

Joint
Council 7



TEAMSTER

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

October/November 2012

Working people must vote "No on 32"

The choice can't be more clear; vote in November

From the Desk of Rome A. Aloise President, Teamsters Joint Council 7

Dear Teamster Sister and Brother:

By this time next year, you may have lost your right to participate in the political process. When corporations start working to completely dismantle Workers' Compensation, reducing overtime and work protections, attacking your pension, and stopping any chance of changing the broken healthcare system, **neither you nor your union will be able to do a thing about it!**

How can this happen you ask? Simply put, if you don't vote and Proposition 32 passes and the Republican ticket wins, it will all happen. We have not seen an election in our lifetime where one side clearly wants the rich to get richer and expects the working person to fend completely for themselves, without help from the government or from their unions!

The Republican party's motto is to lie, cheat and buy! They have openly stated they don't care about the facts. They have attempted to install voter restrictions to prevent those who would vote against them from voting, and a few billionaires have contributed more money to the Republicans than has ever been spent on elections in our history. This measure is a full-out assault against unions and working people.

As a Californian, your most important vote this year is **NO on Prop. 32**. The Supreme Court has allowed corporations and your employers to contribute **unlimited** money to candidates and causes. Prop. 32 takes away your right to contribute money for political purposes collectively through your union. At the same time, corporations and the wealthy will have many loopholes so they can continue to contribute. The proposition's slick commercials talk about Sacramento being broken because of all the money given by unions AND corporations. What they don't say is that corporations contribute 15 times more money than unions do, and that only unions would be taken out of the political process by this proposition. The playing field hasn't been level for a long time; we just want to ensure that unions can stay in the game to be able to fight for our members and for all working Californians.

I also strongly recommend that you vote **YES on Prop. 30**. If you care about public schools and public safety, this measure calling for a "Millionaires Tax" will stem the tide of unimaginable cuts. Our state can't afford not to pass Prop. 30.

When you vote for the President, consider the many ways that President Obama has helped workers. Even though the Republicans and the Tea Party vowed not to cooperate with him, Obama was able to accomplish several key goals: he strengthened the National Labor Relations Board; he saved the auto industry and millions of jobs, including those of Teamster members who work for suppliers and move the cars; and he has moved us toward significant healthcare reform, which, in time, will drive costs down. Don't forget, also, that he hunted down Osama Bin Laden when the Bush administration couldn't find him for eight years. Simply put, his opponent has vowed to get rid of unions and roll back all of Obama's advances.

If you are reading this, you work for a living. Your wages, your family's healthcare and your retirement security depends on what happens in this election. For you, this election should not be about abortion, guns, or gay marriage but rather the type of future you face as a worker.

Within the Teamsters Union in California, we registered thousands of new voters, many of whom signed up to vote by mail for the first time. Whether you get a ballot in the mail, or go the polls on November 6, I ask you to be sure that you and your families vote.

Sincerely,

Rome A. Aloise

President, Teamsters Joint Council 7

Who's behind Prop. 32?

Sometimes the best way to evaluate an electoral proposition is to look at who's backing it.

Prop. 32, as well as previous anti-union ballot measures (Prop. 75 and Prop. 226), are all brought to you by the **Lincoln Club of Orange County**. They were a driving force behind the Citizens United Supreme Court decision that gutted federal campaign finance reform and led to the rise of Super PACs.

Here are a few of Prop. 32's big backers:

- The infamous Koch Brothers—oil and gas billionaires who backed Wisconsin Governor Scott Walker's effort to bust unions—just dropped \$4 million into the pro-Prop 32 campaign.
- Former Oracle executive **Thomas Siebel** has chipped in about \$500,000. He's worth \$1.8 billion and is a big donor to former Bush strategist Karl Rove's Super PAC, which receives a special exemption under Prop 32.
- Billionaire **Charles Munger Jr.**, is in for a cool \$450,000. Munger is a longtime Republican activist who uses his inherited fortune to try to rig the system in his favor.
- **Bill Bloomfield, Jr.** ponied up \$300,000. Bloomfield is a real estate tycoon and Republican candidate for Congress who owns several companies that are LLCs, which are exempt from the provisions of Prop 32.
- The rest of the donors are all card-carrying members of the 1%—multimillionaire developers and Wall Street hedge fund managers. They couldn't care less about working people. What they care about is making more money.

The irony is overwhelming. Here is a group of wealthy anti-union business executives trying to fool the public into thinking they're about improving government by stopping special interests.

Who's against Prop 32?

Every union in California. The League of Women Voters, Common Cause, and every other non-partisan "good government" group. They realize that Prop 32 backers' claim that the law is about campaign finance reform—something they adamantly support—is really a sham and will devastate an already broken system.

Are you registered to vote? If you've moved since the last election or you're just not sure, just re-register. Get a voter registration form from your business agent or register online:

www.sos.ca.gov

The deadline to register is October 22, 2012.

What do you think about Prop. 32?



Randy Luff

Central Concrete/Local 853
"I don't believe that my union rights should be taken away. I've been in for 30 years and it's been good to me."



Vincent Edwards & Elijah

UPS/Local 315
"I'll vote NO because I don't believe in "right to work" states or at-will employment."



Rafael Torres

Hormel/Local 601
"They want to kill the union. We have to vote NO."



Rick Buzo

Teamsters Local 439
"I want the union to remain strong in all our positions: wages, retirement, health benefits and job security for all the members. I'll vote NO."



Phil Renebato

Aramark Uniform Services Local 431
"It's going to take my voice away. I want to be able to maintain the benefits I have for my family. We have to protect our rights as union members."



Carol Thompson

Fresh Start Bakery/Local 439
I want to keep my job and my wages and my voice. Corporations suck—they're bullies.



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ENDORSEMENTS

Alameda County

County Board of Supervisors
District 2 **Richard Valle***
City of Alameda City Council
Marilyn Ezzy Ashcraft
Jeff Cambra
Steward Chen

City of Berkeley
Mayor Tom Bates
City Council Dist. 2 Darryl Moore
Dublin Mayor Tim Sbranti
Fremont Mayor Bill Harrison

City of Oakland
City Attorney Jane Brunner
City Council
District 1 Dan Kalb (1st choice)
Amy Lemley (2nd choice)
Don Link (3rd choice)

District 3 Sean Sullivan (1st choice)
Nyeisha Dewitt (2nd choice)
District 5: Mario Juarez (1st choice)
Shelly Garza (2nd choice)
District 7 Larry Reid
At-Large Ignacio De La Fuente

Oakland Unified School District
District 1 Jody London
District 3 Richard Fuentes
Pleasanton Mayor Cheryl Cook-Kallio
San Leandro City Council
District 2 Ursula Reed &
Morgan Mack-Rose

District 4 Chris Crow
District 6 Jim Prola
San Leandro Unified School District
District 5 Diana Prola
AC Transit District Director
Ward 1 Joe Wallace
Ward 2 Greg Harper

EBMUD Director
Ward 6 William Patterson
Measures & Propositions
L San Leandro Schools YES
B1 County Transportation YES

Contra Costa County

Antioch
Mayor Wade Harper
City Council Mary Rocha
City Council Monica Wilson
City Clerk Argentina Davila-Luevano
Brentwood
Mayor Gene Clare &
Robert Taylor

Concord City Council Dan Helix
Martinez City Council Mark Ross
Dylan Radke
Oakley City Council Diane Burgis
Orinda Victoria Robinson Smith
Pleasant Hill Ken Carlson
Timothy Flaherty

Pittsburg City Council Ben Johnson
Will Casey
Richmond Nathaniel Bates
Bea Robertson
Gary Bell

San Pablo Leonard McNeil
Cecilia Valdez
Kathy Chao
John Swett School Dist Jerrold Parsons

Mt. Diablo School Dist Brian Lawrence
Barbara Oaks
Pittsburg School Dist George Miller
West CC School Dist Todd Groves
Robert Studdiford
CC Comm. College District
De'shawn Woolridge
Tomi Van De Brooke

BART Dist. Maria Alegria
CC Water District. Betty Boatmun
Oakley Ironhouse Sanitation
Michael Burkholder

Local Measures
A CC Comm Coll Dist Parcel Tax YES
B Antioch School District Bond YES
C Martinez School Dist. Parcel Tax YES
D San Ramon School Dist Bond YES
E West CC School Dist Bond YES
G West CC School Dist Parcel Tax YES
H Knightsen Elem. School Bond YES
M Pinole Utility Use Tax Extension YES
N Richmond Sugar Beverage Tax NO
P Richmond Advisory on Citizens
United Case NR

Q CCC Fire Protection Parcel Tax YES

Merced County

Merced County Supervisor District 2
Hub Walsh

Napa County

City of Napa
Mayor Peter Mott
City Council Alfredo Pedroza
City Council Scott Sedgley
City of American Canyon
Mayor Leon Garcia
City Council Joan Bennett
City Council Kenneth Leary

Napa Community College Board
Area 6 Rosaura Segura
Area 7 Rafael Rios

Sacramento County

City of Sacramento
District 2 Rob Kerth
District 4 Joe Yee
San Juan Unified School Dist.
Lucinda Lutngen
Pam Costa
Mark Lennon

San Francisco City/County

Board of Supervisors
District 1 Eric Mar
District 2 David Chiu
District 3 Christina Olague
District 7 F.X. Crowley
District 9 David Campos

Local Propositions
A Save City College YES
B SF Clean & Safe Parks YES
C Affordable Housing YES
D SF Business Tax Reform YES
E Hetch Hetchy Closure Study NO

* Valle is a 25-year Teamster employer; Allen and Camacho are both members of Local 439

San Joaquin County

Board of Supervisors
District 5 Rhodesia Ransom
City of Stockton
Mayor Anthony Silva
USD Area 1 **Gloria Allen***

City Council District 2 Randy Hatch
District 4 Moses Zapien
District 6 Dale Fritchen

San Mateo County

Daly City (2 seats) David Canepa
Sal Torres
Pacifica (Two 4-year seats)
Mary Ann Nihart
Karen Ervin

Pacifica (One 2-year seat)
Dual: Richard Campbell
Mike O'Neill
County Board of Supervisors
District 4 Shelly Masur
East Palo Alto A. Peter Evans
Laura Martinez
Jorge Prado

Menlo Park Kelly Fergusson
Ray Mueller
Half Moon Bay Marina Fraser
"Farmer" John Muller

Local Propositions
A 1/2¢ sales tax YES
D Burlingame ESD Bond YES
E Jefferson HSD Bond YES
I Jefferson ESD Bond YES
G San Bruno Park SD Tax YES
H San Carlos SD Bond YES

Santa Clara County

Measures and Propositions
D Raise the minimum wage YES

Solano County

City of Dixon
Mayor Jack Batchelor
City Council Jerry Castanon
City Council Ian Arnold
City of Rio Vista
Mayor Janith Norman
City of Suisun
City Council Lori Wilson
City Council Sam Derting

City of Vacaville
City Council Ron Rowlett
Solano Community College District
Area 3 Rosemary Thurston
Area 5 Monica Brown
Area 7 Philip McCaffrey, Sr.

Sonoma County

County Board of Supervisors
District 1 John Sawyer
City of Santa Rosa
City Council Shaan Vandenburg

Stanislaus County

City of Patterson
Mayor Luis Molina
City Council **Antonio Camacho***
Cheree Lustgarten
Riverbank Mayor Virginia Maduena
Turlock City Council Mary Jackson



Why you must vote in the 2012 elections

The one question I get from members all the time is “Why should I care about politics?” Let me ask you if care about any of this:

- Paid meal & rest breaks
- Employer-paid medical insurance
- Your pension
- Eight-hour work days
- Weekends
- Paid overtime
- Paid sick leave
- Paid vacation
- Job security
- A grievance procedure
- Workplace health and safety laws
- Project Labor Agreements
- The right to collectively bargain

This is just a small list of what unions have won through politics. And all of that could just as easily be taken away. **If we don't defeat Prop. 32, you can kiss that stuff goodbye!**

Prop. 32 claims to take corporate and union money

out of politics. I'm the first to agree there is too much money in politics, but Prop. 32 is deceptive. It doesn't limit corporate interests from donating money to politicians, but it will effectively silence unions from having any voice. We won't be able to spend money on politics at all. If Prop. 32 passes, we cannot spend a dime talking to our members about politics. **That's not campaign finance reform – that's an insult to democracy.**

Prop. 32 is the first of a 1-2 punch. First they take us out of politics, then they go after everything on that list. They will squeeze politicians and put anti-union initiatives on the ballot and we will be powerless to fight them. We will be crushed in a tidal wave of corporate attacks to take us out. That's the real intent of Prop. 32.

So if you care about your job, your family, and your future, you will **vote NO on Prop 32** on November 6. And please contact your Local Union to get involved in the campaign!

What do you think about Prop. 32?

Jayann Crowder

VWR (Retired) Local 853
I'm reading the fine print and realize that the corporations are lying. You have to read it carefully.



Teresita Malonzo

Central Parking-SF/Local 665
I'm gonna vote NO. They're trying to get rid of the unions.



Michele Ramirez

Recology – SF/Local 350
We need to vote NO to save our unions. It's important that people get educated across the country.



John Cowart

Hostess/Columbo/Local 853
I won't have a voice on matters that affect my future. They're trying to take away my voice to make choices about my future.



George Fanopoulos

Cemex/Local 948
Prop 32 will destroy unions and take labor's voice away. It's not fair and balanced at all.



Kathleen Romero

Westin San Francisco/Market Street/Local 856
It's an extremely deceptive law. To say we're on a level playing field is a joke. We're out-spent 15-1. They still find us a threat. They're coming after us, but they're just evil.



David (& Maggie) Gray-beal

Olam Spices/Local 386
I'm a labor guy. Always have been. I support workers' rights. If you don't register to vote, you're the problem, not the solution. This proposition – it's just unfair.



Robert Williams

Coca Cola Sacramento/Local 150
I want for us to be able to influence politicians. We have just as much right as everyone else to protect our jobs and overtime.



ENDORSEMENTS

U.S. Senate

*Dianne Feinstein (D)

U.S. Congress

District	Candidate
1	Jim Reed (D)
2	Jared Huffman (D)
3	*John Garamendi (D)
4	No Recommendation
5	*Mike Thompson (D)
6	*Doris Matsui (D)
7	Dr. Ami Bera (D)
9	*Jerry McNerney (D)
10	Jose Hernandez (D)
11	*George Miller (D)
12	*Nancy Pelosi (D)
13	*Barbara Lee (D)
14	*Jackie Speier (D)
15	*Pete Stark (D)
16	*Jim Costa (D)
17	*Mike Honda (D)
18	*Anna Eshoo (D)
19	*Zoe Lofgren (D)
20	*Sam Farr (D)
21	John Hernandez (D)
22	No Action yet

California State Senate

District	Candidate
1	No Recommendation
3	*Lois Wolk (D)
5	Cathleen Galgiani (D)
7	*Mark DeSaulnier (D)
9	*Loni Hancock (D)
11	*Mark Leno (D)
13	Jerry Hill (D)
15	Jim Beall (D)
17	Bill Monning (D)

California State Assembly

District	Candidate
1	No Endorsement
2	*Wes Chesbro (D)
3	No Endorsement
4	*Mariko Yamada (D)
5	No Endorsement
6	Reginald Bronner (D)
7	*Roger Dickinson (D)
8	Ken Cooley (D)
9	*Richard Pan (D)
10	*Michael Allen (D)
11	Jim Frazier (D)
12	Christopher Mateo (D)

13	Susan Eggman (D)
14	*Sue Bonilla (D)
15	*Nancy Skinner (D)
16	*Joan Buchanan (D)
17	*Tom Ammiano (D)
18	Rob Bonta (D)
	Abel Guillen (D)
19	Phil Ting (D)
20	Dr. Jennifer Ong (D)
	Bill Quirk (D)
21	Adam Gray (D)
22	Kevin Mullin (D)
23	No Endorsement
24	*Rich Gordon (D)
25	*Bob Wieckowski (D)
26	No Endorsement
27	*Nora Campos (D)
28	*Paul Fong (D)
29	Mark Stone (D)
30	*Luis Alejo (D)
31	*Henry Perea (D)
32	Rudy Salas (D)

* Denotes incumbent
Candidates in green are former Teamsters, or are from Teamster families

PROPOSITIONS & BALLOT MEASURES

PROPOSITION 30 – YES

Temporary taxes to fund education & public safety.

PROPOSITION 31- NO

State budget.

PROPOSITION 32 – NO

Prohibits political contributions by payroll deduction.

PROPOSITION 33 – NO

Allows auto insurance companies to set prices based on a driver's history of insurance coverage.

PROPOSITION 38 - NO

Tax for education and early childhood programs.

PROPOSITION 40 - YES

Redistricting. GOP referendum on State Senate districts.

PROPOSITIONS 34,35,36,37,39: No Recommendation

AROUND THE LOCALS



LOCAL 137

Teamsters assist fire victims

In August, when several forest fires near Redding destroyed more than 50 homes and threatened many others, the Teamsters stepped up to help. Secretary-Treasurer Dave Hawley lives in the area and Local 137 represents two of the school districts in the fire zones.

On Friday August 24, Hawley contacted Joint Council 7 President Rome Aloise with a plan to utilize the Joint Council 7 truck to provide much needed water to the victims and fire fighters. Aloise and the Executive Board immediately authorized the plan.

Local 853 Business Agents Dennis Hart and Jessie Casqueiro contacted Alhambra and were able secure over \$13,000 of bottled water for just \$2,500. A big thank you to Alhambra for the donation!

By 5:00 PM that same day, Joint Council 7 driver Doug Radonich had loaded the trailer full of water in Sacramento and delivered it to the Salvation Army's distribution center in Redding. Those 21 pallets of water arrived just in time, as numerous fires were burning in the area and the Salvation Army's water supply had been depleted.

Once again, our Joint Council and Locals acted decisively to assist our members and their community in a time of need.



Doug Radonich and Dave Hawley help unload the Teamster truck at the Salvation Army's Redding distribution center.

LOCAL 439

Building solidarity through events

Local 439 kept a full calendar of events over the summer, including the annual picnic and annual fishing trip. More than 1,200 members came out for the picnic. This event included—at no cost to the member or family—several jumping bins for the kids, face painting, cotton candy, snow cones, popcorn, hamburgers, hot dogs, and tacos for lunch. Every member received a free 2012 T-Shirt.

International Vice President (and Joint Council 7 President) Rome Aloise was the keynote speaker. Also speaking was the California Labor Federation's Art Pulaski and several local politicians.

To close the event Local 439 raffled off more than 100 gifts!

Save the date for next year's picnic—August 31, 2013.

Teamster Horsemen Motorcycle Assn.

Local 439, through the International, chartered its first Motorcycle Association called the "Teamster Horsemen." Our first ride was a Poker Run through the foothills that ended with a celebration at the picnic for riders and spouses. "Through this Motorcycle Association, we hope to build solidarity and enhance camaraderie among our Teamster brother and sisters, raise funds to help our members with various hardships, and donate to charitable organizations, especially children's organizations," says Secretary-Treasurer Sam Rosas.

We are now accepting applications for anyone interested in joining us. For more information, call Cary Daughters at 209-482-8505.

LOCAL 315

Getting in gear for 2012 elections



Local 315 members attend a workshop on voter registration and the No on Prop 32 campaign. "The training was critical in our Local's efforts to reach our target of registering 700 members to vote," said Secretary-Treasurer Dale Robbins.

LOCAL 517

Dairy workers vote for union at Marquez Brothers

In August, more than 200 employees of Marquez Brothers Inc. in Hanford (Kings County) voted to join Teamsters Local 517. The primarily Latino immigrant workers help produce dairy products for the largest distributor of Mexican consumer products in the country.

For Marquez Brothers employees, organizing was not an easy feat. The company held daily meetings to try and influence their employees against joining the union. Marquez Brothers is now challenging the election results and spreading fear throughout the workplace in hopes of coercing employees into calling for a new election. Additionally, on the Monday after the election, Marquez Brothers began telling the employees that representatives from the Immigration and Customs Enforcement (ICE) would be at the plant on Friday checking immigration status as workers picked up their paychecks.

"99% of the employees at Marquez are Latino," said Chester Suniga, Secretary-Treasurer of Teamsters Local 517. "It's outrageous that a Latino com-

pany appears to be taking advantage of our broken immigration system to deprive their employees of a voice at work."

Joint Council 7 President Rome Aloise, who also directs the IBT's Dairy Conference and Food Processing Division, is reaching out to Latino elected officials to ask for their support in future negotiations with Marquez.

Joint Council 7 understands that organizing is part of a long-term project to build power for Latinos in the Central Valley. The same week that the employees at Marquez Brothers in Hanford voted to join our Union, a Teamster-supported project registered over 500 Latinos to vote in the City of Hanford itself. "Our Union is steadfastly committed to Latinos having representation at their workplace and in local government," stated Aloise.

"With this victory, Teamsters Joint Council 7 has grown by over 10,000 new members since 2010!" says Political Director Doug Bloch, who notes that the Teamsters is the largest union of food chain workers in California.

Joint Council 7 hosts 2012 Teamster Women's Conference



Women from across the Joint Council turned out in force to the 11th annual Teamsters' Women's Conference held in San Francisco. Many showcased their work from the stage and at workshops. More than 800 women from the U.S. and Canada attended. The Joint Council also sponsored a walking tour and a fabulous goodie bag.

Top: The Local 948 delegation; Center: The Local 533 delegation;

Bottom left: Members from several unions take the stage;

Bottom right: Local 601 Secretary-Treasurer Ashley Maria Alvarado (R) on stage with Conference Director Sue Mauren after she addressed the crowd.



LOCAL 948

New contracts at Del Monte Foods & Granite

Local 948 recently ratified a new three year contract at Del Monte Foods in Hanford. The local was able to negotiate a contract with solid wage increases and no reduction in health and welfare benefits.

"A special thanks to all the members and the negotiating committee—Norma Vinegas, Tim Thiel and Scott

Olson—for all of their input and hard work. It truly was a team effort," says Secretary-Treasurer Adam Ochoa.

Granite Construction also ratified a new 3-year contract that includes wage increases and actually lowers the cost for health and welfare while maintaining the same level of coverage.

LOCAL 287

STA drivers ratify their first contract



By a vote of 37 to 7, the drivers at STA ratified their first Teamster contract. The five-year agreement includes 12% wage increases, sick leave and major improvements in their medical plan. Not only did they vote yes for their new contract, but all of the new Teamsters Local 287 members present registered to vote as well. "This will bring another 90 new members to the Local immediately and the company is in the process of hiring 30 new drivers," says Local 287 President/Business Agent Bob Blanchet.

Court rules against VWR Distribution Center and Visalia

In a stunning development, on September 14, the 5th District Court of Appeal in Fresno reversed the Tulare County Superior Court's ruling on VWR International's Visalia-based distribution center, stopping their move from Brisbane.

Teamsters Local 853 has represented employees at VWR in Brisbane for more than 50 years. In 2010, VWR abruptly announced they were shuttering the Brisbane plant and moving the facility to Visalia. The right to transfer and enhanced severance packages were off the table. VWR was clear that they intended to keep the new facility non-union.

Looking for ways to stop the move, in December, 2010, Teamsters Joint Council 7 was joined by several groups in filing a lawsuit under the California Environmental Quality Act (CEQA) against VWR and the City of Visalia. Joining the union was the Association of Irrigated Residents (AIR); the Center for Environmental Health; the Center on Race, Poverty, and the Environment; and the Coalition for Clean Air.

The City of Visalia had fast-tracked the new facility despite union efforts to convince the City to conduct a full environmental impact review under the California Environmental Quality Act (CEQA) and despite citizens' concerns about the impact of truck trips and the transport of hazardous chemicals on traffic, air quality, and public health in the region.

When the Tulare County Superior Court ruled against the union and its allies, Attorney General Kamala

Harris filed an amicus (friend of the court) brief to support their appeal.

"In a region with record air pollution, VWR seems to care about clean air about as little as they care about their employees," said Joint Council 7 President Rome Aloise.

"The City of Visalia should never have approved this project without considering the environmental and public health problems it would cause," said Elizabeth Jonasson of the Coalition for Clean Air's Fresno office. "This victory goes to clean air and protecting public health."

The Court of Appeal found that VWR did not obtain a required Planned Development Permit as required under the Visalia Municipal Code prior to the City issuing any building permits. Likewise, the Court determined that Visalia's Notice of Exemption under CEQA was null and void because it was filed before the project was approved—another sidestep of the law. Finally, the Court ruled that the City of Visalia may have illegally provided VWR with \$1.5 million in taxpayer money for "site-related improvements" in violation of its own municipal code.

Importantly, the Court ruled that VWR will have to pay the union's attorney's fees. "We can now press VWR and the City to follow the environmental impact requirements of the law, potentially delaying their move to Visalia by 18 months," says Aloise. "But of course, we expect the company to appeal the case to the Supreme Court," he added.

LOCAL 665

Info, prizes at third annual benefits fair

Local 665 held its third annual North Bay Benefits Fair on September 8 in Petaluma. The event included an open session for members to ask questions of the various providers.

More than 100 members from across the North Bay came to hear from benefit providers Zenith Administrators, DMC Administrators, Kaiser Permanente, United Healthcare, Anthem/Blue Cross, Delta Dental, BriteNow! Dental, and VSP. Others—Rael & Letson, United Concordia



Dental, and McMorgan Investments—generously provided gifts and prizes for those in attendance.

Congrats to welder Jeff Palmer, of Marin Sanitary Service, who walked away with the grand prize donated by McMorgan and Company—a 46" flat screen TV.



Upcoming Events

Local 856 - San Bruno

Teamsters Local 856's **Annual Thanksgiving Meeting** will be held on Wednesday, November 7, 2012 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 Thursday, November 8, 2011 at 6 p.m. at Teamsters Local 150, 7120 East Parkway, Sacramento.

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 94611

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. If you have any questions, call TAP @ 510-562-3600

SF Bulls Pro-Hockey Labor Appreciation Night

Come celebrate the team's Inaugural Season, as they celebrate Labor!

Saturday, November 24

Gates open at 6 p.m.

Game starts at 7:15 p.m.

Tickets start at \$12.50 pp

For tickets, contact

Courtney Smith: 415-469-9843

courtneys@sfbulls.com

Local 350-San Francisco

Note: The December meeting date has changed. It will now be held on Tuesday, December 11 at 6 p.m. at the Electricians Hall, 55 Fillmore St., San Francisco.



LOCAL 386 — Modesto

Notice is hereby given of the nomination and election of the following officers of Teamsters Local Union 386: Secretary-Treasurer (Principal Officer), President, Vice-President, Recording Secretary, and three Trustees. The terms of office for these officers will commence on January 1, 2013 and conclude on December 31, 2015.

Nominations will be accepted at a Special Membership Meeting of Local Union 386 to be held on October 2, 2012 at 8:00 p.m. at the Teamsters Local 386 Union Hall, 1225 13th Street, Modesto California.

Nominations must be made and seconded from the floor by members of Local Union 386, in good standing with dues paid through September 2012. Any back dues or fees may be paid at the Local Union office through 4:00 p.m. on September 28, 2012. Nominees must accept nomination in person, or if absent, in writing for only one office. Written acceptances must be submitted to the Local Union Secretary-Treasurer.

To be eligible to be nominated for Local Union office, a member must be in continuous good standing in Local Union 386 and actively employed in the craft within the jurisdiction of the Local for twenty-four months prior to the month of nomination. "Continuous good standing" is defined as compliance with the requirements regarding the timely payment of dues, together with no interruptions in active membership because of suspensions, expulsions, withdrawals, transfers or failures to pay fines or assessments.

A member on dues check off will not lose good standing as a result of a delay or default by the employer in sending dues to the Local or because of an employer's failure to make the proper deductions from the member's pay in any month in which the member had any earnings from which deductions could have been made.

Potential candidates are encouraged to check their eligibility, and the eligibility of their nominators and seconders, prior to the nominations meeting by submitting a written request to the Local Union Secretary Treasurer.

The election will be conducted by mail ballot. Ballots

will be mailed to all active members and new applicants eligible for membership in Local Union 386 on or about October 11, 2012. All ballots must be received at the designated Post Office Box by 10:00 am on Friday, November 2, 2012 to be counted. Members who have not received a ballot by October 18, 2012 should call the Local Union Office at (209) 526-2755 to request a ballot. Duplicate ballots may be requested through October 22, 2012.

Instructions for the completion of the ballot will be enclosed in the ballot package. This is a secret ballot vote. You should mark your ballot in private and mail your ballot, sealed in the secret ballot envelope, to the designated post office box in the postage paid Business Reply Envelope provided. Do not give your ballot to anyone.

To be eligible to vote in this election a member of Local Union 386 must be in good standing with initiation fees and dues paid through October 2012. Members have until 4:00 p.m. on Monday, November 1, 2012 to pay their initiation fees or dues at the Local Union office in order to have their votes counted. Under the International Constitution, any member on dues check off shall not lose good standing as a result of a failure by an employer send deducted dues to the Local or to make a proper deduction from the member's pay in any month in which a member has any earnings from which dues could have been deducted.

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 bodies in the order of priority set forth in the Local Union Bylaws.

Copies of the Articles of the International Constitution, the Local Union 386 Bylaws and the Rules governing the conduct of this election are available, upon request, from the Local Union Secretary-Treasurer, Gaylord Phillips.

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 912 — Watsonville

General Membership meetings – 22 E. 5th Street, Watsonville

NOTICE OF NOMINATIONS AND ELECTION OF OFFICERS AND BUSINESS AGENTS

Notice is hereby given of the nomination and election of the following officers of Local Union 912: Secretary-Treasurer (Principal Officer), President, Vice President, Recording Secretary, Trustees (3). The terms of office for these officers will commence on January 1, 2013, and conclude on December 31, 2015.

Nominations

Nominations will be accepted at a special meeting to be held Saturday, November 10, 2012 at the Local Union Hall at 22 East 5th Street, Watsonville, California; at 10:00 a.m. Nominations must be made and seconded from the floor by members of Local 912 other than the nominee. Nominators and seconders must be members in good standing with dues paid through October, 2012. Nominees must accept nomination in person, or if absent, in writing for only one office. Written acceptances must be submitted to the Secretary-Treasurer, or his designated representative.

Eligibility to Nominate, Vote and Run for Office

Rules for eligibility to nominate, vote and run for office are printed at the beginning of the Bulletin Board section of the Newspaper, above. In order to nominate a candidate, dues for the month of October, 2012 must be paid prior to the nomination meeting. In order to have your ballot counted, dues for the month of November, 2012 must be paid prior to 5:00 p.m. on Tuesday, December 20, 2012. The eligibility of seasonal workers in the seasonal food industry to nominate and to vote is governed by Article XXII, Section 4 of the IBT Constitution. Such persons are eligible for these purposes if they:

1) were in regular employment during some period of the twelve (12) months prior to the election, and 2) produce satisfactory evidence that their dues were paid up through the last month of employment.

Potential candidates are encouraged to check their eligibility, and the eligibility of their nominators and seconders, prior to the nominations meeting. Requests should be submitted in writing to the Secretary-Treasurer or his designated representative.

Election

The election shall be by mail ballot. Ballots will be mailed on or about December 1, 2012, to the last known address of all active members and new applicants eligible for membership in Local 912. All ballots must be received in the post office in accordance with the instructions contained in the envelope that includes the ballot no later than December 24, 2012. Ballots will be picked up from the post office, taken to the Union office and counted beginning at 9 a.m. on December 27, 2012.

Protests

Any pre-election protests must be filed with the Local Union Secretary-Treasurer in accordance with the provisions of Article XXII, Section 5(a) of the International Constitution. Any post election protests must be filed with the Secretary-Treasurer of the Joint Council #7, in accordance with the provisions of Article XXII, Section 5(b) of the International Constitution.

Copies of these Articles of the International Constitution, the Local Union #912 By-laws and the rules governing the conduct of this election are available, upon request, from the Local Union.

Aviso de Nombramiento y Election de los Oficiales y Agentes de Negocios de la Union

Por la presente se da este aviso con respecto al nombramiento y la elección de los siguientes oficiales del Local 912 de la Unión: Secretario-Tesorero (Oficial Principal), Presidente, Vice-Presidente, Secretario de Actas, Fiduciarios (3). Los terminos de los puestos de estos oficiales comenzarán el 1º de Enero, 2013 y concluirán el 31 de Diciembre del año 2015.

Nombramientos

Se aceptarán nombramientos en la Reunión Especial de Miembros que se hará el Sabado, 10 de Noviembre, 2012 en el Salón del Local de la Unión en 22 East Fifth St. Watsonville, CA, a las 10:00 de la mañana.

Los nombramientos se tienen que proponer y secundar desde el piso de la asamblea por miembros del Local 912 que no sean la misma persona nombrada. Los nombradores y secundadores tienen que ser miembros acreditados que han pagado sus cuotas de membresía hasta Octubre de 2012. Los Nombrados tienen que aceptar su nombramiento por escrito y por solo un puesto. Las aceptaciones escritas se tienen que someter al Secretario-Tesorero, o a su representante designado.

Elegibilidad para nombrar, votar y correr por un oficio

Las Reglas de elegibilidad para nombrar, votar y correr por un oficio se encuentran al principio de la la sección "Bulletin Board" de este periódico. Para nombrar a un candidato, la cuota del mes de Octubre de 2012 se tiene que pagar antes de la junta para nombramientos. Para que se incluye su balota en la cuenta oficial se tiene que pagar su cuota para el mes de noviembre de 2012 antes de las 5:00 de la tarde, Martes el 20 de Diciembre de 2012. La elegibilidad de trabajadores temporales de la industria de procesamiento de alimentos se gobierna de acuerdo con el Artículo XXII, Sección 4 de la constitución de la IBT. Tales personas se considerarán elegibles con estos propósitos con tal de que:

1) Se contrataron en un trabajo regular durante alguna parte de los doce (12) meses antes de la elección; y 2) Provean evidencia satisfactoria de que pagaron su cuota hasta el último mes en que trabajaron.

Se aconsejan a los candidatos potenciales que revisen su elegibilidad y la de sus nombradores y secundadores antes de la junta para nombramientos. Se debería de someter cualquier solicitud por escrito al Secretario-Tesorero o a su representante designado.

La Elección

La elección se conducirá por balota por correo. Se enviarán las balotas en aproximadamente el 1 de diciembre a la última dirección conocida de cada miembro o

LOCAL 2785 San Francisco

Notice is hereby given for the nomination and election, for a three (3) year term, of the following officers, business agents and business agent organizer of Teamsters Local No. 2785: President, Vice President, Recording Secretary, Secretary-Treasurer (Principal Officer), three (3) Trustees, three (3) Business Agents and one (1) Business Agent Organizer. Nominations will take place at the General Membership Meeting, at 7:30 p.m. on October 16, 2012, at the Slovenian Hall, 2101 Mariposa Street, San Francisco, CA 94107.

Nominations and election of Officers and Business Agents will be governed by the provisions of the International Constitution which are stated in this notice and the Bylaws of Local 2785. To be eligible to be a candidate, the member must be in good standing for a period of twenty-four (24) consecutive months immediately prior to nominations. To be eligible to nominate or second a nomination, members must have their dues paid through the month of September, 2012.

Candidates must accept nominations at the time made, either in person or if absent, in writing, prior to the meeting. Potential candidates are encouraged to check their eligibility and the eligibility of their nominators and seconders, prior to the nomination meeting, by submitting a written request to the Local Union Secretary-Treasurer.

The Election shall be conducted on Friday, November 16, 2012 by "walk in" voting at the union office: 5 Thomas Mellon Circle, Suite 130, San Francisco, CA. The polls shall be open from seven o'clock a.m. (7:00 a.m.) until eight o'clock p.m. (8:00 p.m.).

candidato elegible para la membresía en el Local 912. Todas las balotas se tienen que recibir en la oficina del correo de acuerdo con las instrucciones que se encuentran en el sobre con la balota no después del 24 de Diciembre de 2012. Las balotas se recojerán de la oficina del correo y se llevarán a la oficina de la unión para contarse a las 9 de la mañana el 27 de Diciembre de 2012.

Protestas

Cualquier protesta de antes de la elección se tiene que entregar al Secretaria-Tesorero de acuerdo con los provisos del Artículo XXII, Sección 5(a) de la Constitución de la IBT. Cualquier protesta después de la elección se tiene que entregar al Secretario-Tesorero del Concilio Conjunto #7, de acuerdo con los provisos del Artículo XXII, Sección 5(b) de la Constitución de la IBT.

Se pueden solicitar al Local 912 copias de tales artículos de la Constitución de la IBT y las Reglas del Local 912 que gobiernan la conducta de esta elección.

Celebrating Labor Day

Labor Day 2012 brought together several hundred union members from Joint Council 7 Locals and 30 other unions out at Alameda Point for a free barbecue, great entertainment, and gorgeous day. It was a day to honor our work and rev up our engines for the coming elections.



Above: Local 853 members enjoy the great day; Left: JC7 truck and No on 32 Fat Cat surround the stage

Congratulations to winners of Joint Council 7's 2012 Harry Pollard Scholarship

Local 137	Eric Tatham
Local 150	Keegan Medrano
Local 287	Lucia Montanez
Local 315	Jessica Reeder
Local 350	Sarah Del Rio
Local 386	Chace Shaw
Local 439	Raquel Zanini
Local 517	Victoria Coelho
Local 665	Josalynn White
Local 853	Crystal Esparza
Local 890	Maria Bravo
Local 2785	Ryan Lim



Eric Tatham receives his scholarship check from Dave Hawley, Local 137.



(L-R) Local 315 Secretary-Treasurer Dale Robbins with scholarship winner Sandy Reeder, Kayleigh Vasquez, and Jessica Reeder—all pledged to oppose Prop 32.



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



YOUR LEGAL RIGHTS

BY BEESON, TAYER & BODINE

But, I only told my friends... Facebook, Twitter and the law

Many employees use Facebook and other social media platforms to discuss issues related to their job with co-workers and others. Social media platforms are a powerful medium for sharing information and communicating quickly to a large and wide-spread group of people. But employers may, in certain circumstances, discipline employees for their use of social media. For these reasons, workers must know and understand workers' rights related to the use of social media.

Can an employer discipline an employee whose posts are critical of the employer or its supervisors?

The key question in discipline cases related to Facebook and other social media postings is whether the employee's post is "concerted activity," which is protected by federal labor law. "Concerted activity" means group action, but an individual can engage in "concerted activity" if the activity concerns working conditions and is taken with, or on behalf of, other employees, and not solely on behalf of the individual employee, or to initiate group activity or complaints. Mere individual griping is not concerted. And even concerted activity may be unprotected if it is "disloyal" to, or contains untrue information about, the employer.

In one case, an NLRB Judge overturned discipline against an employee who posted that his supervisor was a "dick" because the posts were related to workplace complaints discussed among employees. However, a post that said "Wuck Falmart" was deemed "mere individual griping" and thus not protected as concerted activity because there was no connection to a group effort to change working conditions. It is not

always easy to predict how a Judge will evaluate a case, but you can help protect yourself by ensuring that social media posts critical of your employer are:

1. Related to a workplace dispute;
2. Part of group activity to address that workplace dispute; and
3. Truthful and temperate in tone so as not to lose protection.

Can an employer policy prohibit the discussion of work-related issues on the internet?

Employers are scared of social media precisely because they are such a powerful means of communication and organizing between co-workers. For this reason, many employers have adopted broad policies restricting employee discussion of their work on social media. These policies are increasingly the subject of NLRB scrutiny.

A social media policy is unlawful if it would reasonably tend to chill employees' exercise of their right to discuss wages, hours and working conditions. A rule is unlawful if it explicitly restricts this type of activity, but also if it can be reasonably construed to restrict such activity. The NLRB has found unlawful rules prohibiting employees from identifying themselves as an employee of the employer, rules that require employees to maintain a "positive attitude" and to refrain from disparaging co-workers or the Employer, and rules that discourage employees from "friending" co-workers.

The law in this area is complicated and evolving. Before you make social media postings critical of your employer, it is good idea to contact your Business Agent for advice.



NEWS FROM TAP

Reaching out to Teamsters and their families

The Teamsters Assistance Program of Northern California was invited to make two presentations at the International Teamsters' Women's Conference held in San Francisco on August 23-25. In all, we addressed more than 400 attendees about the "Impact of Addiction on Families" and "How to Communicate (and Think) When You Are Angry."

Dr. Tamara Cagney, Ed.D., MFT, RN, CEAP, who works as a consultant to the TAP program, conducted the two workshops that were given high marks by those in attendance. Nationally recognized in the field of Employee Assistance Professional (EAP) counseling, she has given expert witness testimony in high profile cases such as the Exxon Valdez oil spill. Having such a well-qualified clinical consultant at the TAP program assures that our counselors are well informed regarding changes in the EAP field and that TAP services are of the highest quality.

TAP offers a variety of training courses at workplace locations, free of charge, to members and employers who participate in any union health and welfare plan with TAP coverage. These trainings are made available as part of TAP's ongoing effort to reach as many Teamsters and their family members as possible who might benefit from assistance with alcohol, drug and other personal problems. A list of available trainings is as follows:

General TAP Services Training: Reviews available TAP services and procedures to access them, as well as trust fund chemical dependency benefits.

Driver Training: Provides information on Dept. of

Transportation regulations and on drug/alcohol use to "safety sensitive employees" covered by federal regulations.

Supervisor/Shop Steward Training: Offers a description of TAP Services, education on chemical dependency, skills on recognizing signs and symptoms of substance abuse/intoxication, and information on how the supervisor or shop steward should refer a troubled employee to TAP to get them the help they need.

Stress, Anger & Substance Abuse Training: Educates trainees about the symptoms of stress and anger; long term effects of stress on physical, emotional, and family health; and ways in which different people respond to stress and deal with anger. Health coping strategies for dealing with stress and anger are presented. The relationship between stress and substance abuse is also highlighted.

Critical Incident Debriefing: Critical Incident Debriefing is an intervention provided within 24 hours for workers who have experienced or observed a traumatic event while working that is outside the range of normal human experience and that would be markedly distressing to anyone. For example, a serious injury or death as a result of an accident or physical violence. Assessment and referral to appropriate resources is made for persons experiencing post traumatic stress symptoms.

Business Agents and Employers who are interested in scheduling a training course, please call the TAP office at 510-562-3600 and ask to speak to a counselor.