



When violence comes to the worksite



Teamster leaders, San Francisco elected officials, families of the slain UPS drivers, and Teamster members come together at City Hall on July 9 for a memorial.

Three UPS drivers were brutally murdered and two others were shot. The shooter, a fellow UPS driver, ended the rampage by shooting himself. And everyone who works at the facility or knows the families, is shell-shocked from the tragedy that happened so quickly.

It was June 14, a beautiful day at the Sunset Center, UPS' facility in the Potrero Hill neighborhood of San Francisco. The drivers were just starting their morning meeting when a driver came in and started shooting. Someone yelled, "Gun, Run," and drivers tried to scatter, but they didn't know who they were running from or where the gun was. Some hid in trucks and offices; others ran outside.

Everyone in the building, including the 40 or so drivers and the 200-plus office workers and manag-

ers were evacuated to the church across the street for safety and to be questioned by police.

"At this point, nobody knows why he did it," says Local 2785 Business Agent Ed Lynch, who, along with Business Agent Troy Mosqueda, ran to the scene immediately. "We may never know why. What's most important is helping the survivors, and taking care of the families of our three brothers who lost their lives."

Teamsters take action

The first thing that Local 2785 did was to bring in the Teamsters Assistance Program to provide counseling and a receptive ear for the drivers. "TAP told us that the worst would set in after about two or three days, and it was true," says Local 2785 Secretary-Treasurer Joe Cilia. "UPS paid everybody for the rest of the week, and they didn't have to come in, but by Friday, people were devastated and needed support." Some of the people who returned to work subsequently went out again on workers' comp.

Cilia and Lynch immediately began pulling together all of the benefits that were due the families, and visited each one to get the paperwork moving as quickly as possible.

Joint Council 7 and San Francisco Mayor Ed Lee organized a memorial service on July 9 at San Francisco City Hall. Elected officials, including the mayor and Congressmember Nancy Pelosi, joined International Brotherhood of Teamsters Secretary-Treasurer Ken Hall, several vice-presidents and leaders and members from across the Joint Council to pay tribute to the victims. The three drivers were remembered by all who spoke that day as men who were dedicated to their jobs and willing to lend a helping hand.

"All will be missed and not forgotten," said Cilia. "We will remember them for the great men that they were. On behalf of the families, and of the Teamsters, we will recover, because that is what the fallen would have wanted."

The Joint Council also opened a fund for the families. All Teamsters are encouraged to give generously—see address at right.

"We will be here for the families," said Joint Council 7 President Rome Aloise at the memorial. "This is not just something that happened to you, it happened to all 1.4 million Teamsters. We won't leave you. We will always honor you as being members of our Teamster family."

Wayne Chan,

56, had 28 years of service at UPS. Most recently, he worked the Cole Valley-Haight route. Known as "infectious Wayne," for his contagious smile, he was a loyal and hardworking man, respected and looked up to by the drivers and management. He was family man, devoted to his wife Tina, and children Kyle and Kiara.



Michael Lefiti,

46, known as Big Mike is remembered for his gregarious personality and love of sports. Mike drove for UPS for 17 years, most recently covering a route in Diamond Heights. He took pride in his work and was widely respected by his colleagues and adored by his large family, friends and relatives. He's survived by his wife Danielle, and his children Mercedes, Jeremiah, and Malachi.



Benson Louie,

50, was known as Uncle Benson. Passionate about volleyball, he served as a coach and player. He worked for UPS for 17 years; his route was in the Sunset District. Benson had served as a union steward and was a mentor to many young drivers. He leaves behind his wife Sandy and daughters Elizabeth and Melony.



Contributions for the families of the three UPS drivers may be made to:
All-Charities Teamsters Memorial for W. Chan/M. Lefiti/B. Louis
c/o Teamsters Joint Council 7
250 Executive Park Blvd., Suite 3100
San Francisco, CA 94134



Another successful Joint Council 7 Teamsters Day at the Ballpark



Usually, when 3000 Teamsters get together, it's for a political action; but, Teamsters also know how to have a good time.

And a good time is what they had on a sunny June 17 at the Oakland Coliseum. Not only did the Teamsters have an opportunity to celebrate each other with a fabulous barbecue tailgate party, but the A's beat the Yankees, as well.

Next year, the goal is to get tickets for the Battle of the Bay. Watch for it!



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We face the fight of our working lives to maintain benefits and rights on the job

I am not optimistic about how workers and unions are going to be treated by the administration in Washington and the Republicans who control it. Trump's appointed Supreme Court Justice will soon cast the majority vote in a case that will strip from public sector unions the ability to enforce that non-members pay their fair share of the representation costs. This enables the "freeloaders" to take advantage of everything the union does, while not having to pay their fair share of the costs. That includes: negotiation of contracts, settlement of grievances, saving of jobs and lobbying elected-representatives who make the decisions about public contracts. Yes, even though they are not in the union, the union has to represent them, and they don't pay a penny!

In Joint Council 7, we represent more than 15,000 public sector workers who will be affected negatively by this upcoming court decision. This type of decision, and perhaps future national legislation to promote Right-to-Work on a national basis, is designed to undermine the strength of unions by forcing them to represent people who don't pay and don't participate. It takes away funding from the workers' organizations that are there to make sure those performing work for a company or public entity are treated fairly, are paid decent wages and benefits, and have a say in how their workplace is run.

Recently, I attended a California Federation of Labor meeting when more than 800 officials from Washington state, Oregon, California and Arizona, came together to discuss the possibility, and perhaps probability, that the Supreme Court case and Right-to-Work will soon affect us in the west. The western-states meeting was designed to discuss various ways to combat these destructive laws and how to prepare our members for the fight.

California, Oregon and Washington are three states that have a strong and vibrant labor movement. Here in California, we've won solid victories and have active and militant members, setting the stage for the nation when it comes to worker's rights, legislation to protect those rights, and strong union contracts with good wages and superior benefits in both the public and private sectors.

Many states recently have passed Right-to-Work legislation, stripping workers' strength to protect themselves. However, it would be a very difficult proposition to get this anti-worker legislation passed in these strong western states. So, the Republicans and the labor-haters are trying to formulate national legislation that would take the decision out of our hands and force

it down our throats.

Make no mistake about it, this is a fight every union member who cares about how they are compensated, what types of benefits they have to protect their families, and what type of working conditions they have to toil under, has to get involved in. We are fighting for our lives in the workplace.

Our public sector members, who are working beside what are now referred to as "fair share payers," need to talk with these people, and explain why all of the workers need to be going one way in supporting

issues that are designed to improve their livelihoods and protect their families.

Organizing within our workplace has always been important but will now be the duty and responsibility of everyone if we want to keep what we have fought so hard for. In the private sector, it is a necessity for our members to go back to what has made the Teamsters the strongest and most feared union in the nation: mentoring our new members and making sure that they know what our more senior members fought for and accomplished. By passing down our message and what we stand for, and how important it is to stick together, we will continue

to set the foundation for our strength and unity. These topics on how to combat the War on Workers will continue to be a theme of mine in the future, because I believe knowledge is power.

On a positive note, our Day at the Ballpark was another rousing success with over 3,000 members and their families enjoyed excellent BBQ, nice weather, a good game; and, most importantly, the camaraderie of all of us being together.

I want to end my column by sending my condolences and prayers to the families of our fallen brothers from Local 2785, who were employed at UPS, who were so brutally and unnecessarily taken from us last month. This was a senseless act and has destroyed families and lives of many members. The Joint Council and all of its Locals are working hard to support the families. We've established a fund to help them: **All Charities Teamsters Memorial for W. Chan/M. Lefiti/B. Louis**, c/o Teamsters Joint Council 7, 250 Executive Park Blvd., Suite 3100, San Francisco, CA 94134.

Workplace violence seems to be on the upswing. Make sure you keep your eyes and ears open and if you should see one of our fellow members in need of help, please let them know that help is available. TAP, at 510-562-3600, can assist or get them to someone who can help.

"...this is a fight every union member who cares about how they are compensated, what types of benefits they have to protect their families, and what type of working conditions they have to toil under, has to get involved in."



Political action pays off for Teamsters

When Trump was elected and Republicans retained control of both the House and Senate last November, many people called it the nail in the coffin of organized labor in the United States. I am happy to report that since the election, Joint Council 7 has organized more than 3,500 workers into our union, and we are politically stronger than ever!

Focus on transit and local bus manufacturing

Rome Aloise made political action a top priority when he took over as president of the Joint Council in 2009. The following year, Teamsters went all-in to elect a slate of candidates to the Board of the Alameda Contra-Costa County Transit District (AC Transit). We were fired up because instead of buying buses made by Teamsters 853 members from a local company called Gillig, AC Transit bought their buses from a company in Belgium! We knocked on doors, made phone calls, and contributed money from DRIVE, the Teamsters political action fund supported by your voluntary payroll deductions, to support three candidates for the AC Transit Board. Ultimately, we swept all three races!

Under the new leadership, AC Transit switched over to Gillig. To date, AC Transit has purchased 277 Gillig buses for about \$133 million. That's a lot of work for more than 600 Teamsters.

And when Gillig was looking to move from Hayward to a new plant, our political action again paid off. States like Texas rolled out the red carpet for Gillig, offering up tax incentives, land, and more, to try and take our jobs out of state. Together with Gillig, we met with Alameda County Supervisor Scott Haggerty—a former card-carrying member of Teamsters Local 70—who helped secure tax credits and fee reductions. We went to Sacramento and met with Teamster-endorsed politicians, earning “California Competes” tax credits for the plant to stay in California. With a commitment to stay, Teamsters Local 853 negotiated a 7-year agreement with Gillig that makes our members the

highest paid heavy equipment manufacturing workers in the U.S.; and, it was with great pride, last month, that we joined Gillig at the grand opening of their new state-of-the-art plant in Livermore and watched one of our own members, 51-year Gillig employee Stanley Alcon, cut the ribbon.

Now back to AC Transit. Local 853 also represents hundreds of paratransit drivers and dispatchers at MV Transportation and First Transit who provide paratransit services to low income and disabled residents. They work under an agreement that AC Transit and BART have with TransDev, another Teamster employer.

Local 853 drivers and dispatchers negotiated their current contracts in 2013, lining up our contracts with TransDev's agreement which expires next year. So we were surprised last month when AC Transit and BART staff recommended extending their agreement with TransDev another five years, locking in the rates and making it very hard for us to get increases. We got to work. Local 853 members attended public meetings for both AC Transit and BART, and we reached out to Teamster-endorsed candidates on both Boards. After hearing from us, we stopped the extension dead in its tracks, giving us time to go back and negotiate for more money. This campaign is not done until we get a contract, but political action saved the day for our members and the vulnerable people who count on our services.

Last unorganized waste workers in Sonoma are now union

I'll now move up to Sonoma County, where, for more than 20 years, we've been trying to organize waste and recycling workers who work for the Ratto Group. This was the final remaining major non-union group in this industry in all of Northern California. The wages and benefits were lower than anywhere else, dragging down our contracts in the waste industry for Locals 70, 315, 350, and 665. When the cities of Santa Rosa and Windsor decided to put their waste and recycling contracts out to bid, Teamsters got involved. Local



Local 853 gets transit boards to reverse course on contract renewal

665 worked closely with Local 856, who represents city employees in both cities. We made endorsements in the Santa Rosa City Council races last November; and, with a lot of hard work and DRIVE contributions, we won in every race!

Early on, it became clear that Ratto would lose their contracts. Last year, Teamsters passed AB 1336, state legislation that requires cities and counties to retain the workers when they put their garbage contracts out to bid. We can thank Assemblymember Kevin Mullin, a Teamster-endorsed candidate, for that legislation.

So when Recology announced their intention to buy the Ratto Group, it was time for us to talk. Teamsters Locals 315 and 350 have contracts with Recology; and, together with Local 665, we negotiated an agreement to organize all of the nearly 400 drivers, mechanics, customer service representatives, and other workers at Ratto when the purchase was complete. Recology agreed to stay neutral in the organizing effort. Local 665 negotiated similar agreements with the other companies interested in the Sonoma work. In May, the workers won their election and joined Local 665!

Santa Rosa hasn't chosen any company for the contract yet. The only company that refused to sign an agreement with us was Waste Management. To Local 70's credit, they pushed Waste Management on the Sonoma County issue while they were negotiating their own new contract covering 425 of their own members in Alameda County. Happily, in July, Local 70 ratified a strong new contract at Waste Management and two other companies.

The victory we've had so far shows



Rep. Nancy Pelosi and Ryan Snow from the BLET, along with reps from Local 70 and 396.

what we can accomplish when all we all work together around politics, organizing, and bargaining. It is a credit to Rome's leadership and the officers of Locals 70, 315, 350, 665, and 856.

Fair wages for recycling workers

Finally, down in San Jose, Local 350 has been in a long-running battle with Arizona-based Republic Services, the Teamsters' second largest employer in the solid waste industry. Republic entered into an agreement with the City of San Jose in 2012. While Republic's drivers were paid fair wages under a Teamsters Local 350 contract, Republic's non-union recycling processing workers were paid only minimum wage for difficult and dangerous work. They filed for an election with Local 350; and, in the course of the organizing campaign, we found out the workers were being paid \$7/hour less than what is required under the San Jose Living Wage Ordinance. The City opened a case against Republic for the violation.

In June, San Jose city staff put a proposal forward we didn't like one bit as it gave Republic a \$2 million discount on what they rightfully owed the workers. In a blitz of political action, Teamsters stopped the proposed settlement at the San Jose City Council. Teamster-endorsed Councilmember Raul Peralez lead the fight. We had the support of two council members who we worked to elect last November: Sergio Jimenez and Sylvia Arenas, along with Councilmember Magdalena Carrasco and Mayor Sam Liccardo.

Political action wins

What all these stories illustrate is that political action gets results. When your business agent comes to your barn and asks you to contribute a few dollars each week to our political action committee DRIVE, please sign up. Make sure you are registered to vote and that you read our recommendations in this newsletter when Election Day rolls around. Your job might depend on it!

AROUND THE LOCALS



LOCAL 137

New member explains benefits of union



New Teamster Stacy Frank shares her experience of becoming a union member at JC7's baseball tailgate party on June 17.

Stacy Frank has worked for the Butte County Employment and Social Services Department for 18 years. She says she was originally on the fence when the organizing drive at Butte County began, “but after really listening to what the Teamsters offered, I got on board and started talking to the others in our department and around Butte County, and then I was all in.”

Local 137 won that union drive in January, and successfully negotiated a first contract.

“Being part of the Teamsters is more than a workplace thing,” Frank says. When the rains overwhelmed the Oroville Dam and everyone was forced to evacuate, she was able to turn to the Teamsters. “Organizer Misty Tanner was in Chico and she graciously opened her room to me, my husband, 4 grandkids, 2 daughters and son-in-laws, and my mom...and 3 dogs. That’s solidarity for you!”

Frank says that she went out with the Teamsters the night of the evacuation, bringing food to the people who were staying at shelters at the fairgrounds. “Our union stepped up. If any of our members needed anything, they’re always the first ones there.”

Frank adds that this is a major culture shock from their previous union. “We’ve gone from a union that didn’t do anything, to one that saved a lot of members their jobs—including those of fee payers who aren’t even members. They just do a great job and I’m proud to be a Teamster.”

LOCAL 890

Strength and solidarity spread like wildfire

President Trump’s immigration policies are drastically affecting the labor force in the Salinas Valley. In response, one non-union Taylor Farms’ subsidiary in Gonzalez decided to raise its wages by 70 cents as a recruitment incentive. The Teamsters who work at three nearby Taylors Farms facilities (Abbot, Schillings, and Retail), organized a non-sanctioned strike, and on June 7, took to the streets.

With the members out in full force, Local 890 jumped into the mix and organized, quickly putting together a committee and entering into negotiations. Local 890 President Crescencio Diaz lead the talks, along with Business Agents Luis Flores, Juan Cabrera, and Jesus Rangel. By the next morning, a deal was reached—a \$1.50 immediate raise, and another \$1 next January.

Fueled by that victory, members at other companies prepared to hit the streets. The leadership of the Local 890 took the first step. Diaz reached out to Dole and Organic Girl and began negotiations and was able to secure a similar deal at the two companies.

Meantime, talks at San Benito Foods had been

going nowhere since January. After a long day of mediation on June 22 when no final proposal was reached, the members finally reached their breaking point and called for a strike, starting the next morning.

Unlike the Taylor Farms situation, this strike was supported by Joint Council 7 and the International Brotherhood of the Teamsters. The members also got support from other unions, including IBEW electricians, SEIU, Operating Engineers, SMART Local 31, the Hotel and Restaurant Employees, and the Monterey Bay and South Bay Central Labor

Councils, as well as the Alameda and Hollister Food Banks. Adding to the pressure, the Teamsters at UPS-Salinas refused to cross the line.

After eight days of walking in the hot summer sun, the members received what they asked for: a \$1 raise from a company that has, over the last 20 years, taken away benefits and maintained low wages.

“There is nothing more resounding than the perseverance of our members, standing next to each other, fighting for a better life; and, most of all, for a fair contract,” said Diaz. “These past few weeks at Local 890 have been remarkable.”



Workers at San Benito Foods strike for a decent contract—their perseverance ultimately prevailed.

LOCAL 2010

Contract ratified at University of California

With over 97% of the vote, the clerical and administrative (CX) workers at the University of California (UC) ratified a new contract on April 19, culminating Teamsters Local 2010’s strategic plan of negotiations and solidarity events showcasing the union’s strength.

“Our contract is the result of Teamster members standing together and showing their strength in their workplaces,” said Jason Rabinowitz, Secretary-Treasurer of Local 2010. “We are grateful for the support we received from our sister unions, community groups, elected officials and the public. We are proud to have an agreement that will benefit all our members and their families.”

The new contract covers 12,000 employees, at ten campuses, five medical centers, and three national laboratories. It includes increases in wages, health care and retirement benefits and more. Most importantly, it secures union rights in a variety of areas:

- Protects the right to take action as Teamsters to improve conditions;
- Requires UC to provide progressive discipline before terminating an employee, except for severe misconduct;
- Protects union access to the workplace to communicate with members.



After months of organizing, Local 2010 finally won a strong contract for its members at the University of California.

“Our work is crucial to the University,” said Linda Markey, a UCSF Support Liaison employee for the past four years. “Each and every one of us works to provide the best service to the students and the communities we serve. This contract guarantees that all of our members receive the wage increases they deserve.”

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What It Took to Win the Vote

Rolling up their sleeves and working hard on contract negotiations wasn’t the only leverage Local 2010 used to move the university towards a final agreement. Part of the strategic planning for each of the contracts has been both persistent communication with university officials and direct actions on Board of Regents’ home turf.

Last fall, hundreds of Local 2010 members marched on Hollywood Boulevard in front of the famed-Chinese Theatre to call for the university to pay a living wage. The Local also coordinated smaller rallies on campuses and brought members to Sacramento for a lobby day.

“Support for our contracts has been overwhelming, validating the countless hours of hard work by Teamster activists and leaders across California,” said Local 2010 President Catherine Cobb.

LOCAL 856

Welcome to 1,800 new members from West Contra Costa Unified School District



School district workers voted with pride to join Local 856.

In June, classified employees of West Contra Costa Unified School District (WCCUSD) voted overwhelmingly to join Teamsters 856 as they push for improved wages, health care and other benefits. The addition of the more than 1,800 members in the WCCUSD bargaining unit, means that Teamsters 856 is now 12,000 members strong.

“With this vote, workers at West Contra Costa Unified have come together to send a message: they deserve better,” said Teamsters 856 Secretary-Treasurer Peter Finn. “We will aggressively represent these new members and bring forward demands for fairness and respect on the job. As Teamsters, their voices will be amplified, and the district should hear them – they are ready to fight and they have a strong union to back them.”

In a school district that serves more than 30,000 students, the new members of Local 856 work as maintenance employees, custodians, food service workers, special education instructional assistants,

bilingual community school workers, campus security officers, and school secretaries. They banded together after suffering years of stagnant wages and eroding health benefits.

“My co-workers and I knew it was time for strong representation. That’s what this vote was about for us. It’s about having a union that will fight for us and give us a powerful voice,” said Heidi Estrella, an attendant clerk.

For more than a year, Reynaldo Hernandez, a plumber for the school district, and his coworkers organized and built a grassroots movement across the school district. “After seeing what Teamsters 856 has been able to accomplish for other county and school workers in Contra Costa County and how they have won tough contracts with good health care benefits, we knew it was time to organize to win the same quality representation at West Contra Costa Unified,” he said.

LOCAL 853

Organizing victories

On June 27, workers at two different companies voted unanimously in secret ballot elections to join Local 853. At Top Shelf Packaging in Union City, the vote was 11-0. And at Zenith American Solutions, the administrators of several union pension plans in Alameda, the vote was 43-0.

“Getting these wins was gratifying, but it’s really about the workers taking a stand to improve their own working conditions,” says Organizer Rodney Smith. “And it was really a team effort.” The Local looks forward to negotiating good contracts at both companies, a process made easier with the unanimous votes.

First Teamster contract in cannabis industry

The first Teamster contract covering workers in the fast-growing cannabis industry was ratified in January. The 20 new members of Locals 853 and 63 work as drivers and warehouse workers at River Distributing Company, LLC, a company that distributes medical marijuana, with sites in Santa Rosa, Sacramento and Los Angeles.

“These guys are so excited to be Teamsters because they’re proud to be protected,” says Business Agent Steve Beck. “They also enjoyed an immediate \$2/hour wage increase, a \$500 signing bonus, and now have pension and 401K plans.” Beck says that they’ll get into the Teamsters Health and Welfare program in the next contract.

In anticipation of the recreational marijuana market which becomes legal in January, 2018, Local 853 is working to establish “labor peace” agreements with several other companies to ensure that management does not wage massive anti-union campaigns.

LOCAL 948

Member picnics serve up grand prizes



Local 948 held its annual membership picnics on May 13 in Visalia and on May 27 in Modesto. Here’s one of the grand prize winners, Jason Andrade (L) with his kids, along with Secretary-Treasurer Adam Ochoa, in front of the family’s new 55” flat-screen TV.

LOCAL 315

Local’s DRIVE event at UPS nets 100 new supporters



Local 315 DRIVE event at UPS San Ramon and UPS Northbay on April 18 and 19, 2017. The local collected 100 DRIVE cards in the two days. “President Alberto Ruiz and Business Agent Nick Berry were instrumental in making this event happen,” said Secretary-Treasurer Don E. Garcia. Special thanks to UPS Shop Stewards Damien Law and Trina Johnson.



How does the anti-labor agenda and Right-to-Work impact your membership and what is your local doing about it?



Local 70

Marty Frates, Principal Officer

"The real issue is the gig economy. You might make a quick dollar but the company pays no payroll taxes, social security, Medicare, workers compensation, state disability, health and welfare, pension ...

This undermines Teamster pay and benefit structures—not only for our contracts but the country."



Local 137

Dave Hawley, Principal Officer

"We must educate our membership to fight off the anti-labor/right-to-work agenda in Washington D.C. Member contact is imperative! Plans/programs are already in progress, in conjunction with the other Joint Councils and

the IBT, to take on these challenges. I encourage all the members to get involved to protect our wages, benefits and working conditions."



Local 287

Tino Copado, Principal Officer

"Our Local has put a political coordinator in place for our members to have up-to-date information on the politics concerning organized labor and workers' rights."



Local 315

Don E. Garcia, Principal Officer

"We are talking to our members about the risk of 'free riders' and how this will have a financial impact in the way we represent our members for years to come. ORGANIZE! ORGANIZE! ORGANIZE!"



Local 350

John Bouchard, Principal Officer

"Communication and education are extremely important. We will be meeting with our members and Shop Stewards to discuss the negative impacts of so-called right-to-work legislation, as well as other anti-labor issues."



Local 431

Peter Nuñez, Principal Officer

"Fortunately, in California, we have so far successfully pushed back attempts to enact right-to-work legislation. As union leaders, we are obligated to engage and educate our members and their families on the negative impact

Right-to-Work laws would have on us all. We can't let working people fall victim to the right-to-work-for-less big business agenda."

LOCAL 665

Workers at last non-union recycling facility vote Yes!

Solid waste and recycling workers throughout Sonoma County have voted to join Teamsters Local 665. An overwhelming majority of the almost 400 drivers, mechanics, customer service representatives and other workers

voted yes for union representation in May. Large North Bay cities including Novato, Petaluma, Santa Rosa and 14 other incorporated areas are a part of this historic win.

"Congratulations to all of the workers and everyone who was involved in this election," said Local 665 Secretary-Treasurer Mark Gleason. "When workers join the Teamsters, they see improvements in their wages, benefits and working conditions. We're excited to welcome them as members."

The election is the culmination of more than 20 years of attempts to bring waste and recycling workers in Sonoma County into the Teamsters. This was the final remaining major non-union group in this industry in all of Northern California.

Patricio Estupiñon has been working as a driver in Sonoma County for almost 25 years. He said that he's looking forward to the improvements in wages, benefits and retirement security that come with a Teamster contract.

"I feel very proud to finally join the Teamsters union," Estupiñon said. "This is something that will benefit not only the workers, but also our families and the community at large."

With the union and new management



Recycling workers at the Ratto Group vote for union representation, which they will keep, no matter which company ultimately takes over Ratto's contracts.

coming in, the newest members of Local 665 are looking forward to the most pressing issue at their jobs getting addressed: safety. "This work is very dangerous," said Roman Olvera, a Ratto Group worker for 25 years. "We've all had to worry about safety on the job every day we come to work—about how we'll feed our families if we get seriously injured. Now, that's finally going to come to an end."

Local 665 officers are now prepping for contract negotiations with whoever purchases or wins the garbage contracts in the eight Sonoma County cities and unincorporated areas where Ratto operates.

As part of that effort, the union has teamed up with a coalition of local groups to advocate for better conditions for workers and more environmentally friendly waste-recovery practices.

"We've had great support politically from the local officials here, from community activists and environmental groups, and from our sister Teamster locals, but the workers and the organizing drive are the real reasons behind our success," said Local 665 President Mike Yates.

LOCAL 601

Aramark workers in Stockton win big back pay grievance



Workers at Aramark, a commercial laundry service in Stockton, have had union representation for about a year and they now see how important it can be. "We never witnessed having a voice on the job before having the union," says Shop Steward Peter Villagomez. "We just won a major grievance victory and got back pay of \$30,000. That's huge! We have to give thanks to Principal Officer Maria Ashley Alvarado and Business Agent Pablo Barrera."



California Supreme Court clarifies rules on break time

When it's time to take a break at work, is that time really your own time? In California, the law generally requires employers to provide their employees with rest breaks, as well as meal breaks, based on the number of hours they work in a day. For example, employees in California are generally entitled to a 10-minute paid rest break for every four hours you work. If the employer does not provide a rest break, or makes employees work through the break, the employer is assessed a penalty equivalent to one hour's pay.

The California Supreme Court recently decided a case about whether employees could be required to stay "on call" during their mandated rest breaks. In *Augustus v. ABM Security Services, Inc.*, security guards were allowed their ten-minute breaks, but were required to have their pagers and radios with them at all times, as well as to "remain vigilant" during their breaks. In addition, the company required guards to respond to issues that arose during their breaks, ranging from emergencies to routine maintenance requests.

The Court decided that during a break, employees must be off duty and free from employer control over how they spend their break time. The Court also decided that forcing employees to remain "on call" during their breaks put additional constraints on how employees used their break time. These constraints meant that employees weren't free to use their time as they wanted. The Court concluded that "California law requires employers to relieve their employees of all work-related duties and employer control during 10-minute rest periods."

What about time when you are behind the wheel? And does the regulation of motor carriers at the federal level affect your right to take a break? In 2014, the federal Ninth Circuit Court of Appeals, which covers California, concluded that California break-time laws apply to drivers, and are not preempted by federal laws regulating motor carriers. In that case, *Dilts v. Penske Logistics, Inc.*, the drivers, who worked exclusively within California and usually worked 10 hours or more a day, said that the company discouraged them from actually taking their meal and rest breaks. The appeals court ruled that federal regulation of prices, routes, and services in the trucking industry do not override state laws like California that require break time for employees. That case ultimately ended in a settlement, which awarded money to current and former Penske drivers. (In 2015, a federal trial court in California reached the same result with regard to California drivers who drive interstate. *Yoder v. Western Express.*)

The conclusion is that when it's time to take a break, that time belongs to you. Employer policies that require you to work during some or part of your break are against the law, and this includes policies that require you to remain "on call." The same thing happens when the employer lets you have a break, but still exercises control over what you can do with your time. The California Supreme Court recognized that employees should have "freedom to use rest periods for their own purposes," and not have to spend them waiting for their next assignment.

How does the anti-labor agenda and Right-to-Work impact your membership and what is your local doing about it?



Local 665

Mark Gleason, Principal Officer
"Today's economy makes it clear that, while financial growth is exploding, wages remain stagnant. And wage stagnation is the direct result of the loss of a voice for working women and men. Strong union membership maintains that it for those who are not yet union members."

voice, and will restore members."



Local 856

Peter Finn, Principal Officer
"Right wing appointments to the Supreme Court and cuts to the Labor Board and to worker protections will have a significant impact on workers' rights and union bargaining power—first and especially for our public sector workers. We will continue to educate our members about the rights that the union has won for them so that they will fight for the union."

workers. We will continue to educate our members about the rights that the union has won for them so that they will fight for the union."



Local 890

Crescencio Dias, Principal Officer
"Right-to-Work already impacts Local 890 in Arizona where 35% of the members, instructed by their employers, refuse to pay dues. These non-members still demand more services than those who pay dues. Of course, we would prefer to use the union's resources to organize the unorganized and improve wages and working conditions for more workers. Right-to-Work destroys what the workers have fought for. We need to educate our members that going back in history and starting all over is not worth it."

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Local 948

Adam Ochoa, Principal Officer
"The attack on working people has never been stronger than it is today. Right-to-work is the ultimate anti-worker agenda, and we will continue to educate our Business Agents and Shop Stewards to deliver this message to our membership"

this message to our membership"



Local 2785

Joe Cilia, Principal Officer
"Right-to-Work is simply a further erosion of workers' rights to have a level playing field with employers. Our Picket Program enables us to interact with our members face-to-face and educate them about anti-labor issues and the importance of electing labor-friendly politicians—from the local level, to state and federal office."

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(Don't see your Principal Officer? We'll get answers from the remaining ones in the next issue.)



Major transport bill will increase work for Teamsters

As the news is dominated by the Trump Administration, Russia, and the systematic dismantling of everything we've gained in the last 50 years at the federal level, it's easy to lose hope. However, California is a bright spot to cling to as we count the days until the next election.

For the seventh year in a row, the Legislature passed and Governor Brown signed an on-time balanced budget. Unlike the budget discussions going on at the federal level, California's budget increased funds that benefit working families rather than the wealthiest 1%. It increases funding to education, healthcare, care for the disabled, transportation, and labor law enforcement for both the private and public sector.

The Governor also signed a historic transportation funding package that will provide \$52 billion over the next 10 years. This legislation will fund projects to improve our roads, public transit, and trade corridors. It will undoubtedly improve the lives of everyone trying to get to work and school, and will create and sustain many thousands of jobs.

Our Teamster legislative agenda also continues to move forward. Our three sponsored bills have a really good chance of becoming new laws.

AB 553 by Assembly Member Daly (D,

Anaheim) would ensure that injured workers who cannot return to work have full access to the \$120 million Return to Work Fund in our workers compensation system. The bill has passed each hurdle on a bipartisan basis and is scheduled for hearing in the Senate Industrial Relations Committee.

AB 695 by Assembly Member Bocanegra (D, San Fernando) would clarify that motorists must yield to on-track maintenance vehicles that our maintenance-of-way members use to keep our rail system operating. This is a safety measure for our members and motorists alike. The bill has moved through the Legislature unanimously and is awaiting action by the Governor.

AB 673 by Assembly Member Kansen Chu (D, San Jose) would require transit agencies to consult and consider recommendations by the union representing their drivers on safety issues before the agency purchases new buses. This is a recognition that drivers and their union have expertise that would be helpful to address safety concerns like bus driver assault and traffic accident prevention through the types of equipment purchased. The bill just passed off of the Senate floor and is awaiting action by the Governor.

Safeway Luncheon

Safeway Drivers, Mechanics and Warehousemen

This will be the last luncheon, so please take this opportunity to enjoy our "last hurrah!" We invite all retired, former, and current drivers, mechanics and warehousemen, and spouses, who work or have worked in the San Francisco Division of Safeway, to this year's annual luncheon. The affair will include BBQ steak, chicken and all the trimmings, a no-host bar, a great raffle, and an opportunity to visit old friends!

Saturday, August 12, 2017

12 noon – 4 pm

\$37 per head

Napa Elks Lodge: 2840 Soscol Avenue, Napa

Please reserve a seat as soon as possible. For more info, call Dennis Estep at 510-223-2047 or Gerry Tower at 530-604-8896.

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

**Joint Council 7:
www.teamstersjc7.org**

**International Teamsters:
www.teamster.org**

Check the web for your local union's website!



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	415-828-3669
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

Summertime and the risks of alcohol use

Summer is a wonderful time for outdoor activities with family and friends: barbecues, pool parties and trips to the lake or beach during this season of great weather and longer days.

One way people often deal with the heat is to reach for a cold drink containing alcohol. However, extreme heat and alcohol can be a recipe for injuries, illness, and even death. Drinking impairs both physical and mental abilities as well as decreases inhibitions—which can lead to reckless behavior and tragic consequences on the water, on the road, or outdoors. In fact, research shows that alcohol use is a factor in up to 50 percent of adolescent and adult deaths associated with water recreation and nearly one-third of boating fatalities involve alcohol use (*Centers for Disease Control and Prevention*).

In the United States, a driver with a .08 blood alcohol concentration (BAC) is legally defined as drunk. But even at .02 BAC, a person's tracking abilities may be impaired. At .08 BAC, the effects of alcohol on a person's speech, vision, balance, and reaction time greatly diminish one's ability to swim or operate watercraft safely.

An important thing to remember is that alcohol lowers the body's tolerance for heat and acts as a diuretic, thus speeding up dehydration and affecting the body's ability to regulate temperature. If fluids in the body are not replaced, dehydration can be life-threatening. Alcohol also raises the body's blood pressure, increasing the risk of a heat related illness.

Myths and Facts:

Myth: If you drink just beer or wine, you'll be fine.

Fact: *It doesn't matter what type of alcohol you choose to drink. Alcohol is alcohol. Your blood alcohol content (BAC), meaning the percentage of alcohol in your blood, is what determines how drunk you are.*

Myth: Drink coffee. Caffeine will help sober you up.

Fact: *Caffeine may help with drowsiness, but not with the effects of alcohol on decision-making or coordination. The body needs time to metabolize alcohol and return to normal. There are no quick ways to sober up. Only time will help.*

Stay hydrated

The key is to stay hydrated, whether you are on the road, or outside by the pool or beach.

Drink plenty of fluids. Don't wait until you're thirsty to drink water.

Choose fluids carefully. A sports beverage can replace the minerals you lose while sweating. Try to avoid liquids that contain large amounts of sugar, which can lead to dehydration.

If you are the host of a party, be sure to provide plenty of cold nonalcoholic drinks to keep your guests well-hydrated.

If you know you'll be driving, stay away from alcohol.

If you do plan to drink alcohol at an outdoor venue, make at least every other drink a nonalcoholic one to insure you'll stay hydrated.

You can have fun in the sun and still be safe. Avoiding beverages that cause mental and physical impairment while driving a car, piloting a boat, swimming or outdoor activities is a good starting place. Think before you drink this summer, so that you and your loved ones can enjoy this summer and many more to come.

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Call TARP (Teamsters Alcohol/Drug Rehabilitation Program) at (800) 522-8277 or TAP (Teamsters Assistance Program) at (800) 253-8326 if you or a loved one would like more information on this subject or our services.



Bay Cities Credit Union is here to provide Joint Council 7 Teamsters and their families with great financial benefits including:

- Buying a car
- Building your credit score
- Discounts on vacations
- All the rest of your banking needs

For more info, call Bay Cities Credit Union at 510-690-6100 or visit us online at www.BayCities.org

UNION SECURITY NOTICE

The following notice informs you of your rights and financial obligation to the local union that represents you in collective bargaining.

The right to join your union and participate in union affairs is an important right, from which you are also entitled to refrain while still meeting your financial obligations to the union that represents you. If your job is covered by a union security clause in your collective bargaining agreement, the law provides three different methods for you to comply with its obligations, and these rules apply without regard to what the union security clause may state:

1. You may become a member of the union by paying the initiation fee and monthly dues required by the Local's Bylaws and enjoy the rights of union membership;
2. You can pay the initiation fee and monthly dues without becoming a member; or
3. You can become a "service fee" or "financial

core" payer, which means you can pay the percentage of the initiation fee and monthly dues that represents your pro rata share of the costs and expenses for representation, collective bargaining and contract administration.

The amount of the service fee is calculated each year by determining the percentage of the union's representational and collective bargaining expenditures in proportion to its total expenditures and applying that percentage to the regular initiation fee and monthly dues. You can obtain this dollar amount by written request mailed to your Local union office. Under the law, if you choose not to join your union, you have the right to challenge the correctness of the Local's calculation of the service fee payment, and procedures for doing this will be provided to you by your Local at that time.

A service fee payer is not a member of the union, and is not entitled to participate or have a say in union affairs.