



Union ground efforts win major election victories

Teamsters and all unions in California went all out for the 2012 elections, and the effort paid off. Not only was the dreaded Proposition 32 defeated by a 12% margin, President Obama was solidly re-elected and the California legislature now has a Democratic supermajority in both the State Senate and Assembly for the first time since 1933.

“With that, it’s time to go on the offensive!” said Joint Councils 7 and 42 leaders Rome Aloise and Randy Cammack. “We are going to attack the initiative and campaign finance process that allows billionaires to dump unlimited money into attempts to buy elections. We are going to move legislation attacking independent contracting and other threats to our jobs. And we will enlist the support of politicians for our contract and organizing campaigns.”

Keeping labor’s voice in politics

Since Prop 32 was put on the California ballot in the spring of 2012, California unions were united around one issue: stopping it. This deceitful measure, ostensibly about campaign finance reform, was really funded by corporations and billionaires to get unions out of the political process.

Unions mobilized like never before, increasing their voter registration and get-out-the-vote ground games substantially. The Teamster efforts, outlined in detail by Political Director Doug Bloch on page 3, included registering more than 23,000 Teamsters to vote, taking the Teamster truck on a caravan visiting Local unions and worksites up and down the state, having IBT President James Hoffa attend rallies across the state, and paying several members to take off from their day jobs to work getting out the vote in November.



Teamsters General President James Hoffa visits Local 853 in San Leandro.

“For the third time in the last 14 years, California voters rejected an attempt to shut working people out of the political process,” said California Labor Federation Secretary-Treasurer Art Pulaski. “The message voters sent the wealthy interests behind Prop 32 could not have been clearer. Californians categorically reject power plays designed by a few in the 1% to rig the system to their favor.”

Prop 32 fight boosts other wins

Where the billionaires might have thought that Prop 32 would have diverted unions from other electoral campaigns; the opposite turned out to be true. Another important union-supported proposition, Prop 30, passed by a strong margin. This bill will go far to bringing California’s budget out of its hole.

And most importantly, and surprisingly, Democratic supermajorities were elected in both the State

Senate and Assembly. For years, the Republican minority refused to consider increasing state revenues or to put revenue-creating measures on the ballot. This meant that the legislature could not develop a balanced budget without making severe cuts in important programs, and was often the reason that state budgets came in weeks and months after their required deadlines.

While the legislative leaders and the Governor have pledged not to raise taxes willy-nilly, they are confident that they can craft reasonable budgets on time and help move the state back to fiscal sanity.

On the national level, defeating Mitt Romney and electing Barack Obama can only be seen as a victory for union members. There’s no question that Romney was out to bust unions, impose “right to work” on a national basis, and support the interests of the wealthy. Unions will remain vigilant to ensure that President Obama does right by working people.

“We always say that ‘this is the most important election of our lives,’ and this time it really was,” said Aloise. “We couldn’t afford to lose, and I’m proud of the work our members did to ensure that, not only did we win, but we won big!”

The officers,
executive board and staff of
Joint Council 7
wish you
and your family
a very happy
holiday season...
and all the best in 2013!



IMPORTANT NOTICE

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

Important information about your rights under the Plan, and under the Employee Retirement Income Security Act, is included in this newspaper on page 7. This information should be read by you and retained for future reference.



Our hard work pays off

The 2012 elections are finally over; it seemed the campaigning would never end. Our union, along with every other union in our state, was forced to fight off yet another attempt to silence workers' voices in the political arena. This year's model, Proposition 32, was the slickest attempt to fool the voters of California into believing it was some type of reform, when all it really would do is weaken the labor movement.

Teamsters throughout the state immediately recognized the threat and the fight was on. Joint Council 7's members stepped up like never before. Our Locals made unprecedented contributions to the campaign. Shop Stewards, members, and the leadership of all of our Locals worked many hours, made thousands of phone calls and walked hundreds of precincts. Joint Council 7 worked closely with Joint Council 42 in Southern California to make sure no stone was unturned.

We received great resources and strategy support from the California State Federation. I want to especially recognize Marsi Newman, who oversees the day to day workings of our California Teamsters Public Affairs Council, for all of her hard work. She, along with JC7 Trustee and Local 439 Principal Officer Sam Rosas, and some very dedicated lost-timers, caravanned to a number of Locals and worksites bringing the message to our members. We also registered approximately 25,000 new Teamster voters and many new DRIVE participants.

At the end of the day, we defeated Prop 32 by a large margin. Billionaires, corporations, and right wing ideologues spent upwards of \$70 million dollars to beat us and they failed. Some are even under investigation for laundering money in violation of California's political contribution laws.

The whole Prop 32 gambit backfired on its proponents in many ways. Instead of diverting our attention, we turned out our members to vote and were able to elect worker-friendly candidates in many areas who may not otherwise have gotten elected. We defeated several incumbents who have either done nothing for us, or tried to undermine worker rights. With President Obama getting re-elected by a solid margin, it was a good election for workers.

By joining together, pooling our resources, and putting some hard work into our convictions, we can win any fight! Thank you all very much for being strong, dedicated Teamsters.

Hostess closes

You probably have heard by now that Hostess Brands, formerly IBC, which, of course, made Twinkies, Hostess Cupcakes, Colombo French bread, and other familiar products, has closed its doors. This affects almost 7,000 Teamster drivers and loaders across the country and more than 500 in Joint Council 7.

This is a tragedy. Our members at Hostess have accepted cutbacks, the loss of some benefits, and many other changes in an attempt to keep this company in business. They have worked hard, were dedicated and made many sacrifices to keep the company afloat and keep valuable jobs.

Unfortunately, some don't want to see the full picture. The spin doctors are now trying to make it look like the Bakers Union was the cause of the company's demise.

While their actions may have been the last nail in the coffin, the real blame lies at the feet of years and years of bad management. Union members do the hard work, but they don't get to make management decisions that include such things as product diversification, investment in new technology, and market choices. Unlike the Hostess CEO, they didn't get a 300% raise. Clearly, bad management sunk this company and again, workers suffer the consequences.

New opportunities

We are looking at a number of exciting prospects in the coming year. In the food processing area, through our Cannery Council, we plan to start a large scale organizing drive to bring the benefits of representation to thousands of non-union workers and to make sure the companies our members work for stay competitive.

We will be looking at other targets in the Dairy Industry and food distribution. We need to organize to continue to be strong, keep our employers competitive, and create new jobs for our members. It looks to be another busy year for Joint Council 7.

In closing, I wish all of our members and your families happy, healthy, and safe holidays.

"By joining together, pooling our resources, and putting some hard work into our convictions, we can win any fight!"



The JC7 Teamster truck travelled the state, from Bakersfield, to Sacramento and over to the Bay Area, stopping at Local Union offices and worksites, as part of the voter registration caravan in September.



Members of Teamsters Local 948 register to vote at Stanislaus Foods in Modesto.



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Newly-elected Stockton Mayor Anthony Silva join Teamsters Local 439 at C&S distribution center in Stockton, where more than 80% of the members registered to vote by mail!



People power defeats Prop 32

Proposition 32 will go down as the most expensive ballot measure in the 2012 election cycle. Yet when the dust settled, we decisively defeated Prop. 32 by a 12% margin.

How did we do it? People power!

California Teamsters began our No on 32 campaign with two kickoffs in April and July. The April kickoff, sponsored by Joint Council 42, drew more than 1,400 Teamsters from Southern California. Then in July, Joint Council 7 brought more than 800 members from Bakersfield all the way up to the Oregon border to the Alameda County Fairgrounds. Members were educated about the dangers of Proposition 32 and armed with voter registration cards.

Business Agents, stewards, and volunteers got to work. In September, more than 40 members **came off the truck** statewide to kick our program into high gear. This lost-timer program was supported by our members' own DRIVE contributions.

Joint Council 7 took a caravan of Teamster trucks to blitz our worksites. We started in Bakersfield and worked our way up to Stockton, down through the Bay Area out to Watsonville, and doubled back to Sacramento. In the end, we hit 33 worksites in 21 days and spoke to more than 3,000 members. At many stops in the caravan, we were joined by Teamster-supported candidates and elected officials, but the focus was on our members.

In Southern California, Joint Council 42 sent a squadron of 25 rank-and-file members to blitz worksites from San Diego to Santa Barbara in an aggressive program that touched thousands of members.

Teamsters General President James Hoffa also barnstormed the state, making several stops along the way in Southern and Northern California. We did our first-

ever California membership conference call, drawing more than 19,000 participants to a call with President Hoffa.

When the smoke cleared, we registered more than 23,000 Teamsters to vote statewide – a 10% increase in our overall membership. More than 90% of these registrations were vote- by-mail.

Simply put, no union in California did as much as the Teamsters—and this was bigger than anything we've ever done. And we owe that to every member, every Principal Officer, and the leadership of Joint Council Presidents Rome Aloise and Randy Cammack.

Who was behind the effort to destroy California Labor? The Lincoln Club of Orange County—the same Republican group that brought us the Citizens United case that opened the door to unlimited corporate spending and SuperPACs. The Koch Brothers – the same Republi-

can billionaire oil tycoons who supported Scott Walker's attempt to wipe out collective bargaining in Wisconsin and "right to work for less" initiatives all over the country. And make no mistake – they will be back.

So now we go on the offensive! We look poised to win a super-majority in the California legislature, so we are gearing up to push campaign finance reform and a measure to rein in the billionaires from abusing the initiative process.

While we didn't win all of our races, we helped many good people get elected. Now is the time to start finding Teamsters to run for city council races, school boards, and boards and commissions in 2014. Our jobs, our families, and our communities depend on us staying involved!

Congratulations to every Teamster in California on this big victory. It is an honor to work with you all.

"Now is the time to start finding Teamsters to run for city council races, school boards, and commissions in 2014... Let's stay involved!"



Local 70 employer (Tri-Ced) and newly re-elected Alameda County Supervisor Richard Valle.



Newly-elected Kern County Supervisor Leticia Perez joins Teamsters Local 87 at UPS in Bakersfield, where all 101 members registered to vote by mail!



Teamsters General President James Hoffa addresses members of Teamsters Local 287, 350, and 665 in San Jose.



Newly elected Assemblymember Rudy Salas joins Teamsters Local 517 at Leprino Foods in Lemoore.

AROUND THE LOCALS



LOCAL 912

Passing the Threshold



Threshold employees review their contract before voting to ratify it in August.

After a seven-month organizing campaign, the 400 people who make, package, market and ship products at Threshold Pharmaceuticals in Santa Cruz and Scotts Valley voted in August, 2011 to join Local 912. In September, 2012, they ratified their first contract.

“These workers wanted a union because they felt they deserved better wages, respect for seniority and a voice on the job,” says Organizer Frank Harms. “Their solid support for the union at election time last year really helped our contract negotiations. The vote was overwhelming to ratify the contract, which includes better wages, a 401K plan, funeral leave, and the voice on the job that they were looking for.”

Local 912 President Santos Lerma and Harms worked closely with the workers’ negotiating committee. “The workers deserve all the credit,” says Lerma. “They really participated in the whole process.”

Harms explained how important it was to have good communications during the negotiating process. “The company has lots of different buildings, so the workers set up a networking system amongst themselves that proved to be invaluable. Before they voted for the union, the company did all it could to intimidate them. But now they have a voice.”

Harms especially wanted to thank Joint Council 7 President Rome Aloise for his assistance and guidance. “His help was crucial for the vote and at the bargaining table,” he added.

LOCAL 533

Many firsts for Reno Local

In the last few months, Local 533 has seen a number of firsts. “For the first time ever, our local was able to use DRIVE funds,” says Secretary-Treasurer Debbie Calkins. “We have to give many thanks to the IBT’s Mark Shumar; he really helped us along. We appreciate all his help and patience.”

And for the first time, Local 533 had a “lost-timer.” Mike Alvarez worked very hard to get out the vote for the 2012 election and he did an outstanding job. Another first was that the Local teamed up with the BLET and worked with brothers Emmidio (also a lost timer) and John Passi on getting out the vote.



From left: IBT rep Mark Shumar, Mona Marmolejo, Lost timer Mike Alvarez, Senate candidate Shelley Berkley, and BLET brothers Emmidio and John.

Giving support and solidarity

When Local 14 in Southern Nevada asked for help, we responded. Local 14 was fighting off a decertification vote from Coke. The company has successfully forced decertification votes on different locals, but this time Local 14 was victorious!

Local 533 President Gary Watson went down to help out. Local 14 Secretary-Treasurer Larry Griffith and President Al Ghilarducci extended their gratitude to Local 533, noting that this was the first time our local has come to help out.

LOCAL 856

Thanksgiving meetings support solidarity fund

Teamsters Local 856 held its annual Thanksgiving Meetings on November 7, 2012 in at the Best Western Grosvenor in South San Francisco, and on November 8, 2012 at Teamsters Local 150 in Sacramento.

More than 250 members attended the annual events where every member in attendance receives a prize. The events also raised nearly \$1,300 for the Local’s Solidarity Fund.

Fairmont San Francisco Shop Steward Geoffrey Brown and Westin Market St. Shop Steward Kathleen Romero collected \$305 and \$227 respectively from their fellow members for the fund which helps Local 856 members in their time of need.



*Above: Local 856 President Neil Saccoman (L) presents prize to Geoffrey Brown (Fairmont San Francisco Shop Steward)
Below: Nancy Pronechen, who works at Teamsters 665, receives a prize.*



LOCAL 315

New members ratify first contract with Centerline



The Centerline workers voted unanimously for union representation in January. Now they have a contract.

The 28 drivers and dock workers employed by Centerline, at the San Ramon Toyota facility, ratified their first contract in October.

“In January the workers had voted unanimously in an NLRB election to become Teamsters. Their solidarity paved the way for Local 315 to negotiate a good first contract,” said Secretary-Treasurer Dale Robbins.

“Local 315 organizer Jim Sveum and Business Agent John Botalli negotiated the agreement and did a fantastic job. They teamed up and worked diligently with the organizing committee to make this a successful campaign.”

The three-year agreement provides for annual wage increases with numerous improvements, protections and guarantees that the workers wanted in their health and welfare, seniority, and other terms of employment. “We congratulate the new members and welcome them to Local 315,” said Robbins.

UPS Negotiations Update



Nor Cal IBT/UPS Negotiating Committee works on contract proposals. Seated L-R: Darrell Pratt, Marty Frates, Armando Alonzo. Standing L-R: Pete Nunez, Frank Coppa (Local 315), Bryan Rongren (Local 386), Joe Cilia, Debbie Calkins (Local 533), Jerry Sweeney (Local 287) and, Mike Yates (Local 665).

The national UPS negotiations are off to a strong start. IBT Secretary-Treasurer Ken Hall has made it clear that the over-dispatching, excessive hours of work, 9.5 violations, and the harassing and bullying of employees has to stop. UPS also has an obligation to protect work and our health and welfare plans.

The Nor Cal Committee, consisting of 16 Locals in Joint Council 7, unanimously passed a resolution supporting the position of the National Committee. They passed a resolution stating that "If our issues are not fixed, there will be no contract," says union Chairman and Local 70 Secretary-Treasurer Marty Frates. "UPS must respect the union and its members, protect our work and our health and welfare bene-

fits," he told the committee.

The National Negotiating Committee, led by Hall along with IBT Vice President Sean O'Brien, Trustee Ron Herrera and Western Region Chair Andy Marshall (Local 104), has set a deadline of March 31, 2013 to finalize negotiations.

The Nor Cal Committee includes Frates; IBT Vice-President Rome Aloise; Local 431 President Darrell Pratt and Secretary-Treasurer Pete Nunez; Local 2785 Secretary-Treasurer Joe Cilia; Local 439 President Armando Alonzo; Local 150 Business Agent Perry Hogan; Local 315 Business Agent Doak Jones; and Local 665 Business Agent Mike Yates. Frates, Aloise and Pratt are also members of the IBT/UPS National Negotiating Committee.

Nor Cal UPS Resolution

Be it resolved that the Nor-Cal Committee unanimously supports the national committee's proposals and goals addressing the bullying and harassment of UPS employees through its various forms including over-dispatching and over-supervising employees.

And be it further resolved the members of the Nor-Cal Committee are committed to maintain its position that no agreement can be accepted until these issues are resolved.



LOCAL 890

Foothill packing drivers vote for union

After four months of organizing meetings, the 66 truck drivers at Foothill Packing voted, by a two-to-one margin, to join Local 890. The mail-in ballots were counted on November 9.

These drivers haul produce from the fields to the coolers and salad plants for River Ranch, Taylor Farms, Dole and others. Local 890 President Crescencio Dias and Local 890 organizers Luis Flores, Roberto

Sanchez and Fritz Conle met with the drivers in Salinas, Santa Maria, Mendota, Huron, Yuma, San Luis AZ, and Calexico.

"Now, we negotiate a contract," says Diaz. "We welcome these drivers and look forward to representing them. Next, we hope to talk to the more than 1,000 farm workers who harvest the produce for this company and are currently working non-union."



Two days after winning their election Foothill Packing drivers in Salinas took time on a Sunday to prepare their contract proposals.

LOCAL 2010

A fallen apple

It was a high school football game, another "Friday Night Lights." The air was chilled and the night was broken by profound stadium lighting.

Young men, whose only goal is a glorious victory, topple each other. Suddenly, the ball is hit loose and the crowd goes wild. Teamsters Local 2010 statewide officer, Stephanie Dorton, looks to the field to see a white jersey pick up the ball and take it the opposite way. To her amazement,

it is her son Antoine Davis is running for his life. The result is an 80-yard fumble return for a touchdown. It was then that Stephanie knew her son was gifted.

Today Antoine Davis has new prospects. After playing high school football, he went to Contra Costa College. There, the 6'5", 230-pound linebacker helped boost the defense with an impressive seven sacks, three fumble recoveries, and 45 tackles on the season. In September, he has ac-

cepted a full scholarship to play for the premiere college football program at Cal.

Maybe the old saying holds true,

"The apple doesn't fall far from the tree." Stephanie Dorton has been an administrative assistant at UC Berkeley's School of Law for 16 years and Antoine recently joined Teamsters Local 315 in Martinez. A seasonal worker at UPS, Antoine's positive attitude and work ethic



Antoine Davis, son of Local 2010 member and Recording Secretary Stephanie Dorton, looks forward to a football career at UC Berkeley.

moved him to a full-time position. Now both mother and son are proud Teamster members.

"He will continue to be a Teamster," Stephanie happily boasts.

Stephanie can easily call up the fond memory of that day when she knew Antoine had something special going for him. He may be a far cry from the lights of his high school field but he remains close to his mother.

by Christian Castro

LOCAL 853

Members appreciate being appreciated

Local 853 members filled the John Muir Middle School in San Leandro for the Local's 13th annual membership appreciation meeting, on November 5. With the meeting held just before the 2012 elections, the members got one last unified push to get out to vote. Several lucky members also won TV sets and a host of gift certificates and other electronic goodies.



Local 2785 Retirees Picnic



98 retirees attended the Local 2785 retirees picnic on September 14. The event was seen by all as a great success. The organizers wanted to thank the event's sponsors for their generous donations.

Help Teamsters hurt by Superstorm Sandy

Thousands of Teamster families across the mid-Atlantic and Northeast suffered damage and loss from Hurricane Sandy. A number of Teamster members have lost their homes and local unions remain closed or have been severely damaged. They need our help.

Please consider contributing to the Teamsters Disaster Relief Fund, a charitable 501(c)3 developed to help members affected by natural disasters.

Donation checks may be sent to: Disaster Relief Fund, c/o International Brotherhood of Teamsters, 25 Louisiana Ave., NW, Washington, DC 20001.

If you wish to donate online, please go to:

<https://teamstersdisasterrelieffund.org/donate> to make your tax-deductible donation.



Across California and the nation, Walmart associates have started to take action against the largest employer in the world. Boycott Walmart and stand for the workers who are demanding decent wages, health care and respect on the job.

Women's conference develops union leaders

There's an old quip about Ginger Rogers doing everything Fred Astaire did, except backwards, and in heels. While today's Teamster women may not be gliding in reverse across the dance floor, they can certainly identify with the demands of maintaining a difficult balancing act that includes the pressures of work, family and home, while continuing to be strong union members.

That's why Local 856 was pleased to send 11 of its women members from almost every industry it represents to the Summer Institute on Union Women, an annual event sponsored by the United Association for Labor Education that strengthens and supports women in the labor movement.

"The week-long program, which was held the last week in July at Sonoma State University, drew more than 250 women from all over the U.S. and the world, including countries as far away as Turkey."

San Francisco Fairmont Hotel Member Elena Hernandez said she attended because she wanted to get more involved in her union. "Women's rights are something close to my heart. I definitely knew this was an opportunity not to be missed," she said.

Bargaining, organizing, public speaking and more

Each attendee chose one "core training" course, and two short workshops. The core trainings gave the participants the opportunity to focus in-depth on a variety of curricula, including bargaining in today's economy, which was taught by Local 856 Staff Attorney Susanna Farber.

St. Rose Hospital member Judy Rodrigues took Farber's class, which included mock negotiations. The shop steward, who is no stranger to bargaining committees, was impressed by the realness of the exercise. "We had to push back with our issues and be forceful, just like the real thing," she said.

The short workshops let the attendees sample different subjects, such as political organizing, taught by Local 856 Political Director Trish Suzuki. This workshop helped UPS Shop Stewards Debbie Caison and Cindy Maddan create a plan to encourage their co-workers to register to vote and inform of them of the dangers of Proposition 32.

"When I came back to work I was like a little whirlwind," Caison said. "I was so much more knowledgeable about my rights. I can now help make a better work environment for everyone," the mother of five said.

Delta Dental Shop Steward Kathy Newell is using the action plan she created in her leadership class to bridge communication gaps at work and tackle issues head-on.

Hilton San Francisco Union Square member Sherrie Ann Ayala also returned to work with a new enthu-

siasm for the rights her Teamster contract guarantees her. "I have more of an appreciation for my union, my negotiated paycheck and my medical benefits," she said.

Wilma Lee honed her oratory skills through her coursework. The City of San Bruno librarian said she forced herself to take the public speaking class to overcome her fear of getting up in front of a group. "I knew that would be the only way to get over it," she said.

Lee believes this session will help her in her shop steward duties and at the bargaining table.

Newell also took away a new confidence from the public speaking course, "I used to freeze up, but now I'm ready!" she said.

The education didn't stop in the classrooms. City of Daly City member Karen Goff said she was particularly inspired by the stories from the women who have been in the labor movement for 30 years or more. "I met so many incredible women, and really, really learned from them," she said.

Maddan and Hernandez agree with that sentiment. "The camaraderie with the other women, and hearing what happens in their unions and workplaces was invaluable to me," Maddan said. "Being around strong women makes you stronger," said Hernandez.

Goff said it's crucial that more women get involved. "Part of the problem is apathy," she said. "People don't realize the history that went before them. If we don't become active now, we're going to lose it for the next generation," the 51-year-old said.

Doris Garcia, a member at Carcione's Fresh Produce, is doing her part for her generation by getting involved. The 27-year-old works in the male-dominated produce industry. "I'm so glad that the Local was able to bring women from each industry," she said. "My division is mainly men, so it was nice to meet other Local 856 women."

Garcia also enjoyed the panel discussions from women leaders in the labor movement. "I was really touched by their stories of how they balance work and family," she said. "These women have so much going on. I feel you are able to do it all, if you have the drive."

Delta Dental Member Dede Lopez brought her 19-year-old daughter to the event. Lopez's mother was a union member in New York and instilled in her union values, such as never crossing a picket line. She wants to pass that on to her daughter and her fellow Delta members. "I tell them, 'You're Teamsters, and you should be proud of that!'"

"This was my first women's conference, and it was very powerful. We're as strong as men. There's strength in unity, I know that now," Caison said.

Newell concurs. "It's time for women to come out of the background and into the forefront, and stand up for each other, instead of bringing each other down," she said.



Members from almost every industry in Local 856 attended the Summer Institute for Union Women.

Local 70

ABOUD, Robert
ALLEN, James
ALVES, Anthony M.
ANNALA, Lorin
DECKER, Lewis
FITZPATRICK, William
FLAYERTY, Michael P.
GUNNERSON, Robert
HOWLAND, Timothy
JONES, Jr., Robert
JOSEPH, Charles W.
MAES, Jr., Felix
McGONEGAL, Donald L.
MEDEIROS, Douglas
MOYA, Edward A.
NAUSEN, George E.
SENA, Antonio A.
SHEARIN, Jack P.
STARLING, Fred
VASQUEZ, Tony S.
VIGNALE, Antonio
WOLF, Joseph F.
YARBROUGH, Lee J.

Local 87

HAMM, Chris
TURNER, David

Local 137

DEVINE, Jennifer

Local 150

ADKISSON, Bradley
AVALOS, Julian
KUECHLER, John
LANDRUM, Virgil
LAWS, Gladys
LYBRAND, George
McCORMICK, Clyde
MORGAN, Robert
OWENS, Edwin
PORTILLO, Willie
SEIBOLD, Donald

SHURRUM, Christopher
SVOBODA William
VANDERWERF, Milo
ZADE, Carl
ZANOTTO, Tony

Local 287

BASSONI, Gilbert L.
CANCILLA, Dominic
CHURCHHILL, Jr., Leonard R.
COPELAND, Robert G.
CUMMINGS, Larry D.
DICKERSON, Charles V.
FLORES, George D.
GREAVER, Fred
HAUGH, Richard A.
HENNESSEY, William J.
HOWARD, James F.
JONES, Lloyd P.
KNOPPE, Jr., Alfred
LACEY, Charles B.
LEWIS, Raymond S.
LIRA, Johnnie
LUISOTTI, Thomas
MacDONALD, Alexander
MATTOS, Raymond H.
McNMAR, Philip
MOISA, James J.
MOSLEY, Herbert E.
MOYANO, Juan E.
NARRAGON, Dale
ONO, Arthur M.
OZUNA, Joel
PETERSON, Raymond
PULUZZI, Jay C.
RICHARDS, Michael
SANCHEZ, Amelia
SHUMATE, Narm E.
SIMMONS, John A.
VALDEZ, Santos M.
WILLIAMS, Gary S.

Local 315

BEHEE, Joseph
CAMPBELL, James P.

COVINGTON, Sylvia
DAILEY, John
DAVIS, Richard M.
EDWARDS, Joseph
FULGHAM, James
GORDON, Frank
GUBANSKI, Linda
HOPKINS, James
LEWIS, Milton
McDANIEL, Willie
McMULLIN, Robert
PERALES, Helen
RODRIGUEZ, Freddie
TORRES, Frank
ZAPATA, Jose Luis
ZERBINI, Guy Guido

Local 315/484

BIGALL, Henry

Local 315/490

BRIGGS, William
CIAPPONI, Richard J.
SEEHAUSEN, Bernhard
SMITH, James Earl

Local 350

MARQUEZ, Angel

Local 386

BARNES, James
CORNELL, Arnold
ESLINGER, Melvin
FREEMAN, Jimmy
LAVEY, Lilian
LUTTRELL, Ernest
OROZCO, Andrew
RUTHERFORD, Rose
SANTOS, Anthony
SCHOONOVER, Gordon

Local 431

BRINK, Ned
DANIELS, Fred "Red"
FAUST, Milus

McGOWAN, Leo
ROJAS, Jose
TAYLOR, Jon

Local 439

CHAMBERS, Michael
CROW, Doug
FRANKE, Gary
GRIFFITH, Arthur
HOVELING, Herb
RIEGO, Fastino
ROSAS, Efrain
TOWELL, Thomas

Local 517

ALLEN, James
SNAPP, Bobbie

Local 533

HERTZ, Jeret
BLUMHAGEN, Ross

Local 601

ADAMS, James Ray
AGUILAR, Jesus
ALCANTAR, Guadalupe
BLANKENSHIP, Aubrey
BORSI, Lidia
BROWN, Jean
BURGOS-MARIN, Leopoldo
CAMACHO CERVANTES, Guadalupe
CASTELLANOS, Miguel
CASTILLO TAFOYA, Yolanda
DAUGHERTY, David
DAVIS, Christina
DE CANO, Antonia
DE LA CRUZ, Savina
DOMINICI, Cruciano
FONG, Kim
GARCIA, Gloria
GONZALEZ, Salvador
HAZELRIG, Teresa

HERNANDEZ, Daniel
HODGES, Dorothy
HUGHES, Edith
JETT, James
JOHNSON, Stephan
KHAN, Bibi Afaq
LEWIS, Jimmie
LOFTIS, Leon
LOPEZ, Jorge V.
LOUIE, Won E.
MARTINEZ, Francisca
MARTINEZ, Matilde
MENDOZA, Manuel
Gomez

MONTGOMERY, Tomas
MORALES, Santos V.
OXLEY, Gerald
PUTMAN, Robert
RANAGAN, Gary
REYES, Perla
ROBLEDO, Maria L.
STONE, Edith
UVALLE, Apolonio
VILLALPANDO, Ofelia
VIVERO, Ignacio
WILLIAMS, Walter Lee
WILLIS, Lillian
WONG, Katie W.

Local 665

TAN, Caleb
SANDHU, Gurcharan

Local 853/296

CASTRO, John Paul

Local 853/588

PERAZZO, Russell

Local 853/921

FRITZ, William

Local 853

ANDERSON, Casey G.
CAMPBELL, Sam

DECKER, Robert
FERNANDEZ, Johnny
HEREIM, Clarence
HERRERA, Manuel
IBARRA, Juan Carlos
MASINI, Thomas R.
PARTIDA, Mario
VEGAS, Robert
WILLIAMS, Donald

Local 853/583GCC

ADAMS, Jr., Robert Dudley
BAILEY, James L.
BARDWELL, Grady
BOLTER, Elliott
BOONE, Marcella
BREITKRENTZ, Ervin
BUCHWALD, Joe
CARLES, Eugene Robert
CARPENTER, Dorothy J.
FELDMAN, Robert N.
FISH, Douglas
FRANKENSTEIN, Edward
GLENDENNING, Arnold
GOBERT, Joseph
HAGERTY, Michael
HALL, Margaret
HERRERA, Andres
KROHN, George
MARTORANO, Joseph
MASINI, Richard
MAZZELLA, Isabel
NAPPI, Frank E.
NESBITT, Leon
PITZER, George
PANIAGUA McINTYRE, Debbie
PITTS, Eva
POND, Charles
PRATT, Jon
RAFALSKI, Ned
ROSA, Richard
SANCHEZ, Arthur
SHELLEY, Thomas

SMITH, Harry F.
SOLTERO, Rudolph
TEIXEIRA, George

Local 856

DOZIER, Patryce
JACKSON, Gary A.
MORAN, Luis
MORGAN, Debbie K.
PAYTON, Daniel
RATHERT, Suzane J.

Local 890

GAISFORD, Alan
NEVAREZ, Alberto
NYGAARD, Milton S.
PARRA, Nicholas
PIRARO, Troy
ZURITA, Edward C.

Local 896

GURULE, Ralph
LITTLEFIELD, Warren
WALKER, Ingeborg
YOUNG, Daniel D.

Local 912

HERNANDEZ, Ismael
Artega "EL7"
PEREZ, Sr., Manuel
TORRES, Mary

Local 948

ARGUELLO, Antonia
ISHAYA, Jack
KOUNIAS, Nick W

Local 2785

BANG, Sung Moon
FREITAS, Jr., John "Sonny" F.
HARRINGTON, Tony
MAMEA, Allen
RAMIREZ, Joseph C.
WOLFF, James R.

Summary Annual Report For Teamsters Life With Dues Benefit Plan

This is a summary of the annual report for the Teamsters Life With Dues Benefit Plan, (Employer Identification No. 91-1691238, Plan No. 501) for the period January 1, 2011 to December 31, 2011. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

The Board of Trustees of Teamsters Life with Dues Benefit Plan has committed itself to pay certain death benefit claims incurred under the terms of the plan.

Insurance information

The plan has a contract with LifeWise Assurance Company to pay life insurance and accidental death and dismemberment benefit claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2011 were \$1,968,049.

Basic financial statement

The value of plan assets, after subtracting liabilities of the plan, was \$10,900,127 as of December 31, 2011 compared to \$10,986,081 as of January 1, 2011. During the plan year the plan experienced a decrease in its net assets of \$85,954. This decrease includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. During the plan year, the plan had total income of \$2,124,670. This income included employer contributions of \$1,427,870, earnings from investments of \$686,355 and other income of \$10,445. Plan expenses were \$2,210,624. These expenses included \$263,325 in administrative expenses and \$1,947,299 in

benefits paid to participants and beneficiaries.

Your right to additional information

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

1. an accountant's report;
2. financial information and information on payments to service providers;
3. assets held for investment;
4. transactions in excess of 5% of plan assets;
5. information regarding any common or collective trusts in which the plan participates; and
6. insurance information including sales commissions paid by insurance carriers.

To obtain a copy of the full annual report, or any part thereof, write or call the administration office at 14675 Interurban Avenue South, Suite 107, Tuk-

wila, WA 98168, (206) 441-3151. The charge to cover copying costs will be \$16.75 for the full annual report, or \$.25 per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan, 14675 Interurban Avenue South, Suite 107, Tukwila, WA

98168, and at the U.S. Department of Labor in Washington, D.C. or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

Noticia importante para Hispanoparlantes

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

Upcoming Events

Teamsters' Assistance Program 31st Annual Holiday Party

Saturday December 8, 2012

11:00a.m. to 2:00p.m.

Piedmont Veterans Memorial Bldg
401 Highland Ave, Piedmont, CA



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

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

For more info, call TAP @ 510-562-3600

LOCAL 350 - Daly City

December Membership Meeting Reminder:

San Francisco – Tuesday, Dec. 11 at 6 p.m.

Electricians Hall, 55 Fillmore St., San Francisco

San Jose – Thursday, Dec. 20 at San Jose Airport

Garden Hotel, 1740 North First St., San Jose



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
665.....	888-770-3948
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

New laws impact worker's rights in California

In 2012, Governor Brown signed several laws affecting the rights of California workers. Unless otherwise noted, the following bills will go into effect on January 1, 2013:

☑ **Penalties for Wage Statement Violations:** SB 1255 makes it easier for employees to prove injury from an employer's failure to provide accurate itemized wage statements. Under existing law, an employee "suffering injury" as a result of an employer's failure to comply with the itemized wage statement requirements is entitled to recover the greater of all actual damages or \$50 for the initial violation and \$100 per employee for each subsequent violation. Under SB 1255, an employee "suffers injury" simply if the employer (1) fails to provide a wage statement, or (2) fails to provide accurate or complete information in the itemized wage statement and the employee cannot "promptly and easily" determine from the wage statement alone the information required in the statement. Bottom line: It will be easier for employees to get penalties when employers fail to provide adequate wage statements.

☑ **Social Media Policies:** AB 1844 prevents employers from requiring or requesting that employees or applicants for employment disclose their usernames or passwords in order to access their personal social media (for example, their facebook account). It also prohibits employers from requiring employees and applicants to show their personal social media to the employer or to divulge to the employer any such personal social media. Furthermore, the law makes it unlawful for employers to discharge, discipline, or threaten to discharge or dis-

cipline or otherwise retaliate against employees or applicants who fail to comply with a request or demand that violates this law. Bottom line: It will be harder (but still not impossible) for an employer to use the 'virtual you' against the you as an employee.

☑ **Inspecting Personnel Records:** Existing law gives current employees the right to "inspect" personnel records maintained by their employer. "Personnel records" means records relating to the employee's performance, any grievances concerning the employee, and the employee's payroll records. AB 2674 clarifies that the right to inspect personnel records applies to both current and former employees, requires employers within 30 days of a written request to make personnel records available for inspection and/or provide copies of personnel records (at the cost of the requester), requires employers to maintain personnel records for at least three years after termination, and imposes a \$750 fine on employers who fail to permit timely inspection or copying of personnel records. Certain exceptions apply, including for employees or former employees who have a lawsuit pending against the employer. Bottom line: Greater access to your personnel records.

☑ **Discriminating for Breastfeeding:** AB 2386 amends the state's Fair Employment and Housing Act to include breastfeeding under the definition of "sex," making it illegal to discriminate on the basis of breastfeeding or related conditions. Bottom line: It will be illegal for employers to take adverse employment actions against those requesting special accommodations for breastfeeding.

TEAMSTERS IN THE NEWS

Hostess Brands' liquidation impacts hundreds of local Teamsters

Hostess Brands, the maker of such iconic baked goods as Twinkies, Drake's Devil Dogs and Wonder Bread, announced on November 16 that it is asking a federal bankruptcy court for permission to close its operations. Hostess' nearly 18,500 workers will lose their jobs as the company shuts 33 bakeries and 565 distribution centers nationwide, as well as 570 outlet stores. About 500 of the impacted employees are members of Teamsters Joint Council 7

The company is blaming a strike by bakers protesting a new contract imposed on them. Both the Bakery, Confectionary, Tobacco and Grain Millers (BCTGM), whose members were on strike, and the Teamsters counter that bad management is the cause.

"Hostess' problems go back almost a decade. The company has clearly been mismanaged for quite some time. However, the workers should not suffer because of poor management and therefore, the Teamsters Union tried everything in its power during the company's most recent financial difficulties to shape an outcome that would put Hostess on strong footing to be viable and preserve jobs," said IBT General Secretary-Treasurer Ken Hall in a press statement.

Hostess filed for bankruptcy in January, its second trip to bankruptcy court since 2004. The company is now controlled by a group of investment firms. According to some reports, Hostess' CEO received a 300% raise, from \$750,000 to \$2.2 million in the last year.

With Hostess claiming that its union contracts were too onerous, the Teamsters agreed in September to significant pay and pension cuts for workers, even though employees had agreed to concessions in Hostess' previous bankruptcy. The bakers' union, however, fought the proposal, culminating with a strike launched last Friday that affected more than 20 of Hostess' bakeries, according to the company.

Even knowing Hostess may have been doomed in the long run, some Teamsters said they can't help but feel like collateral damage in the bakers' union's showdown with management. "We did everything we could to save the company," Joseph Ortuso, a Teamster and 25-year sales route driver from New Jersey told the Huffington Post. "We never gave up during bankruptcy. We fought in the marketplace to retain our business. In the end, somebody else made the decision."

"It was years of horrible and incompetent management that brought Hostess down, not their workers! Workers don't get to run the company; they just do what they are told. Workers don't get to adjust the product to the times, develop better delivery systems, or reinvest in the company, only management makes those choices and Hostess management made horrible choices over the years," said JC7 President Rome Aloise.

Updates of the liquidation and sale process will be posted on www.teamster.org/hostess.