



Teamsters support Farmworkers in Capitol action



When Governor Jerry Brown vetoed the Fair Treatment for Farm Workers Act this past June, a bill that would have made it easier for farm workers to unionize, the United Farm Workers (UFW) sprung to action—and the Teamsters were right there to back them up. A 13-day 200-mile march through the Central Valley by UFW members was followed by a large demonstration at the California Capitol in Sacramento on September 4.

As a result of the actions and show of force, Gov. Brown and farmworker advocates struck a historic deal that includes most of the provisions of the bill and gives state regulators new powers that could help agriculture workers unionize.

Why the bill was important

The original bill, SB104, introduced by Sen. Darrell Steinberg (D-Sacramento) was written to enable farm workers to obtain many of the same rights most employees in the state enjoy, such as overtime pay. Farm worker advocates contend that farmworkers are unfairly intimidated and harassed by their supervisors and farm operators in California when they seek union representation. In many cases, the secret ballot vote takes place on the farm, so many workers don't vote for fear that they will be blacklisted from future employment if they are seen.

Three years in a row, Gov. Schwarzenegger vetoed the same bill. Advocates were hopeful that Gov. Brown would sign it, as this is the same governor who gave farm workers the right to unionize by secret ballot 36 years ago. They were surprised when Brown also vetoed the bill in June, claiming he was not convinced it was justified.

This prompted the group of about 50 UFW members to take on a 200-mile march starting in Madera and ending on the steps of the State Capitol. Their

goal was to send Gov. Brown a message that the bill was very justified, and that farm workers demand fair treatment.

Teamsters support march and rally

A 200-mile trek is a long walk in the dry California heat, not to mention difficult to organize. The UFW reached out to the North Valley Labor Federation for assistance only one day before walkers were to arrive in Modesto. Ryan Camp, the NVLF community organizer, and member of Teamsters Local 386, knew where to start on such short notice. "In my six years as a union member I learned that if you want something done right and on short notice, call the Teamsters."

Camp enlisted the help of Teamsters Local 386 President Jeff Berdion, as well as members Carlos Ortega and Gary Gonzales, to pick up 30 cases of donated water on Sunday. Gonzales and his wife marched with the farm workers from Ripon to Manteca. "I'm glad we got that water to them because it was hot and I was very thirsty after walking just four miles with them," said Gonzales.

Camp then called on Teamsters Local 439 Secretary Treasurer Sam Rosas to supply the UFW marchers with lunch on Monday as they walked between Manteca and Stockton. "These were a very humble group of hard working people" says Teamster member Daniel Lee who drove the truck to deliver the lunches that day. "You could tell they were happy to have the support of the Teamsters as we followed behind them in Local 439's truck."

The Teamsters followed the marchers into Stockton where the UFW held a rally at the court house, followed by dinner which was provided by Teamsters Local 601 at their union hall. "It was an honor to have them stay with us," said Secretary-Treasurer Maria Ashley Alvarado.



"We support your fight. The Teamsters Union is committed to you. We will fight with you. We'll be with you on this march, in the fields, and in the legislature," Joint Council 7 President Rome Aloise told the demonstrators.



The march culminated in a 5,000-person strong rally at the State Capitol on September 4. The Joint Council and many of its local unions were there in force, as was the Council's new truck. As President Rome Aloise said, "We'll be with you on this march, in the fields and in the legislature."



IBT ELECTIONS

Ballots for the International Brotherhood of Teamsters Elections will be mailed to every member in October. It is very important that you vote for International President, Secretary Treasurer, and Vice-Presidents At-Large. These officers represent you in the national arena—politically and in national and regional contracts. The more members who vote give the officers who are elected a greater mandate. Let's use the democratic process we have and Vote!

You can find information about the candidates on the web. Watch for your ballot—it's being mailed October 6 from Iowa and must be returned in its self-addressed stamped envelope by November 14.

Election Notices / Elección Avisos

Attention: Members of Locals 87, 350, 439, 856
Atención: Los miembros de Locales 87, 350, 439, 856

See pages 6-7 for info about upcoming Local elections
Veá las páginas 6-7 para obtener información acerca de las próximas elecciones Locales

Why is it important for women to be involved in the Teamsters union?



Atha Brown
Local 853
First Transit

We must be involved so that our voices can be heard, acknowledged and respected. It is only right that we participate in all forums and educate and empower ourselves with knowledge/strength to move forward progressively.



Donna Fernandez
Local 315
UPS

Working in a male-dominated environment, it's important that we have a voice in the union, that our needs are met. Knowledge is power - so the more we know, the better off we are.



Anytra Henderson
CUE Local 2010
UC/Lawrence
Berkeley Lab

Women need to learn the history of unions, and how they have fought for women—like after the Triangle Shirtwaist Fire. People see Teamsters and think of men. We need to add the female point of view.



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PRESIDENT'S REPORT

BY ROME ALOISE

Time to choose your union leadership and vote!

VOTE! VOTE! VOTE!

Upcoming Teamster election: On October 6, ballots will be mailed by the office of the Election Supervisor for the election of Officers of the International Union. We are the only major union whose members have the right to vote for the people that represent them on a national level.

This ability comes with an obligation to participate and send your ballot in as quickly as possible after you receive it. Please go to your fellow Teamsters and encourage them to vote as well. We need to show that we are involved in and committed to our union and that we take our responsibilities seriously!

If you do not receive a ballot, or if you make a mistake, you may call 1-877-317-2011 and ask for a replacement ballot.

2012 national elections: As we move toward the end of the year and closer to 2012, I am beginning to get nervous about the upcoming national elections. The Republican-Tea Party has declared war on working people and their families and they have made no bones about it. Their tactics are to vilify the public sector workers, attempting to pit private sector workers against public sector workers, and ultimately destroying the right to bargain for everyone. Currently, more than 100,000 public employees are Teamster members.

Once the Republicans and the Tea Party accomplish what they want with the public sector workers, they will certainly come after our private sector members next. In fact, in many states, they have already attempted to introduce Right to Work (for less) legislation and ballot initiatives.

Make no mistake about it, there is a war on workers. Your livelihood, wages, benefits and working conditions are under attack. Whether you are liberal or conservative, or have ideals that differ with the Democratic Party, the fact remains that if you received this newsletter, you enjoy your wages and benefits because of your

union contract. You make up what is left of the middle class in our country and everything you work for and have sacrificed for is under attack.

You and your fellow workers set the stage for all workers. You and your fellow union members need to understand that it is time to push back against those who want to destroy you.

Our union has accepted the challenge of being the "voice of the working class," and has decided that the Teamsters—and all of organized labor—must take up the reins and work to "take out" any elected official who opposes the very life blood of the middle class—good jobs with fair wages, good benefits, and good retirement plans. We are going to work aggressively to make this happen.

I often find myself disappointed with President Obama, whose administration has not done a lot of what we expected or needed. However, the reality is that he has helped significantly with Project Labor Agreements, the NLRB, and various Labor Department provisions that help and do not hurt unions.

The Republican Tea Party has, from day one, vowed to stop anything and everything the President has tried to enact. Since the first of this year, their obstruction tactics have made it obvious that they will go to no end to attempt to destroy the President and the Democratic Party's credibility. We cannot let this President be defeated by any of the nutcase candidates that the Republicans are lining up. Each of them would reward the rich, who are getting richer every day, and will push the futures of the middle class and workers further down the pecking order.

Regardless of your political views, if you are a union member, you need to protect your livelihood. The only way to do that will be to support the current administration. We need to push and prod the President to stand up and push back against the running assault on the middle class, and we need to stand up and fight back!

Teamster women meet Hurricane Irene in New York—women win!

Nearly 1,000 Teamster women gathered in New York City for the 11th Annual Teamster Women's Conference on August 26-28, just as Hurricane Irene was gathering force along the entire eastern seaboard. General President James Hoffa called on Teamster women to stand up to another powerful force—anti-worker politicians and their corporate funders who are waging war on workers.

"It was a great event," says Local 853 member Julie Griffith, who works at Costco. "We heard from some powerful speakers and the workshops were geared to making us more effective—in the union, on the job and at home. Those of us staying in the conference hotel or nearby were restricted by wind and rain from going outside, so we were able to bond with our sister Teamsters from around the country."

Pictured: Local 853 members Julie Griffith and Atha Brown at the demonstration to support locked-out Local 814 members who work at the Sotheby's auction house in New York.





Teamsters go local in our fight for the future

All across the country, the Teamsters are fighting the **War on Workers**. Wages are going down, the cost of living is going up, and corporations and CEOs reap big tax breaks and bonuses. Collective bargaining is under attack because they know that when people join together in unions it can be a check on their power and a guarantee that workers get their fair share of the profits.

While these defensive fights take time and resources, here at Joint Council 7, our President Rome Aloise is on the offensive. In early September, he brought together leaders from Locals 386, 431, 439, 517, 601, 856, 890, 948, and 2010 to lay out our plan of attack. These Locals cover the Central Valley, one of the fastest growing areas of the state and one where Labor traditionally hasn't enjoyed enough power.

All politics are local, and Teamsters need to be more involved in Central Valley politics. The first question any member asks me when I say this is, "Why should I get involved in politics?" Well, let me give you some good reasons why:

In Visalia, the City Council is giving tax breaks to VWR, a company that, after 50 years of Teamster representation, wants to close down their Bay Area facility and move to Visalia. But they don't want to let our members move with their jobs. Visalia also imposed a bad contract on the police officers who are affiliated with Teamsters Local 856, and shortly after that, took away health care benefits for retirees. Two of these city council members responsible for these

takebacks are facing an election on November 1st.

In Stockton, the City Council and Mayor killed binding arbitration for public employees and approved a Fresh & Easy distribution center with no strings attached. The company threatens our jobs in the grocery industry.

...Only 40% of our members in the Central Valley are registered to vote. Imagine if Teamsters voted...what we could do.

On the same front, Merced approved a giant new Walmart distribution center and the Teamsters-represented corrections officers at the Merced County jail suffered layoffs in the face of overcrowding jails.

Every day, our local politicians vote on things that directly impact our pocketbooks and our quality of life. Yet only 40% of our members in the Central Valley are registered to vote. Imagine if Teamsters voted... what we could do.

The impact of Teamster votes

In Visalia, it takes about 6,500 votes to win a City Council race. We have almost 1,100 Teamsters.

In Stockton, Mayor Anne Johnston won her last election by about 9,000 votes. We have over 4,600 Teamsters.

In Merced, Sheriff Mark Pazon ran unopposed and got about 19,000 votes. We have over 3,000 Teamsters.

What I'm trying to say is if Teamsters voted we could have an impact on who wins and who loses. We could be a force that demands respect.

Over the next two months, business agents, shop stewards, and political staff will be conducting a coordinated voter registration drive throughout the Central Valley. Our new Joint Council truck will be on display and we will be giving away t-shirts to members who register to vote by mail – the most convenient way to make sure your voice is heard.

We will be signing up members for DRIVE (Democrat, Republican, Independent Voter Education), our political action committee. DRIVE contributions help elect political candidates who care about working people.

Teamster endorsements

November 1, 2011 sees Central Valley elections in Visalia, Merced, and Modesto. We will be interviewing candidates for each race to see how they weigh up against our issues. Bob Morales, principal officer of Teamsters Local 350 in Daly City, pulled together the San Francisco locals this month for a very successful endorsement panel for those races. Every major candidate came asking for our support. We can do the same thing and let everybody know on election day that Teamsters are a force.

The IBT is fully backing this effort. Let's make it a success!

Finally, I want to remind you of another important election this November, which is our International Union elections. A union is only as strong as our members, so don't forget to mark your ballots and get them in the mail!



Joint Council 7 Political Director Doug Bloch talks about the Teamster-manufactured green buses as Secretary Solis looks on.

Labor Secretary plugs Teamster-made green buses

"As the nation's labor secretary, I wake up every morning thinking about ways to reduce our 9.2 percent unemployment rate and put more Americans back to work," wrote U.S. Secretary of Labor Hilda Solis in an opinion piece in the San Jose Mercury News. "Part of our strategy is to create new green industries that tap the remarkable innovation happening here in Silicon Valley."

Solis wrote this just prior to visiting the Santa Clara Valley Transportation Authority's (VTA) Chaboya Bus Division site on July 22. She was there to see a labor-management run green jobs training program partially funded by her department.

One of the things she learned was that the diesel electric hybrid buses that Amalgamated Transit Union (ATU) members are learning to maintain are manufactured locally in Hayward by Teamsters Local 853 members who work at Gillig.

Teamsters Joint Council 7 Political Director Doug Bloch explained that before Obama's stimulus program went into effect, Gillig was putting out 5,000 buses a year. After the federal money came in, the number jumped up to between 6,000 and 7,000 hybrid buses. "We have a good problem now and that's that we cannot manufacture buses quick enough," Bloch said.

According to Solis, "A clean-energy revolution is under way here and around the world. The question before us is what to do about it. Santa Clara County's innovative work with hybrid buses can steer us in the right direction."

Bay Area Union Labor Party and Joint Council 7 Endorsements

2011 San Francisco Election

MAYOR

We are recommending four candidates—not in any order:

- Bevan Duffy
- Dennis Herrera
- Ed Lee
- Leland Yee

DISTRICT ATTORNEY

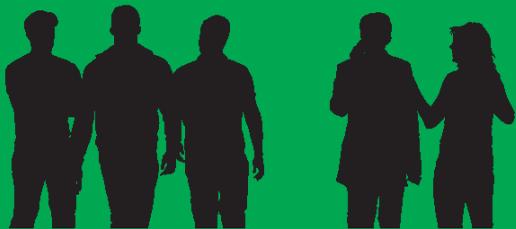
George Gascon (Incumbent)

SHERIFF

Ross Mirkarimi

- Measure A: School Bonds **Yes**
- Measure B: Road Repaving & Street Safety Bonds..... **Yes**
- Measure C: City Pension & Health Care Benefits **Yes**
- Measure D: City Pension Benefits (All Unions Against) .. **No**
- Measure E: Amending & Repealing Legislative Initiative Ordinances And Declaration Of Policy **No**
- Measure F: Campaign Consultant Ordinance **No**
- Measure G: Sales Tax..... **Yes**
- Measure H: School District Student Assignment **No**

AROUND THE LOCALS



LOCAL 665

Bridgestone employees vote to join union



Bridgestone workers are proud to show off their union t-shirts! From left: Local 665 Business Rep Tom Martin, and techs Chhoeun Sang, Tommy Taaga.

Fifteen commercial tire technicians subcontracted at Bridgestone Mileage who work on public transit buses at San Francisco's Muni yards and San Mateo County (SAMTRANS) have voted for representation by Teamsters Local 665.

The August 27 vote was the culmination of 14 months of work by Local 665 business agent Tom Martin. "NLRB elections are always difficult," Martin says. "We lost the first election by one vote, a year ago. I told the guys to hang in there, and sure enough the techs won the new election in a 9-4 vote."

The tire techs, who repair and replace all of the tires on public transit buses in San Mateo and San Francisco, keep the ride smooth for hundreds of thousands of commuters in the West Bay.

Local 665 is working with these new members in anticipation of difficult negotiations. "These guys stuck together during the past year. That solidarity should hold together as we gather for talks with Bridgestone," Martin says.

Good news for members who work at San Jose Mineta Airport: After exhaustive economic review, as well as extensive work by Local 665 and Joint Council 7 and support from Local 287 and the South Bay Labor Council, the staff of the City of San Jose agreed that anyone making a bid to run the parking concession at San Jose Mineta Airport must agree to pay their employees the prevailing wage, also known as the Airport Living Wage Ordinance (ALWO).

With tight budgets, some politicians advocated eliminating the prevailing wage, but the staff determined that "there would be insufficient potential savings to merit a revision to the prevailing wage policy." This decision puts unionized contractors on a level playing field with their non-union competitors in bidding for the concession, and ultimately doesn't cost the city any more.

LOCAL 856

Arbitration wins for groups and individuals

In recent months Local 856 has won four separate arbitrations surrounding issues of wrongful termination, seniority, past practice, wage differentials and disparate treatment of members.

Delta Dental member gets two years' back pay

A 10-year employee at Delta Dental in Rancho Cordova was awarded her job back and nearly two years of retroactive pay and benefits when an arbitrator sided with the Union's contention that she was a victim of disparate treatment when it came to the employer's attendance policy.

The member had been terminated in late 2009 when the employer claimed that she had exhibited "excessive absenteeism." However, the Union was able to show that Delta's "no-fault attendance policy," which the company claimed was created to maximize objectivity, was anything but objective and applied extremely unevenly.

"Attendance cases are difficult, but this case was important for our membership at Delta," said Business Representative Rudy Gonzalez. "It proved to the employer that it's not just our members who have to follow company policy – management must play by the rules as well," he said.

Eden Medical Center technicians receive retroactive differentials

Local 856 also prevailed in an arbitration that affected phlebotomists at Eden Medical Center in Castro Valley. Phlebotomists, the lab technicians who take patients' blood and perform other vital patient care services, suffered monetarily because of their employer's unilateral decision to disregard past practice and the collective bargaining agreement by not calculating wage differentials as agreed to at the bargaining table.

Phlebotomists who attain a special certification are entitled to a wage differential. However, after the last contract was ratified, the hospital failed to properly apply the differential when calculating overtime, shift differentials and paid time off resulting in a loss of hard-earned wages.

"The parties met on several occasions in order to try and settle the dispute," said Business Representative Matthew Mullany. "However, we were unable to resolve this matter and so the Union was forced to file for arbitration."

The arbitrator agreed with the Union, ruling that the hospital had violated the long-standing past practice of using the certification differential in the calculation of shift differentials, overtime and paid time off. The arbitrator's award prescribed that the members were to receive all monies owed to them retroactively and that the hospital abide by the past practice in future calculations of the technicians' pay.

Public sector member returned to work

Local 856 successfully restored a member to work at the Golden Bridge Highway and Transportation District when her employer unfairly scrutinized her use of the Family Medical Leave Act. The 12-year employee was terminated last year after the employer decided to use its own standards to determine her medical condition and treatment rather than relying on evidence presented by board-certified physicians. The arbitrator ruled with Local 856 in deciding that the employer did not use just cause in its determination to terminate the member.

Local 856 is currently negotiating the terms of her return to work.

Zoo members' seniority rights restored

The next arbitration dealt with the issue of seniority at the San Francisco Zoo. Several animal keepers' rights were violated when the Zoo unilaterally decided to manipulate scheduling to avoid paying members for holidays to which they were entitled. The matter was resolved at arbitration when the union was able to show that the Zoo had violated past practice and members' seniority rights by denying a member her rightfully-owed holiday pay.

"While the majority of grievances can be resolved at earlier stages in the grievance procedure, sometimes it's necessary to take the fight all the way to arbitration," said Local 856 Principal Officer Joe Lanthier.

"These victories send a message that whether grievances affect whole bargaining units or a single person, Local 856 will vigorously defend and protect the rights of its members. These cases demonstrate that employers cannot violate rights of our members and expect the union to lie down," he said.



LOCAL 439

Supporting the UFW

Local 439 members and the Local's new truck showed up in Sacramento for the September 4 rally to support the United Farmworkers in their effort to gain card check organizing rights.

LOCAL 890

New contract for Dole salad plant workers



This August, the Dole salad plant workers in Soledad, CA voted to ratify their new contract. General labor workers are now making \$9.31 an hour, and packing machine operators make up to \$16.09, plus pension, and health insurance for only \$35 per month. These workers will also receive periodic raises under their agreement, putting them far ahead of their non-union counterparts at other salad plants.

LOCAL 386

Organizing, politics and activism

Organizing: In between contract negotiations and enforcement, the Local 386 staff has been busy organizing several major distribution centers in the Modesto area.

"After the workers at CVS voted to join the union, we trained our sights just across the street and next door," says Local 386 Secretary-Treasurer Gaylord Phillips. Kohl's Department store runs a distribution center across the street with approximately 300 employees. "When we were on the street in front of CVS, Kohl's employees stopped us and asked us to help them organize," says Phillips. "We have now been meeting with them for several months, doing house calls, inoculating and educating these folks. We will file for an election as soon as the time is right."

Next door to CVS is W.W. Grainger. According to Phillips, Grainger has already begun conducting a fierce anti-Teamster campaign.

Politics: Even though it is an off-year for elections, Local 386 has been developing a plan to find pro-worker candidates among those who are looking to gain political office locally. "We cannot depend on politicians to keep their

word," says Phillips. "We need to cultivate leadership from our own ranks. The union is working with the North Valley Labor Federation to encourage our members to get involved at the local level, including running for office."

Activism and fun: Not only did Teamsters Local 386 staff and members attend the UFW march held in Sacramento on September 4, they also helped with logistics, delivering water and encouraging the marchers leading up to the rally at the Capitol. "It was inspiring to see so many in support of farm workers," says Phillips.

Teamsters Local 386's first-ever BBQ was a huge success, with more than 1,000 in attendance. The Local thanks Joint Council 7 President Rome Aloise for coming out to speak, as well as Political Director Doug Bloch, the JC7 Executive Board, and "stunt driver" Doug Radonich, who brought Joint Council 7's 53-foot tractor trailer down to the river on all 18 wheels. Phillips also thanks all the Local 386 members, staff and EBoard members who donated their time and culinary skills to make the event a success.

Local 439 events and contracts

Local 439 thanks the 1,800 members and guests who participated in the 12th Annual Labor Day Picnic. The Local's next annual event will be the Christmas Dinner. Be sure to check your Union Bulletin Board in November for more information.

Local 439 leadership is proud to

announce that the members at Safeway and Martin Brower have secured industry-leading contracts. "This was no easy feat," says Secretary-Treasurer Sam Rosas. "It took prudent decision-making and collective efforts from our membership to meet our goals."

Centennial Celebration!

It is with great pleasure to announce the

100th Anniversary of Teamsters Union Local 431

October 16, 1911-October 16, 2011

We would like to invite you to attend a family event of Music, BBQ, Games, Bounce House, Free Raffle with the Grand Prize of a Flat Screen TV and lots fun!

Sunday, October 16

Open House from 10:00 a.m. -3:00 p.m.

Local 431 Membership Hall
1140 W Olive, Fresno, CA

Parking provided next door to local union

Special Guest Speaker

Western Region VP Rome Aloise

1:00 p.m.

Please RSVP no later than September 30th

559-486-5410

Darell Pratt, President

Peter Nuñez, Secretary-Treasurer • Scot Kroeker, Recording Secretary
David Carlock, Trustee • Curtis Thiesen, Trustee • Lennie Wells, Trustee

LOCAL 601

First member appreciation picnic



Local 601 held its first Member Appreciation Picnic on June 12 at Woodward Park in Manteca. More than 1,500 members and their families attended and it was a great success.

I give credit to Principal Officer Ashley Alvarado who made sure that everything was well-organized. We had loads of fun with the face painting, bouncing houses for the kids and a lot of prizes. Even the JC 7 Teamsters big rig showed up. There was plenty of food, three live bands and dancing. It was excellent—really first-class.

I have been a member and Steward of Teamsters Local 601 for 15 years and have never experienced anything like this union picnic. I got to meet other stewards and members I had never met before. It was good stuff and I look forward to next year's picnic being even bigger and better!

*by Alan Tahrán
Steward, Teamsters Local 601*



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. A 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) consecu-

tive 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 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 on this page.

Robert Morales, Secretary-Treasurer

Local 439 Stockton

Nomination for officers of Teamsters Local 439 for a three (3) year term will take place on November 3, 2011 at 7:00 p.m., at Teamsters Local 439, 1531 E Fremont St., Stockton, CA, 95205.

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

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 16, 2011. Ballots must be received at the post office before the close of business on December 5, 2011 and will be counted on December 6, 2011 at Local 439 Offices, 1531 E Fremont St, Stockton, California.

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 on this page.

Sam Rosas, 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 writ-

continued on page 7

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 856 election notice

continued from page 6

ing 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



2011 2nd Annual Harry Polland Joint Council 7 Scholarship Winners

The following children of Teamster members received \$1,000 from the 2nd Annual Harry Polland Joint Council 7 Scholarship Fund to be used toward their college education. Congratulations to them all—the Teamsters are proud to

help them as they pursue their educations and careers.

If you have a child entering college in 2012, watch this newspaper next spring for the announcement. Applications are generally due by July 1 of the year they'll begin school.



Local 890
Alejandra Cabrera



Local 912
Ashaki Nadine Scott



Local 287
Margret Schreiber



Local 948
Edgar Moya



Local 386
Stacy Canales



Local 533
Brianna Rene Dendauw



Local 853
Vanessa Vinoya



Local 150
Ruben Moody



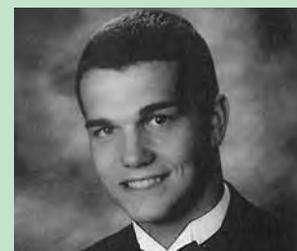
Local 517
Uriel Martinez



Local 87
KayLoni Norris



Local 439
Gabriella Zanini



Local 70
Thomas Freitas-Osofsky

NEWS FROM TARP

Catching up with TARP

As of August 1, 2011 the TARP staff has been formalized after the recent retirements of Debbie Lopez and Don McClure.

Suzanne Pereira PhD., CADC II, DOT/SAP is the TARP Program Coordinator.

Scott Roberts CADC II, DOT/SAP is the TARP Coordinator.

Donna McCutcheon has been with TARP as Office Coordinator for the last 20 years.

Suzanne works primarily in the Northern area of the Central Valley and Western Nevada. Scott works primarily in the Central and Southern area of the Valley. While Suzanne and Scott work in separate territories, they often cover each other's territories and are available where ever they are needed.

The TARP program is based out of Modesto, California and we offer the following services:

- Assessment for alcohol and other drug use or abuse
- DOT assessments for DOT rule violators
- Referrals
- Visit members while they are in treatment
- Participate in Back-To-Work Agreements as requested
- Contact clients quarterly by telephone for two years after they have completed treatment
- Conduct supervisory alcohol and drug information trainings at the work place
- Conduct DOT supervisor training at the work place
- Conduct Alcohol and Drug education for members at the work place
- Conduct Facilitator Training for Family Alumni Support Groups

Education and Training

If you are interested in having TARP provide supervisor training, employee alcohol and drug education (with the focus on problem identification, prevention and services available for members and their families) please call 1-800-522-8277 to schedule a date and time.

Alumni Corner

Come celebrate with TARP at Changing Echoes 15th Annual Alumni picnic on September 24, 2011 to be held at Black Creek Center located at 920 Black Creek Drive in Copperopolis.

The **Central Valley weekly Family Alumni Support Group** meeting schedule is as follows:

FRESNO

Operating Eng. 3: **Tuesdays** 7:00 – 8:30 p.m., 4860 N. Cedar. Birthday Celebration the last Tuesday of every month.

MODESTO

Local 948 (748): **Wednesdays** 7:00 – 8:30 p.m., 1222 "I" Street (enter through back door). Birthday Celebration the third Wednesday of every month

SACRAMENTO

Bakery and Confectioners Local 85 **Mondays** 7:00 – 8:30 p.m., 7125 Governors Circle. Birthday Celebration the third Monday of every month

VISALIA

Local 517: **Mondays** 7:00 – 8:30 p.m., 512 W. Oak Street (enter through back door). Birthday Celebration the last Monday of every month

CHANGING ECHOES TARP's 15th Annual Alumni Picnic September 24, 2011

10 am- 6 pm

Black Creek Center

920 Black Creek Drive, Copperopolis



Speakers • Raffles

• Horseshoe

Tournament • Bingo

• Face Painting

• Kids Games •

Bouncing Bin

• Clean And Sober
Countdown

Tri-Tip Or Chicken Lunch

Served from 12:30 PM- 3 PM

Cost: \$6.00 (Children 5-12 \$3.00,
Under 5: Free)

For map & more information:

Call Mary or Suzy at 209-785-3667
or changing@changingechoes.com

**Come, join the fun. Bring the Family.
This is a great time for fellowship!**

Local 431 Fresno

Local 431 will hold their monthly General Membership Meeting at the Membership Hall located at 1140 W Olive Ave., Fresno, CA, 93728 on Thursday, November 10, 2011 at 7:30 p.m. A re-vote will be held at this meeting to approve the proposed initiation and reinitiation fee increases. This vote will be done by secret ballot.

Local 856 San Bruno

Teamsters Local 856's Annual Thanksgiving Meeting will be held on Tuesday, November 15, 2011 at 6 p.m. at the Best Western Grosvenor Hotel, 380 South Airport Blvd., South San Francisco.

For members who reside in the Sacramento area, the meeting will be held on Wednesday, November 16, 2011 at 6 p.m. at Teamsters Local 150, 7120 East Parkway, Sacramento.



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
CUE 2010	510-604-2411

NLRB rules T-shirts may criticize employer

Frustrated over the progress of contract negotiations with AT&T, the Communication Workers of America created "prisoner" T-shirts worn by members, including technicians who respond to customer service calls. The word "INMATE #" was written on the front of the T-shirts and on the back were vertical stripes surrounding the words "Prisoner of AT&T."

AT&T banned employees who interacted with customers from wearing the prisoner T-shirt and suspended employees who refused to remove the T-shirt. The union filed an unfair labor practice charge and last month in AT&T Connecticut the NLRB ruled that the suspensions were an unfair labor practice.

Wearing union T-shirts on the job is generally protected under the National Labor Relations Act, but an employer may lawfully ban such shirts if the employer establishes "special circumstances" justifying the ban. In the past the Board has found special circumstances exist when the T-shirt's content "unreasonably interferes with the employer's public image."

In AT&T Connecticut, the Board concluded that AT&T failed to justify the prohibition because the shirt was "not reasonably likely, under the circumstances, to cause fear or alarm among AT&T's customers."

The Board rejected AT&T's argument that its previously established appearance standard justified the ban because the standard was vague and had not been uniformly enforced. The Board also concluded that AT&T's professed concern with the effect of the T-shirt on its public image was not

"reasonable," rejecting AT&T's argument that customers might believe that AT&T's technicians were actually prisoners or on a work release program from prison. The Labor Board contrasted the AT&T shirts to cases where it had found the employer's ban on union

T-shirts was reasonable: a T-shirt with a picture of employees as squashed carcasses lying in a pool of blood, and a T-shirt worn by grocery employees which read "don't cheat about the meat."

Whether a union T-shirt is properly subject to an employer's ban depends on the factual circumstances. Factors to be considered include whether the employer has a clear dress code that would prohibit the attire and whether it is strictly enforced, whether the message is vulgar or obscene, whether the message is clearly related to a labor dispute, and whether the employer can present evidence of actual harm to its image.



IN MEMORIAM

Local 15/283

CAMPBELL, Norma

Local 70

MEEK, Ralph, Jr.

Local 85/2785

TARANTINO, Vincent

Local 287

BARTICE, Preston L.
BELLANDI, James J.
COLES, James H.
DeLaTORRE, Antonio A.
DOSS, Carlis E.
FORSYTH, Charles E.
GUTIERREZ, Elaine L.
HERNANDEZ, David
HOLMAN, Willard E.
LAAULI, Solia
LAWSON, Joseph J.
LONGACRE, James D.
LUTH, John H.
McNALLY, Timothy
METZGER, Donald L.
PANGELINA, Andrew A.
RANSOM, Roy
RODRIGUEZ, Edwin
ROGERS, Gerald B.
SAUCEDO, Patricio
SCHOOT, Buck
SILVEIRA, Frank L.
TERRY, Nick L.
ZINN, Loren L.

Local 291/853

POULOS, George

Local

296/78/853

GRANT, William (Bob)
HOBBS, George
WALSH, John "Red"

Local 315

Avila, Angel
Ballard, Scott
Byrd, Donal
Clemons, Kenneth
Daniel, Pierre
Drum, Kenneth
McGovern, John
Mitchell, Lisa
Moyes, Devere
Ryan, Robert
Russell, Charles "Chick"

Local 350

IBARRA, Juan
LOZA, Juan
UROZ, Anthony

Local 386

BUTLER, Gerald D.
HARRYMAN, Ernest Hugh
KILLMAN, Harvey
LOPES, Norman
MARTINEZ, Sam
RADOVICH, Paul
WILSON, Clifford
WOOD, Jimmie Ralph

Local 431

BOLINE, Leonard
BROOK, Lester
LICON, Eddie

MONTEZ, Edward
PETERSONID, Paul
POINTER, Harrison
VILLAREAL, Mario
WRIGHT, Hunter Scott

Local 439

ALDERETE, Joe
EMMONS, Howard
FERNANDES, Joe
HOCKER, Jeffrey
SAS, Jr., John

Local 517

COSTA, Joseph
HINMAN, Robert
WHITE, Gary

Local

583ccc/853

BILLERBECK, Norbert
BOTZ, Frederick
BRADY, Owen
CARSON, John
CEDUSKY, Larry
CONNOR, Douglas
DALLARA, Lloyd
DEMPSEY, Donald
DREZDON, Russell
DuBOS, William
GUTIERREZ, Odila
HELMS, Glen C.
KARUZA, Jr., James
LaFRANCE, Daniel
LAMEN, Anna C.
MAINZ, Richard
MARTINEZ, Flora
McDONALD, Frances
McLAUGHLIN, Robert

NEAL, Robert
PERUCH, Samuel
REYES, Peter
TURNER, R. B.
YNUNZA, Robert
ZINK, George

Local 624

BOWERMAN, Dirk
BRISCO, Jr., Thelmo
ELDRIDGE, Roy E.
FAIRFIELD, James
GEORGE, William
HINER, Brocklin E.
JOHNSON, David J.
LEMOS, Eugene L.
LIEU, Arnaldo
MARSHALL, Clifford
MATTERI, Adolph
MAXWELL, Don R.
McALLISTER, George V.
PABROS, Vera Maria
PRATER, John W.
ROBINSON, Herbert
SARAIBE, Catherine M.

Local 624 & 315

STIRLING, David

Local 853

CARAMELLA, Ken
DePERIO, Julius
FERGUSON, James
HARWOOD, Clyde
LUNA, Martin
POSEY, Taylor H.
RODRIGUEZ, Jack
TALLERICO, Emil
WELTON, Gerald

Local 856

AGUILAR, Avelina F.
ABAD, Paul A.
HARGADON, Edward
KORRY, Regina A.
MARTIN, Charlene A.
MURPHY, Robyn

Local 890

GARCIA, Lino
LOMAS, Maria
OROZCO, Cecilo
PEQUENO, Maria
REYES, Guillermo
SALINAS, Jose
TORRES, Olga

Local 912

GARCIA, Sabina
GRAY, Larry
ROCHA, Gloria

Local 921/853

WESLEY, James A.

Local 2785

FONTANA, Sarfino
GOOSEFF, Dimitri
HOGAN, John
LING, Jian Jun
ROSS, James
TASI, Conan