



## California Teamster convoy brings aid to Houston hurricane victims

Hurricane Harvey churned, swirled and lashed the Houston area from August 25-29, leaving the worst flooding in the city's history in its wake. The following Monday, Joint Council President Rome Aloise was speaking with Joint Council 42 President Randy Cammack and the two decided to get their semi-trucks filled with donations to help Teamster families in the Houston area. Within two days, drivers were on the road, collecting donations.

For the past five years, Ron Valdez has been driving the Joint Council 7 semi to Teamster rallies, pickets and events across Northern and Central California. Never did he think that he'd be called upon to take the truck to Houston on an emergency run.

Ron is a Local 853 member, retired from Sysco Foods in Fremont. Mike Fritz works for Berkeley Farms and is a Local 853 Trustee. Steve Bender, a Local 853 organizer, accompanied the two drivers as they picked up donations across the Bay Area and did the marathon drive to Houston.

"We started picking up stuff at the Safeway plant in Tracy, then went to Southern Wine & Spirits and DBI Water, who all donated pallets of drinking water. We also got juice from Berkeley Farms. Meantime, many of the Locals in JC7 brought donations of clothing, food and diapers to Local 853 to load onto the truck. The Sheet Metal Workers donated tools and gloves, and donations came from individual union members and community members.

Once the truck was filled to capacity on Thursday

*Teamsters and others in Houston, across Florida and in Puerto Rico still need your help.*

To donate online, go to: [tdr.teamster.org](http://tdr.teamster.org)  
Donation checks may be sent to:  
Disaster Relief Fund  
c/o International Brotherhood of Teamsters  
25 Louisiana Ave. NW, Washington, DC 20001

night, Ron, Mike and Steve drove to Rialto, just east of Los Angeles, to meet up with the other five trucks—from Joint Council 42, Local 630 in Los Angeles, Local 63 in Rialto, Local 542 in San Diego and Local 986 in Las Vegas.

"The CHP met us in Rialto on Friday morning and escorted the convoy to the Arizona border. We were then escorted by the Arizona and New Mexico State Police in those states," Ron explains. "The benefit of the escort is that we were able to go 80 mph and, since we were driving under FEMA guidelines, we didn't have to stop for inspections. It worked out well, especially in California, where we were allowed to be in the fast lane and the CHP wouldn't let any cars pass us. They did a fantastic job. It felt like we had the whole freeway to ourselves."

From the Texas border into Houston, the convoy was on their own. After driving 25 hours straight, they finally arrived at the distribution center on Saturday evening to unload. Members from the Houston Teamster's Local were on hand to help. "The mayor and vice-mayor were there to greet us and receive the donation, and that felt great," Valdez adds.

By 1:30 on Sunday morning, the drivers from all five trucks were at a hotel in San Antonio. Without escort, the drive home was slower, but also less urgent. They spent one more night in a hotel in West Texas, and then drove straight back to Oakland. They were home by Tuesday morning.

"It was a long trip but it was worth it and it was certainly well-appreciated," says Valdez. "We were willing to go to Florida if we got that call."

The following week, Valdez was attending his high school class reunion. "People came up and thanked me and the Teamsters for what we did. My response: 'Hey, that's what we do!'"

Aloise agrees. "Ultimately, we wanted to take care of our Teamster brothers and sisters," he says. "In this case, we took care of our own members and others in the city as well. From an idea on Monday, to the delivery 1,900 miles away on Saturday, we made an immediate difference in people's lives. That's what being a Teamster is all about."



From left: Steve Bender, Mike Fritz, Ron Valdez, and JC42 driver Donna Culwell, at the Houston distribution center after their 25-hour straight drive.



Gathering in Rialto, CA before the trip. Here are three of the five trucks in the convoy.



The CHP escorts also gather in Rialto, waiting to head off to the California-Arizona border.



The California drivers are proud to arrive in Houston with supplies for hurricane victims.



Just some of the goods brought from California that were unloaded in the Houston distribution center.



## Marsi Newman hangs up the voter lists



Marsi Newman does voter registration at a recent Labor Day Picnic in Alameda.

Marsi Newman came to the California Teamsters Public Affairs Council (CTPAC) in 1990 to work as an administrator, filing reports and sending out political donations. She retired in September, with a legacy of having set up the massively successful Teamsters political field program.

"Marsi invented our grassroots political program from whole cloth," says CTPAC Director Barry Broad. "We gave her authority but we had no idea how to get the job done. She just made it happen, which is remarkable."

Joint Council 7 Political Director Doug Bloch concurs. "Marsi had her fingers in all the political success that we've had in California. We had no field program—no phone banking, no precinct walking; we barely made endorsements. She worked with our locals to do voter registration and set up the DRIVE fund. In the last election cycle, we ran the largest field program around candidate races that we've ever done. Marsi built the foundation for that work."

Bloch adds that she never asked for credit; she just wanted to get the job done right. "That's the hallmark of a true leader."

"She's basically irreplaceable," Broad adds. "We'll need three people to accomplish what Marsi did."



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## A proud time to be a Teamster, but challenges abound

As we go to press, I am concerned about all the carnage that Mother Nature has caused in the last few weeks; Houston, Florida, Puerto Rico and Mexico. It is as if she is making a point to say that global warming is real or that she is mad about something. Whichever, it registered loud and clear.

However, in true Teamster fashion, we knew that when Houston was hit that it would affect many of our Teamster sisters and brothers. In a matter of days, California Joint Councils 7 and 42 leaped into action. We called our local in Houston and asked what was needed the most. They suggested water, non-perishable food stuffs, diapers, cleaning

equipment, and various other basic items. Within two days we were able to get donations from many of our employers, giving us most of what we needed. We also had many members step up and donate items and I have to thank all of the Local Unions in the Joint Council that participated. Local 853 trustee Joel Bellison wrapped pallets and our JC7 truck driver Ron Valdez, along with Local 853 organizer Steve Bender and Local 853 trustee Mike Fritz were fully loaded. They rendezvoused with four more Teamster trucks in Southern California and drove straight through to Houston—all in all, 29 hours. They delivered the much-needed items in time to be used by Houston members.

This is the best of who and what we are as Teamsters. We help each other, we work together, and we get the job done. While our intention was to serve our Teamster family first, we had brought so much of the requested items that we were able to share with the general public, as well. Thousands of people in need saw first-hand that what they hear from anti-union politicians and media isn't what unions or the Teamsters are all about. It was one of our finer moments and I thank everyone who volunteered and did such a great job.

### Joint Council makes splash at the Women's Conference

In September, I attended the International Teamsters Women's Conference. I was proud to see so many Joint Council members making presentations about their successful work. Locals 2010 and 856 were recognized for their recent organizing victories, and Local 853's Stacy Alvelais taught a class for the Transportation division. All in all, our Joint Council continues to be at the forefront of our union.

### The new cannabis industry

You'll see several articles in this newspaper about the cannabis industry. While medicinal cannabis has been legal in California for many years, the passage of Prop. 64 legalizing recreational marijuana heralds a new industry that will utilize warehousing, distribution, and many of the skills that Teamsters bring to the workplace. This is an area that could potentially offer thousands of

good Teamster jobs and we are already part of the policy efforts to shape how the industry is regulated. But legal or not, our members who are drivers may still be drug tested and can lose their jobs or more if they don't test clean.

### Saving health care and pensions

As you know, the Congress and Senate of the United States continue to fight over how to repeal the Affordable Care Act. The Republicans and Trump could care less about the millions of people that repeal would hurt and the billions of dollars it will cost the states.

As a union we could suggest many changes in the Act, but repeal is a bad option, only being done for political purposes. Luckily, so far, the ineptness of Trump and his lackeys shows through and nothing has happened on the health care front.

However, a far bigger issue for many Teamsters and other union members is the shape pension plans are in. We are fortunate here in the west to be part of the Western Conference

of Teamsters pension plan; it is the largest in the nation and in very good shape. However, many across the country are not so fortunate. Membership losses due to downsizing of industries, deregulation and other issues have caused many pension plans to border on insolvency over the course of the next decade.

This is a terrible calamity. A pension is a promise to our members that they will enjoy a decent retirement with dignity. The thought that these plans will not be able to keep that promise is unthinkable. The Teamsters International and a few others are developing legislation to make sure that these plans have a way to continue to pay out the pensions that were earned.

What is so ironic and outrageous is that our government bailed out the banks and Wall Street with trillions of dollars of taxpayer's money, but can't find one-tenth of one percent of that amount to help millions of retirees and active union members with their future. This is totally unacceptable. What it clearly shows is, even when the Democrats controlled things, we have no friends who really want to help unions in the U.S. Congress. We get lip service and we get promises, but when it comes to doing what our members need, those promises evaporate. Now that so many pension plans are in crisis mode, perhaps we will see some of our elected officials stand up for what is right.

I have been working on these issues for many years and continue to do so when I am in Washington D.C. I am thankful that the Western Conference of Teamsters Pension Trust is in such good shape, but we do have members in the Joint Council who are covered by different plans that are not as strong. Hopefully, our elected officials will do the right thing and get this legislation going. Everyone should have the security of a decent pension.

*"[Sending the convoy to Houston] is the best of who and what we are as Teamsters. We help each other, we work together, and we get the job done."*



# Joint Council 7 organizes more than 4,000 workers since November election

Last November 8, many of us sat stunned in front of our smart phones, televisions, and computers. In a clean sweep, the Republican Party had taken control of the Presidency, the Senate, and the Congress.

Many people called the election a death sentence for labor unions in this country, as the Republicans and their supporters outlined an agenda bent on destroying workers' ability to organize, collectively bargain, retire with pensions, and have safe workplaces.

While Joint Council 7 did very well on election night in hundreds of local, state, and federal races, those victories were overshadowed by the bad news coming from Washington D.C.

I'm happy to report that since that time, Joint Council 7 has seen an unprecedented boom in new organizing and just wrapped up another very strong legislative session.

## The numbers

In December, more than 1,000 workers in **Butte County Social Services** and **General Services** joined Local 137. This important election victory nearly doubled Local 137's membership and continues its impressive growth in representing public services workers for the northern part of the state.

Also that month, the 24 drivers, crane operators, groundsmen and mechanics at **Pac Rail Services** in Oakland voted unanimously to join Local 70. The workers service the Union Pacific Railroad at the Port of Oakland. Local 70 has long represented the workers at the Burlington Northern Santa Fe's Oakland rail yard, so this is important.

Continuing Local 853's unmatched Silicon Valley organizing, in February, 25 drivers for **WeDriveU**, a shuttle company that services Salesforce, joined the union. One month later, they were followed by 30 drivers for WeDriveU servicing LinkedIn and Twitter.

In April, 35 drivers and warehouse workers at **Clock Freight** in San Francisco voted to join Local 2785. This was the first freight organizing victory for our union in a long time.

In May, 215 shuttle bus drivers for San Francisco-based **Chariot** joined Local 665. This campaign saw incredible political pressure from San Francisco's elected and appointed officials to win a card check neutrality agreement for the workers. The contract was ratified in September.

Local 665 followed that up with a long-awaited victory in Sonoma County, organizing over 400 solid waste and recycling workers at **Ratto**, an employer that had beat back several organizing attempts over the last decade. This was the last major non-union waste and recycling company in the Bay Area, so it was important for protecting our contracts in other cities. As with Chariot, our new members ratified their contract in September.

In June, more than 1,800 workers

at **West Contra Costa Unified School District** joined Local 856, solidifying Local 856's position as the largest public employee union in that county.

Finally, in August, more than 1,200 skilled trades workers (518 in Joint Council 7's territory) from the **California State University** system joined Local 2010, uniting them with skilled trades workers from several University of California campuses. Local 2010 also added 36 new members at **UC Merced**.

## The role of politics

Politics played a key role in every single one of these campaigns. For example, in Sonoma County, Local 665 benefited from the hard work that Local 856 has done building relationships with the Santa Rosa City Council as all of the city employees are Teamsters 856 members. Plus, for the first time in Teamster history, we made endorsements in Butte County elections.

All of this political work builds up from the local level. Most of our state and federal legislators got their start in local government. That's why it's critical that we endorse candidates, make phone calls and knock on doors for them, and contribute to their campaigns. That all comes from our political action fund DRIVE, which stands for Democratic, Republican, Independent Voter Education. If you aren't making

voluntary contributions from your paycheck, please contact your shop steward or business agent to sign up.

Does it pay off? I say yes—absolutely. It is because of all of our hard work on the local level and the relationships we have built with elected officials as they work their way from city hall to the Capitol that this year California Teamsters wrapped up another incredibly successful legislative session. We helped win key bills that fund transportation infrastructure and affordable housing, increase transparency for prescription drug pricing, and more. Some are on the Governor's desk waiting for him to take action and some have already been signed into law. Stay tuned for more on that later.

We live in uncertain times. There is a growing gap between the "haves" and "have nots." Rents are sky-high and the dream of owning your own home seems further and further out of reach. Our children are being crushed by student loan debt. Health care costs keep spiraling. Our country, built by immigrants and always the beacon of democracy, is turning its back on our own people and the rest of the world. And what about the threat of climate change?

All of these questions and more are pushing workers into the Teamsters in greater numbers than we have seen in a long time, because workers know that there is no better protection on the job than a union. We need to continue to step up our organizing and political activism to face these challenges and make the opportunity of a union job available to all who want it.

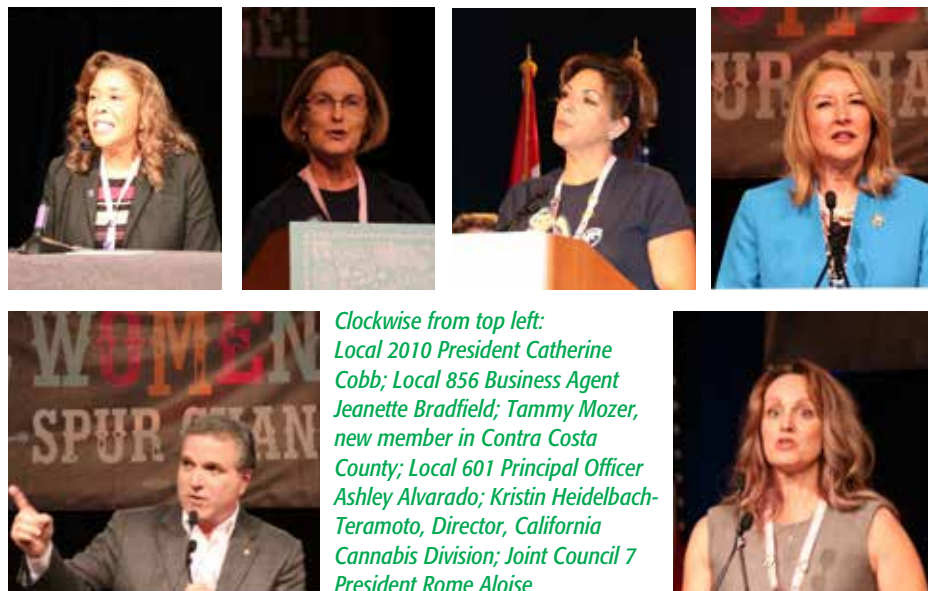
## Joint Council 7: A major player at IBT Women's Conference



The Joint Council 7 delegation takes a photo with IBT President James Hoffa and General Secretary-Treasurer Ken Hall at the Women's Conference, held in San Antonio in September.

More than 1,100 women and men from around the country attended this

year's conference, which included dozens of workshops on unionism, history, and leadership development and speakers about the impact of politics on our union, and Teamster successes over the last year—including many from Joint Council 7.



Clockwise from top left: Local 2010 President Catherine Cobb; Local 856 Business Agent Jeanette Bradfield; Tammy Mozer, new member in Contra Costa County; Local 601 Principal Officer Ashley Alvarado; Kristin Heidelbach-Teramoto, Director, California Cannabis Division; Joint Council 7 President Rome Aloise

# AROUND THE LOCALS



## LOCAL 517

### The story of two contracts

It took 19 days and a contract proposal that the members unanimously voted down before the 117 members at the Saputo creamery in Tulare finally had a contract that they could ratify.

"We told the company that their offer wasn't good, but when the members spoke with 100% agreement and voted the first contract down, we went back to the table and got a good contract in three days," says Business Rep Steve Nelson.

Ultimately, the key was switching health care plans. By going from Teamster Choice Plus to Select Plus, the company pays only for the people covered by health insurance, instead of paying the same price for everyone—singles and families. "This change provided the company with \$1.35 million in savings," explains Business Agent Steve Nelson. "So in addition to increases of \$3 in wages and \$1 in pension over the five-year contract, everybody's co-pay was reduced by half."

Nelson says that the agreement was ratified overwhelmingly in August. "It worked out well for both sides."

Over at Ventura Coastal, an orange juice company in Tipton, getting a contract was a much smoother affair. This is a seasonal company that has 120 employees, when fully staffed.

"It was a much easier contract. After 8-9 days of negotiations, we had a three-year contract that included a 3% raise each year. And since the members were happy with their insurance, we just left it alone," Nelson says. "There were no hang-ups and ultimately we have an agreement that everyone is pretty happy with."

## LOCAL 2010

### With new unit of 1,200 skilled trades workers, local continues to grow!

After a year of unprecedented milestones, we can add another victory to our list. Earlier today, the 1,400 skilled trades workers of the State Employees Trades Council (SETC-United) overwhelmingly voted to affiliate with Local 2010.

Over 75% voted in favor of joining the Teamsters, and the turnout was enormous, with over 77% of members voting in the election.

"We are proud to have the 1,400 skilled trades members of SETC join the 12,000 administrative, clerical, and support workers at the University of California system and the over 800 Skilled Trades workers at UCLA and UC San Diego," said Jason Rabinowitz, Secretary Treasurer of Teamsters Local 2010. "Together, we are building a true powerhouse in higher education with strength at not only the UC, but in the Cal State system as well."

"Becoming part of the Teamsters was an easy decision," said Sean Kerkoff, a plumber at UCSB. "I



Skilled Trades workers at CSU Chico are proud to become Teamsters.

am proud to be part of such a powerful organization with an unwavering commitment to its members."

Earlier this year, by joining forces with our skilled trades members, we multiplied our power during the contract fight and this will only grow our strength exponentially.

The new group includes almost 1400 electricians, elevator mechanics, plumbers, and facilities workers from UC Merced, UC Irvine, UC Santa Barbara, and 22 campuses in the California State University system.

"This is an exciting time for our Union," said Joseph Meyer, a records assistant at UC Berkeley. "The addition of 1,400 skilled trades members puts us in an incredible position with the clout to make real change for our members."

Congratulations to the newest members of the Teamsters and make sure to take some time and welcome our new sisters and brothers to the union.

## LOCAL 665

### Over 200 new Teamsters at tech startup Chariot

Joint Council 7 continued to lead the way in organizing in the tech industry with the ratification on September 18 of a new two-year agreement covering more than 200 drivers who work for Chariot, an app-based commuter startup.

Chariot, which runs 11 specialized commuter routes in San Francisco, has been in business for about three years.

"This is a success story with so many people to thank," said Local 665 Secretary-Treasurer Mark Gleason. "Everyone at the Joint Council, our sister Locals, Teamster-supported elected officials, and especially, the women and men who drive for Chariot each day."

Local 665 was approached by Chariot drivers last April with questions about organizing. At the same time, Ford Motor Company bought a majority interest in Chariot. With the assistance of Joint Council President Rome Aloise and Political Director Doug Bloch, Chariot agreed to card-check neutrality, which resulted in recognition of the Teamsters.

"Bargaining was difficult, because, as a 'start-up,' there is no comparison to the type of work these new Teamsters do in any other industry," Gleason said. "We had to start from scratch in putting together a contract."

Gleason credited Local 665 President Mike Yates, and business agents Florencio Sinogui, Michael Thompson and Tony Delorio with keeping the Chariot drivers together throughout the summer. "These were unique contract talks. President Yates and the business agents made sure that the workers stayed



Over 200 Chariot drivers in San Francisco ratified a first contract at Local 665 on Monday Sept. 18. (From left: Robert Calivo, Ashley Dovichi, Lakree West, Stephan Grady, Harvey Clanton, Kendra Watkins, Justin Sexton, Earl Lang.

informed, which allowed for quick ratification of the final agreement," Gleason said.

Now that the Chariot drivers ratified their new contract, they will enjoy immediate wage improvements of more than \$2.00/hour, a union health plan and additional holidays and vacation.

Gleason encourages everyone visiting San Francisco to consider using one of the ubiquitous turquoise-colored Chariot vans to move around the City. "Jump on board a Chariot; there will be a Teamster behind the wheel," Gleason said.

The contract will be in force through the end of 2019.

## LOCAL 853

### A summer of organizing victories

Over the summer, Local 853's organizing team has had four organizing victories bringing in nearly 100 new members.

The first was at A-1 Ready Mix, with locations in Hayward and San Francisco, where the 20 drivers and batchmen voted yes for union representation. "We have high density in this industry, but still have several targets for organizing," says Organizer Rodney Smith. "We've been certified and are set to start negotiations. We look forward to welcoming these new members."

Almost all of the employees at the Safeway Milk Plant in San Leandro were in the union except for the 10 office coordinators. That changed in July when the group was organized and voted for union

representation. "Negotiations are starting now," Smith says.

On June 28, the 50 employees at Zenith American Solutions voted to become Teamsters. This company is a "third party administrator" for pension and trust funds. "It was a unanimous decision," says Smith. "We're proud to represent these workers who provide important services to other union members."

And also on June 28, the 11 workers at Top Shelf Packaging in Union City voted unanimously for union representation. These workers build the boxes and packaging for Southern Wine and Glazer, and join the salesforce and drivers as members of Local 853.

## LOCAL 856

### Summer Institute on Union Women is empowering



Local 856 brought a spirited delegation to the Summer Institute for Union Women.

Every year, women from unions throughout the United States and Canada gather together for the Summer Institute on Union Women (SIUW) in their region. This year, Teamsters 856 sent 18 members from both the public and private sector to the Western SIUW, held in beautiful Honolulu, Hawaii.

"What better way for our members to grow and learn than to do so with other union women around the country," said Teamsters 856 Secretary-Treasurer and Principal Officer Peter Finn. "The women we sent will be able to come back and take what they learned to their worksites, and use it to help build and strengthen our union."

This year's theme, "Continuing the Legacy: Responding with Direction, Unity & Strength" was chosen to equip union women with the tools needed to fight back attacks on the right to bargain collectively.

Throughout the four days, institute attendees learned about organizing, mobilization, collective bargaining, globalization, and building solidarity from experienced organizers and labor leaders. The women were in a space where they could share their expertise, work with each other, and learn from one another.

Dayna Sherwood and her colleagues at the San Francisco Zoo will begin bargaining soon, which is part of the reason she knew attending the SIUW would be beneficial.

"I came back feeling super inspired and ready to bargain," she said. "I felt like I had more power, and felt stronger about going to the table. I learned more about the process: how to prepare and present proposals, and how to respond to the employer."

LaKenya McGhee works for Contra Costa County and said her experience taught her how to be a stronger leader.

"You don't have to be in a role of power to be a leader," she said. "The small things you do to and for people can have a big impact on them. Listen to that tap on the shoulder when someone has picked you as their leader."

Teamsters 856 Political Director Tricia Suzuki Blinstrub attended the SIUW and led a workshop on politics and the importance of political activism.

"The SIUW is an opportunity for us to send our members to expand their knowledge about being in the labor movement," she said. "It also allows us to bring together the different sectors of our union to meet, learn, and experience the bond that holds us together. We often get caught up in our own worksites so this allows us to remember the bigger pictures of who our union is."

Connecting with fellow 856 members was a big part of what made the SIUW important to Shaune Vaughn who works for Delta Dental. "It taught me that all women from [all] walks of life go through things and still maintain families and work," she said.

Women empowering one another was happening both in and out of the workshops and classrooms.

Micki Estrada has worked for Washington Hospital for 30 years. This was her first time at the SIUW, and she said she was particularly inspired by a woman from British Columbia who showed her that she has within her more confidence than she ever realized. Micki says these lessons were the most important to her. "They showed us that women have rights and a voice that's often overlooked," she said. "They helped give us the voice that we already had – only louder."

## LOCAL 315

### Local 315 welcomes new communications director



Lydia D'Angelo

Teamsters Local 315 are assigning themselves a new direction in rebranding, and will be launching their new website at the end of September.

In order to promote member stories and victories, as well as to provide education and guidance,

Local 315 welcomes its newest staff member, Lydia D'Angelo, to the team as their first Communications Director. D'Angelo's duties include creating content for social media and the website, communicating with members, staff, and stewards, and rebranding the local. The Communications Director's biggest priority is to share and promote stories of the union's members and communicate the appreciation of the indispensable workers.

### New agreement at First Transit



Members at First Transit who ratified their new four-year agreement.

On September 6, Vacaville's First Transit members ratified a four-year agreement that will increase wages in year one by \$2.24 and 3% each year thereafter. Special thanks to shop stewards Manuel Larot and Carlos Montoya for their hard work in keeping the group united after a 100% rejection of the employer's previous final offer.



## Building California's cannabis division

When California voters passed Prop. 64 in November, 2016, they legalized the growing, use, and sales of recreational marijuana. The state is now working out how to generate taxes from the new product and ensure that it is properly regulated, for the benefit of customers and workers, alike. In addition, since medical marijuana has been legal in the state for 20 years, the regulators need to ensure that the regulations are consistent for both aspects of the industry.

Whether you are for or against recreational marijuana legalization, it's here. This is an industry that already employs more than 165 thousand people across the U.S. According to the *Marijuana Business Daily*, California's recreational market alone could eventually bring in between \$4.5 billion and \$5 billion in annual retail sales, so the impact of legalization on business and employment opportunities in the state is massive.

Similar to how liquor was regulated after the repeal of Prohibition, how cannabis is regulated and taxed will determine whether this multi-billion dollar industry creates good union careers or low wage jobs.

The state plan for how the products are grown, distributed and taxed is coming out on January 1, 2018. At the same time, localities are meeting now to determine how they want to approach the industry; some cities are working out taxation schemes to bolster their budgets, while others are looking to ban manufacturing, sales or both.

Recognizing the opportunity of creating good Teamster jobs in growing and harvesting, manufacturing, performing quality control, warehousing, and distribution, JC7 President Rome Aloise had the idea to partner with Joint Council 42 to start a cannabis division in California. His goals were to help shape the policies that regulate and govern the industry in order to enable the union to make inroads into organizing the workers.

"Tens of thousands of jobs will be created in California as part of this industry, and we want them to be good jobs and Teamster jobs," said Aloise. "We couldn't wait until everything was set up and moving to start getting involved. We needed to insinuate ourselves on the ground floor."

Building Teamster market share in the new cannabis industry was not what Kristin Heidelbach-Teramoto ever thought she'd be doing. For 14 years, she was

the Titan Operator at Local 150 in Sacramento and had previously worked in the bio-tech and software industries. In August of 2016, Aloise tasked her with developing the new cannabis division.

"I grew up in a law enforcement family and avoided recreational drugs my whole life," she says. "So doing this is not anything that I would have ever imagined. But it's been a fascinating journey."

Kristin has been working on this issue for about a year, having started even before passage of Prop. 64. Her first task was to learn about the many aspects of the industry, and connect with the key leaders.

"I started attending every cannabis function I could find," she says, "like the State of Cannabis event held each year in Long Beach." She got to know and gain the trust of the leaders of the California Cannabis Industry Association and "they would introduce me to their friends. It's a massive network of people who work together."

What Kristin learned is that emerging companies face numerous challenges navigating the myriad and sometimes conflicting state and local laws. "But Teamsters can use our political clout to help them get through that. We're not always successful, but we try. In exchange, we ask that the companies develop a labor peace agreement. This means that when they staff up, if the employees choose to be represented by a union, the companies will accept



Kristin Heidelbach-Teramoto displays the new Teamster Cannabis Division's logo on a t-shirt.

that choice."

Kristin travels the state, working with city councils to add labor peace to their local ordinances. While the State of California agreed to include a labor peace agreement for any company with 20 or more employees, in Los Angeles, the rule kicks in at 10 employees. "We'll have to work out those differences," she says.

Where labor peace can be a huge boon for organizing, Kristin is also working to develop apprenticeship programs for people working in manufacturing and retail sales to create good career ladders.

Organizing has already started. "We have a lab, a grower with warehouses, and several manufacturers," Kristin says. "We've got a solid base of organized members in the industry and expect many more companies to come on board as we get closer to January."



## Delegates meeting and seminar in South Lake Tahoe



Calif. State Treasurer and candidate for governor John Chiang



JC7 leaders: From left: S-T Dave Hawley, Recording Secretary Mark Gleason, and President Rome Aloise



Calif. Lt. Governor and candidate for governor Gavin Newsom

At its 6th annual seminar held in Lake Tahoe on June 12-14, Joint Council 7 delegates met two of the announced candidates for Governor, heard from the IBT General Secretary-Treasurer, and attended numerous workshops and presentations.



IBT Genl. Secretary-Treasurer Ken Hall



Local 856's Crystal Young and Nicole Casey present about communications



Susan Garea and Costa Kerestenzis from Beeson Tayer & Bodine present about "joint employers" and independent contractors.

## Joint Council 7 Teamsters Day-at-the-Ballpark



More than 3,200 Teamsters showed up for the 6th Annual Teamsters Day-at-the-Ballpark at the Oakland Coliseum on June 17. They enjoyed a fabulous bbq at the tailgate party before the game where the As beat the Yankees by 5-2.



# The impact on workers of California's legalization and regulation of the marijuana marketplace

Last November, California voters approved Prop 64, also known as the Adult Use of Marijuana Act (AUMA), which legalized the recreational use of marijuana in the state. By doing so, California joined Alaska, Colorado, Washington, Oregon, Nevada, Massachusetts, and Maine in legalizing recreational marijuana use.

Although California's law went into effect immediately after Prop 64 was adopted, the state will not start issuing commercial licenses to cultivate, transport, and distribute marijuana until January 1, 2018. Once that happens, the effects of the newly regulated marijuana marketplace on California's economy will start to take shape (and the Teamsters are actively involved in organizing all aspects of marijuana cultivation, transport and distribution). This newly regulated market is likely to have a significant, yet still unpredictable, impact on the workplace.



LIFE AFTER LEGALIZATION

CBD, remains an illegal Schedule One substance under the U.S. Controlled Substances Act, however, federal charges are typically brought only in large cases where commercial distribution is suspected. It is uncertain what stance the Trump administration will take on enforcement of federal drug laws in California.

The rights of landlords and employers are not impacted by Prop 64. That means property owners may still forbid the possession or use of marijuana on their property, and employers may prohibit the use of marijuana by their employees.

As a result, **the legalization of recreational use of marijuana will not change in any way employer drug testing policies and marijuana use will continue to be grounds for workplace discipline.** This presents a particular concern for marijuana users because, unlike alcohol, THC levels remain detectable in urine and blood for a longer period after use. **Depending on the frequency of use, an employee could test positive for up to twelve weeks after consumption, even though the employee is not under the influence at the time.**

The intent of Prop 64 is for California's marijuana industry to be highly regulated and monitored. The details are still being flushed out by the state agencies responsible for licensing and enforcement and it will likely take some time before the regulations are finalized. Even so, Prop 64 requires state agencies to begin issuing commercial licenses by January 1, 2018, and separate licenses will be required for cultivation, manufacture, distribution, transportation, laboratory testing, and sale of cannabis. The law requires the product be tracked from point of cultivation to point of sale to prevent unlicensed marijuana from entering the market and to maintain quality control.

One requirement is that the driver of a vehicle transporting cannabis must be directly employed by a licensee authorized to transport cannabis. The distributor may not subcontract out the delivery work, which will prevent distributors from treating drivers as independent contractors. In addition, commercial marijuana licensees with 20 or more employees are required to enter into a "labor peace agreement" with a labor organization. At a minimum, the peace agreement must include a no-strike provision, an employer neutrality provision, and a provision for union access to the employer's workplace.

Other than organizing the recreational marijuana industry, the biggest job for the union after January 1, 2018 will be to impress upon members subject to drug testing that just because recreational use of marijuana is no longer a violation of criminal law, it remains a basis for members to be disciplined or discharged as a result of a positive test.

## The important parts: Prop 64...

- Legalizes possession and use of up to one ounce of marijuana and personal use cultivation of up to six plants per residence by adults 21 and over.
- Reduces penalties for most illegal cultivation, sale, transport, and possession for sale offenses from felonies to misdemeanors, with possible exceptions for repeat or violent offenders or other aggravating circumstances.
- Allows prior offenders to file to have their criminal records changed to what they would have been if Prop 64 had been in effect.
- Establishes a licensed regulation system for commercial production and sale of adult use cannabis beginning January 1, 2018.
- Levies a production tax of \$9.25/ounce of flowers plus an additional 15% excise tax on retail sales of marijuana for both adult-use and medical-use effective January 1, 2018.

## Under Prop 64, you may NOT:

- Consume marijuana in any public place (\$100 infraction).
- Smoke or vaporize marijuana in a non-smoking area.
- Consume marijuana or possess an "open container" of marijuana while driving or riding as a passenger in any motor vehicle (\$250 fine).
- Possess or use marijuana on the grounds of a school, day care or youth center while children are present (\$100 fine).
- Minors under 21 may not possess, use, transport, or cultivate marijuana.
- Possession of more than one ounce remains a misdemeanor.

Prop 64 also does not apply on federal property, so possession in places like national parks is still illegal. Marijuana, including both THC and



**LOCAL 70**  
Distefano, Joseph  
Ferreira, Frank H.  
Jensen, Ronald  
Lacoste, Jean F.  
Lipanovich, Tony  
Wittman, Kenneth  
Slate, Robert

**LOCAL 315**  
Wilkins, Rodger

**LOCAL 386**  
Fletcher, Willie  
Gonzalez, Jose  
Guerrero, Sergio  
Guyer, Gary  
Medeiros, Roger  
Petersen, Donald  
Rocha, Luis  
Schiabbe, Curt

**LOCAL 431**  
Deen, James  
DeSantiago,  
Salvador  
Duarte, Moises  
Gamble, Morris  
Garza, Raul  
Morse, Martin  
Sloan, Wilbur

Solorio, Stella  
Tillery, Laverna  
Wingfield, Robert

**LOCAL 665**  
Detels, Jeff  
Dungca Jr. Jose  
Hockaday, John  
Puccinelli, Richard  
Puccinelli, Robert  
Rodriguez, Jose

**LOCAL 853**  
Baird, John  
Dake, Bennett  
Martin, Gregory  
Penate, Carlos  
Ramos, Ricardo  
Torres, Frank

**LOCAL 890**  
Carrillo, Juana B.  
Cortez Medina,  
Jesus  
Manzo de Flores,  
Anito  
Torres, Nidea

**LOCAL 896**  
Dehart, Donald  
Friedeck, Robin  
Jones, Duane  
Lane, Terry  
Portis, Dallas  
Scruggs, George  
Sweet, Kenneth  
Williams, Mary  
**LOCAL 912**  
Anderson, Lilian  
Ayala, Luis  
Felipe, Victoria

**LOCAL 2785**  
Bode Sr., Harry  
Hanger, Sherman  
Juvera, Gilbert A.  
Magnusson, Alvin  
Russell "Russ"  
Mirkovich, Ron  
Palma, Alvaro  
Stergion, George  
J.  
Tom, Rene  
Wagner, Steven

## NOTICE OF NOMINATIONS AND ELECTIONS

# LOCAL 439

Local 439 will have a special-called Nomination Meeting to be held on Wednesday, November 8, 2017 at 1531 E. Fremont St. Stockton CA, at 7:00 p.m.

The purpose of the special-called meeting will be Nominations of Officers for the following Offices: President, Secretary-Treasurer, Vice-President, Recording-Secretary and three Trustees.

Balloting: The election will be by mail referendum secret balloting with ballots distributed to all members on or about November 22, 2017. Ballots returned to the Election Supervisor's post office box by December 13, 2017 will be tallied in the meeting hall of Teamsters Local 439 at 1531 E. Fremont St., Stockton, CA, on December 13, 2017, providing the member is in good standing for October 2017. Unless a member is on dues checkoff for October, the member should be sure his/her dues are paid for October 2017, otherwise the votes on the ballot he casts will not be counted.

Nominations and the Election will be conducted in accordance with the provisions of the International Constitution and the Local Union By-Laws. Copies of these documents are available at the Union's office. If you have any further questions regarding the election procedure, please contact the Local 439 office.

*Ken Guertin, Secretary-Treasurer*

## Local 856

### Annual Thanksgiving Meeting

Teamsters Local 856's Annual Thanksgiving Meeting and Health Fair will be held on **Thursday, November 2, 2017 at 6pm** at the Best Western Grosvenor Hotel, 380 South Airport Blvd., South San Francisco.

For members who reside in the **Sacramento** area, the Annual Thanksgiving Meeting will be held on **Thursday, November 16, 2017 at 6pm** at the International Association of Aerospace Workers Lodge 946, 2749 Sunrise Blvd, Rancho Cordova.

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

**Joint Council 7:**  
**[www.teamstersjc7.org](http://www.teamstersjc7.org)**

**International Teamsters:**  
**[www.teamster.org](http://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 .....	415-728-0811
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

## New legal marijuana laws may put teens at greater risk

Marijuana became legal to smoke recreationally in California for adults over the age of 21 on November 9, 2016 when California voters passed Proposition 64—the Adult Use of Marijuana Act—by a margin of 57-43%.

Although it is now legal for California residents to use, possess, share and grow marijuana at home, it is not legal to buy marijuana or a plant unless the buyer obtains either from a dispensary using a medical marijuana card. It is also not legal to bring marijuana onto a plane, even if the flight departs from and lands in a state where it is legal.

The part of the law dealing with purchasing marijuana is scheduled to change in 2018, but the details of how and where sales will be permitted are still being worked out. The deadline for the state to start issuing licenses to sell is January 1, 2018.

Adults cannot smoke or ingest marijuana in public or drive under the influence of the drug although it will eventually be legal at licensed on-site businesses. However, no business will be able to sell alcohol or tobacco as well as marijuana.

Trying to make sense of the regulations is hard enough for adults, but for adolescents who are in the process of making decisions about whether or not to start using marijuana while they are learning to operate motor vehicles, the new laws may also have some unintended but foreseeable consequences.

In 2016, four years after Colorado and Washington approved marijuana legalization in November, 2012 – a study suggested there was no significant change in adolescent marijuana use. Proponents of marijuana legalization in other states seized upon this report and used it to promote legalization in other states, particularly California. Opponents pointed out that a federal survey showed Colorado to be number one in the nation in teen marijuana use prior to legalization and that rates of marijuana poisoning among small children in Colorado increased post-legalization from 25 in 2013 to 47 in 2015, while adult emergency visits for marijuana use increased. Positive drug screens for marijuana at Children's Hospital in Colorado rose from 146 in 2005 to 639 in 2014.

One expert believes that previous studies are underestimating how many teens are using marijuana because surveys have asked about "smoking" marijuana and did not ask about vaping or edibles, which are increasingly popular among adolescents.

In 2017, University of California researchers reanalyzed survey data and conclude that legalization may change attitudes toward marijuana in a way that encourages adolescent use. They found that legalization was associated with increased cannabis consumption among 8th and 10th graders in Washington but not among 12th graders, nor among Colorado students in 8th, 10th or 12th grades.

In comparing trends in both states to the 45 states without legal marijuana, the UC analysis found that 8th and 10th graders in Washington believed there

was less risk posed by marijuana use than in Colorado. After legalization, Colorado 8th graders who believe marijuana poses a moderate risk fell from 74.9 percent to 60.7 percent, while 10th graders fell from 62.8 percent to 46.6 percent. Researchers believe the difference between Washington and Colorado can be explained

by the fact that, "Washington had a very developed medical marijuana dispensary system prior to legalization, with substantial advertising, to which youth were already exposed," while Colorado did not.

It seems that California's medical marijuana system was very much like that of Washington and our state should expect a similar decrease in view of risk along with an increase in the percentage of adolescents using marijuana in any form (smoking, vaping or edibles).

Another issue with teens is that they start driving in 10th grade. Recent data suggests that marijuana legalization corresponds to an increase in motor vehicle accidents as measured by increase in insurance claims.

### Marijuana and operating a motor vehicle

As of today, no amount of detectable marijuana is permitted if a law enforcement office requests a test following a traffic stop. The mere presence of marijuana metabolites in a collected sample can result in a DUI for marijuana. Because marijuana is detectable in the human body long after the effects of the drug are gone, this poses a significant problem for drivers who test positive.

Colorado, Oregon and Washington report an increase of three percent more motor vehicle collision claims than would have been expected without marijuana legalization, according to the Highway Loss Data Institute. This study reported that more drivers in crashes admitted to using marijuana.

A fourteen percent higher rate of costs for collision claims was reported in a study comparing Colorado, Washington and Oregon to adjacent states (Nebraska, Utah and Wyoming) without legalized recreational marijuana, with Colorado having the largest estimated increase.

For teenagers, the likelihood of having an accident is already increased as evidenced by the higher insurance rates we pay for our children. If they are using marijuana, they are even more likely to have accidents. If they have accidents they are more likely to be tested for drugs and alcohol. If they test positive they will lose their license until they are 21 years old.

If you think your teenager is developing a problem with marijuana, or with any substance including alcohol or other drugs, do not hesitate to call the Teamsters Assistance Program (TAP) at 800-253-8326 or the Teamsters Alcohol/Drug Rehabilitation Program (TARP) at 800-522-8277. If you are unsure whether or not your Health and Welfare medical plan includes TAP or TARP services, call your Local or your Teamster Trust Fund.

**For teenagers, the likelihood of an accident is already increased as evidenced by the higher insurance rates we pay for our children. If they are using marijuana, they are even more likely to have accidents.**