



Teamsters push back on corporate opposition to Supreme Court's landmark Dynamex decision



Teamsters and labor advocates prepare for the lobby day at the Building Trades' Sacramento office.

Dozens of Teamsters from locals throughout Northern California took part in a lobby day in Sacramento in August to push back on corporate efforts to overturn the state Supreme Court's landmark Dynamex decision that goes far toward stopping misclassification of workers as "independent contractors."

The California Chamber of Commerce and companies including Uber, Lyft, Instacart and Postmates, among others, have launched an intense lobbying effort against the Supreme Court of California's April decision in the case of Dynamex Operations West, Inc. vs. Superior Court of Los Angeles County.

The decision simplified the test for determining whether a worker is classified as an employee

for minimum wage and overtime protections by requiring a simple ABC guide: are workers (A) free from employer control, (B) outside the regular scope of the business, and (C) independently established in that trade? If the answers are No to any of those questions, the worker should be classified as an employee.

"The Chamber and tech companies are trying to get the governor and legislature to take unprecedented action to overturn a unanimous California Supreme

Court ruling," said Doug Bloch, Political Director for Teamsters Joint Council 7. "These are wealthy, global corporations that want political help to get out of paying their employees a livable wage."

"We've been in this fight for over 30 years," he explained. "The independent contractor model rose out of the ashes of the deregulated trucking industry, allowing companies to undercut good employers by avoiding Social Security, workers' compensation, payroll taxes, minimum wage and more. Now, many tech companies have taken on this model and they are terrified of a law that will require them to take care of their workers. But they are not above the law."

Teamsters from Locals 70, 150, 315, 350, 431, 439, 853, 856, 2010, 2785, District Council 2, and the Brotherhood of Locomotive Engineers and Trainmen, along with other worker advocacy groups, participated in the lobby day organized by the California Labor Federation and the California Building and Construction Trades Council.

As the legislative session drew to an end, the corporate lobbyists were not successful in quashing the court decision. "We won this battle, but there are more to come," said Bloch. "We'll be ready."



Assembly-member Lorena Gonzalez Fletcher passes the union gauntlet.

Why is it important to vote in November?



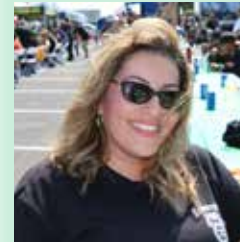
Stacy Frank
Local 137

Republicans don't need to be in office. We need to save our unions. Democrats need to put the country on the course it needs to be on. We need people in there who will protect our unions.



Darryl Koy
Local 533 (Nevada)

Freedom of voice. Without voting, what are we doing? The issue is freedom. I don't like people telling me what I can and can't do or buy.



Berenice Flores
Local 287

Yes. Not voting is a vote the wrong way. A lot of women fought for my right to vote, so I have to vote.



Clarence Rainey
Local 70

Yes. So we can save the unions. Without the unions, we're in trouble. Politicians have a voice in the community to let people know why we need to keep the unions.



Cheryl Armenta
Local 853

Yes. I'll vote for whoever the Teamsters want me to, because I'm union. I don't cross picket lines and I trust my union's endorsements.



Gilbert Esteban
Local 386

I vote in every election. I don't like people who cry over what's happening but didn't vote. That's my say; I need to exercise it.



Teamsters bring water to the fire(fighters)



Local 896 member prepares the donation of Anheuser-Busch water.

Teamsters Joint Council 7 has mobilized to bring drinking water to the firefighters at both the Carr Fire and the Mendocino Complex Fire, both in Northern California. Many thanks to Brian Indelicato and the Local 896 members at the Fairfield Budweiser plant for arranging for the donation and getting it on the truck. Many thanks also to driver Ron Valdez and the Local 853 crew for driving the load.

"The volunteers were excited to see the Anheuser-Busch pallets, and were only momentarily disappointed to see that it was water instead of beer," said Local 853 Organizer Steve Bender.

At this point, the best way to help is to send money. To donate by credit card (or if you are a Teamster impacted by fire who needs help), go to:

<https://teamster.org/benefits/disaster-relief>

Checks may be sent to Disaster Relief Fund c/o International Brotherhood of Teamsters 25 Louisiana Ave. NW, Washington, D.C. 20001.



Joint Council 7 drops off the water for firefighters at the Carr Fire.



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Settling UPS contract—our largest in the country

UPS, the Teamsters' largest single nationwide contract, is going out to vote as we go to press. This five-year agreement is the most lucrative offer ever negotiated, providing a \$4.15 wage increase, with another \$5.00 an hour to fund our superior health benefits and grow our pension. The tentative offer also includes new protections on harassment, safety, and forced overtime.

With the advent of significant competition from non-union package delivery companies and owner-operators using the Uber model, this agreement creates a new entry level job classification called Combination Driver. Much of the work to be performed by this new classification was formerly done by part-time Utility or Cover Drivers with part-time benefits. This change will allow for seven day a week delivery, while protecting the Monday through Friday work week for our current drivers and adding overtime protection. This is not a traditional two-tier system; these new jobs will top out in the first year at more than \$31/hour with full time benefits and the rights to bid into the top tier package, clerk and feeder positions. These new combo jobs will be limited to 25% of the workforce; as the Company grows so will the top-paying package jobs.

Our NorCal Negotiating Committee did a great job negotiating the supplemental language in our Nor Cal Supplement and Rider, protecting our current full-time package work, with work rules protections for these new combo drivers.

This tentative agreement comes with the full recommendation of the International, the Northern California Negotiating Committee, and the Joint Council Executive Board. All agree it will keep UPS competitive to grow our membership while protecting the integrity of our very strong current agreement. Unfortunately, some in our union are using this agreement for their

own political gain. A "vote no" movement tied to the next IBT national election was created even before the negotiations got underway. I find it funny that they were holding vote no demonstrations when they had no idea what they were voting no on.

The ballots should be counted the week of October 8.

California wild fires impact Teamsters

As you know, this has been a terrible year for forest fires in Northern California. In my Local, the Carr Fire claimed eight members' homes, with many evacuated for days, and even weeks. The Joint Council provided immediate assistance, delivering more than 30,000 bottles of water for distribution to workers and victims of the fire. Another truckload of water was donated and delivered for the Mendocino Complex Fire. In addition, the International Brotherhood of Teamsters Disaster Relief Fund made a generous donation to the victims who lost homes. As I write this article, several new major fires are burning in our jurisdiction. Joint Council 7 stands ready and willing to provide additional assistance.

Register and Vote

The upcoming mid-term election could be a game changer. It is imperative that all our members and your families participate. If you are not registered, do it today.

The Joint Council's endorsements are listed on the next page for federal and state offices. These all come from extensive interviews with the candidates about issues that impact working people. We will also have endorsements on hundreds of local races—check our website: www.teamstersJC7.org to find our recommendations.

Again, please take the time to vote in this important election.

Teamsters National Black Caucus—Joint Council 7 is in the house!

By REGINALD KNIGHTON
Teamsters Local 853

His name is John Phelan. He may not come when you want him, but, he's always right on time. He shared his story at the 2018 Teamsters National Black Caucus (TNBC) conference held in Houston in August and set the conference on fire.

"You're looking at a dead man walking and you will be killed." That's what Phelan was told in 1971 when he dared to stand up for his rights as a Teamster union man after he was both denied the right to strike his employer and denied entry to the 1971 Teamsters Union Conference.

A driver in Mobile, Alabama, he earned only \$82/week and was forced to do overtime at straight pay. Phelan shared that when he stood up to oppose unfair wages and working conditions, he was threatened. Five black men stood with him and said, "If you kill him, you will have to kill us all...but one of us will kill you!" Just as Dr. Martin Luther King expressed, "If a man has not found something worth dying for, then that man is not fit to live."



Local 853's delegation to the TNBC



TNBC founder John Phelan

With the help of some righteous Teamsters, Phelan was granted a Charter for what he dubbed the Black Caucus. A few years ago, he learned that the Teamsters Black Caucus was still thriving. When he spoke this year, his spirit and energy overtook the room. He warmed everyone's hearts and reminded us why and for whom we fight as Teamsters!

The conference was filled with heavy hitters, including Congresswoman Sheila Jackson Lee, who was truly inspirational. Powerful members of the IBT and hundreds of the hardest working men and women who fight for workers rights also attended. I feel blessed to be part of this amazing union rights organization.

If you would like information about the TNBC, go to www.gotnbc.com.



Technology and the future of trucking—more reasons Teamsters do politics

This month, Working Partnerships USA and the UC Berkeley Center for Labor Research and Education released a groundbreaking report entitled “Driverless? Autonomous Trucks and the Future of the American Trucker.” The author is Steve Viscelli, a sociologist at the University of Pennsylvania who also spent time as a long-haul truck driver. He captured that experience in a book called *The Big Rig: Trucking and the Decline of the American Dream*. Steve presented his report findings and signed copies of his book at our Joint Council seminar in June. He also spoke at the IBT Political Coordinators Conference this year. His work is important for every Teamster to see.

As I’ve written before, we hear reports of the “robot apocalypse” everywhere we go. Some people say that upwards of 4 million transportation workers in the United States will lose their jobs to driverless trucks in the next 5-20 years. Elected officials are scrambling on how to respond while tech companies and big business push for deregulation. Nobody is really sure what will happen and what should be done.

This report is the first attempt to get an accurate picture of how technology could impact trucking and our jobs. The good news is, the robot apocalypse is not a given. The bad news is, if we don’t do anything, new technology and automation will continue to chip away at the wages and benefits we enjoy in package delivery, trucking, and other sectors. The biggest threat is a continued growth in the business model of hiring workers as so-called “independent contractors” instead of employees. On that note, please read this issue’s cover story. The Teamsters are fully engaged.

I strongly encourage you to read the report here:

<http://driverlessreport.org>

On another note, this November’s election sees an unprecedented six Teamsters running for office from Joint Council 7! Additionally, our local unions have been busy interviewing candidates for elected office at the local, state, and federal level. We do this to make sure

that the people who are elected to represent us actually do their jobs. If we don’t stay involved, we risk electing politicians who will represent our employers’ interests – not ours.

Here are a few examples of why we do politics:

- We have an Assemblymember in Kingsburg fighting for more than 500 members of Teamsters Local 431 who are on strike at Sun-Maid Raisins.
- In San Francisco, the Board of Supervisors have scheduled a hearing after WeDriveU and Hallcon Transportation brought in scab workers while over 800 members of Teamsters 853 fight for a fair contract.
- The legislature sent a bill to the Governor this year, SB 1402, which might finally win our 25-year battle against the practice of hiring port truck drivers as independent contractors instead of employees.
- Oakland and San Francisco are pushing Community Workforce Agreements to ensure Teamsters work on all their public construction projects.
- And, some of the San Jose City Council members are working to protect Teamsters 350 recycling jobs under the city’s contracts.

Our political power depends on you, our members. That means registering to vote. The voter registration deadline is October 22. You can register online here:

<https://registertovote.ca.gov>

Then, show up to vote—either by mail or at the polls. The ballots are crowded and sometimes people don’t know who to vote for. I encourage to look at the Joint Council 7 web site to see our recommendations!

<https://teamstersjc7.org/endorsements>

Finally, we give money to the candidates we support. We are giving extra help to the Teamsters who are running for office. The money comes from our political action fund DRIVE (Democratic, Republican, Independent Voter Education). DRIVE is a voluntary deduction from your paycheck. Please contact your Shop Steward or Business Agent to sign up for DRIVE!

GENERAL ELECTION ENDORSEMENTS 2018

Deadline to register to vote: October 22

Register on-line at:
<https://registertovote.ca.gov>

Election Day: Tuesday, November 6

For your Teamster recommendations on local races, go to: www.TeamstersJC7.org/endorsements

Governor.....	Gavin Newsom (D)
Lt. Governor	Ed Hernandez (D)
Secretary of State	*Alex Padilla (D)
Controller.....	*Betty Yee (D)
Treasurer.....	Fiona Ma (D)
Attorney General	*Xavier Becerra (D)
Insurance Commissioner.....	Ricardo Lara (D)
Superintendent of Public Instruction....	Tony Thurmond (D)
US Senate.....	*Dianne Feinstein (D)
BOE CD 1	Tom Hallinan (D)
BOE CD 2	Malia Cohen (D)

* Denotes incumbent

BALLOT PROPOSITIONS

Prop 1	YES	(Veterans/Affordable Housing)
Prop 2	YES	(No Place Like Home Act)
Prop 3	YES	(Water Supply/Quality Act)
Prop 4	YES	(Children’s Hospital Bond)
Prop 5	YES	(Prop 13 property transfer)
Prop 6	NO	(Eliminate road repair funding)
Prop 7	YES	(Daylight savings ti,me)
Prop 8	YES	(Fair pricing for dialysis act)
Prop 9	NO	(Three Californias - no longer on ballot)
Prop 10	OPEN	(Repeal local gov’t rent control)
Prop 11	NO	(Rest period takeaway)
Prop 12	NO	(Prevent cruelty to farm animals)

2018 GENERAL ELECTION ENDORSEMENTS

CONGRESS

CD 1.....	Audrey Denny (D)
CD 2.....	*Jared Huffman (D)
CD 3.....	*John Garamendi (D)
CD 4.....	Jessica Morse (D)
CD 5.....	*Mike Thompson (D)
CD 6.....	*Doris Matsui (D)
CD 9.....	*Jerry McNerney (D)
CD 10.....	Josh Harder (D)
CD 11.....	*Mark DeSaulnier (D)
CD 12.....	*Nancy Pelosi (D)
CD 13.....	*Barbara Lee (D)
CD 14.....	*Jackie Speier (D)
CD 15.....	*Eric Swalwell (D)
CD 17.....	*Ro Khanna (D)
CD 18.....	*Anna Eshoo (D)
CD 19.....	*Zoe Lofgren (D)
CD 20.....	*Jimmy Panetta (D)
CD 21.....	TJ Cox (D)
CD 22.....	Andrew Janz (D)
CD 23.....	Tatiana Matta (D)

STATE SENATE

SD2	*Mike McGuire (D)
SD4	Phillip Kim (D)
SD6	*Richard Pan (D)
SD10.....	*Bob Wieckowski (D)
SD12.....	Anna Caballero (D)
SD14.....	Melissa Hurtado (D)
SD16.....	Ruth Musser-Lopez (D)

STATE ASSEMBLY

AD1	Caleen Sisk (D)
AD2.....	*Jim Wood (D)
AD4.....	*Cecilia Aguiar-Curry (D)
AD5.....	Carla Neal (D)
AD6.....	Jackie Smith (D)
AD7.....	*Kevin McCarty (D)
AD8.....	*Ken Cooley (D)
AD9.....	*Jim Cooper (D)
AD10.....	*Marc Levine (D)
AD11.....	*Jim Frazier (D)
AD13.....	*Susan Eggman (D)
AD14.....	*Tim Grayson (D)
AD15.....	Jovanka Beckles (D)
AD16.....	Rebecca Bauer-Kahan (D)
AD17.....	*David Chu (D)
AD18.....	*Rob Bonta (D)
AD19.....	*Phil Ting (D)
AD20.....	*Bill Quirk (D)
AD21.....	*Adam Gray (D)
AD22.....	*Kevin Mullin (D)
AD23.....	Aileen Rizo (D)
AD24.....	*Marc Berman (D)
AD25.....	*Kansen Chu (D)
AD26.....	Jose Sigala (D)
AD27.....	*Ash Kalra (D)

AROUND THE LOCALS



LOCAL 350

Union wins wrongful termination grievance



Jaime Rivera wins grievance, gets job back.

On June 6, 2018, after almost a year long fight, the arbitrator in Jaime Rivera's grievance ordered San Francisco-based Recology to immediately reinstate him with full seniority and make him whole for any wages and benefits lost as a result of his wrongful termination.

"The business agents were upfront, they said it would take a while. I had never been in a situation like this before, or in a trial or court setting. We'd start at 10:00am and end at 7:00pm. The last day of the trial, they were all there, supporting me, talking to me, treating me well. It felt good to have someone to talk to me as a person, not a union member, but a person," said Jaime.

LOCAL 896

Merit Scholarship winners

Local 896 is proud to announce the winners of the Anheuser-Busch Conference of Teamsters Merit Scholarship Program. The scholarship program winners for Local 896 include:

- Malina Bailey (daughter of Lafayette Bailey)
- Haden Borges (son of Janelle Borges)
- Savannah Kavert (daughter of Kevin Kavert)

The Anheuser-Busch Conference of Teamsters Merit Scholarship Program was established for children of Anheuser-Busch employees who are covered under Teamster contracts. The program's purpose is to identify and honor exceptional high school students and provide a mechanism through which they can be assisted with expenses associated with attending an accredited college or university.

LOCAL 853

Teamsters stop tech buses to demand retirement security

The tech workers start lining up before 7 a.m. to get on buses in the Castro district of San Francisco to be driven down to companies like Apple, Google and Tesla in Silicon Valley. On August 16, their routine was scuttled as nearly 100 Teamsters came to the active bus stop to press the shuttle bus companies for a master agreement that includes a pension plan.

Blocking buses for 3-5 minutes each, the Teamsters let the tech passengers know that their drivers were seeking a better deal.

"We're in a cease fire now," says Local 853 Business Rep Stacy Murphy. "The two companies—WeDriveU and Hallcon Transport, formerly Loop, brought in about 60 strikebreakers before Labor Day and had them wear vests that say 'Strike Relief.' Their intent was to frighten our members,



Locals from across Joint Council 7 joined Local 853 to stop tech shuttle buses in the Castro District of San Francisco to let riders know that the drivers deserve a secure retirement.

Doug Bloch, which, he added, could lead to the shuttle companies' ouster from the program.

If the mediation doesn't work, on September 17, San Francisco Supervisor Ahsha Safai has scheduled a hearing for the companies, the Teamsters, and the SFMTA to give testimony on the status of labor harmony. "These companies are at jeopardy for losing their permits to pick up passengers in the City," says Bloch. "That could be a game changer."

LOCAL 431

Sun Maid workers on strike

After rejecting four contract offers from Sun-Maid, nearly 500 members of Local 431 took to the hot Fresno streets on September 10 to start a work stoppage that will last until they get a contract that they can live with.

"The major issue is that the company insists that our folks contribute to their health plan for the first time ever," says Principal Officer Peter Núñez. "They offered minimal wage increases to offset some of the out-of-pocket health costs. It's a high-deductible health plan, which is barely worth it to have, moreover to have to pay into."

The company hasn't brought in strikebreakers yet, "but it's raisin season," Núñez says. "This is the worst time for a strike." Sun Maid has two non-union facilities nearby with 80 workers, and they have



40 supervisors. "But this is a 500-person plant. They'd have to bring in lots of scabs to keep up production."

Núñez says he's been contacted by the mediator to see if it's worth coming back to the bargaining table. "I said that the company knows what we want and need. We've said it every time we come to the table and have been rejected. Nothing short of a proposal that does not include contributing to the health plan is what our folks will agree to."

LOCAL 2010

Teamster-backed CSU bill awaits Governor's signature



Skilled Trades workers' lobby day resulted in bill passing Assembly and Senate.

After months of hard work and a successful Skilled Trades Lobby Day, Local 2010 is proud to report that the bill we have been backing, AB 1231, overwhelmingly passed the Senate by a bipartisan 29-8 vote. The legislation would finally restore step increases for Cal State University staff after more than 20 years without them.

This was accomplished after the Teamster lobbyists and more than 60 CSU Skilled Trades members from across the state came together to ensure that our voice was heard in Sacramento.

The bill is on the Governor's desk awaiting his signature. As this paper goes to press, Local 2010 is calling on members to call or write the Governor and urge him to sign the bill into law.

LOCAL 315

Members gain four good contracts with Republic Services

Teamsters Local 315 members pushed for contracts from Republic Services that guaranteed safety and parity among workers. With good agreements in hand at West County Resource Recovery, West Contra Costa Sanitary Landfill (Golden Bear Transfer Station), and Richmond Sanitary Services' (RSS) Garbage and Recycling Divisions, members at the four Contra Costa facilities ratified their deals.



Members at Republic Services fight for a good contract.

With guidance from IBT Solid Waste Representative Carlos Borba, Business Agent David Rodriguez embarked on what would become a 6-month effort, juggling contract negotiations between the various worksites. The biggest concerns voiced by members were workplace safety and parity with coworkers. The Garbage Division and the Recycling Division at RSS bargain on two separate contracts and yet members who have the same

job responsibilities were receiving unequal contract offers.

Business Agent David Rodriguez, who represents all the worksites, proudly said that "members in each individual contract stood together regarding parity for each union brother and sister to have a good living wage. We had an impending strike, but with workers who continued to stand strong, we won a good contract."

LOCAL 856

Members secure a strong contract in San Francisco

Local 856 members in San Francisco recently ratified a new agreement at 23 of the top hotels in San Francisco including the Fairmont, the Palace Hotel, and the Clift Hotel. The new contract builds upon the strength of their previous contract and covers more than 1,000 members who work in reservations, front desk, concierge, and accounting.

"This agreement is one that we all worked hard on and one that I believe is second to none in the hotel industry," said Local 856 President

Mike Lagomarsino who led negotiations along with Local 856 Secretary-Treasurer/Principal Officer Peter Finn. "The new contract represents the continuance of 100% employer-paid health insurance, as well as wage and pension increases for the term of the five-year contract."

"We're continuing to build worker power throughout the hotel industry in San Francisco," added Finn. "In the last few months, in addition to securing and ratifying a strong contract, we welcomed new members who work at the W Hotel, as well as the Grand Hyatt concierges, to our Local 856 family. Both new groups enjoy the benefits of this contract."

Nora Johnson has worked at the Hilton San Francisco Union Square for 45 years. She's also been a Teamsters 856 shop steward for 20 years. She says consistently strong union contracts have helped her maintain a work-life balance, which has

led to her longevity at the Hilton. "What I really like is that it's a union job," she said. "I liked that I was able to leave at 2:30 while I was raising my kids, so I was always able to attend their games."

Scott Rideout works at the front desk of the Palace Hotel, after having worked at several other hotels in San Francisco. "When you go into other hotels, there aren't set hours," explained Scott. "Even when I started at the Palace and was lowest in seniority, I was at least able to retain



Nora Johnson, Erica Goldblatt, and Scott Rideout are proud to be union.

a set schedule."

Local 856 members working in the hotels recognize that they are able to secure strong contracts because of their numbers and solidarity throughout San Francisco. "The more numbers we have, the stronger we are, and the louder our voice," said Erica Goldblatt, a concierge at the Clift Hotel.

Erica believes union representation in the workplace is crucial because big businesses aren't just going to give workers good wages and benefits. "I know of a non-union hotel where employees pay for their health benefits and can be scheduled to work back-to-back for 10 days," she said.

"I kid you not, I wear my Teamsters 856 pin with pride at the front desk every day," said Scott. "When people ask me what it is, I proudly explain that it is my union pin. I'm proud that as a union, we can keep the company honest and ensure we're treated with dignity and respect."

DISTRICT COUNCIL 2

Contracts and new members

District Council 2 has ratified contracts for members in California, Colorado, Nebraska, Oregon and the state of Washington over the last few months.

In Northern California, we recently organized a new company, the San Jose Mailing Group. Congratulations to our new members there who ratified a four-year agreement with a 2% wage increase in each year of the contract. Vacation benefits and contributions to the SIP 401(k) plan were bargained.

Also ratified in Northern California were Pacific Printing Services Corp. and Papyrus Printing, a sister company. Both companies ratified a four-year contract with increases in each year of the agreement, contributions to the SIP 401(k), and additionally, Pacific Printing continued contributions in the GCIU-ERF & Printing Specialties Health & Welfare Fund.

Custom Paper Products bargained a two-year contract with wage increases the first year of the agreement, while maintaining the status quo on the pension. A one-year extension was given to Firefighters Print & Design.

DC2 recently settled an arbitration at IP Compton regarding FMLA leave using vacation days. The company violated an agreement that did not allow for vacation days to be used while on FMLA for a family member. The grievance was resolved with the affected employees being made whole.

At IP Elk Grove, a grievance over California Paid Sick Leave was settled in arbitration, affecting all IP plants in the state. The outcome was more generous than what state law provides; not only do the employees get 24 hours of paid sick leave, but they also get an additional 12 hours of unpaid sick leave.

LOCALS 350 & 853

Joint Council 7 Polland/Morales Scholarship winners



Jennifer Franco (at right), receives her scholarship check from Local 350 Trustee Sheila Domdama. Her mother, Helen Franco, works at Recology Sunset.

Anthony Silva collects his scholarship check. From left: Local 853 President Lou Valletta, Principal Officer Dennis Hart, student Anthony Silva, and his dad Joe Silva, who works at Sysco Foods.



LOCAL 912 Watsonville

Notice of Nominations & Election of Officers and Business Agents

Notice is hereby given of the nomination and election of the following officers of Local Union 912: Secretary-Treasurer (Principal Officer), President, Vice President, Recording Secretary, Trustees (3). The terms of office for these officers will commence on January 1, 2019, and conclude on December 31, 2021.

Nominations

Nominations will be accepted at a special meeting to be held Tuesday, November 6, 2018 at the Local Union Hall at 22 East 5th Street, Watsonville, California; at 10:00 a.m. Nominations must be made and seconded from the floor by members of Local 912 other than the nominee. Nominators and seconders must be members in good standing with dues paid through October, 2018. Nominees must accept nomination in person, or if absent, in writing for only one office. Written acceptances must be submitted to the Secretary-Treasurer, or his designated representative.

Eligibility to Nominate, Vote and Run for Office

Rules for eligibility to nominate, vote and run for office are printed at the beginning of the Bulletin Board section of the Newspaper, above. In order to nominate a candidate, dues for the month of October, 2018 must be paid prior to the nomination meeting. In order to have your ballot counted, dues for the month of November, 2018 must be paid prior to 5:00 p.m. on Tuesday, December 18, 2018. The eligibility of seasonal workers in the seasonal food industry to nominate and to vote is governed by Article XXII, Section 4 of the IBT Constitution. Such persons are eligible for these purposes if they:

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

employment.

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

Election

The election shall be by mail ballot. Ballots will be mailed on or about November 30, 2018, to the last known address of all active members and new applicants eligible for membership in Local 912. All ballots must be received in the post office in accordance with the instructions contained in the envelope that includes the ballot no later than December 24, 2018. Ballots will be picked up from the post office, taken to the Union office and counted beginning at 9 a.m. on December 28, 2018.

Protests

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

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

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

Por la presente se da este aviso con respecto al nombramiento y la elección de los siguientes oficiales del Local 912 de la Unión: Secretario-Tesorero (Oficial Principal), Presidente, Vice-Presidente, Secretario de Actas, Fiduciarios (3). Los terminos de los puestos de estos oficiales comenzarán el 1º de Enero, 2019 y concluirán el 31 de Diciembre del año 2021.

Nombramientos

Se aceptarán nombramientos en la Reunión Especial de Miembros que se hará el Martes, 6 de Noviembre, 2018 en el Salón del Local de la Unión en 22 East Fifth St. Watsonville, CA, a las 10:00 de la mañana.

Los nombramientos se tienen que proponer y secundar desde el piso de la asamblea por miembros del Local 912 que no sean la misma persona nombrada. Los nombradores y secundadores tienen que ser miembros acreditados que han pagado sus cuotas de membresía hasta Octubre de 2018. Los Nombrados tienen que aceptar su nombramiento por escrito y por solo un puesto. Las aceptaciones escritas se tienen que someter al Secretario-Tesoroero, o a su representante designado.

Elegibilidad para nombrar, votar y correr por un oficio

Las Reglas de elegibilidad para nombrar, votar y correr por un oficio se encuentran al principio de la la sección "Bulletin Board" de este periódico. Para nombrar a un candidato, la cuota del mes de Octubre de 2018 se tiene que pagar antes de la junta para nombramientos. Para que se incluya su balota en la cuenta oficial se tiene que pagar su cuota para el mes de noviembre de 2018 antes de las 5:00 de la tarde, Martes el 18 de Diciembre de 2018. La elegibilidad de trabajadores temporales de la industria de procesamiento de alimentos se gobierna de acuerdo con el Artículo XXII, Sección 4 de la constitución de la IBT. Tales personas

se considerarán eligibles con estos propositos con tal de que:

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

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

La Elección

La elección se conducirá por balota por correo. Se enviarán las balotas en aproximadamente el 30 de noviembre a la última dirección conocida de cada miembro o candidato elegible para la membresía en el Local 912. Todas las balotas se tienen que recibir en la oficina del correo de acuerdo con las instrucciones que se encuentran en el sobre con la balota no después del 24 de Diciembre de 2018. Las balotas se recojerán de la oficina del correo y se llevarán a la oficina de la unión para contarse a las 9 de la mañana el 28 de Diciembre de 2018.

Protestas

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

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



Local 137 – Anderson River Park

LOCAL 137

Labor Day in Shasta County

Local 137 held its annual Labor Day picnic at the Anderson River Park, in Anderson. "The fires across Northern California have made this a difficult year, but it's always great to have a relaxing day in the park," says Secretary-Treasurer Dave Hawley.

LOCAL 2785

Bay Area Labor Day

"A perfect day for a picnic," says Secretary-Treasurer Joe Cilia. Teamsters Local 2785 members and staff celebrated Teamsters solidarity on Labor Day together with friends and family in San Bruno Park.



Local 2785 – San Bruno Park



LOCAL 896

Pasadena/Fairfield

This is the official notice of scheduled nomination and election for the offices of Secretary-Treasurer (Principal Executive Officer), President, Vice-President, Recording Secretary, three (3) Trustees and one (1) Business Representative-Northern California. These officers will serve a three (3) year term commencing on January 1, 2019 and expiring on December 31, 2021.

Nominations

Nomination Meetings will be held on November 3rd and 4th, 2018 as follows: Branch 1 (Northern CA Soft Drink) Saturday November 3rd at 9:00 a.m., Teamsters Local Union 853, 7750 Pardee Lane Oakland, CA 94621. Branch 2 (Anheuser-Busch, Fairfield) Sunday November 4th, 9:00 a.m., Suisun Senior Center, 318 Merganser Drive; Suisun City, CA 94585. Branch 3 (Southern CA Beer) November 4th, 9:00 a.m., 2050 Lincoln Ave.; Pasadena, CA 91103. Branch 4 (Southern CA Soft Drink) Saturday November 3rd, 9:00 a.m., 2050 Lincoln Ave.; Pasadena, CA 91103.

To be eligible for election to any office in Local 896, a member must be in continuous good standing and actively

employed at the craft within the jurisdiction of Local 896 for a period of twenty-four (24) consecutive months prior to the month of nomination for said office (November 2016 thru October 2018), and must be eligible to hold office, if elected.

For Local Unions with quarterly dues, good standing for the quarter requires dues to be paid by the last business day of the first month of the quarter. So to be in good standing in November, the dues for the last quarter have to be paid by 4:00 p.m. on October 31, 2018.

Every member whose dues are paid up through the month which is prior to the month in which the nominations or election is held shall have the right to nominate or vote for the candidate of his/her choice. No member whose dues have been withheld by his employer for payment to the Local Union pursuant to his voluntary authorization provided for in a Collective Bargaining Agreement shall be declared ineligible to nominate or vote for a candidate for office in the Local Union, by reason of delay or default in the payment of dues by the employer to the Local Union. However, a member who is on checkoff shall be under

a duty to pay his dues directly to the Local Union if has insufficient monies owing to him by his employer which are subject to his checkoff authorization on the date when the employer deducts the dues of other members.

Periods of unemployment during the twenty-four (24) month period preceding the nomination shall not be considered a break in active employment in the craft within the jurisdiction of the Local if the nominee was actively seeking and available for employment in the craft and not working outside the craft during such periods of unemployment.

Election

The election will be conducted by mail referendum balloting. It is anticipated that ballots will be mailed to the membership on or about November 14, 2018 and all ballots must be received in the Post Office Box no later than 11:00 a.m. on December 6, 2018, the day of the Official Ballot Count. The Ballot Count Process will take place at the Teamsters Local 896 Union Hall located at 2050 Lincoln Ave.; Pasadena CA 91103. Observers are welcome. Any member not receiving a ballot by November 21, 2018 should immediately contact UniLect Election Services' Duplicate Request Call Center at 1.855.240.0363. Bilingual operators are available 24/7 throughout the election period.

It is each member's responsibility to ensure that the Local Union has his/her correct address. If you have moved recently or if you have not received correspondence from the Local Union, or the International magazine, please notify the Local Union of your correct address immediately.

Since the nominations and election will be governed by the International Constitution and the Local Union bylaws, it is strongly suggested that all members familiarize themselves with the applicable provisions in those documents, which are available upon request.

Nominations & Elections: International Constitution

The following excerpts from the International Constitution apply to all nominations and elections in Teamster Locals:

ARTICLE XXII, Section 4(a):

To be eligible to nominate and otherwise participate in the nominations meeting, a member must have his dues paid through the month prior to the month in which the nominations meeting is held. Nominations shall be made at the meeting by a member in good standing other than the nominee by motion seconded by a member in good standing other than the nominee. Candidates must accept nominations at the time made either in person, or, if absent, in writing, and may accept nomination for only one office. A member may also run for and be elected as a Business Agent or Assistant Business Agent as provided in Article XXII, Section 8, and may hold both the office and the position if elected to both.

ARTICLE XXII, Section 4(b):

The Local Union Executive Board shall have the authority to establish all rules and regulations for the conduct of the election to supplement the provisions of the International Constitution and the Local Union Bylaws, including the authority to use mail referendum balloting or absentee balloting without membership approval. Absentee voting by mail shall be permitted only upon application of members who are ill or absent from the city or town where they are normally employed at the time

of voting because on vacation or on employment tour of duty.

The Local Union Executive Board may permit additional reasons for absentee balloting if they so desire. Application for absentee ballots shall be made to the Secretary-Treasurer of the Local Union not less than five (5) days prior to the date set for election and shall contain the grounds therefor. Absentee ballots shall be valid only if they are received by noon of the day on which the polls close.

(NOTE: The International Union recommends that prospective nominees be advised to verify, in advance of the nominations meeting, the eligibility of the nominators and seconders).

ARTICLE XXII, Section 4(c):

To be eligible to vote in the election, a member's dues must be paid up through the month prior to the month in which the election is held.

ARTICLE II, Section 4(a)(1):

To be eligible for election to any office in a Local Union, a member must be in continuous good standing in the Local Union in which he is a member and in which he is seeking office, and actively employed at the craft within the jurisdiction of such Local Union, for a period of twenty-four (24) consecutive months prior to the month of nomination for said office, and must be eligible to hold office if elected. "Continuous good standing" means compliance with the provisions of Article X, Section 5, concerning the payment of dues for a period of twenty-four consecutive

months, together with no interruptions in active membership in the Local Union for which office is being sought because of suspensions, expulsions, withdrawals, transfers or failure to pay fines or assessments. Provided, however, that if a member on withdrawal deposits his card in the month immediately following the month for which it was effective and pays his dues for both months in a timely manner as provided in Article X, Section 5(c), such period of withdrawal shall not be considered a break in continuous good standing in the Local Union.

(NOTE: In addition to the foregoing Constitutional provisions, the International advises that: Elected officers of the Local Union, shall, by virtue of such election, be delegates to any Joint Council with which the Local is affiliated as well as to any convention of any subordinate body which may take place during their term of office.

Elected Local Union officers shall be delegates to such conventions in the order of priority set forth in the Local Union Bylaws. If the Bylaws do not set forth an order of priority, the principal executive officer shall have first priority, followed by the remaining elected officers in the order determined by the Executive Board.

Members are advised to consult the Bylaws of their Locals for additional rules concerning nominations and election procedures).



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, DC 2	800-333-4388



IN MEMORIAM

Local 70

Botelho, Lawrence
Bradley, Neil
Campana, Joseph
Hagarty, William
Kelly, Phillip
Leary, James
Marchetti, Lou
Otis, Frank
Pittman, Ed
Sarmiento, Larry
Sawle, James

Local 87

Thompson, Edward

Local 315

Lopez, Epimino (PeeWee)

Local 350

Garcia, Enrique

Local 386

Arzate, Ivan
Barnett, Ovie
Bockman, Robert
Crisp, James
Garcia, Santiago
George, Robert
Hernandez, Rosie
Lutz, Michael
Pratt, John
Zarilla, James

Local 439

Hobbs, Donny
Heredia Avalos, Pedro
Tum, Joe

Local 517

Bandy, Carl
Blackmon, Glen
Marsh, Benny
Rocha, Mario

Local 853

Bernardo, Alec
Cain, Brennan
Frazier, Walter

Garza, Roberto
Lindgren, Gary
Love, Deanna

Local 853/gcc 583

Blodgett, Shirley
Bruno, Joseph
Brooks, Willie
Eli, Ann
Galo, Nimia
Gardner, Herbert
Gough, Arthur
James, Donald C.

Jeppson, Neal

Lindsay, Joseph

McNeil, Larry

Meier, Bart

Oviedo, Louise

Phillips, Donald

Preza, Jose

Ragozzino, Marie

Reed, Rosie

Ruigomez, Fred

Ruben, Arno

Sanders, George

Schwartz, Julie

Sillivos, Phillip

Stuart, Donald

Local 890

Minder, Solomon Stanley

Rocha, Henry

Tapia, Juvenal

Velasco de Rubalcava,
Maria Isabel

Local 2785

Busenbark, Timothy

Cummings, William H.

Kegerreis, Glenn

Montcalegre, Mario

DC2

Fernandez, Jr., Ysidro

Grant, Robert E.

Lynch, Derrick

Villega, Elena



NEWS FROM TARP

The stages of relapse and what to do about it

Alcoholism and drug addiction is a chronic condition, much like heart disease or the condition of diabetes. This means that there is no cure for the disease, but it instead is managed or kept in a state of remission. When a person who suffers from alcoholism or drug addiction is sober or not using mood altering chemicals, they are considered to be in "Recovery."

It usually requires professional treatment for people to recover from chemical dependency, and then the goal is recovery maintenance over the years by participating in after care support groups such as TARP and TAP support groups and 12-step recovery fellowships such as Alcoholics Anonymous or Narcotics Anonymous.

Even after being sober for years the potential for relapse is possible. A relapse isn't necessarily one situation where a person in recovery slips up and has a drink or takes a drug, but it's seen as a process where someone eventually continues their using habits as they did before recovery and sometimes the situation can be even worse than before.

It is important to keep in mind that if someone relapses, it does not mean that they have failed at recovery. One can view relapse as a learning experience and take notice of what not to do the next time around for their recovery. Although relapse is often unplanned and impulsive, there are certain warning signs that can point to a potential return to drug or alcohol use. The following are examples of the stages of relapse and what to watch out for.

Emotional relapse

During this stage, a person may not be actively thinking about using alcohol or drugs, but their behavior and actions may be setting them up to head down that path. It is during this stage that one may experience Post Acute Withdrawal Syndrome (PAWS), in which a person may experience emotional and psychological withdrawals rather than physical

withdrawal. Some symptoms of emotional relapse can be anxiety, intolerance, anger, defensiveness, mood swings, isolation, poor eating and sleeping habits, failure to attend recovery meetings.

Mental relapse

During this stage, a person's mind may be battling between the decision to use or not use their substance of choice. Part of the person wants to drink or use, while the other part of them wants to continue their recovery. Some of the signs of mental relapse may include reminiscing about the people and places associated with their past lifestyle, glamorizing their past use, lying, spending time with old using associates, thinking about and planning relapse.

Helpful Tips to Prevent Relapse

1. Call Someone. It can be a sponsor from the recovery fellowship, a supportive friend, or a family member. Talking your urges through

may bring some clarity as to why alcohol or drug use will not solve any problems, but is sure to create more.

2. Don't isolate yourself. You may not feel like spending time with friends or family, but use a skill called Opposite Action. Do the opposite of what the negative thoughts and feelings are telling you.

3. Use the 24-hour Rule. Make yourself wait 24 hours before acting impulsively on an urge to drink or use. You might have to make yourself wait 30 minutes at a time. Try to focus on making it one day without drinking and using.

4. Surround yourself with people who will support your recovery efforts. Stay connected to a recovery support group of people who are walking the road to recovery.

Both TARP and TAP have after-care groups for recovering persons and their families. For more information on locations and times, please call TARP at 800-522-8277 or TAP at 800-253-8326.

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Both TAP and TARP contract with treatment programs that are "in-panel" and provide quality treatment at no or minimal cost to the patient.
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YOUR LEGAL RIGHTS

By BEESON, TAYER & BODINE

Legislature and Governor help Labor to deal with Janus fallout

The Supreme Court issued its Janus decision, allowing public employees to opt out of paying fair share fees, at 10:00 a.m. Eastern Time June 27. By early afternoon that same day, right wing anti-union organizations were taking action to encourage employees to stop paying fees and some public employers were already encouraging their employees to do so.

Organized labor, however, was already primed to respond. Within about 24 hours of the Court's release of the Janus decision, Governor Brown signed Senate Bill 866—effective immediately—to prohibit public employers from discouraging or deterring their employees (or applicants) from joining unions or paying fees for collective bargaining representation. This legislation extends to public transportation agencies, which are largely exempt from California public sector labor laws, and it confers jurisdiction on PERB to remedy violations of the law.

This new legislation contains several other provisions that should be helpful in pushing back against Janus proponents. If a public employer wants to send a communication to its employees concerning their right to join (or not join) a union, the employer must first offer to meet and confer with its unions before issuing the communication. The law requires the parties to try and reach agreement on what such a communication should say, but if they cannot reach agreement, the employer is required to circulate the union's communication on the issue along with its own.

SB 866 also requires employers to honor authorizations from their employees to withhold dues or service fees for their collective bargaining representatives, and if an employee asks an employer to revoke his or her authorization, the employer is required to direct such request to the union representative for that employee. A public employer is

prohibited from requiring the union to provide it with a copy of an individual's authorization, as long as the union certifies that it has and will maintain individual employee authorizations.

An additional provision in the law will make it difficult for anti-union groups to inject themselves into the new employee orientation process. A law passed last year (AB 119) requires public employers to give notice to exclusive bargaining representatives of new employee orientation meetings and to give them the opportunity to attend the orientation meetings and talk to the new employees. SB 866 now provides that the information concerning the time, date, and place of new employee orientations be treated as confidential and shared only with the employees and their exclusive bargaining representative.

These provisions in SB 866 should help limit mischief-making by anti-union ideologues in this post-Janus landscape.