed the method of accrual after 1986 in a move that greatly benefited those who retired after 1986. However, this was a constant fight with the employer side, especially in the last few years.

As a result of the Trustees approving various amendments to ensure that the plan is in compliance with the new Pension Protection Act, we were able to make sure that the "13th" check is a permanent fixture for all of those retirees or surviving spouses who are eligible for it. For many long-time retirees, this check equals the entire year of pension benefits.

The trustees also relaxed the so-called "suspension of benefit" rules. These rules work to suspend benefits of members who retire and go back to work in jobs that are similar to those from which they retired. During these tough economic times, the trustees felt that it made sense to loosen the rules for those retirees who find it necessary to work at non-covered employment.

If you are considering working after you have started collecting your pension, make sure you call the plan's administration office to clear the type of work you are intending to do.

Pride in new Teamster tractor trailer

We are also proud to unveil our newest addition to the Joint Council, our 53' tractor and trailer, covered with scenes showcasing the locales where our members live and work and the words "Bringing the Best in Wages, Pension and Conditions to Working People."

Back when Joint Council's 7 and 38 merged, the Executive Board agreed to purchase a symbol of our strength, power and unity within the Northern California and Northern Nevada jurisdiction. Over the years we have asked other Joint Councils to send their trucks to picket lines, organizing drives and other activities when we needed a big symbol of Teamsters presence. Now we have a truck of our own!

The truck debuted to rave reviews at the Convention's famous Teamster Truck parade on the Las Vegas strip. Locals may request the truck for their activities. Many thanks to JC7 Vice President Darrell Pratt for all his work to purchase and design our truck.



The war on workers comes to San Jose

Our Union's 28th Annual International Convention featured reports from General President James P. Hoffa and local unions from around the country about efforts to fight the War on Workers in Wisconsin, Indiana, New Hampshire, and other states. In all of these places, politicians are trying to erase the rights of workers to collectively bargain. They are trying to destroy unions.

A high point for Convention-goers was President Hoffa's announcement that in Ohio we helped deliver more than 1.2 million signatures for a ballot initiative to overturn their anti-collective bargaining law, when only 230,000 signatures were needed! Polls in Ohio show overwhelming support for our side.

If you think you can remain comfortable here in California, think again. In San Jose, the Mayor and some of the City Council are trying to rob City employees of their right to collectively bargain, just like in Wisconsin. And now they are going after Teamster jobs at the San Jose Airport.

Teamsters Locals 665 and 856

proudly represent employees in the parking, shuttle bus, and rental car operations at the Airport. Our members work for different employers who have contracts with the Airport.

Under these contracts, our members are guaranteed a prevailing wage rate regardless of which employer has the contract. Members who work in the construction industry will understand this. For Teamsters who work in the Airport parking lots, the average wage is about \$18 per hour.

Now the Airport says when the contracts go out to bid that the employers only need to guarantee our members the Airport's Living Wage, which is \$12.94 per hour. That means our members will take a \$5 per hour wage cut, on top of no raises for over two years. How can a person raise a family on \$13 per hour in one of the most expensive areas in the country? It can't be done.

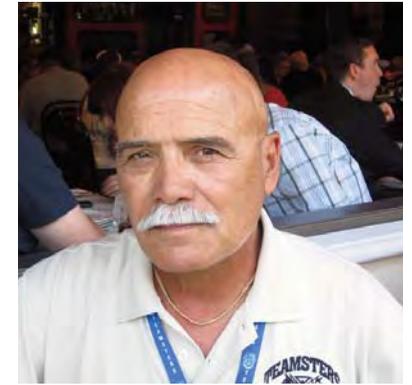
When the City of San Jose adopted a Living Wage Ordinance, they intended to raise the wages of working families in San Jose. Now they are using it to lower wages. Shame on them.

Even worse, low-wage companies will undercut our union employers when these contracts go out to bid. San Jose is on a path to wipe out public and private sector unions and hundreds of Teamster jobs at the Airport. Even worse, if we don't stop them, it could spread to contracts covering solid waste and recycling, the Convention Center, and other parking lots in the City. Those include Teamsters Locals 287 and 350. And if San Jose can do it, how many other places will follow suit?

We are Teamsters. We fight back. Joint Council 7 President Rome Aloise is calling on the Teamsters Airline Division for help with Southwest Airlines, the Airport's biggest customer. We are meeting with politicians to get support. And before this is over, labor unrest may come to the Airport. That's where we show what we are made of. As we like to say, "I don't want to strike, but I **will** if I **have** to!"

For more information on how we are fighting the War on Workers, see: <http://www.teamster.org/content/stopthewaronworkers>.

What do you think of the IBT convention?



Ron Valdez
Local 853
Sysco

"Even though I know there's some adversity, when this convention ends, we're still one big union. We're here for a common cause: to protect the middle class and the people who sent us here."



Alex Sanchez
Local 517
Laprino Foods

"This is my first convention. It's not what I expected. Much more business. It's great to see all the faces, from the Joint Council and the Locals. You hear everyone's story, which I'll share. I wish more members could come out here."



Carlos Ortega
Local 386
Winco Distribution

"This is my first convention and it's a great experience. It's all about leadership here. You see all the different resolutions, how everything takes place, the process, and the strength of the Teamsters."

To budget hell and back

The Legislature passed a budget, Governor Brown vetoed it, they argued for a week or so, then the Legislature passed a virtually identical budget and the Governor signed it. And they managed to do it on time, more or less.

And a dreadful budget it is. All cuts . . . to education, health care, local government, even prisons. The entire state redevelopment system was cut and handed to local government to figure out what to do with the corpse. This will lead to more job losses in a construction industry already saddled with 30% unemployment.

How did we get here? Well, the Republicans, whose votes are no longer needed to pass a budget (unless you want to raise taxes), simply opted out of the debate. They would not consider tax increases and it became clear as the spring wore on that they simply didn't want to vote for any budget and would not even vote to allow tax increases to come before the voters.

The one tax that was passed by majority vote (don't ask me how they managed that), will force on-line sellers to collect sales tax. The ink was barely dry on the Governor's budget signature when Amazon.com announced that it was going to collect signatures to put the matter before the voters in a referendum. This will create strange political alliances, like the Teamsters and Wal-Mart, both of whom support taxing on-line sellers like Amazon.

Our Sponsored Legislation

As we go into the summer recess, which is followed by the frantic last month of the session, most of the bills that

we have sponsored are alive and kicking. Here's the line-up:

SB 609 (Negrete-McLeod) expedites representation decisions at the Public Employment Relations Board that have been held up by delays of up to two years, preventing our public sector locals from representing newly organized members.

AB 514 (Hernandez): Ten years ago, we got a bill passed that would pay the prevailing wage to our construction industry drivers who haul waste from construction sites. The Schwarzenegger administration frustrated the intent of this law by allowing employers to "sell" the waste for \$1 and therefore claim it was no longer "refuse."

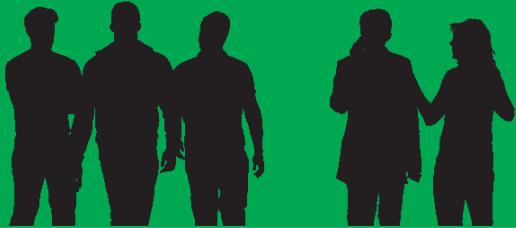
SB 459 (Corbett) clamps down on the fraudulent misclassification by employers of workers, calling them "independent contractors" to avoid paying the minimum wage, overtime, benefits, and payroll taxes.

Take that BMW . . .

BMW wants to eliminate the work of Teamsters employed at their parts distribution warehouse in Ontario, putting us in the fight of our life there. Meantime, BMW was sponsoring a bill that was moving quite nicely through the legislature that would have prohibited locksmiths from duplicating their pricy electronic keys when they are lost by BMW owners, thus maintaining a monopoly on highly-profitable key replacement. We asked our friend, State Senator Ed Hernandez, to drop the bill, out of respect to our members, to show BMW we can hurt them in unexpected places. The good Senator readily agreed.

Thank you Dr. Ed! You are a true friend.

AROUND THE LOCALS



LOCAL 315

MV Transportation workers all vote "Union, Yes!"

In April, Local 315 received a tip that the employees at MV Transportation in Vallejo were not only ready to join the union, but they wanted it to happen quickly.

The Local immediately scheduled a meeting with the employees and formed an organizing committee. Within two weeks time, every single one of the 25 employees had signed an authorization card for union representation.

Local 315 organizer Jim Sveum discovered another union was also making an attempt to organize these workers, but with the signed cards in hand, Sveum beat them to the punch. He then discovered that the employer was planning to consolidate yards. That ended up being the driving force for why the employees wanted the union to jump on the campaign so quickly.

With the help of Sheila Sexton of the Beeson law firm, the Local was able to persuade the employer to stipulate to an NLRB election within two weeks and to include the dispatchers and mechanics, along with the drivers, in the bargaining unit. On May 9,

LOCAL 439

Local showcases new semi at Vegas truck parade

At the 27th IBT Convention five years ago, Local 439 President Armando Alonzo and Secretary-Treasurer Sam Rosas saw a parade of Teamster Big Rigs from all over the country that took over the Las Vegas strip. "We watched in awe as these trucks represented everything we fight and stand for in America: workers' rights, solidarity, good wages, and unity," says Rosas. "Together we agreed that at the next Convention we would do our best to ensure that Local 439 had a Big Rig representing our members at the 28th Convention."

The Local not only met that commitment—we exceeded the goal! "We believe we had the best looking truck out there with the best message. Our slogan: "Our Members are Our Strength, Our Retirees are Our Foundation, and Our Children are Our Future."

Local 439 uses the truck for rallies, organizing, parades, community events, and assisting and helping other local unions or labor organizations with their struggles when necessary. If members would



Local 439's new truck is part of the 2011 Teamster Truck Parade on the Las Vegas Strip

like for the truck to be at a special event, please contact the local.

Upcoming contracts and current talks

Rosas reports that the Local will have a busy schedule from August through year's end. This includes contracts opening with Fresh Start Bakers, the City of Tracy, Safeway Distribution, Martin Brower Co., Delta Health Systems and D.B.I.

Solidarity activities: Mark these dates

- Store leafleting against D.B.I.more info to come
- Annual Fishing TripAugust 13, 2011
- Annual Labor Day Picnic.....September 4, 2011
- Annual Christmas PartyDecember 10, 2011

"the employees stuck to their guns and voted unanimously 21-0 to be represented by the Teamsters," says Sveum.

"The employees wanted the protections and job security of a Teamsters contract and they really showed it," said Secretary-Treasurer Dale Robbins. "With a decisive and unanimous victory like this, the employer agreed to meet with the union immediately. The bargaining has been very productive and we should have a good first contract for these unified members in the very near future," Robbins said.

LOCAL 137

100 employees at Valley Ag vote for union

About 100 employees at Valley Ag in Yuba City voted on May 20 to join Teamsters Local 137. The workers at this rock, sand and gravel company mainly do asphalt work.

"The company put up a fight but didn't get all nuts on us," says Local 853 member and organizer Doug Radonich. "They hired a Sacramento attorney and held some captive audience meetings. But none of that could overcome the abuse the workers had taken from three different owners over the last 15 years. The employees finally had enough and stood up to the company."

Radonich says that, due to the slow construction economy, most workers went from \$45-50,000/year down to \$18,000/year. In addition, one of the owners allegedly looted the Employee Stock Ownership Plan (ESOP). "One 25-year employee retired with \$5,000 instead of the \$60,000 that was on his statement. The owner used the ESOP as his personal bank account and now the workers have to sue to get back their money."

The company fired five union supporters prior to the union election and has fired two since. "We're trying to get them their jobs back," Radonich adds.

Special thanks to Locals 601, 439 and 150—especially Rocky and Mike Tobin, for all their help and support on the campaign.



A few of the union supporters at MV Transportation. (From left) Danielle White, Leona Haney and Pam Lovett.

LOCAL 386

First contract at CVS



Newly unionized CVS workers are proud to don their Teamster t-shirts

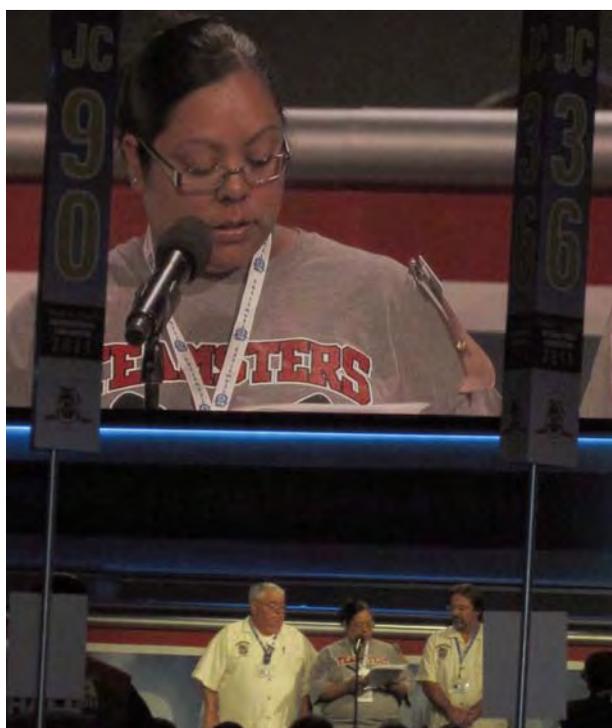
More than 630 workers employed at the CVS Distribution Center in Patterson ratified their first Teamsters contract and are now proud members of Local 386.

“It was a long hard road which took almost three years from the time the local was first contacted by CVS employees until their first contract was signed,” said Local 386 Secretary-Treasurer Gaylord Phillips.

It took a strong inside organizing committee, many hours of face to face meetings, the dedication of Teamster Organizer Ormar Locklear, many hours of rank-and-file volunteering, and experienced negotiators—Business Representative John Costa and Secretary-Treasurer Gaylord Phillips.

“We also must acknowledge the help we got from Teamsters Western Vice President and Joint Council President Rome Aloise; Teamsters Local 439 members and staff; Joint Council 7 Executive Board members; Joint Council 42 members and staff; and the Food and Drug Council.

“The dignity and respect that the CVS employees now enjoy could not have been possible without the hard work of the rank-and-file negotiating team that assisted John and me throughout the entire negotiation process,” Phillips added. “My thanks to Lupe Rivas, Rogelio Godinez, Rayma Sagapolu and Carlos Cordoba, who all did an outstanding job at the negotiation table with CVS management.”



Rayma Sagapolu, one of 630 CVS workers who voted to join the Teamsters in 2010, spoke to the convention. “Now that we have strong representation from Local 386, there is no more hiding and management doesn’t fire people because they feel like it. But more than anything else, we are respected, we are treated with dignity and are acknowledged for the hard-working, responsible people we are.”

Local 386 Scholarship winner



Congratulations to Kristen Lacy for being awarded a \$10,000 James R. Hoffa Scholarship and a \$1,500 Wendel J. Kiser Scholarship from the Local. Kristen’s dad, James Lacy, works at Sara Lee. She’ll be attending a California college in the fall.

Why class action suits are vital to workers

The U. S. Supreme Court has issued two decisions recently that undercut the ability of workers to enforce their rights under the law through the use of class action lawsuits.

In one, the Court held that Walmart was effectively “too big to sue” and that women charging the corporation with gender discrimination would have to proceed with an individual, rather than a “class” lawsuit. In the other, the Court upheld the right of employers to require, as a condition of employment, that workers waive their right to participate in class action litigation against the employer.

Together, the decisions create an uneven playing field where individual workers must stand alone against enormous, deep-pocketed corporations. While Teamsters have union protections that mandate lawful employment practices, other workers are not so lucky.

What is a class action?

A class action is a type of lawsuit in which several people sue on behalf of a larger group of people whose rights have been violated in the same way. Class actions permit workers to unite to battle the wrongdoing of large corporations. The reality is that it costs money to prosecute a lawsuit and the damages suffered by a single employee may not be enough to justify the costs and attorney fees to litigate the case. However, if all of the employees whose rights were similarly violated sue together in a class action, the costs of prosecuting the lawsuit are shared and vindication of all employees’ rights becomes possible. In other words, class action suits make it possible for the Davids to battle Goliath.

Walmart: Too Big to Sue?

Walmart is certainly the quintessential Goliath. A decade ago, then 54-year old Betty Dukes was a greeter at Pittsburg, CA’s Walmart when she realized that her male co-workers had promotional opportunities that were unavailable to her. Dukes ended up filing a class action suit against Walmart for gender discrimination when research showed that Walmart failed to hire or promote women into supervisory and management positions to a far larger degree than men.

Dukes’ “class” of women in her situation was estimated to include 1.6 million women. In June, the U.S. Supreme Court ruled that the Dukes suit could **not** proceed as a class action because the plaintiffs lacked sufficient commonality. Despite evi-

dence that promotion opportunities and decisions were governed by a corporate-wide policy, the Court essentially said that Walmart was “too big to sue.”

The Court’s decision allows Dukes and other plaintiffs to sue Walmart as individuals, but the result will be far fewer plaintiffs, as individuals are less likely to be able to afford to prosecute a suit on their own. In short, the Court’s decision in Dukes handed Walmart and other large corporations the upper hand against their workers.

AT&T Mobility was the first blow

Two months before issuing the Dukes decision, the U.S. Supreme Court rendered a decision that will likely have an even more detrimental impact on the ability of individual workers to challenge unlawful corporate conduct. In *AT&T Mobility v. Concepcion*, the Court held that class action waivers in arbitration agreements are enforceable.

The plaintiffs in *AT&T Mobility* accused the phone company of fraud by promising a “free” cell phone, but then requiring a \$20 to \$30 payment for sales tax. This is a classic case that is well-suited to class-action litigation because of identical facts (all consumers responded to the same advertising and sales agreement) and an amount at issue (\$20 - \$30) that is too small to make it worthwhile filing an individual lawsuit.

AT&T asserted that the class action could not proceed because each plaintiff had signed an agreement to arbitrate any disputes related to the “free” cell phone purchase and that the agreement contained a specific provision waiving the right to arbitrate any dispute as a class.

Many corporations require purchasers of their product or services to agree that all disputes will be arbitrated instead of litigated. Similarly, many employers require their non-union employees to sign agreements to arbitrate any disputes, as a condition of being employed. These agreements are typically non-negotiable and rarely read by the consumer or employee, who at the time of signing just wants a product or job and doesn’t envision a dispute. The Supreme Court’s ruling means that if the company put an arbitration clause in the small print, the purchaser or employee is bound by it.

These decisions can be reversed by legislative action which underscores the importance of registering to vote and then voting for candidates who will represent working families.



Local Union 87 Bakersfield

This is the official notice of scheduled nominations and election of the offices of Secretary-Treasurer (Principal officer), President, Vice-President, Recording Secretary and three Trustees. These Officers will serve a three (3) year term commencing January 1, 2012 and expiring December 31, 2014.

I. NOMINATIONS

The nominations meeting shall be held on Sunday October 23, 2011 from 11:00 a.m. till 11:30 a.m. at Local 87 Union hall located at 2531 "G" Street, Bakersfield, California. Nominations shall be the sole order of business at this meeting.

To be eligible to nominate or second a nomination, a member must have his or her initiation fees and dues paid up through September 2011. For this purpose, members will have until 1:00 p.m. on October 21, 2011 to pay their fees and dues at the Local Union office. Article XXII, Section 4 (a) of the International Constitution requires that the nominations be made at the nominations meeting by a member in good standing, other than the nominee. Prospective nominees are advised to verify, in advance of the nominations meeting, the eligibility of the nominator and the seconder. Candidates must accept the nomination either in person, or if absent, in writing at the time such nomination is made and may accept nomination for one (1) office.

To be eligible for election to any office in the local union a member must be in continuous good standing and actively employed at the craft with jurisdiction of the Local for a period of twenty-four (24) consecutive months prior to the month of nomination for said office and must be eligible to hold the office if elected. "Continuous good standing" means compliance with provisions of Article X, Section 5 of the International Constitution concerning the payment of dues for a period of twenty-four (24) consecutive months together with no interruptions in active membership in the

Local because of suspension, expulsion, withdrawal, transfer or failure to pay fines and assessments. Periods of unemployment during the twenty-four (24) months period preceding the nomination shall not be considered a break in active employment at the craft within the jurisdiction of the Local if the nominee was actively seeking and available for employment in the craft, and not working outside the craft, during such periods of unemployment.

Officers elected in the forthcoming election shall, by virtue of such elections, be delegates to any International Convention, to the extent permitted by the consent decree in U.S. vs IBT and the International Constitution, and the Officers elected in the forthcoming election shall be delegates to all Teamsters subordinate bodies and all other conventions in accordance with the provisions of the International Constitution and bylaws of the subordinate body or other organization.

II. ELECTION

The election will be conducted by walk-in ballots under supervision of the retirees of Local 87. The election date and time will be from 8:00 a.m. till 6:00 p.m. on Tuesday November 29, 2011 at Local 87's Union hall 2531 "G" Street, Bakersfield, California 93301.

To be eligible to vote in this election, a member must have his or her initiation fees and dues paid through the month of October 2011. Members will have until 4:30 p.m. on November 28, 2011 to pay their fees and dues at the Local Union office to restore their good standing status in order to have their vote counted on November 29, 2011.

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

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

Local 150 Sacramento

NOMINATION MEETING

Nominations will take place Wednesday evening, November 2, 2011 for the election of Officers and Business Agents for a three year term. Nominations will be made at the General Meeting, 7:00 p.m. in the upstairs meeting hall of Teamsters Local 150, 7120 East Parkway, Sacramento, Calif. 95823. Offices and positions to be included in the nominations and election are: President • Recording-Secretary • Vice President • Trustees (3) • Secretary-Treasurer • Business Agents (12)

ELECTION COMMITTEE

An election committee may be selected by the President from among those members present at the nomination meeting in accord with Article 19, Section D, Paragraph 5 of the Bylaws. Only those members of Teamsters Local 150 who are neither officers, candidates for office, nor employees or agents of the union may be selected.

NOMINATION PROCEDURES

Nominations can be made and seconded by members other than the nominee present at the meeting providing dues for October have been paid. October dues delinquency due to an employer's fault in transmitting checked off dues will not restrict a member's nominating rights. Acceptance at the meeting on a nomination is required. An absent member may have his nomination accepted by having filed with the Secretary-Treasurer, prior to the commencement of the meeting, a written statement of acceptance.

CANDIDACY

1. Continuing good standing in the local as defined in Article X, Section 5(c) of the IBT Constitution for the period November 2009 through October 2011.
2. Actively employed at the craft within the jurisdiction of Local 150 for 24 consecutive months prior to nomination. (Ref. Art. II, Section 4(a)(1) International Constitution.)
3. Not prohibited from holding office by any provision of the Labor-Management Reporting and Disclosure Act of 1959, Sec. 504(a). An affidavit of not being prohibited from office holding is required to be filed within twenty-four (24) hours of close of the nomination meeting.
4. Article XIX, Section C (3) Local 150 Bylaws relating to attendance at meetings will not be applied. Prospective nominees are advised to verify in advance of the nomination meeting their own eligibility and the eligibility of nominators and seconders.

CAMPAIGN LITERATURE

The Union will provide address label lists for mail distribution of a candidate's campaign literature with costs of the list preparation to be borne by the candidate. No candidate may have possession of the list—it will be issued to a mailing service which will provide equal treatment to all candidates with respect to addressing and mailing campaign material presented. Arrangements with the mailing service for mailing, such as a class of mail, mailing dates, and costs are the responsibility of the candidate. Address label lists will be produced by the Union within three (3) days of written request to the Local Union from a declared candidate. Costs of the label list is set at \$75.00. A list contains approximately 8000 names.

BALLOTING

The election will be by mail referendum secret balloting with ballots distributed to all members on or about November 18, 2011. Ballots returned to the Election Supervisor's post office box by Thursday 9:00 am on December 1, 2011 will be tallied in the meeting hall of Teamsters Local 150, 7120 East Parkway, Sacramento, beginning at 9:00 am providing the member casting the ballot is in good standing for November 2011. Unless a member is on dues checkoff for November, s/he should be sure his dues are paid for November 2011, otherwise the votes on the ballot s/he casts will **not** be counted.

ADDRESSES

All members are reminded to notify the union of any address change. Only with a current address on file can a member be assured of receiving a ballot.

Nominations & Elections: International Constitution

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

ARTICLE XXII, Section 4(a):

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

ARTICLE XXII, Section 4(b):

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

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

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

ARTICLE XXII, Section 4(c):

To be eligible to vote in the election, a member's dues must be paid up through the month prior to the month in which the election is held.

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

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

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

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

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

Local 350 San Francisco

Nomination for officers of Teamsters Local 350 for three (3) year term will take place on Monday, November 7, 2011 at 7:00 p.m., at the Holiday Inn South San Francisco, 275 South Airport Blvd., South San Francisco, CA.

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

Election to be held on Monday, December 12, 2011. Polls to be open from 8:30 a.m. to 7:00 p.m. at the following locations:

• San Jose-Santa Clara District:

Teamsters Local 287
1452 North 4th Street, San Jose, CA

• San Francisco District/San Mateo District:

Teamsters Local 350 Board Room
295 89th Street, Suite 304, Daly City, CA

Nominations and the Election will be conducted in accordance with the provisions of the International Constitution and the Local Union Bylaws. Copies of these documents are available at the Union's office.

Note particularly the relevant provisions of the International Constitution that appear to the right, on page 6 of this paper.

Robert Morales, Secretary-Treasurer

Local 856 San Bruno

Nominations of Officers for Local 856 will be held at a special nominations meeting on Tuesday, November 1, 2011 at 6:00p.m. at the Local 856 Offices, 453 San Mateo Avenue, San Bruno, California.

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

The nominations and election will be governed by the provisions of the International Constitution which are stated on page 6 and the Bylaws of Local 856 which are available upon request at the Local Union office. Nominations shall be made orally from the floor. Nominees must accept nominations at the meeting orally or in writing if not present. Prospective nominees are advised to verify, in advance of the nominations meeting, the eligibility of their nominators and seconders. The 50% meeting attendance requirement shall not be enforced as a condition of eligibility to run for office in this election.

In the event of a contested election for any office, balloting will be conducted by Mail Referendum. Ballots will be mailed on or about November 21, 2011. Ballots must be received at the post office before the close of business on December 1, 2011 and will be counted on December 2, 2011 at Local 856 Offices, 453 San Mateo Avenue, San Bruno, California. To insure that you will receive a ballot, you must be sure the union has your current mailing address.

Joseph Lanthier, Secretary-Treasurer

Local 948 Modesto

Pursuant to a court settlement between the U.S. Department of Labor (DOL) and Teamsters Local 948, dated October 27, 2010, the DOL is conducting a supervised election of officers. Notice is hereby given of the election of the following officers of Local Union 948: Secretary-Treasurer (Principal Officer), President, Vice President, Recording- Secretary, and three Trustees. Elected

officers of the Local Union shall, by virtue of election, be delegates to any Joint Council with which Local 948 is affiliated during their term of office, in the order of priority set forth in the Local Union Bylaws. The terms of office for these officers will commence on January 1, 2012, and conclude on December 31, 2014. All aspects of the nominations and election are being conducted under the supervision of the DOL's Office of Labor Management Standards and in accordance with Title IV of the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA).

ELIGIBILITY TO VOTE

To be eligible to vote in this election, a member of Local 948 must be in good standing with initiation fees and dues paid through July 2011. Members have until 5:00 p.m. on August 26, 2011 to pay their initiation fees or dues at the Local Union office in order to have their votes counted. Seasonal members are eligible to vote if they worked some period during August 2010 - July 2011 and paid dues through their last month of employment.

ELECTION

The election will be conducted by in-person polling. Polling will be conducted on August 27, 2011, from 6:00 am to 8:00 pm in Modesto, Oakdale, Turlock, Kingsburg, and Lemoore. Picture ID will be required in order to vote. You are assigned a polling place based on where you work. If you do not vote in your assigned voting site, you must vote a challenged ballot. **See chart below for voting assignments.**

ABSENTEE BALLOTS

Absentee ballots will be mailed upon written request by members in good standing who are unable to present themselves at the polls by reason of physical disability or anticipation of being out of the territory of Local 948 on August 27, 2011. A request for an absentee ballot must contain the member's name, mailing address, employer, phone number, and reason for request. Absentee ballot requests must be sent in writing to the Election Supervisor and can be mailed or faxed to 90 7th Street, Ste. 2-825, San Francisco, CA, 94103, fax number (415) 625-2662. Requests for absentee ballots must be received by 4:00 p.m. on August 17, 2011. Request a duplicate absentee ballot by contacting the Election Supervisor at (415) 625 2674, no later than 11:00 a.m. on August 23, 2011. All voted absentee ballots must be received at the designated Post Office Box by 1:00 p.m. on August 27, 2011 to be counted. This is a secret ballot vote. You should mark your ballot in private and mail your ballot, sealed in the secret ballot envelope, to the designated post office box in the postage paid Business Reply Envelope provided. Do not give your blank or voted ballot to anyone.

RUN-OFF ELECTION (if necessary)

In case of a tie vote in the race for Secretary-Treasurer, the outcome of the election will be determined by a run-off election with polling conducted on Saturday, September 10, 2011. The same rules listed above will apply and members should use their previously assigned polling place. Requests for absentee ballots must be received by 4:00 p.m. on September 1, 2011. Requests for duplicate absentee ballot requests should be made to the Election Supervisor at (415) 625-2674, no later than 11:00 a.m. on September 6, 2011. All voted absentee ballots must be received at the designated Post Office Box by 1:00 p.m. on

September 10, 2011 to be counted.

PROTEST PROCEDURES

For any protests related to the conduct of the supervised election of Local 948 officers, any member may protest the supervised election for valid cause. Such protest should be made directly to the election supervisor in writing by 4:00 p.m. on September 6, 2011 (primary election) and September 20, 2011 (run-off).

QUESTIONS AND INFORMATION

Members and candidates may request information about the election or campaigning from Election Supervisor Regina Diaz, Office of Labor-Management Standards, 90 7th Street, Suite 2-825, San Francisco, CA 94103, Tel: 415-625-2674, Fax 415-625-2662.

Fraternally,

Teamsters Local 948 Executive Board

ANUNCIO DE ELECCIONES DE OFICIALES PARA EL SINDICATO LOCAL 948

Conforme con un acuerdo extrajudicial entre el Departamento de Trabajo de los EE.UU. (DOL) y Teamsters Local 948, firmado el 27 de octubre 2010, todos los aspectos de la elección de oficiales se manejarán bajo la supervisión del DOL. Presente anuncio se hace de elección de los siguientes puestos oficiales del Local 948: Secretario-Tesorero (oficial principal), Presidente, Vice-Presidente, Secretario de Acta, y tres Observadores de Archivos. Oficiales elegidos del Sindicato Local serán en virtud de tal elección, delegados al Joint Council el cual es asociado al Local, durante el término del oficio, en orden de prioridad inscrito en las leyes gobernando esta Unión Local. La duración del mandato de estos oficiales se iniciará el 01 de enero 2012, y concluirá el 31 de diciembre 2014. Todos los aspectos de las nominaciones y la elección de oficiales del Local 948 se llevarán a cabo bajo la supervisión del Departamento de Trabajo, Oficina de Normas Obrero-Patronal y de conformidad con el Título IV de la ley de Notificación y Divulgación de Información Obrero-Patronal de 1959 (Labor Management and Reporting Disclosure Act of 1959, LMRDA).

ELEGIBILIDAD PARA VOTAR

Pare ser elegible y votar en estas elecciones el miembro del Local 948 deberá de estar en buena posición sindical con sus cuotas y la totalidad de la cuota de iniciación pagado hasta julio 2011. Para que sus votos sean contados los miembros tienen hasta las 5:00 p.m. del 26 de agosto 2011 para pagar su cuota y la totalidad de su cuota de iniciación en su Sindicato Local. Trabajadores temporales empleados durante un periodo entre agosto 2010-julio 2011 que hayan pagado sus cuotas hasta el último mes de empleo pueden votar.

ELECCION

La elección se llevará a cabo por votación en persona. La votación se llevará a cabo el 27 de agosto 2011, de 6:00 a.m. a 8:00 p.m., en Modesto, Oakdale, Turlock, Kingsburg, y Lemoore. Identificación con foto se requiere para poder votar. **Vea la tabla abajo para los sitios de votación asignados.**

BOLETAS EN AUSENCIA

Boletas en ausencia se enviarán por correo previa solicitud por escrito por miembros de buena posición sindical **continúa en la página 8**

Local 948 Members/Miembros

If you work in this city:	Your assigned polling location on Saturday, August 27, 2011 is:
Si trabaja en esta ciudad:	Su lugar asignado para votar el sábado, 27 de Agosto, 2011 es:
Modesto	Modesto: 1222 I St , Modesto, CA, 95354 (Local 948 Office)
Oakdale	Oakdale: 250 East E Street, Oakdale, CA, 95361
Turlock, Hughson, Merced, Newman, Planada, Patterson, Atwater	Turlock: 191 North Tully Rd., Turlock, CA, 95380 (Comfort Suites)
Kingsburg, Tulare, Farmersville, Lemon Cove, Ivanhoe, Visalia, Porterville, Exeter	Kingsburg: 1399 Marion St., Kingsburg, CA, 93631 (Local 948 Office)
Lemoore, Hanford, Coalinga	Lemoore: 17225 Jersey Ave., Lemoore, CA, 93245 (Tachi Palace & Casino)



UNION SECURITY NOTICE

The following 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.



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

Getting help for alcohol and drug related problems

Getting someone to accept help for a drug or alcohol (substance abuse) problem can be one of the most frustrating experiences a family member or friend will face in their lifetime.

Once the person with a substance abuse problem is willing to enter treatment, whether doing so voluntarily or because he or she is influenced by outside pressure from family, friends, co-workers, legal matters, medical problems or one's employer, there are a number of factors to consider.

Selecting a treatment program is one of the most important and difficult decisions the substance abuser will make in their lifetime. Few know what to look for in a quality treatment program and not all drug rehabilitation centers are alike.

Each drug rehab has its own program options, staff qualifications, credentials, cost, and effectiveness. TAP counselors are experts in matching substance abusing clients with quality treatment. TAP contracts with and conducts ongoing evaluation of the treatment programs to which clients are referred.

Among the factors considered when making referrals to treatment are the following:

Substance abuse usually progresses through predictable stages. A trained substance abuse professional should make an evaluation and recommend the most appropriate treatment, whether it is inpatient, residential, outpatient, and/or a short-stay option.

The difference between inpatient and a residential treatment center is that inpatient services are provided by a licensed hospital, while residential programs usually do not meet the same rigorous standards of medical care. The level of treatment and length of stay depends on the severity and stage of the substance

abuse problem.

When there are serious medical complications or mental health problems in addition to substance abuse, there is an advantage to including on-site medical care in as part of treatment, where physicians and nurses

provide 24-hour hospital services to monitor and ensure a safe withdrawal from alcohol and other drugs. In addition, a medical staff specializing in addiction medicine can monitor the progress of each individual and make necessary adjustments to the treatment plan.

TAP ensures that the programs we recommend meet national standards for providing quality medical care as well as appropriate state licensing requirements.

All TAP contracted facilities stress the importance of family involvement in any level of substance abuse treatment. Drug abuse and alcoholism affects the entire family, not just the alcoholic/addict. Quite often family members do not realize how deeply they, too, have been affected by chemical dependency.

Quality continuing care is a vital part of any substance abuse treatment program because there are no quick fixes for alcohol and/or drug problems. TAP offers continuing care meetings throughout Northern California. These meetings are open to anyone interested in maintaining a life free of drug and alcohol abuse. TAP also holds monthly sobriety barbecues at its Oakland office, an annual picnic at the Oakland Zoo, and a Holiday Party in December for recovering families and their children.

Call TAP at (510) 562-3600 with questions and concerns. All communications with TAP are covered under Federal and State confidentiality laws.

TAP's 14th Annual Family Picnic Oakland Zoo

Saturday, August 20, 2011

11 a.m. – 3 p.m.

Knowland Park/Oakland Zoo

Tiger Timbers Picnic Site

BBQ Lunch, Raffle & Fellowship

Kids 12 & under get FREE zoo admission

(Sponsored by the TAP Board of Directors)

Discount zoo admission for everyone else (\$8)

Limited parking. \$7 per car fee.

Located off Hwy 580 at Golf Links Drive.

ANUNCIO DE ELECCIONES DE OFICIALES PARA EL SINDICATO LOCAL 948

Viene de la página 8

que no pueden presentarse en los sitios de votación por razones de incapacidad física o la anticipación de estar fuera del territorio del Local 948 el 27 de agosto de 2011. La solicitud de una boleta ausente deberá contener el nombre del miembro, dirección postal, número de teléfono, nombre de empleador, y razón por la solicitud. Solicitudes de boletas por ausencia deben ser enviadas por escrito a la Supervisora de Elecciones y puede ser enviada por correo o por fax al 90 7th Street, Ste. 2-825, San Francisco, CA, 94103, número de fax (415) 625-2662. Las solicitudes de boletas por correo deben ser recibidas antes de las 4:00 p.m. de la tarde del 17 de agosto 2011. Las solicitudes duplicadas de boletas por ausencia deben hacerse a la Supervisora de Elecciones al (415) 625-2674, no más tarde de las 11:00 a.m. del 23 de agosto 2011. Todas las boletas de votación por ausencia deben ser enviadas y recibidas en el Apartado Postal designado el 27 de agosto de 2011, no más tarde de la 1:00 p.m., para ser con-

tadas. Esta es una boleta electoral secreta. Usted debe de marcar su boleta en privado y enviarla, sellada en el sobre para su boleta secreta a el Apartado Postal designado en el remitente del sobre con el sello de estampilla pagado que se le a proveído. No le de su boleta en blanco o marcada a nadie.

ELECCIÓN DE DESEMPATE (SI ES NECESARIO)

En caso de empate en la carrera por el Secretario-Tesorero, habrá una elección de desempate para ese puesto el Sábado, 10 de septiembre 2011. Las mismas reglas mencionadas anteriormente se aplicarán y los miembros deben votar en el sitio de votación asignado previamente. Las solicitudes de boleta por ausencia por correo deben ser recibidas antes de las 4:00 p.m. del 1 de septiembre 2011. Las solicitudes de boletas por ausencia duplicadas deben hacerse a la Supervisora de Elecciones al (415) 625-2674, no más tarde de las 11:00 a.m. del 6 de septiembre 2011. Todas las boletas por ausencia donde se ha votado por

correo deben ser recibidas en el Apartado Postal designado el 10 de septiembre de 2011, no más tarde de la 1:00 p.m., para ser contadas.

PROTESTA DE LOS PROCEDIMIENTOS

Cualquier miembro podrá protestar la elección de oficiales del Local 948 supervisada por una causa válida. Las protestas se deben hacer directamente a la supervisora de elecciones por escrito no más tarde de las 4:00 p.m. del 6 de septiembre de 2011 (elecciones primarias) o el 20 de septiembre de 2011 (desempate).

PREGUNTAS O INFORMACIÓN

Los miembros y los candidatos pueden solicitar información sobre la elección o la campaña de la Supervisora de Elecciones Regina Díaz, Oficina de Normas Obrero-Patronal, 90 7th Street, Suite 2-825, San Francisco, CA 94103, Tel: 415-625-2674, Fax 415-625-2662.

Fraternalmente,
La Mesa Ejecutiva de Teamsters Local 948