



Vote...



By Rome Aloise
Joint Council 7 President

Voting is as American as apple pie. We all need to exercise our right and obligation to vote in our regional, state and national elections.

The 2016 election is crucial

The November elections are as important as ever to you as a worker and as a Teamster. On pages 2-3 of this newspaper, you will find our endorsements for candidates and propositions. These endorsements don't come lightly; committees of union members, officers and officials spent hours and days vetting the candidates and propositions that we endorse to make sure that they support working women and men.

Beyond the national races that get all the press, workers also need to participate and have a say in what goes on in our city councils and our state legislature. The laws passed locally and statewide have a huge impact on our work and industries.

As far as the Presidential election goes, the choice for workers is clear. The Teamsters International Union has endorsed Hillary Clinton for President. This was done after much thought and discussion on the International Executive Board; Local Union leaders were asked for their opinions, and members were polled. While no candidate is perfect, Clinton will stand strong for workers by fighting to reject

And vote again!

Teamsters Election

Ballots will be mailed to all members the first week of October. They will come with a self-addressed stamped envelope.

Mark your ballot and drop it in any mailbox so that it arrives in Washington by November 13, 2016.

It's important to show that Teamsters participate in our union's democratic process.

General Election

Register to vote: (On-line, By Mail, In person)

registertovote.ca.gov

Deadline October 24

Register early to get an Absentee/Vote-by-Mail Ballot if you're not sure you can get to the polls on time.

Election: Tuesday, November 8, 2016



job-killing trade deals, enforcing labor laws and working to provide retirement security for millions of people who have sacrificed so much for the chance to retire with dignity.

Let's look at the alternative. Billionaire tycoon Donald Trump is hostile to the interests of working people. He is committed to anti-union right-to-work policies, he opposes a livable minimum wage and favors policies that destroy workers' right to organize and collectively bargain. He has refused to recognize his own hotel employees' votes to unionize and won't negotiate with them in good faith. He brags about having profited from the real estate collapse, greedily and happily snatching under-priced properties, while millions of working families were losing their homes. He talks about barring trade with China, but that's where many Trump-named products are manufactured. He says he's against immigration, but has utilized "guest workers" for several of his businesses.

I understand that many working people think that the process is stacked against them; and, for many, it just may be. However, that's no excuse for those who feel disenfranchised to revert to racism,

sexism, or anti-immigrant behavior to assuage their frustration.

This is true for union-represented workers and especially for Teamsters. For the most part, we have the best contracts, wages and benefits in the industries in which we work, and Teamsters work in almost all industries. We cannot let some idiotic, ranting, crazy person threaten what we have.

What I've said to members consistently since I've been a Teamster official is that **you need to vote with your wallet to protect your job and your family.** Of course, numerous other issues are important; but, without your job or decent benefits to protect you and your family, those other issues shouldn't matter much. When a politician is so obviously against enabling workers to live decently—to put a roof over their heads, to educate their children and to retire in dignity—then that politician should be rejected by every Teamster voter and every voter who works hard for a living. Plain and simple!

Please VOTE! Every election is important, but the results of this November's elections will make a huge difference to you and your family.

Your union needs you. Vote in the Teamster Election, too!

The ballots for the International Teamsters election are being mailed from the East Coast on October 6, 2016, and should start hitting your mailbox soon thereafter. It is imperative that you participate in this election. The ballot will be mailed to the home address that you have listed at your Local Union. Return postage will be paid. Nothing could be simpler.

The Teamsters are one of only a very few unions in the nation whose members vote directly

for their International Union Officers. This means 1.4 million ballots are mailed out.

Joint Council 7 has a reputation of having militant, strong, involved members. One way to prove it is by voting in the national election. Making the Joint Council have the greatest participation in the election gives us not only bragging power, but also clout at the national level. **Please — As soon as you get your ballot, mark it and mail it back.**



California Propositions

Teamsters have joined trade unions across the state to make recommendations on propositions that impact workers, in general, and union members, specifically. Some of the propositions are not worker-oriented, and we did not make recommendations on these.

- PROPOSITION 51 **YES**
School Bonds. Funding for K-12 School and Community College Facilities.
- PROPOSITION 52 **YES**
State Fees on Hospitals. Federal Medi-Cal Matching Funds.
- PROPOSITION 53 **NO**
Revenue Bonds. Statewide voter approval.
- PROPOSITION 54 **NO**
Legislature. Legislation and proceedings.
- PROPOSITION 55 **YES**
Tax extension to fund education and healthcare.
- PROPOSITION 56 **YES**
Cigarette tax to fund healthcare, tobacco use prevention, research, and law enforcement
- PROPOSITION 58 **YES**
English language education.
- PROPOSITION 59 **YES**
California Overturn of Citizens United Act Advisory Question (2016)
- PROPOSITION 61 **YES**
State prescription drug purchases. Pricing standards.
- PROPOSITION 67 **YES**
Referendum to Overturn Ban on Single-Use Plastic Bags



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This November, vote to protect your paycheck

Traveling around Joint Council 7 and talking to members, one thing is clear: not many Teamsters have a good taste in their mouths about this year's Presidential election.

For every Teamster who is excited that Hillary Clinton could be our first woman President, there is one who wanted Bernie Sanders because of his strong positions in support of unions, against Wall Street, and against the poisonous influence of money in politics.

Many of you like Donald Trump. The thinking here is that Trump is a guy who speaks his mind and doesn't play by the rules. He wants to blow up a political system that feels broken and corrupt. While he speaks strongly against companies that move their jobs overseas and trade agreements like NAFTA and TPP that fail to protect American jobs. I get it.

But for those who are thinking about voting for Trump or not voting at all because you don't like Hillary, please read this carefully and give it some thought.

Trump says he is for the working man, but... Trump said he would totally do away with unions if he is elected. He supports "right to work" laws that we fight all around the country because they lead to weaker contracts and rob workers and unions of power.

We fight for higher wages every time your contract comes up for negotiation. Trump thinks wages are already too high. He encourages companies to move their jobs to states where wages are lower.

Trump says he wants to bring the jobs back and keep them here, but... the Trump line of clothing is all made outside of the USA in countries like China, Bangladesh, and Honduras.

Trump has come out strongly against the Trans-Pacific Partnership, a trade deal we've been fighting as it threatens tens of thousands of good Teamster jobs

in dairy and other industries. But Trump isn't against trade deals. He wants to give corporate CEOs the power to negotiate new ones.

Trump claims he is an outsider to politics and is going up against the system, but... Donald Trump is no outsider to the halls of power in this country. Born into a wealthy family, he inherited his father's real estate company as a young man, along with an estimated \$40-200 million in family fortune. With personal wealth of \$4.5 billion, he's one the richest candidates to ever run for public office.

With all that wealth, Trump says he wants to cut taxes for the rich. Analysts estimate the tax cuts under his proposal would be worth over \$3 billion to himself alone. That sounds more like gaming the system to me.

Putting first things first

For me, I try to put first things first. I think about whether I can feed my family and put a roof over their heads. I think about what I would do if we didn't have health insurance and somebody got sick. Those are the first things I think about when I decide who to vote for. Personally, I don't think Trump will take care of my family or my job. I'll let you decide for yourself.

As for the other endorsements you see here, your Local Unions spent countless hours interviewing candidates and evaluating the ballot measures to see whether these would be good or bad for Teamster jobs. We took positions to support more investment in transportation infrastructure and affordable housing.

So please read these carefully and have them with you when you vote. You can also find your own customized voter guide at:

www.cateamsters.yourvoter.guide/#/search

Whatever you do, please vote!

Local Endorsements

Alameda

- Measure A1- Affordable Housing YES
- Measure RR - BART Bond YES
- Measure V V - AC Transit Parcel Tax YES
- City of Alameda-City Cncl (choose 2) *Marilyn Ezy Ashcraft
Malia Vella (a Teamster!)
- City of Alameda - Auditor Mike McMahon
- City of Alameda - Treasurer Jeff Bratzler
- City of Alameda - School Board *Gray Harris
Matt Hettich

- Berkeley - Council Dist 2
- Dublin - Mayor
- Dublin - City Council
- Fremont - Mayor
- Oakland - Council - Dist 3 McElhaney
- Oakland - Council Dist 7
- Oakland - School Bd Dist 1
- Oakland - School Bd Dist 5
- San Leandro - Council Dist 2
- San Leandro - Council Dist 6
- San Leandro School Brd Area 5
- Union City - Mayor
- Union City - City Council
- Alameda County Superior Court
- AC Transit Board-At Large
- BART Board-Dist 3

- Alameda - B1 (School bond) YES
- Alameda - M1 (Renter protection) YES
- Alameda - K1 (Utility Transfer Tax) YES
- Oakland - G1 (School parcel tax) YES
- Oakland - HH (Soda Tax) NO
- Oakland - JJ (Renters Protection) YES
- Oakland - KK (Infrastructure bond) YES
- San Leandro - PP (Infrastructure) YES
- San Leandro - J1 (School bond) YES

Contra Costa

- County Supes - Dist. 3 Diane Burgis
- County Supes - Dist. 5 Federal Glover
- Antioch - City Council *Monica Wilson
- Antioch - Mayor Lori Ogorchok
- Brentwood - City Council Claudette Staton
- Concord - City Council Carlyn Obringer
- *Edi Birsan
- *Carolyn Robinson
- Martinez - Treasurer Inga Miller
- Orinda - City Council *Ben Johnson
- Pittsburg - City Council *Nathaniel Bates
- Richmond - City Council (choose 3) *Jael P. Myrick
Cesar Zepeda
- San Ramon - City Council *Phil O'Loane
Sabina Zafar
- Mt. Diablo USD Cherise Khaund
- Martinez School Board Joanne Durkee
*Jonathan Wright

Local Endorsements

Fresno

County Board of Supes Sal Quintero
 City of Fresno - Mayor Henry Perea
 Fowler - City Council Daniel Parra
 Fresno - City Council Dist 5 Luis Chavez
 Fresno - City Council Dist 6 Garry Bredefeld
 Fresno - School Bd Dist 2 Elizabeth "Rosas" Jonasson

Kern

Arvin - Mayor Jose Gurrola
 Bakersfield - CC Wards 2 Andrae Gonzales
 Bakersfield - CC Wards 5 Ryan Nance

Kings

Lemoore - City Council Holly Blair

Marin

County Bd. Of Supes - Dist. 4 Dennis Rodoni
 Superior County Judge - Office 2 Sheila Lichtblau

Merced

County Bd. Of Supes - Dist. 2 Hub Walsh
 County Bd. Of Supes - Dist. 4 Lloyd Pareira
 City of Merced - Mayor Joshua Pedrozo

Monterey

County Measure X (Transportation) YES
 Salinas Val Mem Hosp Bd Dist 2 Carissa Purnell
 Salinas - Council Dist 1 Brian Contreras
 Salinas - Council Dist 4 Gloria De La Rosa
 Salinas - Council Dist 6 Jyl Lutes
 Salinas - Mayor Joe Gunter

Napa

County Bd. Of Supes - Dist. 2 Mark Luce
 City of Napa - City Council *Scott Sedgley
 *Mary Luros

Sacramento

Elk Grove - Mayor Steve Ly
 West Sacramento City Council Beverly Sandeen
 Quirina Orozco

San Francisco

Bd. Of Supes - Dist 1 Sandra Lee Fewer (#1)
 (Ranked Choice) Jonathan Lyens (#2)
 Bd. Of Supes - Dist 3 Aaron Peskin
 Bd. Of Supes - Dist 5 London Breed
 Bd. Of Supes - Dist 7 Norman Yee
 Bd. Of Supes - Dist 9 (Dual End.) Josh Arce
 Hillary Ronan
 Bd. Of Supes - Dist. 11 Ahsha Safai
 BART Board - Dist. 7 Lateefah Simon
 BART Board - Dist. 9 Bevan Dufty
 SF Community College District Alex Randolph
 Tom Temprano
 Rafael Mandelman
 SF Board Of Education Matt Haney
 Stevon Cook
 Mark Sanchez
 Measure A (School Bond) YES
 Measure J (Homelessness/Transport) YES
 Measure K (General Sales Tax) YES
 Measure V (Soda Tax) NO
 Measure W (Real Estate Tax) YES

San Joaquin

Tracy - City Council Rhodesia Ransom
 Anne Marie Fuller
 Robert Rickman
 Tracy - Mayor Claudia Moreno
 Delta College Bd. Of Trustees Claudia Moreno
 Stockton - City Council - Dist 2 Dan Wright
 Stockton - City Council - Dist 4 Michael Blower
 Stockton - City Council - Dist 6 San Fant

San Mateo

County Bd. Of Supes - Dist. 5 David Canepa
 Jefferson UHSD Kalimah Slahddin
 Daly City - City Council (choose 2) Juslyn Manalo
 Glenn Sylvester
 Sue Vaterlaus
 Pacifica - City Council

Santa Clara

County - Measure A (Housing) YES
 County - Measure B (Transportation) YES
 San Jose - Council Dist 2 Sergio Jimenez
 San Jose - Council Dist 6 Helen Chapman
 San Jose - Council Dist 8 Sylvia Arenas
 San Jose Measure E (Oppty to Work) YES
 Cambell City Council (choose 2) Donald Christopher Young
 Richard Waterman
 Cupertino - City Council Jerry Liu
 Milpitas - City Council Robert Nuñez
 Morgan Hill - City Council (choose 2) Larry Carr
 Rene Angelo Spring
 Mountain View - City Council Margaret Abe-Kobayashi
 Thida Cornes
 Lisa Matchak
 Lucas Ramirez
 Mountain View - Meas V (Rent stabl) YES
 City of Santa Clara - Council St 3 Debi Davis
 City of Santa Clara - Council St 4 Tino Silva/Patricia Mayan (Dual)
 City of Santa Clara - Council St 6 Kathy Watanabe
 City of Santa Clara - Council St 7 Teresa O'Neill
 Sunnyvale CC Seat 5 Russell Melton
 Sunnyvale CC Seat 6 Jim Winfield Davis
 Sunnyvale CC Seat 7 Tara Martin-Miliusf
 Santa Clara USD - Area 2 Albert Gonzalez
 Santa Clara USD - Area 3 Anna Welsh

Santa Cruz

County Measure D (Transportation) YES
 City of Santa Cruz - Council Chris Krohn
 Drew Glover
 Steve Schnaar
 Sandy Brown
 Oscar Rios
 Watsonville - Council Dist. 2

Solano

County Bd. Of Supes - Dist. 2 Mike Loakimedes
 Benicia - City Council *Christina Strawbridge
 Lionel Largaespada
 Mark Hughes
 Benicia - Mayor *Jack Batchelor
 Dixon - Mayor *Steve Bird
 Dixon - City Council - Dist. 3 *Jerry Castanon
 Dixon - City Council - Dist. 4 *Rick Vaccaro
 Fairfield - City Council Robert Marin
 *Mike Segala
 Suisun - City Council *Lori Wilson
 *Ron Rowlett
 Vacaville - City Council Landis Graden
 Vallejo - Mayor Latressa Alford
 Vallejo - City Council Rozzana Verder-Aliga

Sonoma

Santa Rosa - City Council (choose 3) Chris Rogers
 Jack Tibbetts
 Ernesto Olivares
 Santa Rosa - Measure N YES
 County Bd. Of Supes - Dist. 5 Lynda Hopkins
 Noreen Evans
 Windsor - Town Council *Debora Lynn Fudge

Stanislaus

County Measure L (Transportation) YES
 Patterson - CC Dist. A Chinyere "Chi-Chi" Jack
 Patterson - CC Dist. C Dominic Farinha
 Turlock - City Council - Dist. 2 Gil Esquire
 Turlock - City Council - Dist. 4 Steven Nascimento

Tulare

Visalia City Council Jose Sigala
 Visalia - Measure N YES

At press time, many endorsements were still being finalized. Please check the Voter Guide: www.cateamsters.yourvoter.guide/#/search or go to the www.teamstersJC7.org for the full list.

State & Federal Offices

U.S. PRESIDENT

Hillary Clinton (D)

U.S. SENATE

Kamala Harris (D)

CONGRESS

1 Jim Reed (D)
 2 *Jared Huffman (D)
 3 *John Garamendi (D)
 4 No Endorsement
 5 *Mike Thompson (D)
 6 *Doris Matsui (D)
 9 *Jerry McNerney (D)
 10 Michael Eggman (D)
 11 *Mark DeSaulnier (D)
 12 *Nancy Pelosi (D)
 13 *Barbara Lee (D)
 14 *Jackie Speier (D)
 15 *Eric Swalwell (D)
 17 *Mike Honda (D)
 18 *Anna Eshoo (D)
 19 *Zoe Lofgren (D)
 20 Jimmy Panetta (D)
 21 Emilio Huerta (D)
 23 Wendy Reed (D)

CALIFORNIA STATE SENATE

3 Bill Dodd (D)
 5 *Cathleen Galgiani (D)
 9 Sandre Swanson (D)
 11 Scott Wiener (D)
 13 *Jerry Hill (D)
 15 *Jim Beall (D)
 17 *Bill Monning (D)

CALIFORNIA STATE ASSEMBLY

2 *Jim Wood (D)
 3 Edward Ritchie (D)
 James Gallagher (R)
 4 Cecilia Aguiar-Curry (D)
 7 *Kevin McCarty (D)
 8 *Ken Cooley (D)
 9 *Jim Cooper (D)
 10 *Marc Levine (D)
 11 *Jim Frazier (D)
 13 *Susan Eggman (D)
 14 Mae Torlakson (D)
 Tim Grayson (D)
 15 *Tony Thurmond (D)
 16 Cheryl Cook-Kallio (D)
 17 *David Chiu (D)
 18 *Rob Bonta (D)
 19 *Phil Ting (D)
 20 *Bill Quirk (D)
 21 *Adam Gray (D)
 22 *Kevin Mullin (D)
 23 No Endorsement
 24 Vicki Veenker (D)
 25 *Kansen Chu (D)
 27 Ash Kalra (D)
 28 *Evan Low (D)
 29 *Mark Stone (D)
 30 Anna Caballero (D)
 31 Dr. Joaquin Arambula (D)
 32 *Rudy Salas (D)

* Denotes Incumbent

If a district is not listed, that means the Teamsters did not endorse any of the candidates.

AROUND THE LOCALS



All JC7 LOCALS

Northern California Construction Teamsters Ratify Agreement

In August, Construction Teamsters in Northern California and Nevada ratified an agreement with the United Contractors Association and the Associated General Contractors by an enthusiastic margin. The new Master Construction Agreement covers nearly 400 Construction Teamsters from Locals 137, 150, 287, 315, 386, 431, 439, 533, 665, 853, 890, 912 and 948.

The four-year agreement provides for improvements to wages, pension and paid sick leave compensation, and maintains the existing active and retiree health and welfare plans.

"This agreement covers 13 Teamster locals in an area spanning from Fresno in the south to the Oregon state border, and from the Pacific Ocean to Nevada on the east, including the Reno/Tahoe Basin," said Stu Helfer, Chairman of the Heavy, Highway, Building and Construction Teamsters Committee for Northern California.

"Our Committee knew what was important to our membership, and we were able to win a good settlement without any losses in existing language or conditions. Construction in California has been on an upswing over the past year or so, and the local unions were well positioned to take advantage of it," Helfer said.

The negotiating climate was strengthened by the recent Ready Mix settlement in the San Francisco Bay Area, where more than 600 Ready Mix drivers recently ratified a new four-year agreement.

The Master Construction Agreement keeps the Teamster construction membership on the same contract cycle as the other major crafts involved in construction in the area, which was one of the strategic issues that the union considered in the negotiations.

LOCAL 2010

Members reject substandard wage proposal for CX unit

Local 2010's CX bargaining team rejected the UC's initial wage proposal presented on Tuesday, August 16, 2016.

"This wage offer is a non-starter. What the UC has proposed won't even keep up with inflation," said Secretary-Treasurer and Chief Negotiator Jason Rabinowitz. "We've presented data showing that our members real wages have been held down by UC 24% over the past two decades. Our initial proposal for fair wage increases is based on facts and data, which we've shared. I don't see any justification in the UC's initial proposal, just an insulting figure that will keep our members in dire straits."

The UC's proposal consisted of measly 1.5% annual increases and represents a blatant disregard of the members' hard work and contributions to the University of California.

"We waited weeks for your response to our wage proposal," said President Catherine Cobb. "The hard-working women and men of the CX-Unit are struggling to make ends meet. Our members shared their



Local 2010 members who work at UC took to the streets in August following the university's stingy wage proposal. Contract talks are continuing.

experiences with you, about being unable to afford housing, food, and transportation on the UC's poverty wages. Yet, after hearing their struggles first-hand, seeing our presentations, and academic studies, you respond with this?"

Teamsters Local 2010 proposed fair wage increases in mid-June. "We will continue to fight to secure the raises our members deserve," said Rabinowitz. "Now, it is our turn to counter at the table; and, most importantly, at the workplace to show UC management how serious Teamsters Local 2010 members are about correcting two decades of wage injustice."

LOCAL 853

Ribbon-cutting inaugurates Local's new Oakland office building



Congresswoman Barbara Lee and Oakland Mayor Libby Schaff join Local 853 Secretary-Treasurer Rome Aloise and other local elected officials to cut the ribbon for the Local's new Oakland office building on August 27. More than 500 members attended the Open House event.

ting injured twice, Francisco Estrada said he supported the union to get something better for himself and his family. "Also, I wanted protection from the boss' bad attitude."

Golden State Lumber operates organized, as well as unrepresented facilities in Northern California. "The company did not charge any less for their products in an unrepresented yard, but put the additional profits in its pocket, rather than compensating those doing the work," explains Organizer Rodney Smith. "The employees in Newark have been doing the same work as those in the unionized yards. They deserve the same compensation," Smith added.

"I'm glad we voted for Local 853 and look forward to a better future as Teamsters," said Nick Guinea, a driver who comes from a union family and is credited with initiating the organizing drive.

Negotiations for a first contract are just getting underway.

Union-YES at Golden State Lumber

By a three-to-one margin, employees at Golden State Lumber in Newark, voted to be represented by Local 853.

The 26-person unit which includes drivers, load builders, yard men, saw operators, forklift operators, lumber handlers, lumber shippers and receivers chose Local 853 despite the meetings held by management that tried to convince them otherwise.

After working at Golden State for a year and get-



The crew who helped organize Golden State Lumber attend Local 853's Open House. (From left: Nick Guinea, Business Rep Stu Helfer, Francisco Estrada, and JC7 Truck Driver Ron Valdez.)

LOCAL 890

Winning the 8-hour day for farmworkers



Local 890 members traveled to Sacramento to lobby legislators about the farmworker overtime bill.

In June and again in late August, delegations of Local 890 members, accompanied by staff and Joint Council 7 representatives, traveled to Sacramento to meet with legislators about AB 1066, the bill that would grant farm workers overtime after eight hours. Their efforts paid off when, on August 29, the Assembly voted 44-32 to pass the overtime bill.

California employers are mandated to pay time-and-a-half to farmworkers after 10 hours in a day or 60 hours in a week, longer than 8-hour day/40-hour week enjoyed by all other workers. The bill lowers the

current threshold for overtime by half an hour each year until it reaches the standard eight-hour day by 2022. It also phases in a 40-hour standard workweek for the first time.

With little fanfare, Governor Brown signed the bill on September 12, bringing justice to the fields after 80 years of injustice!

LOCAL 431

Celebrating the end of summer

Teamsters Local 431 celebrated the end of the summer with a successful barbecue and picnic at Wild Water Adventures. President Peter Nuñez and staff cooked up tri-tip and all the fixings for members of Local 431 and Local 517 at this annual event.



Raffle winner Kensington Garlick and his kids at the Fresno Labor Day breakfast.

Recently members of Teamsters Local 431 celebrated and participated in the Annual Labor Day Breakfast held at the Fresno Fair Grounds. The pancake breakfast was topped off with a raffle drawing that was won by Local 431's own Kensington Garlick.

LOCAL 287, 315, 853

Teamster ready mix drivers ratify new agreement



400 ready-mix drivers came to the Oakland Hilton on August 15 to ratify their contract, just two weeks after rejecting a contract offer.

After a contentious contract rejection of what was characterized as a last, best, and final offer in early August, more than 400 members of Locals 853, 287 and 315 who drive Ready-Mix trucks for Cemex and Central Concrete overwhelmingly ratified a new contract with 98 percent approval just two weeks later, on August 15.

A strike in the Northern California Ready Mix industry would have shut down construction jobs from Santa Clara County into Solano County. In all, it would have involved more than 600 Teamsters and affected most of the other building trades unions.

"Again, the power of collective bargaining which gives workers a voice, proved to be the difference in coming to a settlement with the two largest companies in the country," said Joint Council 7 President Rome Aloise. "While these employers pay the best wages and benefits in the country, it is often just as important that they hear what their employees want concerning their working conditions. This contract has made sure the employers heard their workers."

The four-year agreement provides for significant wage and benefit increases, along with an extra holiday, sick leave payoff provisions, and pension contributions for overtime hours.

"I am relieved that we didn't have to go on strike and that a good agreement was reached. I think the fact that my sisters and brothers were willing to fight for what we needed made the difference" said Central Concrete Shop Steward Scott Gonsalves.

LOCAL 856

First contract ratified by Contra County workers

Contra Costa County Local 856 members overwhelmingly ratified their very first Teamster contract. The three-year agreement covers 1,700 Teamsters in the Health Services, Licensed Vocational Nurses and Aides, and General Maintenance & Services units. It significantly lowers out-of-pocket health care costs by \$200 to \$600 a month, increases wages, and improves safety language.

Contra Costa County workers voted to become Teamsters 856 members in February of this year.

"Affordable health care was paramount in our first contract negotiations," said Teamsters 856 Principal Officer Peter Finn who served as lead negotiator. "These workers were paying outrageous out-of-pocket medical costs prior to joining Local 856 and we were committed to stopping this bleeding."

Bargaining Team Member Marina Becerra agrees. "We all understood that lowering health care costs was a priority," Becerra, a Mental Health Clinical Specialist, said. "It was out of control. Some people had their whole paycheck going to health insurance. The new contract offers a significant savings for a lot of staff" she said.

Veronica Hudson, who's been with the County 25 years as detention service worker, served on a bargaining committee for the first time in her career. "It was



856 steering committee, bargaining team and Teamster reps

and file negotiating team and Teamster staff.

"The Teamster negotiators did a great job speaking to the County, were very prepared, knew what was needed, and were able to come up with creative solutions to alleviate the health care issue," Becerra continued. "I look forward to more creative solutions to resolve workplace problems at the departmental level."

Finn said that the advancements in this contract are the beginning of much-needed change at the County.

"We still have work to do, but this contract is a good first step in our resolve to improve conditions for our members who do the hard work of serving the County day in and day out," said Finn.

The contract covers employees across a wide variety of professions, ranging from pharmacists to gardeners, working throughout Contra Costa including hospitals, jails, and out in the field.

"It was great to stand with fellow County employees from other departments who were all fighting for the same thing," Hudson said. "We are so happy to be Teamsters."

a very interesting experience to be at the table and talk directly with the big bosses about our workplace issues and know that they have to listen to us," she said.

Becerra, who does have previous bargaining committee experience, appreciated the consistency of the rank

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 601-Stockton

Notice is hereby given of the nomination and election of the following officers of Teamsters Local 601: Secretary-Treasurer (Principal Officer), President, Vice-President, Recording Secretary, and three (3) Trustees. The terms of office for these officers will commence on January 1, 2017 and conclude on December 31, 2019.

Nominations

Nominations will be accepted at Special Membership Meetings of Teamsters Local 601 to be held on:

Wednesday, November 2, 2016 at 7:00 p.m.
Teamsters Local 601
326 B Street, Yuba City, CA 95991

Thursday, November 3, 2016 at 7:00 p.m.
Teamsters Local 601
745 East Miner Ave., Stockton, CA 95202

Nominations must be made and seconded from the floor by members of Local 601, in good standing with dues paid through October 2016. Any back dues or fees may be paid at the Local Union Stockton Office through 5:00 p.m. on Tuesday, November 1, 2016. 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.

Eligibility to Run for Office

To be eligible to be nominated for Local Union office, a member must be in continuous good standing in Local 601 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 interruption 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.

Election

The election will be conducted by mail ballot. Ballots, secret ballot envelopes and addressed return envelopes will be mailed to all active members and new applicants eligible for membership in Local 601 on or about November 17, 2016. All ballots must be received at the designated Post Office Box by 11:00 a.m. on Saturday, December 10, 2016 to be counted. The ballot counting process will begin promptly at 11:00 a.m. at the Local Union Hall in Stockton, California on December 10, 2016. Members who have not received a ballot by Friday, November 25, 2016, should call 1 (855) 240-0363 to request a ballot. Duplicate ballots may be requested until 5:00 p.m. on Friday, December 2, 2016. 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.

Eligibility to Vote

To be eligible to vote in this election, a member of Local 601 must be in good standing with initiation fees and dues paid through November 2016. Members have until 5:00 p.m. on Friday, December 9, 2016 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 checkoff shall not lose good standing as a result of a failure by an employer to 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 601 Bylaws and the Rules governing the conduct of this election are available, upon request, from the Local Union.

*Fraternally,
Teamsters Local 601 Executive Board*



Local 601-Stockton

Por la presente se notifica de la nominación y elección de los siguientes miembros de la directiva del Sindicato Local 601: Secretario-Tesorero (Oficial Principal), Presidente, Vicepresidente, Secretario y tres 3 Síndicos. El mandato de estos oficiales comenzará el 01 de Enero de 2017 y concluirá el 31 de Diciembre de 2019.

Nominaciones

Las nominaciones serán aceptadas en las juntas especiales de miembros de Teamsters Local 601 que se llevará a cabo el:

Miércoles, 2 de Noviembre de 2016 a las 7:00 p.m.

Teamsters Local 601
326 B Street, Yuba City, CA 95991

Jueves, 3 de Noviembre de 2016 a las 7:00 p.m.

Teamsters Local 601
745 East Miner Ave., Stockton, CA 95202

Las nominaciones deben ser hechas y apoyadas por miembros del Local 601, al día con sus cuotas pagadas hasta Octubre de 2016. Las cuotas atrasadas o recargos pueden pagarse en la Oficina Local del Sindicato en Stockton hasta las 5:00 p.m. el Martes, 1 de Noviembre de 2016. Los candidatos deben aceptar el nombramiento en persona, o si está ausente, por escrito solamente en una oficina. Aceptaciones por escrito debe ser presentado al Secretario-Tesorero de la Unión Local.

Elegibilidad para postular para oficina

Para ser elegible para ser candidato a cargos de la Union Local, un miembro debe estar al día con sus cuotas pagadas en el Local 601 y activamente empleadas en el oficio dentro de la jurisdicción del Local durante veinticuatro meses antes del mes de la nominación. "Miembros al día" se define como cumplimiento de los requisitos relacionados con el pago puntual de las cuotas, junto sin interrupciones en la membresía activa debido a suspensiones, expulsiones, retiros, transferencias o incumplimiento a pagar multas o evaluaciones.

Un miembro con cuotas al corriente no perderá buen estado como resultado de un retraso o incumplimiento por parte del empleador en el envío de las cuotas al Local o debido a la falta de un empleador para hacer las deducciones apropiadas del pago del miembro en cualquier mes en que el miembro tenía cualquier ganancia que deducciones podrían haberse hecho.

Animamos a candidatos potenciales a comprobar su elegibilidad y la elegibilidad de sus presentadores y apoyadores, antes de la junta de nominaciones mediante la presentación de una solicitud por escrito al Secretario-Tesorero de la Unión Local.

Elección

La elección se realizará por votación por correo. Las boletas, los sobres para la boletas secreta y los sobres de retorno dirigidos se enviarán a todos los miembros activos y nuevos solicitantes elegibles para el ingreso en el Local 601 en o cerca del 17 de Noviembre de 2016. Todas las boletas deben ser recibidas en el apartado de correos designado antes de las 11:00 a.m. el Sabado, el 10 de Diciembre 2016, para ser contados. El proseso del conteo de boletas comenzará puntualmente a las 11:00 a.m. en el Salón del Sindicato en Stockton, California el 10 de Diciembre de 2016. Los miembros que no hayan recibido una boleta para el Viernes, 25 de Noviembre de 2016, deben llamar a 1 (855) 240-0363 para solicitar una boleta. Se puede solicitar un duplicado de boletas hasta las 5:00 p.m. el Viernes 2 de Diciembre de 2016.

Instrucciones para la completar la boleta será incluido en el paquete de la votación. Esta es una votación secreta. Usted debe marcar su boleta en privado y enviar su votación, sellada en el sobre de votación secreta al apartado de correos designado en el sobre con franqueo pagado. No le de su boleta a nadie.

Elegibilidad para votar

Para ser elegible para votar en esta elección, un miembro de Local 601 debe estar al día con honorarios de iniciación y cuotas pagadas hasta Noviembre de 2016. Los miembros tienen hasta las 5:00 p.m. el Viernes, 9 de Diciembre de 2016 para pagar sus cuotas de iniciación o cuotas mensuales en la Oficina del Local de sindicato para que cuenten sus votos. Bajo la Constitución Internacional, cualquier miembro con cuotas al corriente no perderá su buen estado como resultado de un incumplimiento por un empleador para enviar las cuotas al Local o para hacer una deducción correcta de paga del miembro en cualquier mes en que un miembro tiene cualquier ganancia que las cuotas podrían ser deducidas.

Los elegidos a la Directiva del Sindicato Local, en virtud de tal elección, serán delegados a cualquier Consejo con que el Local está afiliado, así como a cualquier convención de cualquier grupo subordinado que puede ocurrir durante su mandato. Los oficiales elegidos de la Unión Local serán delegados a dichos grupos en el orden de prioridad establecido en los estatutos de la Unión Local. Copias de los artículos de la Constitución Internacional, los estatutos del Local 601 y las normas que rigen la conducta de estas elecciones están disponibles, bajo petición, de la Unión Local.

*Fraternalmente,
Ejecutiva del Teamsters Local 601*



Bath salts and Flakka

When synthetic drugs become dangerous



Bath Salts have nothing to do with bathing. This drug was labeled in stores as a bath salt to be used for a soothing bath and "not fit for human consumption." Hence the name, Bath Salts. Synthetic cathinone products marketed as "bath salts" should not be confused with products such as Epsom salts that people use during bathing; those bathing products have no mind-altering ingredients.

A few years ago, "bath salts" were legal and sold in head shops and convenience stores. Bath salts are now illegal in the U.S. and are available more covertly today. Bath Salts are available online and in paraphernalia stores often marketed under the names of Flakka, Bloom, Cloud Nine, Lunar Wave, Vanilla Sky, White Lighting, and Scarface. Bath salts are often labeled as "plant food," "jewelry cleaner," or "phone screen cleaner" to name a few of the nicknames. (drugabuse.gov)

Bath Salts have been around for a few years and their popularity is due to the fact that these drugs mimic methamphetamines and cocaine. Another drug, Molly, is now popular and often contains bath salts.

Bath Salts raise levels of the neurotransmitter serotonin that is found in the brain. The effects of using these drugs can be hallucinations, nose bleeds, delusions, chest pain with increased pulse rate and high blood pressure, and suicidal thinking and behavior.

Flakka, a drug newer than Bath Salts, is referred to as Gravel and has similar properties of Bath Salts. Flakka is a synthetic psychoactive stimulant. This drug is being used to achieve a high similar to what someone who uses cocaine or methamphetamines experiences. There is a danger present when using Flakka as it can cause terrifying hallucinations, bizarre behaviors, anxiety, paranoia, and excessive body temperatures that can lead to kidney damage and muscle loss. And unfortunately this drug is very inexpensive. Flakka comes in crystalline rock form and can be snorted, swallowed, injected or vaped in an e-cigarette. The effects are generally felt for three or four hours.

Points to Remember

- Synthetic cathinones, more commonly known as "bath salts," are drugs that contain one or more synthetic (human-made) chemicals related to cathinone. Cathinone is a stimulant found in the khat plant.
- Synthetic cathinones are marketed as cheap substitutes for other stimulants such as methamphetamine and cocaine, and products sold as Molly (MDMA) often contain synthetic cathinones instead.
- People typically swallow, snort, smoke, or inject synthetic cathinones.
- Much is still unknown about how all of the chemicals in synthetic cathinones affect the human brain.
- Synthetic cathinones can cause: nosebleeds, paranoia, increased sociability, increased sex drive, hallucinations, and panic attacks.
- Intoxication from synthetic cathinones has resulted in death.
- Synthetic cathinones can be addictive.
- Behavioral therapy may be used to treat addiction to synthetic cathinones.
- No medications are currently available to treat addiction to synthetic cathinones (NIDA).

Local 856

Annual Thanksgiving Meeting

For members who reside in the **Sacramento** area, the Annual Thanksgiving Meeting will be held on **Wednesday, November 2, 2016 at 6 p.m.** at the International Association of Aerospace Workers Lodge 946, 2749 Sunrise Blvd, Rancho Cordova.

Teamsters Local 856's Annual Thanksgiving Meeting and Health Fair

will be held on **Thursday, November 3, 2016 at 6 p.m.** at the Best Western Grosvenor Hotel, 380 South Airport Blvd., South San Francisco.

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

NLRB Update : Which candidate will be good for unions?

BY CHRIS HAMMER

Beeson Tayer & Bodine

With the presidential election only a few weeks away, it is important to step back and consider which candidate will be good for unions and their members. Although it has been widely publicized in the national media that the next president will likely pick at least one, and perhaps as many as three of the next Supreme Court justices, what is less talked about is the president's authority to select members for the National Labor Relations Board.

The NLRB is responsible for interpreting the National Labor Relations Act ("NLRA"), which protects private-sector employees' rights to organize and collectively bargain with their employer. The Board is composed of five voting members who each serve a five-year term. Because Congress has stonewalled President Obama's appointments, the Board currently has only three members, two Democrats and a Republican. Even so, with its slight Democratic majority, the Board has managed to issue several decisions recently that are favorable to workers.

For example, the Board came out with a decision in July that makes it much easier to organize workplaces with temporary employees who work side-by-side with direct-hire employees. In *Miller & Anderson, Inc.*, 364 NLRB No. 39 (July 11, 2016), the Board decided that temps are "joint employees," employed by both the agency that hired and pays them, as well as the company where they work. This decision allows temps and regular employees to form a multi-employer bargaining unit if they share a "community of interest." In other words, if they have common work hours, pay structure, work tasks, supervisors, and interactions during the work day, they can unionize together. This decision should go a long way towards removing a major barrier to organizing fractured workplaces. It brings joint employers to the bargaining table, and also lets workers join together in the workplace based on the realities of their work, instead of being divided simply because of the company name on their paychecks.

In another decision issued in July, the Board emphasized the union's role in representing employees when a purchaser takes over a union operation and keeps most of the union members. Normally in this situation, the purchasing employer is free to set initial employment terms that are different from those already in place. In *Nexeo Solutions*, 364 NLRB No. 44 (7/18/16), the Board ruled that an employer in this situation has to bargain with the union before changing wages and other employment terms where the successor fails to announce initial terms before extending a formal invitation to the predecessor's employees to accept employment, and when a suc-

cessor expresses an intent to retain the predecessor's employees without making it clear that employment will be conditioned on acceptance of new terms. The purchasing employer that keeps most of the union employees is free to set new terms for the employees without bargaining with the union only if the new employer clearly announces "its intent to establish a

new set of conditions prior to, or simultaneously with, its expression of intent to retain the predecessor's employees."

In August, the Board ruled that private university graduate students who work as teaching or research assistants and who meet the common-law definition of "employee" are no longer excluded from coverage

under the NLRA. They can now unionize. (*Columbia University*, 364 NLRB No. 90 (Aug. 23, 2016).) The Board, in this decision, reversed a 2004 decision, *Brown University*, which ruled graduate student assistants are by definition not employees and therefore not protected by the NLRA.

Finally, the Board has adopted a new approach for calculating the amount of backpay to award an employee who is unlawfully discriminated against and terminated because of his or her protected concerted activity. While discriminatees have a duty to mitigate their losses by looking for and keeping interim employment, in searching for interim employment, they often face significant additional expenses such as transportation, room and board, training, and/or relocation costs. Previously, the Board treated these job-search expenses as offsets to interim earnings, rather than a separate piece of the make-whole remedy. This meant that individuals who did not immediately find a new job, or had more expenses than interim earnings, would not be fully compensated for their losses since such payments could not exceed their interim earnings. Under the Board's decision in *King Soopers*, 364 NLRB No. 93 (Aug. 24, 2016), Employees will now be fully reimbursed for such expenses even when interim earnings are nonexistent or less than those search-for-work expenses.

With a Democratic majority, the Board has taken significant steps to protect workers' rights to organize. The next president will determine whether union-friendly or union-hostile members constitute a majority on the Board for the next five to ten years. Your vote will have a meaningful impact on the future of unions in this country and the workers they represent. Don't waste this important opportunity to express your solidarity.

