



Joint Council 7 goes big – and wins big – in November election

By DOUG BLOCH

Joint Council 7 Political Director

The merger of Joint Councils 7 and 38 in 2010 united more than 100,000 Teamsters in 23 local unions covering a vast territory—50 of California’s 58 counties and all of Northern Nevada. Despite this, our 2010 endorsement list was only two pages long. We made endorsements in most of the federal and statewide races, but at the local level – city councils, county boards of supervisors, school boards, and ballot measures – we mostly stayed out. Why was that a problem?

Simply put, if we want to deliver the strongest contracts for our members and organize new workers into our union, we need political support to do it. At the end of the day, it’s about having the power to get employers to say “yes” when they want to say “no.” On top of that, every day elected officials make decisions that impact our neighborhoods, our schools, and more. City and County governments have responsibility for affordable housing, maintaining our streets and setting local taxes. If we don’t get involved in electing people at the local level, we have no right to complain when they make decisions we don’t like.

Finally, most politicians in Sacramento and Washington DC got their start at the local level. The Teamsters work hard to build those relationships from the beginning and stick with people that stick with us over the years. Loyalty is important.

Since 2010, Joint Council 7 has made a big push to get more involved in politics at the local level, interviewing and endorsing candidates and taking positions on local ballot measures. We’ve done this on our own and with Central Labor Councils and Building Trades Councils.



Teamsters Local 856 members joined HERE and other unions in Reno to help win the Senate and Governor’s races; (Inset) Local 70 and Local 2010 members go precinct walking in Hayward.

I am proud to report that this November our endorsement list grew to 20 pages long. That’s a 900% increase from 2010. We endorsed 338 candidates and 43 ballot measures and won almost 70% of the races!

Equally important, four Teamsters won election to public office! This is unprecedented in the history of Northern California Teamsters.

Here are highlights from the November election:

Joint Council 7 Teamsters elected to office

Teamsters Local 856 continues to lead the way in this area by helping elect three of their members to public office. In Marin County, Lori Frugoli won her bid to be Marin County District Attorney, a seat that impacts 856 members who work for the County. Esther Lemus beat out three incumbents in securing a seat on the Windsor Town Council.

In Richmond, Demnlus Johnson won a seat on the City Council. Demnlus is a member of Local 856 and his dad and brother are both members of Local 70. He joins his fellow Local 856 sister Jovancka Beckles on the Richmond City Council, who ran a hard-fought grassroots campaign for the 15th Assembly District, finishing second in the race. Teamsters Local 315 also worked hard on both of these races. In Richmond, Teamsters at Republic Services work under that city’s franchise agreement.

Over in Salinas, Teamsters Local 890 helped elect their Business Agent, Juan Cabrera, to the Salinas Valley Memorial Healthcare System Board in Zone 3.

Three other Teamsters ran for office this cycle, but unfortunately didn’t win. They are Felix Martinez from Teamsters Local 70, Cesar Lara of Teamsters Local 890, and Corean Todd, a former member of Teamsters Local 2010. All three should be commended for stepping up and volunteering for public service.

Along with Alameda Vice Mayor and Teamsters Local 856 staffer Malia Vella, we now have seven active Teamster members elected to office in Joint Council 7!

Across California, elected officials are starting to reflect the diversity of our great state. All of the Joint Council 7 members who ran for office were women and people of color.

Central Valley takes back Congressional seats

Nationwide, Democrats captured 40 seats in the U.S. House of Representatives. Here in California, they took seven seats, with Republicans holding only seven of our 53 congressional seats.

In the Modesto area, Congressman Jeff Denham has long been a thorn in the Teamsters side as he led multiple efforts to take away meal and rest breaks from truck drivers. While we failed to unseat him in the last two elections, I’m happy to report that the third time’s a charm, as Josh Harder was elected in this seat. Locals 439 and 601 put in a lot of work to support his campaign.

Down farther south in a district that stretches from Fresno to Bakersfield, TJ Cox won his election to the 21st Congressional District. He took out Congressman David Valadao, who repeatedly voted to overturn regulations that protect workers health and safety on the job and that protect the right to organize a union and negotiate a contract. Teamsters Local 431 was very involved in this campaign.

California leads the way

Joint Council 7 went all in for Gavin Newsom, our next Governor. We’ve had a strong relationship with him since his time of the San Francisco Board of Supervisors and we expect big things from him.

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Founding meeting: Teamsters LGBT Caucus

On November 9 and 10, Teamsters from across Joint Council 7 and the nation came together at Local 1932 in San Bernardino for the founding meeting of the Teamster LGBT Caucus. This Strategic Planning and Development conference focused on establishing a vision for the caucus and developing an action plan.

Local 315 Vice President Donna Fernandez was inspired by the energy and engagement seen at the conference as well as the progress made in establishing an action plan. "At the end of the weekend, we all took a group photo," she said. "As I looked at it, I could feel that decades from now future Teamsters will look to us as pioneers in that picture, just like we do when we see photos of the leaders of previous decades. In that moment, I was very proud to be a part of laying this foundation."

Locals 137, 315, 853, 856, and 2010 are talking about working together in Northern California to build the Caucus and invite all interested members and Locals to join them.

Apply now: James R. Hoffa scholarship

Applications are now being accepted for the 2019-20 James R. Hoffa Memorial Scholarship Fund for high school seniors. Recipients must be the child or financially dependent grandchild of a Teamster member in good standing. Awards are based on academic achievement, SAT/ACT scores, character, potential, and financial need.

The Fund will provide either a \$10,000 grant, payable over four years, or a one-time \$1,000 grant.

Go to: www.teamster.org and search for **scholarship**. The application deadline is **March 31, 2019**.



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I've never been prouder to be a Teamster

On the morning of November 8, in Paradise California, a fire broke out that ultimately destroyed 90% of the town and much of the surrounding area. Over 120 Teamster families from UPS, Sysco Foods, Aramark Linen, Paradise Irrigation District, Land O' Lakes, Bimbo Bakery, Pacific Coast Producers, Farmers Brothers Coffee, Coca Cola, US Bakery, Butte County, and TransDev, lost their homes. Many more were among the 52,000 who have been displaced and cannot return to their homes.

Within days the impact on our membership became apparent. Our Local donated \$20,000 with other Locals and the Joint Council generously chipping in substantial donations for some quick economic relief. I contacted the International, and they immediately pushed through a donation of \$150,000 from the IBT's Disaster Relief Fund.

This outpouring of generosity has not gone unnoticed by our members or the community. Our newly organized 1,000-member unit at Butte County (2016) was hit especially hard. Many not only lived in the area, but also worked at County offices in Paradise. These new Teamsters really stepped up, many providing housing for their co-workers who were displaced. Over and over again, they expressed their pride in being part of a national union that really comes together in a time of need.

Joint Council 7 wins big in November election

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Democrats also captured the largest majority of seats in the state legislature they've held since 1883, with roughly 75% of the seats in the Assembly (60 out of 80) and the Senate (29 out of 40).

Local 890 pushed hard to help Anna Caballero win election to a state Senate seat held by Republicans since 2000. Her seat sprawls from Salinas to Fresno.

Also, out in Fresno, Melissa Hurtado won election to the 14th Senate District, beating Republican Andy Vidak. Hurtado is a former union organizer who also benefited from the efforts of Local 431.

Finally, in Alameda County, Democrat Rebecca Bauer-Kahan upset Assemblymember Catherine Baker.

With their "super-majority" in place, expect Democrats to work on important issues this year such as wild fires, affordable housing, and fixing the vexing problem of misclassification of workers as independent contractors (instead of employees). Our efforts to fight misclassification at the ports, in construction, and in other core industries were greatly boosted by a California Supreme Court ruling last year (Dynamex) that makes it much harder for companies to misclassify their workers. We are looking to expand on this victory.

The "blue wave" also hits Nevada

Teamsters Local 533 continued their political action in Reno, and this year it paid off big.

Democrats captured a US Senate seat by electing Jacky Rosen. They also won several statewide offices, including Governor and Secretary of State. Most important for Local 533, Kate Marshall won her race for Lieutenant Governor. Kate's father and grandfather were both Teamsters!

More help will be needed as the recovery will be slow and will take years. We will continue to provide assistance as donations allow. Any help will be greatly appreciated!

Donations can be sent to:

All Charities Teamsters
250 Executive Park Blvd. Suite 3100
San Francisco CA, 94134

Donations are tax-deductible: Tax ID# 94-3039754)

UPS contract ratified

The National and the Northern California Supplement/Rider contract were all ratified. Out of the 209,043 members eligible to vote only 92,604 (44.3%) voted. With less than 50% of the members voting, the IBT Constitution requires that two thirds of those voting would need to turn it down or the contract is considered ratified. Only 50,248 voted to reject which was only 54%, not the 66% threshold required. Therefore, the contracts were deemed ratified per the IBT Constitution.

A few supplements in other areas of the country were not ratified. Those Locals are going back to the table on the supplemental issues only. Once all are settled, the members will receive retroactive wage and pension payments back to August 1, 2018.

Democrats also won several seats in the Nevada state assembly and one senate seat. We can expect pro-worker legislation coming to Nevada!

Big wins at the local level

Finally, we enjoyed many victories at the local level. Teamsters had "clean sweep" – meaning all of the candidates we endorsed won – in San Francisco, Daly City, Oakland, Alameda, Dublin, Newark, Livermore, Emeryville, Concord, Pittsburg, Walnut Creek, Bakersfield, Merced, Atwater, Carmel, Marina, Lodi, Pacifica, Belmont, San Carlos, San Jose, Patterson, Waterford, Butte County, and Tuolumne County. We also had big wins in many school districts, special districts, and with local ballot measures.

In addition to the local unions I've already mentioned, Teamsters Locals 350, 665, 70, 87, 948, 137, and 2010 also worked hard this election cycle.

Making it all work

All of this costs money, and we contributed more to our endorsed candidates this election cycle than ever before. That is why it's so critical that members contribute to our political action fund DRIVE (Democrat, Republican, Independent Voter Education). DRIVE is funded through voluntary contributions that are deducted from your paychecks. With these contributions, we help elect politicians who will stand with us to protect our wages, working conditions, and pensions. With the amount of corporate money in politics, every penny counts. Look for a DRIVE campaign coming to you soon or contact your Business Agent to get signed up.

2018: The legislative session in review

By all measures, 2018 was an incredibly successful year for the California Teamsters. We were able to accomplish our biggest legislative priorities, and in a midterm election year, we saw Democratic super-majorities increase in both the Assembly and Senate. Teamster-backed candidates also largely prevailed in their state and congressional races. With super-majorities in both houses of the Legislature, we are well-positioned for 2019.

Below are some of our most important accomplishments this year.

Ending Worker Misclassification in the Ports

Our most pressing legislative accomplishment this year was the passage and enactment of SB 1402 (Lara), co-sponsored by the California Labor Federation. Part of our ongoing Port Campaign, SB 1402 creates a “joint liability” standard for big-box shippers who contract out with port drayage companies using misclassified drivers. By putting financial and legal pressure on the shippers, we believe that SB 1402 will help end misclassification in the ports, affecting up to 25,000 workers in the port trucking industry.

Hollywood Tax Credit

With the help of our partners in the entertainment industry, we were able to extend the state’s film incentive tax credit until 2025. The measure, enacted as part of the state budget, will maintain the \$330 million in annual tax credits available for productions that film in California. This is a decisive victory for Teamster members in Hollywood, where filmmakers can now recoup as much as 25% of their spending on crew salaries. An extended film tax credit will help keep jobs in California, and within a highly-unionized industry.

Dynamex

In late April, the California Supreme Court issued an historic ruling in *Dynamex Operations West Inc. v. Superior Court*. The unanimous decision creates a new, stronger test to protect workers from misclassification as independent contractors. *Dynamex* is possibly the most important pro-labor decision within recent memory and will affect millions of misclassified California workers, particularly those employed in the “gig economy.”

Almost instantly, the California Chamber of Commerce and other monied-interests flooded the Capitol

looking to invalidate the decision by their own legislative solution. Thanks to a successful *Dynamex* lobby day organized by Joint Council 7 and the State Building Trades, we were able to stop a last-minute effort to gut the *Dynamex* decision. In 2019, we expect the fight to preserve the *Dynamex* decision will be back and it will be bloody.

Enhancing Workers’ Compensation

In 2018, we managed to get AB 553 (Daly) all the way to the Governor’s Desk. AB 553 would’ve required the Director of the Division of Workers’ Compensation to pay out a lump sum of \$120 million to permanently disabled workers. Unfortunately, Governor Brown vetoed the bill. We are hoping to resolve the issue with the Newsom administration.

Support for an Oakland Athletics Stadium Project

Joined by a coalition of unions, we supported AB 734 (Bonta), which removes administrative hurdles for the creation of a baseball stadium in Oakland. The A’s already have project labor agreements in place with the Teamsters and the building trades. A new stadium will create high-paying jobs for Joint Council 7 members and other workers across the Bay Area.

Taxing Autonomous Vehicles

The passage of AB 1184, by Assembly Member Phil Ting, creates a tax on every automated vehicle originating in or entering San Francisco County, including those operated by companies like Uber and Lyft. Given the increased presence of driverless vehicles in the Bay Area, we believe that additional taxation is necessary to combat strain on public roads as well as any potential worker displacement.

Merit Salary Step Increases Across the CSU System

We are very pleased with the passage of AB 1231 by Assembly Member Shirley Weber. AB 1231 restores merit-based salary step increases to “support staff employees working in the CSU system.”

Support staff employees were the last remaining state workers without merit-based salary step increases. This is a huge victory for Local 2010 as well as hard-working CSU workers across the state.

Support for “Me Too” Movement Bills

2018 was a big year for bills confronting pervasive sexual harassment in workplaces across the state. The Teamsters supported and advocated for numerous bills born out of the “Me Too” movement.

Although Governor Brown ultimately vetoed AB 3080 (Gonzalez-Fletcher), which would have prohibited arbitration clauses in employment contracts for sexual harassment claims, we prevailed on a package of other “Me Too” bills. These bills created new sexual harassment training standards, ended secret settlements at the plaintiffs’ option, and extended the statute of limitations for plaintiffs to file sexual harassment claims under California’s Fair Employment and Housing Act. Thanks to these efforts, California now has the strongest sexual harassment prevention laws in the country.

Support for California’s “Net Neutrality” Law

We joined a coalition of organized labor groups to support SB 822, Senator Scott Wiener’s “net neutrality” bill. Last year, the Trump Administration repealed President Obama’s 2015 federal net neutrality order, opening up the internet to price manipulation by cable and telecommunications providers. SB 822 restores net neutrality to California, ensuring the state has the most open internet access in the country. In an age where labor organizing is increasingly done online, it’s important that telecommunications giants can’t suppress communication between workers during their free time.

Increased Transparency for Economic Subsidies

We supported AB 2853 (Medina), one of the Labor Federation’s sponsored bills. AB 2853 would have required local agencies to hold public hearings on any economic subsidies awarded to companies like Amazon. These subsidies are meant to incentivize corporations into moving distribution or production warehouses into communities, but often result in low-paid work that undermines the local economy and pollutes the environment. Unfortunately, the bill was vetoed by Governor Brown. The Labor Federation is looking at running the bill again in 2019.

Long-time legislative advocate Barry Broad retires



Barry Broad explains the world at 2018 Teamster seminar

Joint Council 7 extends our warmest congratulations to Mr. Barry Broad, Legislative Director at the California Teamsters Public Affairs Council (CTPAC) on his upcoming retirement. Barry will retire at the end of 2018, after having worked for CTPAC for the past 35 years. Barry has been a ubiquitous presence in Teamster political life here in California and will be greatly missed.

After finishing law school at UC Davis, Barry went to work as a lawyer and lobbyist for the California Teamsters Public Affairs Council, where he cut his teeth on public policy.

Ten years later, Barry hung out his own shingle, forming his current law/lobbying firm of Broad & Gusman. The firm represents a variety of labor union clients, including the Teamsters, Amalgamated Transit Union, IAM, SAG-AFTRA, UNITE-HERE, Utility Workers Union of America, Engineers & Scientists of California, Professional and Technical Engineers, and the Jockeys’ Guild.

Over the course of his career, Barry has been a tireless advocate for Teamster members, as well as workers across California. He is—and will always be—a part of the Teamster family. His long-time partner Shane Gusman and his son Matt will carry on his fine work representing us.

Congratulations and well-wishes to Barry in his retirement.

AROUND THE LOCALS



LOCAL 665

Members ratify new San Francisco parking agreement

Local 665 members have ratified a new four-year multi-employer agreement covering parking operations at San Francisco's commercial office buildings, major hotels and municipal facilities.

"We are pleased with the offer and the members approved this contract in a nearly unanimous vote" said Local 665 Vice President Tony Delorio.

The new offer includes hourly wage increases each year for each classification, protections for the current health plan and improvements in the Western Conference of Teamsters Pension.

The multi-employer group included IMPARK, California Parking, SPplus, and LAZ Parking. Employers outside of the group include ABM Industries, PCI, and ProPark. These employers are expected to "me-too" the multi-employer agreement after the city-wide ratification. In total, these employers represent nearly 90 percent of the operations in San Francisco.

One hold out, Ace Parking, is continuing talks with Local 665. "We expect to have all the operators on board by the beginning of 2019" said Local 665 Secretary-Treasurer Mark Gleason.

Santa Rosa union hall burns

Firefighters quickly contained a two-alarm fire that broke out on November 10 at the Teamsters building in Santa Rosa. "We believe it was an electrical fire in the kitchen," says President Mike Yates. "It's ironic and sad because this is where we staged so much of the volunteer work and donations for the 2017 Santa Rosa fires."

The kitchen was destroyed and there's smoke damage through the building, but the Local has brought construction trailers to the site and will be able to continue to use that address for meetings and work. "We're hopeful that insurance will cover the rebuild," Yates added.

LOCAL 601, 948, & 890

Training brings together stewards from three Locals



On November 3, Locals 601, 948 and 890 brought their shop stewards to Visalia for their annual training meeting. "I had the pleasure of getting to meet other stewards from other locals and was able to gain new knowledge from our guest speakers and from our attorneys. It was a great day with our Teamster sisters and brothers," said Martin Cortez, Teamsters Local 601 Shop Steward who works at Pacific Coast Producers Distribution Service.

LOCAL 431

15-day strike ends when members ratify new contract

On September 25, the Sun-Maid workers ended their 15-day strike and returned to the job after reaching a new contract agreement with the corporation. The workers had been picketing for several weeks after negotiations between the company and the Teamsters union broke down.

The new agreement includes monthly medical contributions, competitive market wages, and increased pension contributions in the second and



Local 431 members get good contract after 15-day strike at Sun-Maid.

third year of the agreement.

"It's about a nine-percent increase in value overall from the previous contract," says Local 431 Secretary-Treasurer Peter Nuñez.

The company notified the union that it will waive the monthly hours required for health insurance coverage to all striking workers for the month of September.

"Our members stood strong throughout this ordeal," adds Nuñez. "It wasn't easy, but they never wavered in their desire for a fair deal."

LOCAL 150

ABG members stand strong for good contract



Local 150 members at Avis Budget Group are pleased with their new contract.

The members of Teamsters Local 150 who work at Avis Budget Group (ABG) recently ratified their richest contract ever—in Sacramento and perhaps in the nation. "The Vehicle Service Agents (VSAs) are a strong and unified group at the Sacramento International Airport who were determined and fearless when it came to the negotiations," says Business Agent Nancy Jones.

The negotiating process with the company began

in a rather heated style, but neither Jones nor long-time Shop Stewards Kenny Peel or Saleshe Prasad were willing to tolerate any antics. All they were seeking was a fair contract.

Secretary Treasurer Mario Contreras stood by the team, providing suggestions and guidance as needed. In the end, the members will get a substantial two-step increase, as well as a large annual increase, vacation increase, sick leave buyout at 125%, grandfathering of the current vacation bank and beginning a new bank, and annual pension increases.

"While we fought fiercely for this contract, we want to acknowledge the good working relationship we have with the Avis Budget Group," said Jones. "While other companies don't care about their relationship with the union, ABG recognizes that we're both stronger when we work together. And I also appreciate the members standing strong and sticking together for the best possible contract."

LOCAL 315

Reaching out to high school students

Working to engage the next generation of Teamsters, Local 315 staff and members attend career fairs at schools and colleges.

Business Agent David Rodriguez was recently at Richmond High's Career Fair. "My father was a 40-year Teamster, so I had the privilege of growing up in a union household. It was great to speak with students about the importance of unions and the value of having a contract," he says. "Hopefully, they will enjoy the same type of benefits we have, and can continue to support a strong union in years to come."



David Rodriguez speaks with Richmond High students

LOCAL 350

Strong contract at Allied Waste Daly City

Teamsters Local 350 representatives began negotiations for a new contract with Allied Waste in March, 2018. After months of talks, the team came up with a contract that includes maintenance of benefits and a significant wage increase that the members ratified by an overwhelming margin.

“The negotiation process was lengthy and heated at times,” said 18-year member Ignacio “Nacho” Miranda who served on the negotiating committee. “Juan, Sergio and John worked very closely with us to make sure our concerns and demands were addressed during negotiations. It was an honor to take part in the negotiations and witness our union representatives fight for us. I’m very proud of being a member of a strong local. We fight together and we win together.”

“It was great to see John and the new union crew utilize all that they’ve learned from former Secretary-Treasurer Bob Morales, who was a master,” said Luis Estrada, an 18-year member and also part of the negotiating committee.

“I am pleased with the significant improvements we made in the contract,” said Local 350 Secretary-



Ignacio Miranda and Luis Estrada served on the negotiating committee and saw first-hand the value of unity.

Treasurer John Bouchard. “Negotiations went much longer than we would have liked, but our members were strong, united and prepared to hold out as long as necessary. Ultimately, their unity paid off.”

LOCAL 856

Members fight outsourcing at Marin General Hospital

The Teamsters 856 members in the Environmental Services (EVS) department at Marin General Hospital (MGH) take pride in keeping the hospital clean. Their work is critical to the patient care experience because they ensure the hospital is a comfortable place for patients to be seen and receive treatment.

Earlier this year, MGH management came up with a plan to pilot zone cleaning. But rather than extending the work to Local 856 members, the Hospital hired temporary workers.

“Outsourcing is bad because they aren’t allowing us to do our work,” said Shop Steward Brandon Taylor. “Instead, it’s like they are trying to take our work away from us.” When Brandon learned of management’s plan, he contacted his Local 856 representative, Matthew Mullany.



Members at Marin General fought an outsourcing plan and won big.

In response to a threatened grievance, management reduced the number of positions they planned to outsource from six to two and agreed to give members overtime opportunities while the outsourcing was being done.

In addition, seven per diem positions were moved to full-time, giving those members full health care and pension benefits.

“It’s a victory because we did not allow management to just shove something down our throats,” said Brandon. “We didn’t allow them to just outsource our work. We fought to make it work best for members right from the beginning.”

“This is what happens when shop stewards and members stick together and don’t give up,” said Mullany. “Because of them, in the end, we got everything we wanted.”

Go to www.StandWith856.com to learn more about Teamsters 856’s fight against outsourcing.

DISTRICT COUNCIL 2

Stewards training very well-received



District Council 2 held its Northern California Regional Shop Steward Seminar in Pleasanton on November 3. With 50 stewards attending, the event was a success! Presentations included a crash course in labor law history, investigative interview procedures, disciplinary cases, appeal hearings and arbitrations. Hot topics at this event included the marijuana initiative and “past practice” cases. This all-day event is helpful for both new and long-time Stewards, enabling them to build skills and network with Stewards from different locations. The Local thanks all the Stewards who participated in this event.

LOCAL 853

Nvidia drivers join union

Twelve tech shuttle drivers who work for WeDriveU and shuttle the staff of Santa Clara-based Nvidia are now represented by Local 853.

“These drivers work out of the same parking lot as those at LAM,” says Local 853 business rep Tracy Kelley. “When they saw the LAM group join the union and get wage and benefit increases, they wanted the same for themselves.”

The group started working with Local 853 in October, and submitted their cards for card check recognition on November 6. A week later, the company recognized the unit, making them full union members with coverage in the master agreement.

“WeDriveU has been good to work with,” adds Kelley. “They have been cooperative in giving recognition for new units.” Kelly wanted to give special thanks to Local 853 Organizer Steve Bender and to driver Esperanza Garcia, who was instrumental in getting her fellow drivers to sign and submit their union cards.

LOCAL 896

9th Annual Bud Classic Car Show and Thanksgiving Baskets of Hope

The Ninth Annual Bud Classic Car Show took place on Saturday, September 29 at the Anheuser-Busch Brewery in Fairfield. More than 5,000 people enjoyed activities that included 275 classic cars, live music, great food, a silent auction featuring Budweiser collectibles, a beer garden, and various vendors. The event helped raise \$25,000 for the Families Helping Families Annual Thanksgiving Baskets of Hope event in November.

More than 200 volunteers met at the Fairfield brewery on the Saturday before Thanksgiving to prepare the Baskets of Hope. They helped pack and deliver 900 boxes of food, 300 turkeys, and 300 bags of potatoes to 300 needy families. In addition, 100 Safeway gift cards were mailed to local needy senior families.

Families Helping Families was founded 34 years ago by Anheuser-Busch employees at the brewery in Fairfield who wanted to give back to their community of Solano County by helping feed those less fortunate.

Families Helping Families would like to say a special thank you to the following:

Joint Council 7 – for their donation and use of the Teamster JC7 truck for the car show

Local 315 – for their donation of turkeys for Thanksgiving Baskets of Hope

Local 896 – for their sponsorship and Teamster booth at the car show

LOCAL 70 Oakland

General Membership Meetings:
 January 24, Thursday, 7:00 p.m.
 February 21, Thursday, 7:00 p.m.
 March 30, Saturday, 10:00 a.m.
 April 25, Thursday, 7:00 p.m.
 May 23, Thursday, 7:00 p.m.
 June 22, Saturday, 10:00 a.m.
 July – August 2019 MEETINGS
 SUSPENDED FOR SUMMER
 September 21, Saturday, 10:00 a.m.
 October 24, Thursday, 7:00 p.m.
 November 2, Saturday, 10:00 a.m.
 December 10, Tuesday, 7:00 p.m.
Stewards Council Meetings
 March 30, Saturday, 9:00 a.m.
 June 22, Saturday, 9:00 a.m.
 September 21, Saturday, 9:00 a.m.
Stewards Appreciation Breakfast
 October 19, Saturday, 9:00 a.m.
Sick Benefit Meetings
 2nd Tuesdays of the month.
 All meetings are held at Teamsters
 Local 70, 400 Roland Way, Oakland.
Marty Frates, Secretary-Treasurer

LOCAL 87 Bakersfield

General Membership Meetings:
 All meetings are held at Teamsters
 Local 87, 2531 G Street, Bakersfield.
 All meetings are held on Sundays
 and start promptly at 10:00 a.m.
 January 27 • February 24 • March 24
 April 28 • May 19 • September 29
 October 27 • November 24
 December 15
 *June-August summer meetings are
 suspended
*Joseph H. Sumlin
 Secretary-Treasurer*

LOCAL 137 Redding

General Membership Meetings will
 be held on Wednesday nights at 7:00
 p.m. at Local 137, 3540 S. Market
 St., in Redding on:
 January 16 • February 13
 March 13 • April 17
 May 22 • No meetings June – August
 September 18 • October 16
 November 13 • December 18
Dave Hawley, Secretary-Treasurer

LOCAL 150 Sacramento

General Membership Meetings:
 First Wednesday of the month, 7
 p.m. at Local 150, 7120 East Parkway,
 Sacramento
 January 2 • February 6 • March 6 •
 April 3 • May 1 • June 5 • July 3 •
 August 7 • September 4 • October 2 •
 November 6 • December 4
*Mario Contreras
 Secretary-Treasurer*

LOCAL 287 San Jose

General Membership Meetings:
 are held on the second Tuesday of
 the month at 7:00 p.m., with the
 exception of April, June, September
 and December. Those meetings will
 be held on Saturdays at 9:00 a.m.
*Jerry Sweeney
 Secretary-Treasurer*

LOCAL 315 Martinez

General Membership Meetings are
 generally held on the 2nd Wednesday
 of the month at 8:00 p.m. with the
 exception of Saturday, May 11 and
 October 12, when the meeting begins
 at 9:00 a.m. New Member Orientation
 begins at 7:30 p.m.
2018 meeting locations:
Martinez Union Hall
 2727 Alhambra Ave., Martinez:
 Wednesday, January 9
 Wednesday, February 13
 Wednesday, April 10
 Saturday, May 11
 Wednesday, July 10
 Wednesday, Aug 14
 Saturday, Oct 12
 Wednesday, Nov 13
Vallejo Union Hall
 445 Nebraska Street, Vallejo:
 Wednesday, March 13
 Wednesday, June 12
 Wednesday, September 11
 Wednesday, December 11
*Don E. Garcia
 Secretary-Treasurer*

LOCAL 350 Daly City

**San Francisco General Membership
 Meetings:**
 Electricians Hall, 55 Fillmore Street,
 San Francisco, CA 94117
 March 14, Thursday, 6:00 p.m.
 June 13, Thursday, 6:00 p.m.
 September 12, Thursday, 6:00 p.m.
**San Francisco General Membership
 December Meeting:**
 Best Western Grosvenor Hotel,
 380 South Airport Blvd., South San
 Francisco, CA 94080
 December 12, Thursday, 6:00 p.m.
**San Jose General Membership
 Meetings:**
 Teamsters Local 287, 1452 North
 Fourth Street, San Jose, CA 95112
 March 27, Wednesday, 7:00 p.m.
 June 26, Wednesday, 7:00 p.m.
 September 25, Wednesday, 7:00 p.m.
**San Jose General Membership
 December Meeting:**
 DoubleTree by Hilton San Jose,
 2050 Gateway Place, San Jose, 95110
 December 18, Wednesday, 7:00 p.m.
*John Bouchard
 Secretary-Treasurer*

LOCAL 386 Modesto

General Membership Meetings are
 held 2nd Thursday of the month, 11
 a.m. and 7 p.m., at Local 386, 1225
 13th Street, Modesto.
Jeff Berdion, Secretary-Treasurer

LOCAL 431 Fresno

Membership Meetings are held
 the first Thursday of each month
 (**unless otherwise noted due to
 conflicting meetings), 7:30 p.m. at
 Local 431 Membership Hall, 1140
 W. Olive, Fresno. A vote will be held
 at the May 9 meeting to determine
 suspension of summer months'
 meetings.
 January 3, February 7, **March 14,
 **April 11, **May 9,
 **June 13, **July 11, **August 8,
 September 5, **October 10,
 November 7, **December 12.
Peter Nuñez, President

LOCAL 439 Stockton

General Membership Meetings
 are held 3rd Wednesday of the
 month, 7 p.m., at Local 439, 1531 East
 Fremont St., Stockton, 209-948-9592
Ken Guertin, Secretary-Treasurer

LOCAL 517 Visalia

Jan 17:	Visalia	9 am/5 pm
Feb 21:	Visalia	9 am/5 pm
March 21:	Bakersfield	6 pm
April 18:	Visalia	9 am/5 pm
May 16:	Lemoore	5 pm
June 20:	Visalia	9 am/5 pm
July 18:	Bakersfield	6 pm
August 15:	Visalia	9 am/5 pm
Sept. 19:	Lemoore	5 pm
October 17:	Visalia	9 am/5pm
Nov 21:	Visalia	9 am/5 pm
Dec 19:	Visalia	9 am/5 pm

Visalia Meetings: Local 517 Union
 Hall: 512 W. Oak Ave.
Lemoore & Bakersfield Meetings:
 Locations to be announced
 * All dates are subject to change
Greg Landers, Secretary-Treasurer

LOCAL 533 Reno

All meetings are held at the Teamsters
 Local 533 Hall, 1190 Selmi Drive
 #100, Reno, NV 89512. Meetings are
 on the third Thursday of each month.
 Jan. 17, 6 p.m. July 18, 6 p.m.
 Feb. 21, 6 p.m. Aug. 15, 6 p.m.
 March 21, 7 p.m. Sept. 19, 7 p.m.
 April 18, 7 p.m. Oct. 17, 7 p.m.
 May 16, 7 p.m. Nov. 21, 6 p.m.
 June 20, 6 p.m. Dec 19, 6 p.m.
 * Food is served at the 7 p.m. meetings
*Debbie Calkins
 Secretary-Treasurer*

LOCAL 601 Stockton

General Membership Meetings:
Stockton: 3rd Tuesday of the month,
 7 p.m., at Local 601, 745 East Miner
 Ave., Stockton
Yuba City: 4th Tuesday of the
 month, 7 p.m., 326 B St., Yuba City
*Ashley Alvarado
 Secretary-Treasurer*

LOCAL 665 San Francisco

General Membership Meetings are held according to the following schedule:

4th Tuesday of the month,
6:00 p.m. 150 Executive Park Blvd,
San Francisco
January 22 • March 26 • May 28 •
October 22
4th Tuesday of the month, 6:00 p.m.
1371 Neotomas Ave., Santa Rosa:
February 26 • April 23 • June 25
Members please note: A vote will be
taken during the June 25th meeting
about whether to suspend or con-
duct General Membership Meetings
during the months of July, August
and September 2019.
3rd Tuesday of the month, 6:00 p.m.
Nov 19 at 1371 Neotomas Ave.,
Santa Rosa.
3rd Tuesday of the month, 6:00 p.m.
Dec 17 at 150 Executive Park Blvd,
San Francisco.

*Mark Gleason
Secretary-Treasurer*

LOCAL 853 Oakland

General Membership Meetings are held the second Thursday of the month, 7 p.m., at Teamsters Local 853 Meeting Room, 7750 Pardee Lane, Oakland.

Dennis Hart, Secretary-Treasurer

LOCAL 856 San Bruno

2019 General Membership Meetings

Tuesday, January 29
Tuesday, February 26
Tuesday, March 26
Tuesday, April 30
Tuesday, May 28
June, July, August meetings - Cancelled
Tuesday, September 24
Tuesday, October 29
November 2019 "Annual
Thanksgiving Meeting" – To Be
Announced
December Meeting – Cancelled
All meetings start at 6:00 p.m. and are
held at Teamsters Local 856 "Chetcuti
Hall," 453 San Mateo Avenue, San
Bruno, unless otherwise notified.

Peter Finn, Secretary-Treasurer

LOCAL 890 Salinas

General Membership Meetings are the second Thursday of the month at Teamsters Local 890, 207 North Sanborn Road, Salinas, at 8 p.m.

Las reuniones generales de membresía son el segundo jueves de cada mes en Teamsters Local 890, 207 North Sanborn Road, Salinas, a las 8 p.m.

Crescencio Diaz, President

LOCAL 912 Watsonville

General Membership Meetings are held the 4th Tuesday of the month, 12 noon and 7 p.m., except for December, due to the holiday. Meetings are all held at Local 912, 22 East 5th St., Watsonville.

Local 912 fechas para las juntas de la membresía general del 2019 todos los cuarto Martes del mes a las 12:00 p.m. y otra a las 7:00 p.m. excepto en Diciembre por el día de fiesta.

January 22 • February 26 • March 26 • April 23 • May 28 • June 25 • July 23 • August 27 • September 24 • October 22 • November 26 • December 17.

Steven Lua, Secretary-Treasurer

LOCAL 948 Visalia/Modesto

General Membership Meetings:

Visalia: Second Thursday of the month at Teamsters Local 948 Meeting Hall, 2354 W. Whitendale Ave., Visalia, 7 p.m.

Modesto: Third Tuesday of the month at Teamsters Local 948 Meeting Hall, at Teamsters Local 948, 1222 I Street, Modesto, 7 p.m.

Adam Ochoa, Secretary-Treasurer

LOCAL 2010 Oakland

General Membership Meetings are held on Saturdays at 10 a.m. Meetings are held at Local 2010's Nor Cal office: 400 Roland Way, Suite 2010, Oakland, CA 94621 and at the So Cal office: 9900 Flower Street, Bellflower, CA 90706. Members may attend either location for any meeting because the locations are linked by video conference.

Meeting Dates: January 12 • February 23 • March 16 • April 13
May 18 • June 15 • July 13

August 17 • September 14 • October 12 • November 16 • December 14

*Meeting dates are subject to cancellation; please check teamsters2010.org for updates.

*Jason Rabinowitz
Secretary-Treasurer*

LOCAL 2785 San Francisco

General Membership Meetings are held the 3rd Tuesday of the month, 7:30 p.m., at the American Legion Post 409, 757 San Mateo Ave., San Bruno.

Joseph Cilia, Secretary-Treasurer

RETIREE CLUBS

Sacramento Teamsters Retirees Association

Meeting are held on the last Wednesday of each month at 1:00 p.m. at Teamsters Local 150 at 7120 East Parkway, Sacramento, CA 95823. No meetings will be held in June, July, or August.

Freddie Griffin, President

Teamsters Local 2785 Retirees Club

Luncheon meetings will be held at 11:30 a.m. at the South San Francisco Elks Lodge, 920 Stonegate Drive on March 12, June 11, September 10, and December 10.

New members are welcome!

Bob Silva, President

Teamsters Retirees Stockton-Modesto

Luncheon meeting are held on the 1st Tuesday of every month at noon at the MRPS Hall, 133 N. Grant Avenue, Manteca, The June meeting, (still meets on the 1st Tuesday), is a picnic meeting.

NO MEETING IN JULY

The December meeting, (still meets on the 1st Tuesday), and is a buffet at the MRPS Hall.

Carl Joaquin, President

East Bay Teamsters Retirees Club

Luncheon meetings are held on the 3rd Wednesday of every month, (except for June, July, and August), at 11:00 a.m. at Local 70, 400 Roland Way, Oakland. All Teamsters are Welcome...

Charlie Scarano, President

Teamster Retirees Central Valley Chapter - Locals 431, 517 & 948

Luncheon meetings held the first Friday of every month at 10:00am (No meetings held June or July). For meeting locations, please contact Dave Carlock, Retirees President at 559-978-9876.



YOUR LOCAL UNION PHONE NUMBERS

70	510-569-9317	601	209-948-2800
87	661-327-8594	665	415-728-0811
137	530-243-0232	853	510-895-8853
150	916-392-7070	856	650-635-0111
287	408-453-0287	890	831-424-5743
315	925-228-2246	896	707-644-8896
350	650-757-7290	912	831-724-0683
386	209-526-2755	948	559-625-1061
431	559-486-5410	2010	510-845-2221
439	209-948-9592	2785	415-467-0450
517	559-627-9993	GCIU, DC 2	800-333-4388
533	775-348-6060		



What the November elections may mean for union members

Now that the midterm elections are over, it's time to look at the results and what they might mean for laws affecting Teamsters and working people generally.

A divided Congress portends more gridlock

The midterms left the U.S. Congress divided, with Democrats holding a majority in the House of Representatives and Republicans retaining control of the Senate. House Democrats are expected to introduce legislation on several important labor issues—like raising the federal minimum wage, expanding the types of employment eligible for overtime pay under federal law, barring individual employment (non-union) contracts from imposing mandatory arbitration of sexual harassment cases, and changing federal labor law to streamline union organizing and elections. Other possibilities include strengthening protections against wage theft and proposing nationwide paid sick leave and/or paid family leave.

Of course, to become law, any of these proposed changes must first be passed by the House and the Senate and then either signed into law by the President, or have enough votes—which is a 2/3 majority—in both the House and Senate to override a Presidential veto.

The divided Congress means chances are slim to none for legislation in areas that reflects Democratic Party priorities. Any changes to laws affecting the

workplace in the next two years must have strong bipartisan support. While bipartisan support for anything is in short supply, it is hard to imagine the Republican Senate allowing any new laws to be passed that help working people.



Local 70 members rally before the November election.

In the absence of movement in changing and improving federal law affecting working people, the focus in the next two years is going to be aimed at how existing laws are enforced. Because enforcement of the laws is the responsibility of the Executive Branch, the greatest change resulting from the midterms is likely to be the Democratic House majority's power to hold hearings and conduct investigations on important labor issues, including Trump efforts to hamstring unions through the National Labor Relations Board, to downplay enforcement of worker safety protections enforced by the Occupational Safety and Health Administration, and to use the Department of Labor to help employers.

A different picture in California

While we cannot reasonably expect new laws protecting workers to come out of Washington

anytime soon, here in California, the election gave the Democrats a lock on the Governor's office and super-majorities in both houses of the state legislature.

One of the main issues we expect the new Legislature to take up is a response to the California Supreme Court's recent *Dynamex* decision. The *Dynamex* case makes it much harder for employers to deprive employees of state law protections by calling them something other than employees. California businesses—large and small—are lobbying hard to convince the Democrats to roll this decision back. We expect the Legislature to address this issue as soon as it is back in session.

With a Democratic super-majority and a new Governor, expect many of the workplace-related bills vetoed by Jerry Brown to be re-introduced, including bills banning mandatory arbitration of (non-Union) employment law claims and strengthening protections for victims of sexual harassment. Supporters of these measures are expected to pass them again, hoping for better chances with Governor Newsom. As part of his platform, Newsom expressed interest in establishing some form of "portable benefits" for workers in the gig economy. This is important because gig economy workers classified as independent contractors are not entitled to many employment benefits and protections.

The 2018 elections saw a significant increase in voter turnout nationwide and in California. Now, it's time to see what the impact of these elections will be in Washington and Sacramento. Stay tuned!



The importance of self-care during stressful times

So often in life, things do not happen as we had planned, or things happen that we hadn't anticipated. This causes stress and anxiety for most of us.

How is it that our lives get turned upside down, inside out? It seems like we are suddenly living a whole different life and we are left to figure it out. How can we cope when, suddenly, in the blink of an eye, we are faced with a new and scary reality? The main point of this article is "Don't forget about yourself."

In times of crisis, a common reaction is to throw all effort into dealing with the situation, whatever it might be, giving no thought to your own well-being. When life has taken a totally unknown turn, taking care of ourselves is a priority.

What is self-care?

Self-care refers to activities that can be done to promote physical and mental wellness. Self-care is an important part of everyone's overall health. Listed below are some activities to help in this process.

1. Practice good Emotional Hygiene

In the same way we practice personal hygiene, we also need to develop habits that will take care of our psychological health.

- Be mindful of what experiences cause emotional pain for you. This may include getting support from a community support group, a close friend or family member, or talking with a licensed therapist.
- Maintain your self-esteem. Stay focused on goals that can promote your self-confidence. Avoid letting your confidence spiral downward after a negative event or experience.
- Avoid repetitive negative thoughts by using a positive distraction. Do something that requires concentration to help prevent obsessing on situations that are out of your control.

2. Stay connected to friends and family

Carve out some time to stay connected even if it is just a phone call to check-in or a face-time session.

3. Make time for yourself

Taking time for yourself is important for your mental health. Use your time alone to check in with yourself

and reflect on your personal experiences. It's not selfish; it is self-care and it is vital.

4. Nourish yourself with healthy food

Eating healthy foods keeps your body in good working order and can positively affect your mood. Try to get plenty of whole foods and protein into your diet.

5. Get enough sleep

Set a regular bedtime if possible. Turn off electronics one hour before bedtime.

6. Exercise

Exercise has positive benefits like increasing energy, improving your general mood, and helping you get to sleep.

7. Help Others

Good feelings come about from helping others. Volunteer at a community service agency or offer to help a friend or family member.

Stress is a reaction, whether real or imagined, to situations, events, or people. We may experience symptoms of anxiety and worry when we suffer from

stress. We may even start taking actions to escape the stressful feelings. Here are some things to consider when dealing with stressful situations.

- You are here. Accept where you are and move forward from there.
- Don't try to please everyone. Save some space for yourself.
- Be active. Look for ways to set goals for yourself.
- Laugh. It does the heart good.
- Take charge of yourself. You can't control others' actions.
- Relax and give yourself a break.
- You are not alone. Talk to someone you trust.

Dealing with life changing events can be extremely hard. Despite the challenges and barriers, you deserve to be well. This is a process that takes time, effort, and self care. Even if we regress sometimes, as we all do, it is important to keep self-care a priority. Wellness is constantly changing based on our needs, which change over time. We may need to adjust our plan as we evaluate our needs. Start by asking yourself: "What are the things in life that really bring me joy and happiness?"

For more information call TARP at 800-522-8277 or TAP at 800-253-8326.

In times of stress, don't forget about yourself.