



Members burned out in Camp fire testify, “Now we’re Teamster strong.”

“Thank you for the support!”

On November 8, 2019, the Camp fire ravaged the town of Paradise and surrounding areas of Butte County, destroying over 18,000 structures including 13,000 homes. It was only a few years ago that Local 137 organized the employees of Butte County. The Local also represents workers at TransDev, Coca Cola, Land O’ Lakes, Sysco, Farmer Brothers, UPS, Bimbo and Franz Bakery, all in the fire zone. When the fire came, more than 150 of those members lost their homes.

While the fires were still raging, the Teamsters swung into action. Within days, the local distributed \$20,000 in \$200 checks to the members who lost their homes or were evacuated. Local 137 Secretary-Treasurer Dave Hawley called the International, and through the Teamster Disaster Relief fund, the IBT sent out a check for \$150,000. Then Hawley rallied the Locals of Joint Council 7 and locals across the nation, and together they raised the total to over \$325,000. Debit cards and additional checks were then distributed to take care of immediate needs.

Members of Local 137 came to the Joint Council 7 training seminar in Lake Tahoe on June 10 to make a moving presentation about the devastation they endured and the support they received from their Teamster brothers and sisters.

“We lost our home, we lost everything,” says **Sarah Kingsley**, an Employment and Eligibility Specialist for Butte County. “A lot of people say, well, it’s just furniture. But it’s your grandma’s stuff; it’s ornaments your kids made. It’s a lot of special things.”



Local 137 members tell their stories about getting burned out of Paradise, and getting support from their Teamster family. From left: Local 137 Business Agent Kim Carelli, Bruce Dick, Sarah Kingsley, Adam Kingsley, and Victoria Sinclair.

Sarah described the sudden realization she had about the harsh reality of her situation. “You don’t realize that when you have nothing, it’s really nothing. For me, without my purse, I had no money or ID. The first ones who came to our aid were the Teamsters. Misty [Business Agent Misty Tanner] brought up gift cards. After that came the checks.”

Sarah said she wanted to thank the Teamsters in person. “Your support enabled us to stay in hotels until our insurance kicked in. I just wanted to say it was really amazing and thank you so much.”

Victoria Sinclair, who also works for Butte County, says she woke up that morning and went to work. She saw the fire, but it looked to be far away. “There was no news, no evacuation warning, so I wasn’t too worried. I went to my house to round up my daughter, husband, and the dogs. I thought we’d be back in a few days, but that was the last time I saw my house.”

After six-plus hours of terror, thinking she was going to die in an apocalyptic event, she was finally safe and able to contact her family. “The Teamsters came through. There’s something to be said about having brothers and sisters who have your back. I may be strong, but after the fire, I became ‘Teamster Strong.’”

Victoria wanted to give a special thanks to Misty Tanner. “Five weeks after the fire, she came up to help me sift through my property to find anything at all. That’s back breaking labor. She went above and beyond. She came to me as a Teamster sister, without expecting anything in return.”

In the seven months since the fire, Victoria believes that the Teamsters made a difference in her family’s being able to move forward. “My daughter was able to graduate Paradise High on the school’s field. And I welcomed my first grandchild into the world this week. It’s been a busy week! But you guys have been there through it all. Thank you.”

Bruce Dick, a social worker for Butte County just wanted to say thank you—to Joint Council 7, to the International, to the locals, and to the members.

“The Teamsters were the only organization that saw what was going on and came in to help even before FEMA kicked into gear. The Teamsters knew the seriousness of the emergency and got us checks immediately.”

Bruce says that he’d been in his home for 22 years; he raised his son there and considered it his ‘forever home.’ When the fire started, he was already at work and got dispatched to the medically-needy refugee center. “This is where I became very aware of the horror that friends and neighbors were going through as people came in with singed tires, and showed us video on their phones of the horror that took over our town.”

“Having the Teamsters come through with checks and gift cards was great, but it wasn’t just the money,” he adds. “It was the shoulder to cry on.”

Bruce closed by saying that he feels incredibly blessed because, rather than losing community, he “found a community through this fire and that is the International Brotherhood of Teamsters. This community is fireproof!”

“I found community in this fire—The Teamster community is fireproof!”

What happens in Tahoe....



(L) JC7 Executive Board. (R) Secretary-Treasurer Mark Gleason retired at the end of June



Western Conference of Teamsters Pension Trust presentation by Michael Sander, Pete Sturdivan, Chuck Mack



Bill Gaito from TAP and Scott Roberts from TARP discuss the legal marijuana experiment. Carin Zelenko reviews IBT Capital Strategies efforts.



Neil Bodine, Dave Hawley, John Provost, and Robert Bonsall celebrate Provost's retirement.



Dave Hawley celebrates long-time Teamster advocate Barry Broad (L). Shane Gusman takes the reins of CTPAC



Susan Garea, Tony Rice, Kena Cador and Sarah Kanbar provide legal workshops.



Joint Council 7 TEAMSTER

USPS 395-880
ISSN 2154-2643

The Joint Council 7 Teamster is published four times per year (January, April, July, October) by Teamsters' Joint Council 7: 250 Executive Park Blvd., Suite 3100 San Francisco, CA 94134; 415-467-2552.

Periodicals Postage Paid at the San Francisco, CA mailing office.

POSTMASTER: Please send address changes to:
Joint Council 7 Teamster: 250 Executive Park Blvd., Suite 3100, San Francisco, CA 94134-3306

PRESIDENT'S REPORT

BY DAVE HAWLEY



Annual Joint Council seminar brings solidarity, education



Our 38th annual Joint Council Seminar was just held in mid-June. This was our eighth seminar since the merger of Joint Council 38 and 7. The educational programs are excellent and the seminar always provides the opportunity for Representatives and Executive Board Members to learn and be exposed to the most recent legal, legislative, union and pension plan developments. It also gives us all a chance to get to know each other and compare notes. Those relationships are invaluable to the strength of our united Local Unions and the high level of representation we provide the membership.

For those of us who have been around awhile, we remember the mostly friendly divide between the two Joint Councils that had developed over the years prior to 2010. What a difference the merger has made, we are now all united in Northern Nevada and Northern and Central California, combining our resources for the betterment of our members.

We now have the resources to have a full-time

political coordinator. With the leadership of Doug Bloch and our united Local Union leaders, we have expanded our political influence significantly. In last year's election cycle, we elected more labor-friendly candidates than ever before and have continued to pass more legislation that protects our members' lives and provides us the opportunity to organize new workers.

We have used our combined strength and cooperation to support each other's negotiations to maintain the standards in both the Bay Area, Nevada and Valley contracts. Locals are now forging new alliances, building upon each other's strengths, to organize new members. Just recently Local 856 and 533 have come together to share resources to organize new targets in Northern Nevada's gaming and warehouse industries.

I could not have been more pleased with the solidarity of our Local Unions to work together for the betterment of our members and, as this seminar ended, I already look forward to next year's seminar.

IN THE CAPITOL

CALIFORNIA TEAMSTERS PUBLIC AFFAIRS COUNCIL

Pushing forth many important bills in the 2019 legislative session

By SHANE GUSMAN

We've made it halfway through this year's Legislative session and we continue to move our agenda here in California despite significant pushback from the Trump Administration.

First, Trump and his Labor Department have moved to take away meal and rest breaks from truck drivers. Then, they tried to take away funding for High Speed Rail. They recently declared "gig" workers, such as Uber drivers, independent contractors and are now going after meal and rest breaks away for bus drivers. Trump likes to talk like he's pro-worker, but all of his actions tell a different story.

Meanwhile, in California, things are very different. Governor Newsom and legislative leaders have crafted a budget deal that actually helps people in need. They have expanded healthcare, public education, pre-school, paid family leave, and many other important programs.

Stopping employee misclassification

Our own Teamster legislative agenda also continues to move forward. AB 5 by Assembly Member Lorena Gonzalez (D, San Diego) expands on the unanimous California Supreme Court decision in the Dynamex case. That court decision provided important legal tools to fight employee misclassification. Since the trucking industry is the biggest purveyor of worker exploitation through misclassification, we are at the forefront of this fight. The bill is now in the Senate.

Making changes at UC and Cal State U

Thanks to the success of Local 2010, we are now

one of the biggest unions in higher education and there are many issues we are working on to make those members' lives better. We continue our efforts to get step increases or merit pay reinstated at the California State University system. We have co-sponsored AB 369 by Assembly Member Shirley Weber (D, San Diego), which would restore step increases for the first time since the late 1990's. The bill is in the Senate.

Additionally, we have co-sponsored SB 698 by Senator Connie Leyva (D, Chino), which would eliminate the University of California's exemption from timely wage requirements. UC has implemented a new payroll system that has been nothing but problems for our members and there are currently no penalties when workers aren't paid correctly or paid at all. This will fix that problem and is now in the Assembly.

Money for water in Paradise

Lastly, we have worked throughout the state budget process to get money for programs in dire need where we have members doing the work. Perhaps no place is in more need than the community of Paradise, which suffered through the devastating Camp fire. We have members who live and work there.

The community has many needs as they rebuild and one huge one is access to clean water. Our members work at the Paradise Irrigation District where the infrastructure was decimated by the fire. As of the writing of this article, it looks like we helped get them enough funding to stay afloat for now. We are keeping our fingers crossed.



Independent Contractor Laws: California Sides With Workers While NLRB Backs Big Tech

By TONY RICE

It has been over a year since California's highest court sent shock waves through Silicon Valley, declaring what many considered the end of the "gig economy" in California. In *Dynamex Operations West v. Lee*, the Court dealt a crucial blow to Uber and Lyft and their business model based on classifying workers as "independent contractors."

But since the Dynamex decision came down, both companies have gone public making wealthy stockholders even wealthier. Uber and Lyft's stock offerings created thousands of new millionaires in San Francisco, but are ride-share workers any closer to obtaining a proper employee classification, let alone their fair share of the pie?

To recap, the Dynamex decision adopted the "ABC test" to determine whether a worker is an independent contractor or an employee. Under the ABC test, the company has the burden of establishing that the worker:

- A) is free from the control of the hiring company while performing their work;
- B) performs work outside the hiring company's usual course of business; and
- C) is engaged in an independent trade of the same nature as the worked performed.

Under this common sense test, it is very hard to imagine Uber or Lyft successfully arguing their drivers are independent contractors. Then again, common sense has never stood in the way of a multi-national tech company seeking to reduce labor costs. Now, almost exactly one

year after Dynamex, the Trump NLRB General Counsel has issued an advice memo that is a gift to employers who claim that their workers are anything but employees.

The General Counsel makes no mention of the Dynamex ABC test. Rather, the memo applies a test that the California Supreme Court rejected as, "a complex and manipulable multi-factor test which invites employers to structure their relationships with employees in whatever manner best evades liability." Finally, to eliminate any doubt as to which side the NLRB is on, the memo finds that its test should be viewed through a "prism of entrepreneurial opportunity," a phrase that sounds like it was lifted from Uber's mission statement.

The "independent contractor" vs. employee battleground in California is now set: a trucking association case now in federal court challenges the constitutionality of Dynamex. The case argues that the ABC test, as applied to truck drivers, is preempted by federal law and violates the U.S. Constitution. The federal court disagreed and upheld the ABC test as applicable to employers operating within California and that decision is now on appeal and could reach the uber-conservative (and Uber-friendly) U.S. Supreme Court.

For the moment, the General Counsel's advice memo seems like a rusty anchor dragging in the wake of Dynamex. But, make no mistake: Trump's NLRB is taking a clear stance in favor of company-friendly tests that make it easy to mis-classify workers.

Legislators court Teamsters

On April 2, California Teamsters held their annual breakfast in Sacramento, in conjunction with Labor's Joint Legislative Conference. About 100 Teamsters came from across the state to learn about the key legislative priorities to advance the lives of working people and the group was honored to hear from several leading legislators.



Lorena Gonzalez (D-San Diego) sponsored AB 5 to stop employee misclassification.



Assembly Speaker Anthony Rendon (D-Lakewood)



Assemblymember Ash Kalra (D-San Jose)



California Teamsters Political Affairs Council advocates Shane Gusman (L) & Matt Broad (R)



(L) Joint Council 7 President Dave Hawley (R) Joint Council 7 Political Director Doug Bloch



California Labor Federation Secretary-Treasurer Art Pulaski



Bay Area Teamster Locals go to Sacramento to support new Oakland A's stadium

Joint Council 7 Teamsters made their presence known on June 25 at the State Capitol. They attended a hearing convened by the California Senate Committee on Natural Resources to hear testimony on the new Oakland A's stadium slated to be built on Port of Oakland land, just west of Jack London Square at Howard Terminal.



Members from several Teamster locals came to the Capitol to support the Oakland A's gambit to use Howard Terminal near Jack London Square for their new stadium.

"The Teamsters not only had a good showing, but we also filled up the first couple of rows of seats," said Terry Post from Local 853. "When the legislators looked out at the crowd, we were the first ones they saw."

Along with the Teamster members was Assemblymember Rob Bonta, who sponsored the bill, Oakland Mayor Libby Schaaf and Cesar Diaz from the State Building and Construction Trades Council, who spoke in support of the proposed ballpark.

The only real opposition came from the International Longshore Workers Union (ILWU), who stand to lose six jobs if the park is built. In spite of ILWU's opposition, the bill, AB 1191, was voted out of committee 9-0.

"I'm excited and thankful to my colleagues for passing AB 1191 in the Assembly today," said Assemblymember Rob Bonta (D-Oakland). "This project is a win for

Oakland and the East Bay. It will create strong union jobs that provide good wages and benefits. It will create badly-needed affordable housing and will keep the A's rooted in Oakland for years to come. AB 1191 will now move on to the Senate for consideration."

"I will continue to work with the State Lands Commission, the City of Oakland, the San Francisco Bay Conservation & Development Commission, the Port of Oakland and the Oakland A's to ensure this bill is the best it can possibly be."

Oakland A's President Dave Kaval concurred. "Today's bipartisan vote is another major step forward for our efforts to build a new ballpark district at Howard Terminal that will be a model of green design, sustainable development, and environmental justice reform," said Kaval. "We are grateful to Assemblymember Bonta for his leadership and appreciate the overwhelming vote of support from the Assembly. We still have much work ahead of us, but this is another significant milestone for our club and our city."

"The proposed stadium has a long road before it is approved," said Post, "and the Teamsters will stand behind it every step of the way."

AROUND THE LOCALS



10th Annual Bud Classic Car Show: Anheuser-Busch (Fairfield)

All Teamsters are encouraged to attend the Tenth Annual Bud Classic Car Show at the Budweiser facility in Fairfield on Saturday, September 28. There will be classic cars, live music, food, silent auction, beer garden, and vendors. All proceeds benefit Families Helping Families' annual Thanksgiving "Baskets of Hope" event in November, where volunteers help pack and deliver hundreds of boxes of food and turkeys to needy families in time for Thanksgiving.

Proceeds raised from last year's car show contributed to the delivery of 900 boxes of food, 300 turkeys, 300 bags of potatoes, and 100 Safeway gift cards to more than 300 needy families.

Families Helping Families of Solano County is a non-profit organization founded 35 years ago by Anheuser-Busch employees at the Fairfield brewery who wanted to give back to their community in Solano County by helping those less fortunate.

LOCAL 287

San Jose drivers get first Home Depot union contract in nation



Home Depot delivery drivers in San Jose organized with Local 287 and unanimously ratified their first agreement on April 14. This is the first unionized Home Depot in California and the nation.



The drivers at Filld voted to join Local 287 on June 14. Negotiations will begin soon. (Photo credit: Chung Chow)

Filld drivers vote union Yes!

On June 14, the drivers at Filld voted 65-35% in an NLRB election to affiliate with Local 287. "We are looking forward to starting negotiations," says Secretary-Treasurer Jerry Sweeney.

Founded in 2015, Filld is a mobile fueling company that delivers fuel to individual consumers and to fleets.

As market demands shift, Filld's trucks and technology platform will transition to support electric vehicle charging and delivery of other alternative energy fuels.

Located in San Jose, the company also serves clients in Seattle, Portland, Washington D.C. and Vancouver, Canada.

Local 896

New Executive Board team

Congratulations are in order for recently retired Local 896 Executive Board member, Rachel Gomez. Rachel is a 30-year Local 896 member and is also the longest serving Local 896 board member. We thank her for her many years of service and dedication to Teamsters and Local 896.



Local 896's Executive Board on Rachel's last day on May 31, 2019. (From left) Secretary-Treasurer Phil Cooper, Trustee Alberto Hernandez, VP Gerard Nicholas, Retiring Recording Secretary Rachel Gomez, Trustee Magdaleno Zavala, Interim Recording Secretary Darlene Bradley, President Brian Indelicato, and Trustee Charles Johnson.

LOCAL 315

Bringing together ready mix drivers to learn about industry and union

In March, Local 315 held its First Annual Ready Mix Meeting. The ready mix membership attended to learn about the challenges facing cement drivers and the industry.

The meeting addressed the nonunion competition in the area and how bolstering union membership strengthens wages for everyone statewide.

Drivers are committed to spreading the good word of the Teamsters so that fellow drivers know the benefits of collective bargaining and contract protections. Business Agent Mike Hughes presented on many facets of the industry, including Project



Local 315's ready mix drivers learned more about their industry and the union.

Labor Agreement (PLA) language and union density. Members also learned that when they support DRIVE, they are supporting the work of Teamsters for decades to come.

The Local was thrilled at the great turnout and looks forward to many more successful Annual Ready Mix meetings in the future!

LOCAL 439

Big fight at Tracy Logistics for one new member

Teamsters Local 439 represents about 443 members at Tracy Logistics in Stockton, so when their lone Pest Control worker asked to organize, we didn't think it would be a problem for the company to add one more classification to the existing contract.

Unfortunately, due to greed and the need for control, the company denied the union's request for card check using an "Armour-Globe" election, which easily allows non-union units in an otherwise union shop to join the union. "They took us into NLRB hearings to deny this one worker the right to be union," says Secretary-Treasurer Ken Guertin. "The company spent thousands of dollars on legal fees to try and stop this one worker from joining the union."

In the end, we had to hold an election for the lone worker. The company held union busting meetings that they forced him to attend. "This did not detour the employee's determination to be union. In the end it was a close vote: 1-0 in favor of joining the Teamsters!" Guertin says.

DS Services (Alhambra) workers vote for union representation

After a long organizing drive that included educating the employees on union busting tactics and the benefits of having a collective bargaining agree-



After a solid "union YES" vote in April, DS Services-Manteca employees are proud to join the union family!

ment, on April 25, the employees of DS Services of Manteca voted 25-12 in favor of having Teamsters Local 439 be their union representative.

The organizing team did an amazing job in keeping the group together and keeping the union informed on what was being said and handed out at the union busting meetings. By doing this, the union was able to properly counter the company's misinformation and its intimidation of the employees.

Local 439 thanks Local 853 Business Agent Jesse Casquero and DS Services-Milpitas Shop Steward Mario Elias for attending meetings and supporting their future Teamster brothers and sisters.

Local 853

Great contract for City/County of SF Teamsters

Teamster members who drive the construction vehicles for the City and County of San Francisco are now doing that work with a little more of a smile. Local 853 members haul the big equipment, the tractor trucks that clean out



Thumbs up for the San Francisco bargaining team for their best contract in 20 years.

the sewers, the water trucks, and more. On May 9, those 200 Teamsters overwhelmingly ratified their new three-year agreement, and according to Business Rep Dan Harrington, "It's the best contract we've been able to get in the last 20 years."

Harrington explained that the negotiations had to go to mediation, "but we settled the contract before having to invoke arbitration."

Harrington says that the salary adjustments and premium increases put more money on the table than ever before. "The negotiation process was very stressful but we got the best yield ever. Everyone will see a minimum 11% increase over three years. One group got a 10% salary adjustment on top of that, bringing them up to area standards. Each department had issues to resolve and they were all addressed, most in our favor."

"The negotiations were frustrating," agrees Chief Shop Steward James Long, who's been driving heavy equipment for the city for 19 years. "But in the end, there were no takeaways and we got language improvements along with raises and premiums that we haven't seen since 1991."

resolve on the last day," Harrington says. "But the return was phenomenal and that made it all worth it."

Harrington led the negotiations, but says he couldn't have done it without the great team behind him. "The stewards researched industry standards, comparing current San Francisco rates to those paid for the same work in Santa Clara, Sacramento, and Los Angeles. This enabled the team to get an extra 10% increase for some job classifications." Harrington particularly wanted to acknowledge the great work of Stewards James Long, Pete Whitcomb, Joe Barry, Kevin Reavey, James Sheehy, Dennis Callahan, Eric Kessler, Scott McDonald, Jonathan Hee, and Drew Evans.

Harrington also says that the attorneys, Susan Garea, from the Beeson, Tayer and Bodine law firm, and Chris Platten were bulldogs who watched every single word. "We couldn't have gotten this deal without them."

And most importantly, he thanks the members who got involved and stayed strong until the end. "The members are why we work so hard, and we can't make advances without them," he was quick to add.

LOCAL 665

Local takes fight for Teamster jobs to City Hall

Local 665 members employed in the parking industry in San Francisco participated in a hearing in San Francisco's City Hall in June that focused on recent reductions of Teamster positions in municipal parking garages.

The hearing was conducted by the Land Use and Transportation Committee of the San Francisco Board of Supervisors.

"We wanted the public to know these staffing cutbacks affect both safety and service in these city-owned facilities," stated Local 665 officer Tony Delorio. "I think our message is being heard."

Supervisor Ahsha Safai, a member of the committee, was alarmed by the number of cuts at many of the garages.

"If there weren't people (Teamster members) in that garage, I would not want my wife parking in that garage," said Safai, referring to the reductions of parking workers. Addressing the city agency responsible for ordering the cuts: "You've literally reduced something that was our first-class jewel. It sounds like people hate it now," Safai said.

During the hearing the Board Chamber was packed with members wearing Teamster logos along with customers of the city garages who came to oppose the cuts and testifying in favor of restoring Teamster positions.

"Our members work with these customers every day. They are as concerned as we are about these drastic reductions of Teamster staff positions. We appreciate partnering with our customers, and are grateful for their support," Delorio said.

The hearing concluded and further action is expected later this summer. Local 665 officers will keep the membership informed of developments as talks with city officials progress.



Local 2010

Lobby Day Brings Teamsters Power to State Capitol



More than 50 Local 2010 members hit the State Capitol in full force on June 5 showing Teamster power to support our bills for the fair treatment of workers. The day started early with travel to Sacramento and kicked off with a brief orientation. Then members hit the hallways to meet with over a dozen legislators and aides to encourage them to vote to restore salary steps for California State University workers and paycheck protections for University of California workers.

"It was an unforgettable experience to speak directly with California's lawmakers, and convey the importance of passing AB 369 and SB 698 and their benefits to Teamsters working for the UC and CSU systems," said UCLA Teamster member Jeannette Hernandez.

SB 698 would amend the Labor Code to require the University of California (UC) to follow the same rules as private employers to pay workers properly and on time. Failure by the University to do so allows employees to take legal action for back wages and penalties.

AB 369 will restore salary steps for CSU workers, including skilled trades Teamsters, and provides much-needed parity with all other state agencies and state employees. The California State University (CSU) is the only California state agency that eliminated salary steps for its employees.

"Today our members made our presence felt in the Capitol and took a strong stand for fair treatment for working people," said Jason Rabinowitz, Secretary-Treasurer of Teamsters Local 2010.

LOCAL 856

Arbitration win gives Local 856 members a complete victory

Big win at the Clift Hotel in San Francisco

Teamsters 856 member, Chelsey Yu is a front desk agent at the Clift Hotel in San Francisco. Last year, she gave birth to her daughter and began her maternity leave. A few months later, she received a letter from the Clift stating she had exhausted her protected leave and her health and welfare benefits would no longer be covered.

Based on a clear and established past practice and contract language, Chelsey knew she should have been able to use her sick leave and vacation hours to meet the minimum 80 hours she needed each month to qualify for her collectively bargained health benefits. However, the Clift told Chelsey that was not an option.

Chelsey and her husband ended up paying for COBRA health insurance for three months. Then the situation began to have a broader impact when the Clift told all Teamsters 856 members that despite past practices and what their contract says, their sick and vacation hours could no longer be used to count toward their health care eligibility.

"Once we understood the hotel's position, it quickly became clear the ramifications for all members could be dire," said Shop Steward Erica Goldblatt, a Clift concierge.

It is not uncommon for hotels to change management companies or be sold. In this case, the new owners attempted to reinterpret the long-established health and welfare sections in the contract to deny members their collectively bargained health and welfare benefits.



From left: Clift Hotel members Erica Goldblatt (shop steward and concierge), Chelsey Yu (front desk agent), Laurie Louie (concierge supervisor)

Teamsters 856 filed a grievance

"Even though the initial issue was about Chelsey, it could have impacted all of the Teamster hotels in the city that have a similar contract," explained Teamsters Representative and President Mike Lagomarsino. "Members at the Clift fought to make sure their contract was properly enforced—not only for themselves, but to prevent other hotels from interpreting the language in their contract in the same incorrect way."

Committed to the end, Mike and the Local 856 members at the Clift Hotel worked in partnership and fought together all the way to the highest level of the grievance procedure where an independent arbitrator ordered the

hotel to pay Chelsey over \$8,000 to reimburse her COBRA expenses and decided the contract, along with established past practices, made it clear that members' vacation and sick leave hours can be applied towards healthcare eligibility.

Erica said the issue united her co-workers as a team. They were able to bond on an issue that impacted them all and everyone got involved in the fight. Many members even testified during arbitration.

"We pushed back with all of our might," said Erica. "The fight and win were an incredible morale boost. We're a small desk and this was a big issue."

Local 70

Talking union with high schoolers



Students at Mt. Diablo High School learn about the Teamsters.

Local 70 members spent a lovely May afternoon talking with students from Mt. Diablo High School about unions, in general—and Teamsters, in particular.

"We talked about the opportunities available for a great career if college was not in their plans," says Business Agent Rich Fierro.

The group was joined by Local 853 Trustee Mike Fritz, Joint Council 7 Transportation coordinator Ron Valdez, and Local 856 Stewards Ken Olsen and Craig Bartzi who work for the School District.

"It was tremendously rewarding to share with the students. We plan to create more opportunities and get more Locals interested in sharing in the future," Fierro adds.

Local 137

Back pay won for newly-organized members

On November 1, 2018, Local 137 won the election to represent 32 employees of AccentCare Home Health of California. The bargaining unit consists of in-home health care providers and clerical staff.

"Shortly after we won the election, we learned that the company had stopped paying employees for 'Windshield Time,' which Business Agent Kim Carelli described as an additional stipend paid based on the number of miles driven per day to care for patients.

Carelli filed an unfair labor practice charge and the NLRB ruled in favor of the union.

In May, the union and company reached a settlement that resulted in current and former employees receiving over \$6,500 in backpay and interest.

Carelli says that the Local is currently in negotiations for a first contract and has reached several tentative agreements. The company will continue to pay Windshield Time through the negotiations process and the union has proposed that the language gets into the contract.



LOCAL 350

Recology drivers are ready to strike, if necessary

*Recology workers unanimously vote to strike if they can't get a good contract.*

Solidarity is a word that you'll usually see in any article pertaining to labor. Solidarity is a powerful word that resonates throughout the labor movement. But the ultimate form of solidarity occurs when members rally around their fellow brothers and sisters to flex the power of brotherhood. On May 16, 145 members of Teamsters Local 350, who work for Recology San Mateo, did just that by voting unanimously to approve strike sanction.

The negotiating committee, led by Secretary-Treasurer and Principal Officer John Bouchard, opted to hold a strike sanction vote after good-faith efforts by the Local had not been reciprocated. "I'm proud of our members for showing up in such large numbers and displaying incredible solidarity," Bouchard said. "They sent a clear and strong message to the company by unanimously approving strike sanctions."

Serving on the committee are Brian Marshall, Michael Montalbano, and Larry Yarbrough, who are the shop stewards representing the large unit.

"This big turnout shows the company that the same guys who line up to get the work done in the early morning hours are the same guys who lined up to sign in and vote for a strike," said Montalbano. "It's always imperative to stand together, fight together and win together. We continually strive to get better results." Brian Marshall added. "Going on strike is always the last resort. Nobody wants one. Nobody. But our strength in numbers sends a message to Recology."

After discussing current negotiations and before all

145 members took the vote, Jose M. Madera, with 30 years of seniority, gave an impassioned statement that inspired cheers and applause from the membership.

The company and union are meeting again as this paper goes to press. Stay tuned to see whether they had to strike or got a settlement.

New contract at Mission Trail Waste Systems

On May 15, the 56 drivers and mechanics at Mission Trail Waste Systems in Santa Clara and Los Altos, voted overwhelmingly to ratify a new five-year deal.

"In regards to language, this contract has some of the strongest protections for our members in the country," said Vice President and Field Representative for the Solid Waste Division Larry Daugherty. "One of those is having the best mandatory overtime protection anywhere." The contract also retains full Maintenance of Benefits for their health and welfare, as well as retiree health and welfare. "On top of that, we were able to negotiate significant contributions not only in wages but in pension as well. Our members work in the heart of Silicon Valley, and they have earned and deserve a slice of that wealth."

Roger Princeau, Victor Rodriguez, and Luis Meza were integral members of the negotiating committee, providing important insights into issues. "The unit was no longer going to allow the company to prey on their fear to control them," said President Sergio Arrañaga. "They mobilized and educated themselves about the process. Standing together in solidarity ensured that they were going to set an industry standard in the South Bay."

"Our members at Mission Trail Waste Systems knew what they wanted in their contract. They refused to settle for anything less and held out until they got it," added Bouchard. "That is the epitome of our motto... Fight Together, Win Together."

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

The right to join your union and participate in union affairs is an important right, from which you are also entitled to refrain. If you do not work for a public entity and your job is covered by a union security clause in your collective bargaining agreement, the law provides three different methods for you to comply with its obligations. These rules apply without regard to what the union security clause may state:

1. You may become a member of the union by paying the initiation fee and monthly dues required by the Local's Bylaws and enjoy the rights of union membership;
2. You can pay the initiation fee and monthly dues without becoming a member; or
3. You can become a "service fee" or "financial core" payer, which means you can pay the percentage of the initiation fee and monthly dues that represents your pro rata share of the costs and expenses for representation, collective bargaining and contract administration.

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

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

IN MEMORIAM

Gerald Payton O'Hara
1936 - 2018

Gerry O'Hara, long-time advocate for the Teamsters Public Affairs Council in Sacramento, died in April, 2018 following many years of struggle with heart and lung issues. He was 82 years old.

Born and raised in San Francisco, Gerry received a Bachelor of Science degree in Economics from the University of San Francisco in 1958. He served in the U.S. Army from 1958-1960 at Fort Ord, as Chief Clerk. He married Linda Keane O'Hara in 1961.

In 1966, Gerry joined the staff of the California Teamsters Public Affairs Council as a legislative advocate. Governor Ronald Reagan invited him to sit on the first Cal/OSHA Standards Board and reappointed him before leaving office. Governor Edmond G. Brown, Jr., when elected, appointed Gerry chair of the Standards Board, on which he served for 16 years.

*Gerry Payton O'Hara*

He became Director of the Public Affairs Council in 1975, retiring in 2001 after many challenging and interesting assignments on behalf of Teamster members. His heart and soul was with all issues related to labor and he quickly became widely known throughout the state as an astute expert on worker legislation, particularly occupational health and safety and workers' compensation.

He was also very involved in legislative matters related to social insurance and was very proud that his 2001 appointment to the Cal/OSHA Appeals Board in the "public member" position was not opposed by any group, even though he had retired from labor by that time.

Gerry was a daily 6 a.m. swimmer with the Davis Aquatic Masters for 30 years, a photography hobbyist, an avid book collector and reader concentrating on presidential biographies and American history, a volunteer tutor for a local adult literacy program and a classic car aficionado.



Getting a family member into rehab

The decision to send a family member or loved one to rehab for drug or alcohol addiction is never an easy one. The family may have many fears and concerns about rehab itself, about the process of finding a rehab and about getting the person into treatment. Both TAP and TARP have trained professionals in substance abuse assessment and referral who can assist by providing information about the types of substance abuse treatment available, the cost of treatment, and about insurance benefits and coverage. Both TAP and TARP have an extensive provider network of state-certified drug and alcohol rehab programs.

TAP and TARP counselors can help break the process down into manageable steps to get the treatment started as quickly as possible. TAP and TARP are the gatekeepers for most union health insurance plans and one call can start the process going in the right direction.

Recognize the signs of addiction

Admitting you have a problem is one of the first steps to recovery, but there is actually a step before that. Noticing the signs of addiction will ultimately be how to help a loved one with an addiction to alcohol or drugs. There are many warning signs, from noticing a change in behavior, to seeing your loved one act in a dangerous and reckless way. The signs of addiction can be hiding in plain sight.

Drug and alcohol addiction can lead to problems at home, relationship

disruption, problems at work, deteriorating progress at school. It can be challenging for families to recognize these symptoms or even admit that they add up to a substance abuse problem.

Educate yourself about addiction

It is important to educate yourself about the disease of addiction. A good place to start would be to attend a TARP Family Alumni Support Group, TAP After Care Group, or an Al-Anon/NarAnon group designed for family members and loved ones of the addicted person. These groups can help you see that your family's situation is one that is felt by many others. These groups can also help you to recognize family members' enabling behaviors, while encouraging them to take care of their own frustrations, emotions, and challenges as they try to help their loved one get into the recovery process.

Don't blame yourself

Before you even attempt to help your loved one get into rehab, it is important for you to understand that you are not to blame for this addiction, regardless of pointed fingers. Without this mentality, the ritual of excuses, denial, and blame will circumvent your good intentions. By acknowledging that you are not to blame, you may reduce any irritation or resentment that you may be holding on to.

Support your loved one's treatment, recovery process

A good way to support your loved

one during their treatment and recovery process is by attending family support groups offered by the treatment facility as well as family counseling.

Family dynamics are often complicated, and the relationships that an individual has with the family as a whole are often intertwined with addiction behaviors.

One purpose of family counseling is to draw on the strengths of the family to help a person develop tools and a support system that helps them to manage cravings and maintain long term recovery.

Another purpose of family counseling is to adjust family relationships in a way that is supportive to all family members throughout the recovery process. Sometimes, family member's behaviors can have the unintended result of enabling the person's addiction.

Family members must know that addiction is a chronic illness that must be continually managed even after a loved one has completed rehab. Continued support from family is vital – not just before and during rehab, but after treatment is completed. Rehab is not a cure; it is the first step in a process that will continue for months and years to come.

So, whether you are wondering how to get someone into rehab, or how to help a loved one with an addiction, you can feel hopeful that there are options and you are doing the right thing. Getting help for a loved one can be a life saving event.

Making sure that you are prepared can make the difficult journey to recovery a little easier. Start by contacting the counselors at TARP at 800-522-8277 or TAP at 800-253-8326.



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 | | |



87-year old Teamster retiree volunteers with the homeless

What will you be doing when you retire? Fishing? Playing with the grandkids?

If you're Earl Randall, a member of Local 70 for 42 years, you'll be volunteering to help the homeless people in your community, even as you approach age 88.

Earl has a long history with the Teamsters. He was an officer for 13 years, served as a Trustee, was the Warden for Joint Council 7, and worked for the Western Conference of Teamsters for a spell. He worked much of his career at Sterling Transit, where he was a heavy duty driver and shop steward.

As former Joint Council 7 President Chuck Mack says, "Earl was always there for the members. He never saw a picket line that he would think about crossing." In fact, Earl served as the cook for many a strike line.

Earl says he started working with homeless people in Oakland, providing Thanksgiving and



Earl Randall (R) presents a check for \$2,061 to Cathy Peacock from Interfaith Community Social Services. (Photo: Sonora Elks Lodge)

Christmas meals at the union hall, and even getting a few people into the union. After retiring 30 years ago, Earl now lives in Tuolumne, and he is still called to help the homeless.

Earl was one of several people and groups who took part in a collaborative effort that began in June to clean up homeless encampments on the outskirts of downtown Sonora. The project was spearheaded by the homeless themselves, with the help of the Jamestown-based nonprofit organization Give

Someone a Chance. Waste management donated two 40-yard trash containers for the cleanup effort. Earl volunteered his truck to haul the containers.

Having clean water is also mandatory for the 150 or so people who live on that land. Earl says he fills containers with about 40 gallons of water from his faucet to bring up to the encampment every other day. He's working on getting a 3,000 gallon tank so they can have water on the premises, and

he's testified to the Tuolumne County Board of Supervisors to get their support for providing trash containers and portable toilets. He also drives his station wagon filled with clean clothes to distribute alongside the weekly shower truck.

Last month, Earl bought a barbecue and a picnic table and bench for the encampment. Give Someone a Chance matched that donation. That effort launched another fund-raiser which netted \$11,000 for the organization. "I go to the camp almost daily to check on it and make sure everything's under control," he says.

When talking with the Sonora Union-Democrat, the reporter says Earl's eyes welled up with tears when asked why he feels compelled to help the homeless. "It's a hard thing to say because other people don't have what I have," he said. "I haven't forgotten where I came from and I feel sorry for them. I enjoy doing this...helping people."

Earl says he still keeps in touch with everybody at Local 70. "The union is always in my heart."

To donate to Earl's cause, go to givesomeoneachance.org.