



Workers and community leaders take a stand for workers' safety at Taylor Farms

Taylor Farms workers rallied outside the company's Tracy facility on November 5 along with more than 100 community leaders and allies to call for workplace safety improvements and accountability after an Oct. 15 incident sent 20 workers to the hospital. Carrying signs that read "Taylor Farms: Respect Workers' Safety," workers and community supporters condemned the salad processing company's serious and ongoing disregard for the safety of workers—and called on them to meet a series of worker demands for safer working conditions.

"I was one of the workers who went to the hospital last month because I was sick from the chemical spill," said Mireya Nesta, a production worker at the facility. "Taylor Farms needs to start caring about worker safety because, if they don't, these accidents will continue to happen. Will it take a worker dying to get the point across to Taylor Farms?"

On Oct. 15, workers were hospitalized after the company failed to evacuate the Tracy facility amid a chemical spill. The release of chlorine dioxide, used in the sanitation of equipment, created debilitating fumes. But when workers complained, they were given dust masks and told to keep working.

An employee called 911 after workers started to suffer nose-bleeds, dizziness, vomiting and fainting. Among the 20 workers taken away in ambulances, two were pregnant women. Workers say a manager initially urged workers to keep the spill a secret and even sought to blame the incident on workers.

The Teamsters filed a complaint with Cal/OSHA on behalf of the workers, calling for an investigation



Top: Under the banner "Respect Workers' Safety," Taylor Farms workers and allies demonstrate at Tracy facility on November 5.
Bottom: JC7 President Rome Aloise addresses the crowd.



into the Oct. 15 incident, which is now under way. But this isn't the first time the company has been cited for safety violations. A similar incident involving a chemical spill occurred at the same plant in 2012, which also led to the hospitalization of 20 workers. In the last year alone, Taylor Farms and its two perm-temp agencies in Tracy have been cited by Cal/OSHA for nearly 50 separate health and safety violations.

Wearing dust masks and holding banners,

workers at Thursday's rally said they are standing up to make sure the company meets their demands, which include: the termination of supervisors and managers responsible for not evacuating the plant on Oct. 15; full cooperation with the ongoing OSHA investigation; development of and training on an evacuation plan in the event of a spill; an end to retaliation and blaming of victims for the spill; and the installation of a monitor to alert workers when chlorine dioxide levels pose a health risk.

Workers are also demanding humane treatment of injured workers, including: physical exams by doctors of their own choosing instead of the company doctor; time off as needed; full pay for any loss of work due to the chemical spill; and continued medical attention for workers who need it. A petition with these demands from community leaders was also submitted to Taylor Farms.

"The most recent incident at Taylor Farms is a symptom of a much larger problem at this company," said Joint Council 7 President Rome Aloise, who spoke at the rally. "Workers have long raised issues about unsafe working conditions in Tracy. Taylor Farms' response has been to spend huge sums of money to deny workers a voice when it comes to their own safety and health on the job. Accidents do happen, but you never see this kind of neglect for workers' safety in Salinas where Taylor Farms workers have Teamster representation."

Other speakers at the rally included Luis Magana of the American Friends Service Committee, Adam Ochoa, Secretary-Treasurer of Teamsters Local 948, Tim Robertson from the California Labor Federation, and Jessica Caberra of the California Immigrant Youth Justice Alliance.

Taylor Farms, the world's largest salad processor, supplies major fast food, restaurant and grocery chains nationwide. Its 900 workers in Tracy have been attempting to organize with Teamsters Local 601 for the last two years. The National Labor Relations Board has determined that Taylor Farms is guilty of 57 unfair labor practice violations since workers began organizing with the union.

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 on page 8 of this newspaper. This information should be read by you and retained for future reference.

Important Delegate Nomination information contained on Pages A-D (after page 4).

Información Nominación Delegado importante que figura en la página D (tras página 4).





LOCAL 315

Raising funds, backpacks, food, for Rescue Mission



Local 315 staff and UPS drivers with some of the backpacks.

UPS driver Randy Hall started volunteering for the Bay Area Rescue Mission in 2004, assisting with painting and repairs. In 2006, the 29-year member brought in Local 315 and UPS to support his work on two food events each year. These events, where UPS drivers distribute turkeys and hams to rescue mission residents, feed more than 300 people each year. The UPS drivers also donate money for Christmas gifts for the children.

"I have worked with other organizations, but the Bay Area Rescue Mission has a special place in my heart," says Hall. "Each event is more and more successful because of all the volunteer support we receive. I really appreciate my family, feeder drivers, UPS, Local 315 and friends for coming out and thank the great staff of the rescue mission for their help and guidance."

If you are interested in becoming a volunteer for the Rescue Mission, please contact Albert Ruiz at Local 315.



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2015 was a busy and successful year

2015 has been such a busy and productive year that I find it hard to believe we are already at the end of it. Clearly, time waits for no one, and we constantly need to be working hard to accomplish our goals of maintaining and advancing our good Teamster contracts, serving our members, and growing our union.

At the end of last year, Local 853 had just won the Loop Transportation election and in January of this year, completed the first contract for the drivers of the large shuttle buses that bring Facebook workers from a number of cities into their campus. This victory resulted in worldwide press as it was big news that the Teamsters Union had infiltrated Silicon Valley's Tech industry.

That first successful campaign sent ripples throughout Northern California. In February, the drivers at Compass Transportation who shuttle Apple, Yahoo, EBay, PayPal, Genentech, Evernote and Amtrak workers voted overwhelmingly for representation by Local 853. The resulting contracts at Loop and Compass made life-changing improvements in wages, benefits and working conditions for these new Teamsters. These contracts also set the dominoes in motion, as some of the other bus companies with Teamster contracts asked to negotiate or open their contracts to increase the wages they pay so they can better compete with the new wages in the Silicon Valley.

This is precisely what we want to accomplish. President Kennedy coined the phrase "A rising tide lifts all boats." Well in this case, we have seen that when the wages rise in the bus industry, it raises all buses. This success has caused numerous workers to seek representation from many of our Locals throughout the Joint Council.

Without constantly organizing, the union will shrink and die. Our obligation is to help workers who need our help, to protect our contracts, and to make sure we have the strength to fight even the strongest companies. We are always moving forward with this goal.

In the New Year, we will be inundated with presidential politics and who will survive the debates and endless primary process to become the final two candidates. As always, this election raises important issues that directly affect you and your job.

"Our obligation is to help workers who need our help, protect our contracts, and make sure we have the strength to fight even the strongest companies."

The Republicans repeatedly show that they are not a friend of working people. In every state where a Republican has been elected governor or where the majority of the legislature is Republican-controlled, worker's rights and protections have been attacked, and in some states, such as Wisconsin, destroyed. This includes workers' compensation, union security, prevailing wages, bargaining rights, pensions and healthcare.

Look at the current GOP front-runner. Donald Trump has demonstrated over and over again that he has no respect for women, people of color or the working class. All he cares about is making sure that big business and large corporations can continue to make billions while we make pennies. Without a doubt, we have major problems in this country. But our biggest concern should be getting the middle and working class back to a position where they can support their families, have enough food on the table, have a comfortable place to live, be able to put their children through school and college, and save for retirement. To me, this is not too much to ask. Our next President has to understand what working people and what union members, in particular, need. Plain and simple, without strong unions in our country, workers and the middle class cannot survive. When you think about who to support, remember your most important issue is your pocketbook and your ability to earn a decent living. All other issues fall far behind.

In closing, I want to thank all of you for your help and support of our issues and campaigns this year. I wish you and your families a great and joyful holiday season. Be safe and be happy.

To all Teamster members and your families

Happy Holidays and best wishes for the new year from the Officers and Staff of Teamsters Joint Council 7

Rome Aloise, President
David Hawley, Secretary Treasurer



Teamsters deliver the goods in San Francisco

In another big month for Joint Council 7, we celebrated two wins in San Francisco that demonstrate what Teamsters can do when we unify.

On November 17, the San Francisco Municipal Transportation Agency (SFMTA) unanimously voted to require high tech shuttle bus companies to commit to labor harmony as a condition to use bus stops in San Francisco.

Why is this important? Here's why. Back in February, 87 Loop Transportation bus drivers for Facebook ratified a contract that raised their wages an average of \$9 per hour, provided up to five weeks paid vacation, paid



JC7 President Rome Aloise testifies at SFMTA hearing as dozens of Teamsters look on.

holidays and sick days, fully paid family health care, and participation in the Teamsters Pension plan. This amazing first contract, achieved under Joint Council President Rome Aloise, brought these workers into the middle class overnight.

The following weekend, more than 140 Compass Transportation bus drivers who drive for Apple, Yahoo, eBay, and other companies, voted to join Teamsters Local 853. On November 22, they ratified their first contract, bringing their wages to between \$24 and \$31.50 an hour, with affordable benefits, paid holidays and sick days, and a pension. Because of the Teamsters, they just got their first paid Thanksgiving holiday—and they have plenty to be thankful for!

But what about the rest of the high tech shuttle bus companies? The San Francisco Board of Supervisors recognized the value of these workers having a union in March, when, at the suggestion of Supervisor Scott Wiener, they asked the SFMTA to consider the labor practices of the shuttle bus companies. All of these companies share bus stops with San Francisco MUNI buses, so the SFMTA can set conditions on the bus companies to operate there. Because the Teamsters are politically active in San Francisco, we were able to bring drivers to meet with members of the Board of Supervisors to press our case. And, it's working.

Take Bauer's Intelligent Transportation, which serves Cisco, the 49ers, and San Francisco events like Outside Lands and Bay to Breakers. When Bauer's drivers started to organize with Local 665, the company formed a sham union to get around us. Not a single worker voted on joining that union or on the sub-standard contract they adopted. In response, we took action in the courts and on the streets. The day the National Labor Relations Board (NLRB) considered the case, nearly 100 Teamsters from Visalia to San Francisco came to protest Bauer's illegal activities by meeting its buses with picket signs and bringing traffic to a standstill. The NLRB settled the case that day, throwing out

the sham union and calling for a new election. Unfortunately, Bauer's anti-union activities only picked up steam, and we now find ourselves back in front of the NLRB challenging the results of that election. The drivers still have no union and nothing close to the wages and benefits that the Loop and Compass drivers enjoy.

We won't give up on the Bauer's drivers.

And thanks to our political and organizing power, in February 2016, if Bauer's cannot demonstrate labor harmony with the Teamsters, they stand in danger of losing their permit to operate. That should send Bauer's and all the high tech companies a strong message to get their houses in order.

The labor harmony vote was held on November 17. The next day, the San Francisco Board of Supervisors voted to require prevailing wage and worker retention for more than 150 paratransit drivers, dispatchers, and others at the SFMTA.

Next year, the paratransit contract goes out to bid. In the last newsletter, I wrote about our successful campaign to win those paratransit workers an \$8 raise over the five-year contract—an amazing 44% increase. We doubled their paid days off from 12 to 25 and won five paid holidays—up from zero. Plus, the members will get a 401k plan with an employer match. Now, no company can come in and lowball the wages and benefits in their bid. And they have to keep our members if they win the contract.

Local 350 has done an excellent job of winning these guarantees in the solid waste/recycling industry, but we are now getting this language in paratransit, parking, stadiums, and other Teamster industries. That's how we protect our members!

None of these wins would be possible if we didn't get involved in politics. That means using the money that members donate weekly to DRIVE, our political action fund, to support politicians who support us. And it means endorsing politicians who will help push our issues through. Without Supervisor Scott Wiener or Mayor Ed Lee, we never would have won labor harmony at the MTA. And without Supervisor David Campos, our paratransit drivers were looking at a strike. But thanks to their support, we are making a difference for Teamsters and workers who want to be Teamsters.

Finally, there's no substitute for boots on the ground to demonstrate Teamster power. Between Bauer's protests, mobilizations to Board of Supervisors meetings, and meetings with politicians, more than 500 Teamsters have been on the move in San Francisco from just about every local in our Joint Council. That's Teamster unity and that's how we win!



LOCAL 137

Scholarship winner gives thanks



Steven Hedlund and his mom Cathy show off the \$1000 scholarship check from Teamsters Joint Council 7.

Steven Hedlund was pleased to win a Teamsters Joint Council 7 Harry Pollard/Robert Morales Scholarship. His mother, Cathy, works at the State Line School and has been a Teamster for seven years.

Hedlund started at the Oregon Institute of Technology in Klamath Falls with the intent of pursuing a nursing degree, so that he can become a physician's assistant. "Throughout high school, I have taken all the medical classes that were offered.... Thank you for supporting education through this scholarship."

LOCAL 2785 RETIREES

Another successful BBQ



On September 11, 2015, Local 2785's Retirees Club put on a great spread for its members at the annual barbeque at Coyote Park in San Mateo. These proud Teamster retirees worked hard all of their lives and continue to work hard in order to achieve their goal of making this event a huge success. They also haven't forgotten where they came from and want to acknowledge the sponsors who made this occasion possible.

The workers/barbequers are (from left): Albert Gnecco, Michael Pettinari, John Casaccia, Terry McHugh, Gino Pettinari, Joe Munoz, Vince Fitzpatrick, and Bob Silva.

AROUND THE LOCALS



LOCAL 517

Getting new contract can be hard work



Teamsters 517 Negotiating Team at Land O' Lakes – Steven Correia, Mike Fagundes, Bob Dyer, Andy Burlingame, John Lovett, Keith Herron, Steve Nelson, and Secretary-Treasurer Chester Suniga.

It was a long, hot summer for the negotiating team from Land O' Lakes in Tulare. They began talks with the company in May, 2015 and, after two votes, finally ratified their new collective bargaining agreement at the end of October. All updates and changes took effect on November 1.

The new agreement extends the three-year contract to a five-year term, with no out of pocket costs for insurance for the first three years and a wage increase that compensates for any insurance increases over the five years.

These Teamsters took a stand and did a tremendous job in gaining a secure future for their fellow brothers and sisters at Land O' Lakes.

LOCAL 150

Teamsters are building Sacramento

After the recession of 2008, Teamsters Local 150 has returned to the forefront of the construction trade, with the involvement in the Sacramento Entertainment Sports Complex, now called Golden 1 Center. After the May 2014 vote to build the arena at the Downtown Plaza, there was hope that, through union involvement, work would be created for Local 150 construction and ready mix workers.

"From day one, we've said this project is bigger than basketball," said Mayor Kevin Johnson during his press conference held on May 19, 2014 near the future arena site. He was clear that the New Sacramento Kings Arena would be a union project.

Turner Construction, the General Contractor on the Arena, has played a huge role in assuring that Sacramento-area union workers, apprentices, and veterans (through the Helmets to Hard Hats program), are provided job opportunities on this project.

Demolition got underway in August, 2014. Teamsters Local 150 is playing a major role in providing union companies, such as GR Trucking and Benjamin Transport, with skilled, qualified drivers to off-haul over 101,000 tons of material to various landfill and recycle yards. Local 150 and the Project Labor Agreement, backed by the Sacramento Sierra Building and Construction Trades Council, were also able to secure jobs for our union ready mix companies. Cemex, Teichert and Syar



Local 150 members participate in demolishing parts of Sacramento's downtown mall to build the new Golden 1 Center.

Ready Mix have been, and are still delivering concrete to the site. This \$502 million project will employ more than 1,200 workers over the course of the two years of construction. The Arena project should be completed by October 2016.

The Kings Arena has not only provided job opportunities and growth for Sacramento; it has helped stimulate the economy and will bring new business to the area. For Teamsters, it has allowed the placement of Local 150 drivers in the seats of their craft, while receiving union wages and providing them with continued experience in their trade. Union-made was our goal and we are accomplishing it through this project!

LOCAL 665

North Bay Alhambra workers vote "YES" for the union



Alhambra/DS Services workers vote for union representation.

The employees at the Alhambra/D.S. Services yard in Santa Rosa overwhelmingly voted on November 5, to become Teamsters.

They did this despite the company running a very strong anti-union campaign. The company even gave raises to all the non-union yards in the area three days before our election. The group stayed together, voted together and are now members of Local 665. This group covers a huge area; they deliver to Marin, Sonoma, Lake and Mendocino counties.

"This victory would not have been possible without the help of International Rep Dennis Hart, Local 853 Business Agent Jesse Casqueiro and Local 315 President Carlos Borba," said Business Agent Mike Yates. "Thank you brothers."

With their help and with the support of the leadership of Local 665—Mark Gleason and Ralph Miranda—the union was able to run a successful campaign utilizing the new NLRB election rules.

LOCAL 601

Protecting jobs in Woodland



Responding to community concerns about the operation at Pacific Coast Producers' (PCP) cannery, in November, the Woodland City Council voted to approve a new General Plan that will protect thousands of Teamster jobs. The new General Plan will allow PCP to move its spray field outside of town in a swap with Conway Ranch. Local 601 played a key role, gathering hundreds of signatures on a petition and delivering them to the Woodland Planning Commission and City Council.

LOCAL 439

Victory for Safeway drivers and California workers

In 2001, drivers at the Safeway Warehouse, with the support of Local 439, filed a lawsuit over issues concerning meal periods and rest breaks. After 15 years of litigation, where Safeway did everything to delay, the case was finally settled for \$30 million. Checks were mailed to all the drivers who worked at the warehouse to cover the meal periods and paid rest breaks they should have been paid for. The payment also addressed Safeway's failure to provide accurate payroll stubs to the drivers. Safeway has now implemented paid rest breaks.

This case is important for all workers in California because of two Court of Appeal decisions won in the course of the 14-year fight. One case established that employers have to provide meal periods to workers. The second established that workers who are paid by piece rate, such as truck drivers who are paid by the mile, must be paid separately for rest breaks.

"We've really got to thank our Counsel, Weinberg, Roger & Rosenfeld, for pursuing this case for 14 years," says Secretary-Treasurer Ken Gurtin. "They achieved a remarkable result for our members at Safeway. But more than that, they achieved an important victory for

all California workers to now enjoy a clear right to meal periods and paid rest breaks."

Members unite for good agreement at Unified Grocers



After two months of negotiations with Unified Grocers, 320 members of Local 439 joined Southern California Teamsters from Locals 630, 495 and 848 to take a nearly unanimous strike vote. Four days later, the company blinked, and offered an agreement that doesn't have concessions. The members ratified their new contract on November 15.

LOCAL 70

Drivers at Shippers Transport Services have a Teamster contract



Drivers at STE are now members of Local 70 and have a first contract.

The practice of misclassifying drivers as independent contractors has stymied Port drivers' efforts to unionize for years. The Teamsters have fought this practice on many fronts and were recently successful when Shippers Transport Express (STE) did an about-face and changed their drivers' status from independent contractors to employees. "Their transformation was due to the pressure we and our allies have been putting on employers who misclassify workers," says Local 70 Secretary-Treasurer Marty Frates. The Port Division reached out to the drivers about becoming Teamsters and found overwhelming support. "Armed with signed pledge cards, we were able to leverage that support into card check neutrality from the employer."

Local 70 met with the Oakland STE drivers to firm up support and explain the process of becoming union. JC7 Political Director Doug Bloch made contact with faith-based coalition partners, and recruited Servant B.K. Woodson from Working East Bay to act as a neutral third party to verify the drivers' signatures in support of joining Local 70.

Frates and Trustee Kelsey Frazier secured a contract that the drivers ratified unanimously.

"Shippers' transition to an employee-based business model is a crucial step in the drayage industry's efforts to modernize, make the ports more efficient, and reduce congestion at the ports and on our free-ways," said STE General Manager Kevin Baddeley. "On unionization, we took a neutral position because we respect our drivers' right to form a union. Finally, through our productive dialogue with the Teamsters, we anticipate we will be able to improve operational efficiencies and stabilize our driver workforce."

"Local 70 wants to thank IBT Vice President Aloise for his efforts in assisting our campaign," says Frates. "We are continuing to leverage our coalition partners in an effort to keep the ball rolling in this tremendous opportunity to reestablish a working middle class in Oakland."

LOCAL 853

Membership appreciation draws nearly 1000 members



More than 900 Local 853 members came to San Leandro for the 14th Annual Member Appreciation meeting on November 14. In addition to winning prizes, members got flu shots, donated toys, and collected more than \$1500 for the Davis Street Community Center (that the Local will match).

LOCAL 856

Member(s) win big



Staff Attorney Malia Vella, United Airlines Member Steve Loone, and Principal Officer Peter Finn. Steve was Solidarity Fund Raffle winner.

When Park Central Hotel Steward Kathleen Romero took up a collection from her colleagues for the 856 Thanksgiving Meeting Solidarity Fund Raffle a few years back, she had no idea she was starting a tradition and a competition. Romero's efforts inspired other bargaining units to pool their money together as part of a friendly rivalry to see who could raise the most for the fund at the annual event.

This year, nearly all Park Central Teamsters participated, collecting \$220 at the November 4 meeting at the Best Western Grosvenor in South San Francisco.

Romero concedes her toughest competitors are United Airlines Teamsters: members in the Jet Shop alone raised \$1,100 for the raffle. In addition, United Airlines members have collected \$3,000 throughout the year for the fund.

The raffle prize, four luxury box tickets to a Golden State Warriors game, generously donated by Alameda County Supervisor Richard Valle, helped entice ticket purchasers too. In all, Teamsters 856 members raised close to \$3,000 for the fund at the annual Thanksgiving Meetings, held in both South San Francisco and Rancho Cordova.

Started 10 years ago to support Local 856 hotel members who honored UNITE HERE Local 2's picket line, today, the Solidarity Fund continues to provide assistance to members facing dire financial hardships.

"Having each other's back is what a union is all about and the impressive level of donations to the Solidarity Fund this year is a great example of that," said Principal Officer Peter Finn.

2015 Legislative Wrap-up

The deadline for Governor Brown to sign or veto bills sent to his desk by the Legislature was on October 11. The governor continued some trends that he established early on in his administration. He doesn't sign very many bills on the California Chamber of Commerce's so called "job killers" list, but he signs more new laws than he claimed he would when running for governor the second time around. This year, we were both victim and beneficiary of those two trends. And while we were only about 50/50 in our success rate this year, the governor signed a really big bill for us that will help grow our union. Here are the highlights.

Prevailing Wage – Signed

AB 219 by Assembly Member Tom Daly (D), Anaheim, expands the definition of "public works" to include the hauling and delivery of ready-mixed concrete, as defined, to carry out a public works contract, with respect to contracts involving any state agency or any political subdivision of the state.

Port Drivers – Signed

AB 621 by Assembly Member Roger Hernandez (D), Los Angeles, will establish the Motor Carrier Employer Amnesty Program pursuant to which, notwithstanding any law, a motor carrier performing drayage services may be relieved of liability for statutory or civil penalties associated with misclassification of commercial drivers as independent contractors if the motor carrier enters into a settlement agreement with the Labor Commissioner, with the cooperation and consent

of the Employment Development Department, prior to January 1, 2017, whereby the motor carrier agrees to convert all of its commercial drivers to employees, and the settlement agreement contains prescribed components.

Health Care – Signed

SB 546 by Senator Mark Leno (D), San Francisco, will add to the existing rate information requirement to further require large group health care service plans and health insurers to file with the respective department the weighted average rate increase for all large group benefit designs during the 12-month period ending January 1 of the following calendar year. This bill contains other related provisions and other existing laws.

Rail Safety – Signed

SB 730 by Senator Lois Wolk (D), Vacaville, will prohibit, on and after February 1, 2016, a train or light engine used in connection with the movement of freight, as specified, from being operated unless it has a crew consisting of at least 2 individuals. The bill will authorize the Public Utilities Commission to assess civil penalties against any person who willfully violates this provision, as specified. This bill contains other related provisions and other existing laws.

Workers' Compensation – Signed

SB 623 by Senator Ricardo Lara (D) Long Beach, would have provided that a person shall not be excluded from receiving benefits under the Uninsured Employers Fund or the Subsequent Injuries Benefits Trust Fund based on his

or her citizenship or immigration status.

Workers' Compensation – Vetoed

AB 305 by Assembly Member Lorena Gonzalez (D), San Diego, would have prohibited apportionment of permanent disability, in the case of a physical injury occurring on or after January 1, 2016, from being based on pregnancy, or menopause if the condition is contemporaneous with the claimed physical psychiatric injury. The bill would also have prohibited apportionment of permanent disability, in the case of a psychiatric injury occurring on or after January 1, 2016, from being based on psychiatric disability or impairment caused by sexual harassment, pregnancy or menopause if the condition is contemporaneous with the claimed psychiatric injury.

Governor's Veto Message: I am returning Assembly Bill 305 without my signature. This bill prohibits the use of certain gender-related characteristics in the calculation of permanent disability benefits for injuries occurring on or after January 1, 2016. The workers compensation system must be free of gender-bias. No group should receive less in benefits because of an immutable characteristic. However, this bill is based on a misunderstanding of the American Medical Association's evidence-based standard, which is the foundation of the permanent disability ratings, and replaces it with an ill-defined and unscientific standard.

Public Transit Worker Retention – Signed

SB 599 by Senator Tony Mendoza

(D) Cerritos, would have expanded provisions to require a state agency to also give a 10% preference to any bidder.

Governor's Veto Message: I am returning Senate Bill 599 without my signature. This bill expands a local bid preference requirement to the state for public transit services. By simply expanding this local requirement to the state, this bill would significantly limit the state's current contracting authority to determine who would be eligible for the bid preference and how to calculate it if applied. I do not believe such a broad change is needed at this time.

University Of California – Vetoed

SB 686 by Senator Richard Pan (D) Sacramento, would have given police sergeants employed by the University of California full collective bargaining rights. Local 2010, our UC local, is trying to assist these police officers who under state law have very limited collective bargaining rights as supervisors. We hoped that the bill would get signed and they become active members with 2010.

Governor's Veto Message: I am returning Senate Bill 686 without my signature. This bill provides full collective bargaining rights under the Higher Education Employer-Employee Relations Act to University of California and Hastings College of the Law supervisory peace officers. I vetoed a similar bill, SB 765, in 2013, out of a concern that it blurred the line between labor and management. Nothing has changed.

UPS Report

Committee on guard for future threats to industry

Our UPS members' jobs are under threat from new business models and non-union competition in the package industry. The Nor Cal Committee is looking seriously at these threats so that we can best protect our members at UPS.

Everyone needs to know that the US Postal Service is now the largest package carrier in the US, with most of its employees working part-time for \$15/hour with virtually no benefits. And these wages are subsidized by our tax dollars. This is not fair competition!

Ontrac is another competitor. Their shipping rates are 40% of what UPS charges and they use owner-operators as drivers and pay per package. They are also in the air business. With owner-operators, you have 1099 employees; the employer pays no taxes, Social Security, Medicare, health and welfare, pension, etc. These are misclassified workers; they should be company employees.

Amazon now delivers packages using logistic companies that pay about \$13.50/hour with no benefits.

The worst of the worst, companies like UBER,

are getting into the package delivery business with their illegal business model undercutting everyone else. This business model is devised to avoid taxes, workers compensation, and benefits. We cannot compete unless the playing field is leveled.

Let's look at UPS. A full-time driver who has completed progression makes over \$34 per hour, around \$10/hour in pension and \$11/hour in health and welfare. Add vacation, holidays, sick leave, taxes, Social Security, Medicare, and workers compensation, the total package comes to about \$65 per hour. For part-time employees with a 3.5 hour work guarantee, the total package is about \$50/hour.

The solution as we see it is twofold:

1. Political: We have to work on legislation so that all companies work on a level playing field. The business models of Uber/alleged broker owner operators need to be changed to be the same as UPS where the company is responsible for its employees, wages, benefits, taxes, Social Security, Medicare etc. not the business model that puts all the responsibili-

ty on the employee and pay no taxes or benefits.

2. Organize/Demonstrate: The Nor Cal Committee is pro-active. We will be proposing to the members to vote for a supplemental dues of \$.10 per straight time hour to be matched by the UPS Local Union Officers' of \$.10 per hour. This money will go to a special account with Joint Council 7 with a regular accounting. The Nor Cal committee will control the monies and we will hire one organizer with experience. All other organizers will be UPS members, Shop Stewards and active members to be determined by each Local Union. Strategies will be developed to organize, demonstrate, etc. to protect our industry. The Committee believes we have no choice but to move forward with this project because we have to provide the leadership to get it done.

*By Nor Cal UPS Committee
Chairman Marty Frates, Teamsters Local 70 &
Rec. Secretary Pete Nuñez, Teamsters Local 431*



Teamsters' BFI Campaign leads to important restatement of the Labor Board's "Joint Employer" standard

As a result of an organizing drive by Teamsters Local 350, the National Labor Relations Board has issued an historic decision clarifying the "joint employer" standard, making it easier for unions to force employers that use contract labor to sit at the bargaining table to negotiate over the wages and employment conditions for the contracted laborers.

The case started at the BFI recyclery in Milpitas, California. Teamsters Local 350 represents BFI's garbage and recycling drivers and has negotiated strong wages and pension benefits for them. But BFI subcontracted out the manual sorting work through a temporary staffing agency called Leadpoint, and these sorters were paid minimum wage. The sorters wanted to join and be represented by Local 350. When BFI and Leadpoint refused to recognize Local 350, the union filed a petition with the NLRB to conduct a vote. The petition sought to designate both BFI and Leadpoint as the sorters' employers, or "joint employers" under labor law.

BFI balked at being included as an employer of the sorters, claiming it did not employ these workers. The union argued that because the sorters worked in BFI's plant, on BFI's machinery, operated by BFI, and BFI paid for the sorters' labor, BFI was as much an

employer as the temp agency. Also, under BFI's arrangement with the staffing agency, BFI paid the staffing agency minimum wage plus a small percentage markup for each hour worked by a sorter, BFI set the hours and numbers of workers, BFI had the power to terminate sorters from working there, BFI set the hiring qualifications, and the sorters followed BFI's safety rules. Nevertheless, local Board officials initially agreed that only Leadpoint, the temp agency, was the employer. The local Board office conducted an election among the employees in April 2014, but delayed counting the ballots while the union appealed the decision excluding BFI from employer status.

After the union election, the NLRB in Washington, D.C. used the union's appeal to take a closer look at the question of "joint employment" because of the growth and prevalence of the staffing agency industry in American workplaces. Finally, in August of this year, the NLRB issued a decision siding with the Teamsters; the Board ruled that BFI is a joint employer of the sorters, and must bargain with the union.

In issuing this historic decision, the NLRB re-framed the standard it applies to determine whether there is a joint-employment relationship. This decision has received a lot of media attention, much of it

doomsday scenarios from corporations and their representatives. In reality, the NLRB's decision was a much needed return to a common-sense joint-employer analysis that considers both the indirect and reserved control of a company that might be a joint employer. This decision makes it possible to organize the subcontracted workforce because it is much easier to bring to the bargaining table the company actually controlling employees' terms and conditions of employment. It also makes it more difficult for companies to structure themselves so that they maintain control over the subcontracted workers but avoid the bargaining obligations of an employer.

After the NLRB's August decision, the impounded ballots were counted and Local 350 won the election 73 to 17. BFI is challenging the decision by refusing to bargain with Local 350. The case is likely to make it up to the D.C. Circuit Court of Appeals. In the meantime, the NLRB's new joint-employer standard is in effect.

Crucially, a joint-employer finding makes it much easier to hold a company liable for changing subcontractors in response to unionization and for a staffing company's unfair labor practices. Further, the joint-employer is a primary employer that can be picketed and struck.

LOCAL 2010

Berkeley workers deliver message for Napolitano's anniversary

UC Berkeley leaders marched to the office of University of California President Janet Napolitano on Wednesday, September 30 to call on her to recognize the struggle of the 14,000 clerical support staff from across the UC system.

Lead by Secretary-Treasurer Jason Rabinowitz and Union Representative Elise Magno-Jardinico, the delegation delivered a giant anniversary card congratulating Napolitano on her second year as UC President. The card was filled with a petition signed by hundreds of Berkeley members demanding wage increases.

"The UC cannot continue to disregard the hard working women and men of the UC," said Elise. "Janet Napolitano must recognize the struggles and sacrifice of our membership. Do the right thing and pay workers enough to live."

According to an Economic Policy Institute study, 98% of clerical support staff at UC cannot afford to make ends meet in the cities in which they work. A big thanks to Chief Steward Mike Erazo and

Assistant Chapter Coordinator Joseph Meyer for coordinating the successful action.



Local 2010 delivers a powerful message in an anniversary card.

LOCAL 70

Andrade, Al
Baumgartner, Otto
Flores, Leroy
Villareal, Joe

LOCAL 87

Fletcher, Paul
Johnson, Ruby
Sheets, Lee

LOCAL 287

Acosta, Cruz J.
Atwall Jr., Walter C.
Armas, Robert
Bettencourt, William A.
Byrd, Robin D.
Clark, John C.
Coy, Kenneth
Hastings, William D.
Hoffman, Bonnie
Johnson, Scott
Keran, Ann C.
Kerr, Mark
Kistner, John W.
Metcalf, Maurice
Nelson, Marcus
Parsons, Richard J.
Raymond, Walter J.
Robles, Alejandro
Scott, Quincy E.
Smalley, Troy
Talia, B. John
Vierra, Harry J.
Volk, Thomas J.
Volpi, Swaldi Joe
Washington, Kenneth W.
Wentworth, Russell E.

LOCAL 315

Dibley, Dwayne
Floyd, Pierce
Fort, William
Grieb, Lee
Jeter, Walter
Noia, Robert
O'Malley, Pat
Sparks, Douglas
Taylor, Carol
Tesch, Roy
Willard, Warren

LOCAL 350

Medina Flores, Jose
Munoz, Eva
Reyes, Laura

LOCAL 386

Bates, Bill
Bell, Roy C.
Blackemore, Fred
Gurnek, Ghuman
Lewis, Loran
Limon, Rudy
McGowen, Virginia
Pricolo, Anthony
Rivera, Roland
Reel, Aaron

LOCAL 431

Trammell, Tony
Williamson, Susan

LOCAL 439

Allott, Michael
Alvarado, Jose
Cardinale, Sam
De Luna, Ralph
Gardea, Carmen
Haggard, Tevis
Henry, Tony D.
Hilt, Edwin
MacDonald, Richard
Martinez, Jose
Simmons, Cliff
Van Deventer, Gene

LOCAL 601

Andres, Apolinar C.
Coria, Roberto Q.
Dela Cruz, Guadalupe
Dhillon, Narinder Kaur
Garcia, John
Garcia, Michael H.
Hudson, Rocky Wade
Lew, Connie Ping
Rivera, Evangelina
Sandoval, Enrique
Sutton, Oscar L.
Villa Ramirez, Ricardo
Williams, Elzo

LOCAL 665

Soli, Warren

LOCAL 853

Bishop, Mary
Poulos, George
Salazar, Anthony

LOCAL 890

Aguilar, Julio
Del Valle, Dagoberto

LOCAL 2010

Green, Claudia
Herbert, Theartis
Wandel, Tracy

LOCAL 2785

Aguirre, Charles A.
Bartolotti, Donald
George
Espinoza, Ruben
Hesse, Michael
McGill Sr., John Joseph
(Mac)
Meza, Jose A.
Togafau, Mike T.



NORTHWEST ADMINISTRATORS, INC.

Western Conference of Teamsters Pension Trust (WCTPT) Area Administrative Office

We are pleased to announce that effective December 7, 2015, our Daly City office will be moving. Our new address will be:
Northwest Administrators, Inc.
1000 Marina Blvd, Suite 400,
Brisbane, CA 94005
650-570-7300

Learn more about your union and get your Teamster news on the web!



Joint Council 7:
www.teamstersjc7.org

International Teamsters:
www.teamster.org



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
2010	510-845-2221
2785	415-467-0450
GCIU, Dist Cncl 2	800-333-4388

Stress and the holiday season

Stress may be affecting your health, even though you might not realize it. That nagging headache, frequent insomnia or reduced productivity at work may each be related to stress. For many the holiday season comes with additional responsibilities at work, home and with expectations from extended family or friends. It is important to recognize when you are being affected by symptoms related to stress. Stress may have an impact on your body, your mood or your behavior.

Some common effects of stress on your body are: headache, muscle tension or pain, chest pain, fatigue, change in sex drive, upset stomach or sleep problems.

Some common effects of stress on your mood are: anxiety, restlessness, lack of motivation or focus, irritability or anger and sadness or depression.

Some common effects of stress on your behavior are: under-eating, overeating, angry outbursts, drug or

alcohol abuse, tobacco use or social withdrawal. (*Mayo Clinic*)

Remember to take care of yourself by eating healthy, well-balanced meals, exercising on a regular basis, getting plenty of rest, and giving yourself a break if you feel stressed out or unwell.

Avoid drugs and alcohol. They may seem to help with the stress, but in the long run, they create additional problems and increase the stress you are already feeling.

If you think you may be depressed it is important to see your doctor for a referral to a counselor.

Dealing with the symptoms of stress can reduce stress and stressful situations. Spend some quality time relaxing with friends or family.

Have a wonderful holiday season.

If you think you may be having a problem related to alcohol or drug use call T.A.R.P. at 1-800-522-8277.

10 easy steps to help manage or reduce your stress levels

1. Avoid caffeine, alcohol and nicotine.
2. Engage in physical activity.
3. Get more sleep.
4. Try relaxation techniques.
5. Talk to someone.
6. Keep a stress diary.
7. Take control.
8. Manage your time.
9. Learn to say "no".
10. Rest if you are ill.

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

(EIN 91-1691238, Plan No. 501) for the period ended December 31, 2014. The annual report has been filed with the Department of Labor, 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 the Union Labor Life Insurance Company to pay life insurance and accidental death and dismemberment benefit claims incurred under the terms of the plan. Premiums paid for the plan year ending December 31, 2014, totaled \$126,075.

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$13,614,116 as of December 31, 2014, compared to \$12,495,266 as of January 1, 2014. During the plan year, the plan experienced an increase in its net assets of \$1,118,850. This increase 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 \$2,947,185.

This income included employer contributions of \$1,674,064, earnings from investments of \$1,273,075 and miscellaneous income of \$46.

Plan expenses were \$1,828,335. These expenses included \$283,870 in administrative expenses and \$1,544,465 in benefits paid to participants and beneficiaries.

Your Rights 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. Insurance information, including sales commissions paid by insurance carriers; and
5. Information regarding any common or collective trusts in which the plan participates.

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, Tukwila, WA 98168, (206) 441-3150. The charge to cover copying costs will be \$4.00 for the full annual report or \$0.25 per page for any part thereof.

You also have the right to receive from the administration office, 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 administration office, 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, DC, 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, DC 20210.

NOTICIA IMPORTANTE PARA HISPANOPARLANTES

Usted puede obtener información la cuál explica los beneficios y las reglas de el Plan en Español, si usted no entiende el Inglés. Favor de escribir a la oficina y pedir que le ayuden, Board of Trustees for Teamsters Life With Dues Trust Fund, 14675 Interurban Avenue South, Suite 107, Tukwila, WA 98168.