



Police brutality must end

Teamsters should lead in fight for racial justice

By ROME ALOISE
Joint Council 7 President



From that momentous day in 1968 when Teamster President Jimmy Hoffa stood with Martin Luther King in support of the Memphis garbage strikers, the Teamsters Union has not only stood with Black leaders, but has fought to be all inclusive, making equal pay for equal work regardless of race, creed, gender or sexual orientation, a cornerstone of what we are about. This is how Teamsters gain our strength.

What happened to George Floyd at the hands of the Minneapolis police is murder, and that is what the officer was belatedly charged with. It boggles my mind, however, why it took so long to arrest the other officers who participated in that murder of this Black man, lying face down on the asphalt, handcuffed, trying to breathe with a knee on his neck for nearly nine minutes. These officers, who have a sworn duty to “protect and serve,” didn’t attempt to stop it and should be held accountable.

There still have been no arrests following the February shooting of 26-year old EMT worker Breonna Taylor, asleep in bed in her Louisville, Kentucky home; this incident took place when a “no-knock” warrant was implemented, but to the wrong address.



Labor unions came out in strength on Saturday, June 6, to support Black Lives Matter and oppose police brutality. Local 856 attorney and Alameda City Councilmember Malia Vella addressed the crowd at the Rockridge (Oakland) BART station. The group of several thousand then marched to UC Berkeley.

And then there’s 25-year old Ahmaud Arbery who was hunted down in Georgia by white supremacists and murdered for no reason at all—except that he was Black. Had video of the incident not gotten out, the murderers would never have even been charged. These and all too many other incidents feed my outrage and my disgust.

For far too long, injustices against black and brown people, especially young black men, have been tolerated and condoned by our society. By not speaking out against it, we are complicit in it. Leaders of organizations like the Teamsters, other unions, churches, corporations, cities, and states have to speak up and start to actually work to make sure this type of senseless aggression against our fellow Americans stops and never happens again.

Minnesota and, specifically, Minneapolis, hold a special place in the history of our great union, a place where Teamsters fought in the streets against inequality and injustice. The anti-union forces at that time screamed that we were violent communists made up of out-of-state radicals, immigrants and criminals. Unfortunately, in too many cases, the Teamster message was lost among the hysteria created by employers, politicians, police, newspapers, and radio. But, we prevailed.

The black community is rightfully outraged at on-going and unpunished violence by the police. Protests and demonstrations are appropriate

responses to this travesty and peaceful protest continues to this day across the country.

I do not condone violence; however, I can understand it. Buildings, store fronts, and police stations are stand-ins for those who have done nothing to stop the injustice, or have refused to provide decent wages, benefits and working conditions for the community. I empathize with the frustration of generations who have suffered racism and inequality, and I won’t let the media coverage of what is happening cloud the reason that it is happening.

The images of people taking to the streets and the subsequent rioting and destruction in Minneapolis and elsewhere should not be allowed to overshadow the fundamental reason why the frustration of the Black community is boiling over. If you allow yourself to be distracted, you will be ignoring the facts and the context.

I pledge that I will do everything in my power and authority to make sure that Teamsters everywhere understand that an injustice to our Black sisters and brothers is an injustice to all of us. I will also work to make sure that these insane attacks against OUR sisters and brothers stops once and for all.

This is the United States of America, what are we doing?

This story has been updated from an article that appeared in the San Francisco Chronicle.



News about the DMV and CDLs

As we pass three months since the initial shelter-in-place orders, California DMV field offices are beginning to expand services and the expiration date for commercial and non-commercial licenses has been extended due to the pandemic.

Appointments: All 169 DMV field offices have reopened for limited service to customers with appointments only. DMV encourages online services wherever possible at *virtual.dmv.ca.gov* and is giving first priority to those with existing appointments cancelled due to the shelter-in-place orders. Once it runs through these cancelled appointments, DMV will begin accepting new appointments. Behind the wheel testing has resumed, with safety precautions that include required face masks, plastic seat covers, and ventilation.

Extension of Expired Licenses—Commercial: For CDLs, the current extension lasts only through June 30, 2020. All CDLs that expire between March and June 2020 are extended through June 30. However, these automatic extensions do not apply to drivers with a suspended license or whose license expired prior to March 2020. Drivers who are eligible for the extension may use their expired license during the extension period and can obtain a temporary extension card at *virtual.dmv.ca.gov/temporary-driver-license-request*.

Extension of Expired Licenses—Non-Commercial: All non-commercial licenses for drivers younger than 70 with an expiration date between March and July 2020 will remain valid through July 31, 2020. For drivers 70 or older, the extension is 120 days past the original expiration date. DMV may grant additional extensions.

Real ID: Upon CDL renewal, a driver must obtain their REAL ID too.

For more info: dmv.ca.gov/portal/covid-19-relief-information/driver-license-extensions/



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Coronavirus and jobs: what we know and don't know

Over 100 days into the COVID-19 pandemic, California and the rest of the United States are grappling with unemployment numbers this country has not seen since the Great Depression. In California alone, almost 30% of workers have filed for unemployment. For workers of color, women, low-wage workers, and workers without college degrees, the numbers are even higher. Add to this nearly 500,000 undocumented workers and over 400,000 “independent contractors” in California and the numbers are staggering.

Here are some details from a recent UC Berkeley study:

- The Great Recession, which was more sharply felt in California than nationally, was followed by a weak recovery fueled by widening inequality and increasingly precarious economic status for many workers.

- The public sector continues to be a path to the middle class for Black workers, who are more likely to work in the public sector than all other racial groups. Data from the Great Recession suggests that public sector budget cuts disproportionately impacted Black women.

- Since February 2020, more than 150,000 state and local employees in California have already lost their jobs. As local governments adopt 2020-21 budgets that account for dramatic revenue losses from COVID-19, we expect to see those losses climb significantly.

Teamsters in the parking, rental car, and hospitality industries have been hit hard by layoffs. Still, compared to workers in other unions and industries, Teamsters have largely been spared. In fact, many Teamsters – from UPS to grocery distribution and many other places – are working longer and harder than ever before. We are being asked to work in different ways as we fight for the tools we need to do our jobs safely. Many of our employers are hiring to try and keep pace with the demands of a greatly accelerated shift in the economy toward online retail. This pandemic has changed things—and they will continue to change—in ways we never could've predicted.

For workers who've lost their jobs, it means loss of income, health insurance, and maybe housing. For those still working, there is the increased risk of coronavirus exposure. Regardless of which category you fall in, there is more stress, anxiety, and fear of the unknown.

In this moment where there is a heightened focus on racism and race relations in this country, it is worth noting all the ways the coronavirus has hit Black and Latinx workers and their communities. As I mentioned, these workers have been hit hardest by layoffs. But they are also most likely to be employed in essential occupations like health care, transportation, retail grocery, janitorial and security services, agriculture, and more. That's why they are more likely to get coronavirus at work.

Then what happens at home? Black and Latinx workers are more likely to live in densely populated

housing, often multiple generational families living under the same roof. This increases risk and transmission rates and puts elderly family members at increased risk. These workers are more likely to live in segregated communities that lack essential services like grocery stores, health care clinics, jobs, and more. This requires more travel and that comes with increased risk.

Finally, the recent focus on criminal justice reminds us that Black and Latinx people make up the bulk of people behind bars in detention centers, jails, and prisons. They are at higher risk too.

Death rates among Blacks and Latinx people are substantially higher than Whites, Asians, and other ethnic groups. In the face of all of this injustice, I am proud that our Joint Council President Rome Aloise was one of the first Teamster elected officials in the country to make a strong statement after the death of George Floyd.

So, what does the future look like?

Nobody knows. People are debating which jobs will come back and when. What will they look like? Will workers be safe? What happens if Congress fails to extend the expanded \$600 in federal unemployment benefits that have meant so much for workers living on the edge? What happens if eviction and mortgage foreclosure moratoriums expire?

One thing for certain is that our members who perform essential public services for local government – whether it's cities, counties, school districts, transit agencies, or special districts – are going to suffer hard times during this next phase. That's true whether you are a direct government employee or you work for a private company that has a government contract, such as solid waste and recycling workers, bus drivers, and more. That's because government budgets are reeling under deficits that even a year ago seemed unlikely.

As a union, we are fighting tooth-and-nail to protect our jobs, our hours, and our wages and benefits. The Public Services Division is preparing leadership to bargain in tough times. Everywhere we can, we push for cuts at the top instead of the bottom, insourcing instead of contracting out, and finding new sources of revenue.

That's why Joint Council 7 just endorsed Schools and Communities First, an initiative on the November ballot that will close a property tax loophole for large corporate property owners created by Prop. 13 in 1978. The good news is homeowners will still be protected.

We are also working hard to help pass the HEROES Act, a bill before the U.S. Congress that will provide additional relief to local and state governments and create more jobs.

Finally, this November, California will hold a historic all-mail ballot election. That means every registered voter in California will get a ballot in the mail. Now, more than ever, we need every Teamster to vote – and there is no good excuse not to do it! The next newsletter will profile ballot initiatives, candidates, and other measures we are supporting for the November election. Stay tuned!

Whether you've lost your job or remain working, you face stress, anxiety, and fear of the unknown.



COVID-19 in the workplace: How can you and your union respond to 'Abnormally Dangerous' Conditions

So much is still unknown about COVID-19 (such as, how exactly it spreads, why the symptoms can range from mild to extreme, and whether you can develop immunity.) It may be impossible to say with absolute legal certainty what is so "unsafe" as to justify refusal to work. However, the stakes are quite high: refusal to follow a direct order to 'get to work' or 'keep working' is insubordination and the penalty for insubordination is often termination.

A review of the law

What's the law here? Section 502 of the federal Labor Management Relations Act states that, "the quitting of labor by an employee or employees in good faith because of abnormally dangerous conditions for work at the place of employment" cannot be deemed an unlawful strike under law or under the union contract's "no strike" provision. But how far does this go? Applying this Section, the National Labor Relations Board has held that:

- (1) the employees must believe in good faith that their working conditions were abnormally dangerous;
- (2) their belief was a contributing cause of the work stoppage; and

(3) the employees' belief that their working conditions were abnormally dangerous can't be based on suspicion, rumors or generalized fears; it must be "supported by ascertainable, objective evidence;" and,

(4) "the perceived danger posed an immediate threat of harm to employee health or safety." (TNS, Inc., 329 NLRB No. 61 (1999).

The federal and California Occupational Safety and Health Administrations (OSHA and Cal OSHA) apply similar "ascertainable, objective evidence" standards as to whether an employee is protected from discipline if they refuse to work because of health or safety concerns.

And under your union contract, "just cause" for discipline or discharge generally assumes that for purposes of a direct order that you disagree with, you must "obey and grieve."

The political challenge

Consider this though: the agencies that now get to decide whether employees' concerns about worker safety are "supported by ascertainable, objective evidence [of] an immediate threat of harm" are the NLRB and federal OSHA, both appointed by Donald

J. Trump. In other words, because the law is only as reliable as the people obligated to enforce it, anyone considering refusal of an order to "get back to work" needs to keep in mind the risks of relying on the people now running the federal government to do the right thing.

So where does that leave an employee in this pandemic justifiably concerned about their safety? The law in certain parts of California allows employees particularly vulnerable to COVID to be excused from work.

What about the rest of us who feel that the conditions under which we are being asked to work in circumstances that "pose an immediate threat of harm to employee health and safety?"

In almost every situation possible where you consider a direct employer order to "pose an immediate threat of harm" before considering disobeying that order, ask for or get ahold of your union steward and make sure your steward calls your Business Agent. If there is no time to do that and you disobey the order on grounds of health and safety, you take a risk of losing your job.

Difficult choices for difficult times.



Pushing ahead on pressing Teamster issues

By SHANE GUSMAN

California is slowly reopening and we cross our fingers that we don't have a new surge in COVID-19 cases. We all know that our economy needs a jumpstart. We just need to make sure that, as we reopen, we do it safely for workers. This has been a major focus for CTPAC and we continue to work with the Governor's office, CalOSHA, and the Department of Public Health to educate and push for standards to protect our members.

The Legislature has also reopened and has been working on a greatly reduced bill load and working through some kinks in a socially-distanced legislative process. They are also dealing with a staggering budget deficit due to the economic consequences of the pandemic. The Governor estimates that deficit to be roughly \$54 billion. The Legislature believes it is less, but either way, it's a real problem that will affect all of us for years to come.

To deal with the projected deficit, the Governor proposed a mix of our large rainy day fund built up during the Brown administration and massive cuts to education, healthcare, and social services. The cuts come with the promise to restore programs if we get another stimulus from Congress. The Legislature has come up with an alternative plan that mostly leaves funding levels where they were last year, but cuts would be triggered later if no stimulus arrives. We support the Legislature's version because our members and their families depend on a fully-funded state budget. Hopefully, the Governor agrees.

Meanwhile, we have continued to work on legislation to further Teamster interests. A few of those bills are highlighted below:

University of California

AB 3096 by Assembly Member David Chiu (D-San Francisco) will address ongoing problems with the University of California and their anti-union activity. Existing law prohibits a public employer like UC from taking action to deter an employee from joining a union. Unfortunately, the law has no teeth and UC has actively violated it during our Local 2010 organizing campaigns. AB 3096 would add significant financial penalties for these violations.

.....
"...our economy needs a jumpstart. We just need to make sure that, as we reopen, we do it safely for workers."
.....

It is our hope that this deters what is supposed to be an institution for the betterment of all from trying to prevent its workers from having a voice. The bill passed the Assembly and is awaiting action in the Senate.

Amazon

AB 3262 by Assembly Member Mark Stone (D-Santa Cruz) takes on some of Amazon's bad behavior. The bill is co-sponsored by the Teamsters,

the UFCW, and the Consumer Attorneys of California and would simply hold Amazon to the same product safety standards as other brick and mortar retailers. Amazon is selling thousands of products that have been declared by the government as unsafe or have been recalled. Unlike every other retailer, when one of those products purchased on Amazon injures or kills someone, Amazon takes the position that they are not responsible; they argue that they are just a platform and not a store.

If that sounds familiar it's because it's the same argument Uber, Lyft, and others use to say they aren't employers. We need to hold these companies accountable. Amazon has raked in billions, but doesn't want to be responsible to its employees or its customers. AB 3262 restores a little of that responsibility. The bill passed the Assembly and is now awaiting action in the Senate.

Workers Comp

As more and more Californians return to work, it is also important to ensure that they have health-care and wage replacement if they do get sick. To that end, we worked with the Governor's office, the State Federation of Labor, and other unions, to get an executive order that requires workers comp coverage when a worker gets COVID-19 during this period. Governor Newsom showed courage and leadership in issuing that order since the entire business =community was against it.

Now we are working on legislation to codify and extend the executive order. It will be a tough fight but it's the right thing to do.

AROUND THE LOCALS



LOCAL 533

UPS Stewards supply PPE



Local 533 stewards get union reimbursement for the funds they laid out to get PPE to their fellow workers at UPS.

Below: a look at the supplies they assembled.

UPS Package car stewards Ross Kinson, Christina Phoenix and Jason Sarmiento knew that they and the members needed a variety of PPE in order to work safely through the pandemic, but the company was dragging its feet to supply it.

Instead of waiting, the three dug deep into their pockets to purchase sanitizer, masks and other key items and then spent their weekend putting together PPE kits for their fellow drivers.

The company would not reimburse the three generous stewards, but their union, Local 533, was so moved by their commitment that they did step up. "The generosity of these stewards warms my heart and makes me so proud," said Secretary-Treasurer Deb Calkins. "But they should not be out monetarily; Teamsters Local 533's Executive Board voted to reimburse the stewards in full."



LOCAL 853

A Para Transit recognizes union

Whenever a new company wins the bid to provide services from a unionized company, it's never a guarantee that the workers will be rehired and the union contract will be respected. Fortunately, all of that happened when Local 853 signatory employer MV Paratransit lost its contract with the City of Berkeley, and A Para Transit won it.

On June 1, the new company started their operation and offered work to all 22 of the existing MV drivers. Sixteen chose to move to the new company.

The company recognized the union and agreed to honor seniority. "We negotiated some gains in the contract around funeral leave and sick days. The company also kept the Teamster medical benefits and the Western Conference of Teamsters Pension plan," says Business Agent Efren Alarcon. "There were absolutely no takeaways. Our members lost nothing."

LOCAL 665

Members in San Jose and San Francisco ratify agreements

The challenges of the economic downturn have made it difficult to push forward new proposals for improvements in working conditions in various industries. Nonetheless, Local 665 successfully negotiated deals at some high-profile locations that the membership approved.

Teamsters at San Jose International Airport (SJC) recently approved two separate contracts that include annual increases of 3.5% for hourly wages. Additionally, members will maintain their health benefit packages through the life of the four-year agreement.

"These members stuck together during difficult talks," said Local 665 President Tony Delorio. "It has never been easy to bring improvements to this airport, as budgets are always tight. But, solidarity brought long-sought increases in hourly pay and benefits that our members say are essential in Santa Clara County," Delorio said. The new agreement at SJC covers supervisors, auditors and maintenance workers at the main airport parking facility.

Local 665 hit a home run with the ratification of a new four-year agreement at the San Francisco Giants' Oracle Park. The agreement includes improved vacation schedules where none were previously available,

LOCAL 948

Member pays tribute to veteran



Local 948 member and UPS driver Marcus Martinez parked on the freeway to salute a soldier being transported from Visalia airport to Hanford funeral home on June 16. "We are extremely proud of his tribute and thankful for all members who have served their country," says Secretary-Treasurer Adam Ochoa.

improvements to sick pay language, and annual wage increases that secure the highest pay in the "stadium special event" parking industry.

"Members recognize we are in tough times that prevent fan participation at the ballpark," Delorio said. "This four-year agreement anticipates a resumption of regular play in the coming season, which we all look forward to."

Delorio named to SF Film Commission

In February, just before the COVID-19 pandemic temporarily shuttered the entertainment industry, Local 665 President Tony Delorio was named to serve a three-year term on the San Francisco Film Commission by Mayor London Breed.

"There's a long history of labor voices on the Commission," Delorio said. "It's important to continue that legacy by providing a prospective of rank-and-file workers who work long hours on production sets. I look forward to learning about the challenges that filming in San Francisco entail. In turn, I'll share my knowledge of worksite concerns that production employees face."



Teamster leadership came out in force in February to celebrate Delorio being named to serve on the San Francisco Film Commission. Deloria is third from the left, standing next to San Francisco Mayor London Breed.

LOCAL 856

SRMA votes to affiliate with Teamsters

SRMA, an association of public employees in Santa Rosa, has voted to affiliate with Teamsters 856. The 135-member association, originally founded in 2009, includes professionals who work in public works, planning and economic development, housing and community services, recreation and parks, and other departments providing valuable services throughout the City of Santa Rosa.

The affiliation agreement means SRMA members will stand with 450



SRMA President Andrew Allen (L) and Local 856 Staff Attorney Matt Finnegan.

existing Santa Rosa Teamsters Local 856 members, and over 17,000 members represented by Local 856 throughout Northern California.

“We are excited that SRMA is joining our union,” said Local 856 Secretary-Treasurer/Principal Officer Peter Finn. “The addition of SRMA will help us continue to build power for all Teamsters 856 members in the City of Santa Rosa and beyond.”

LOCAL 350

Clerical workers at Republic Services vote for union



Organizing committee member Briana Bircher

On May 27, the six clerical workers who work at the BFI Newby Island Landfill in Milpitas voted unanimously to join their brothers and sisters at Local 350.

Due to the pandemic, the process to unionize this group was unlike typical organizing efforts.

“This was an interesting campaign to say the least,” said Local 350 President Sergio Arraño. “Union representatives did not have the ability to meet with workers face to face, so we relied heavily on stewards like Jamie Tosado and other Local 350 members at Republic Services. This victory is a

testament to the importance of having union representation on the job, especially in times of crisis.”

Despite the odds, workers stood united and stayed engaged in the election process through calls and e-mails. The vote for representation took place by mail ballot.

“The process and election was fairly prompt considering everything that’s going on,” said Briana Bircher, a clerical worker who served on the organizing committee. “To be honest, I’m looking forward to a pay increase that reflects the work I put in. The extra income will definitely help out.”

“I applaud this determined group of workers for their fight to win a voice on the job and we are proud to welcome them to the Teamster family,” Arraño said.

—By Daniel Moskowitz

Members ratify Recology San Bruno contract

On May 14, the members of Recology San Bruno voted overwhelmingly to ratify their contract and close the deal on a long, hard-fought negotiation.

The five-year deal ensures that the 28-member unit receives significant increases in wages and pension that will bring them to the area standard. This unit is comprised of semi-drivers, garbage and recycling drivers, mechanics, and loader operators who operate the San Bruno Transfer Station in addition to providing essential services to the residential and commercial community in the City of San Bruno.

“Our main goal for this contract was to achieve parity with the other contracts in the county. Our members and negotiating committee fought hard to achieve this goal, and it paid off,” said Secretary-Treasurer John Bouchard.

As a result, these members will receive wage increases of around 20% over the five-year life of the contract and a 45% increase in pension contributions.

“In addition to the economic gains, we were able to secure more lenient disciplinary language and language to help improve staffing levels,” he adds. “Our members displayed tremendous solidar-



After the vote, Recology San Bruno members display new union t-shirts.

ity throughout the entire process and ultimately got what they deserved.”

The negotiating committee consisted of shop steward Michael Crudeli, a member since 2005, and Domenic Cresci, who began his career in 2010.

“We would like to thank Local 350 for all the hard work they put in on this contract,” said Crudeli. “It was a long battle. But in the end, we ended up with this unit’s biggest bumps in wages and pension. Getting this contract done during a pandemic is a testament to our *Fight Together—Win Together* mentality as a Local Union,” he added with pride.

—By Robert M. Sandoval

Construction Locals

Best master construction contract ever

Under the very best of conditions, negotiating a collective bargaining agreement is difficult, requiring extensive homework, listening to members, and understanding the industry and the employers. That’s during normal times. Once you add a deadly pandemic, a national lockdown, a failing economy, widespread unemployment, state-mandated construction project shutdowns, protesters marching in the streets, and curfews, negotiating a progressive labor agreement becomes nearly impossible.

In March, on behalf of the Northern California Construction Committee, International Rep and Local 853 Recording-Secretary Stu Helfer began talks with the United Contractors Association (UCON), hoping to build on the important gains made in the 2016 contract.

The first hurdle was that the talks wouldn’t be face-to-face but on Zoom, the popular video discussion platform. Unfortunately, Zoom eliminates many of the nuances of across-the-table negotiations, like “reading” the room, “reading” body language, or “reading” the other side’s notes (upside down, of course).

One other hurdle: UCON and the Associated General Contractors of California (AGC-CA) wanted to negotiate separately. AGC represents some of the contractors in Northern California, while UCON represents most others. Together, these are powerful associations, and not afraid to exercise that power and expend resources to get their way.

While the moment’s many crises didn’t stop UCON and AGC from demanding changes at the outset, they remembered our Committee’s unity and commitment from previous contract negotiations and knew of its sizable resources to back-up any labor action. Before long, both associations signed a three-year contract that includes the largest yearly increases in the Committee’s history – coming to an economic total of \$2.25/hour each year.

“We had set clear goals for the next few years in terms of health and welfare coverage, and improving wages and pension levels,” says Helfer, adding “This is the first time in the history of the Master Construction Agreement that yearly economic increases have exceeded \$ 2.00/hour. To obtain that kind of settlement, without any take aways is difficult to imagine in normal times, but to achieve it under the conditions that we were working in is a testament to the unity of our Committee.”

The Northern California Teamsters Construction committee consists of Locals 137, 150, 315, 386, 431, 439, 533, 665, 853, 890, 912, and 948, ranging from Fresno to the Oregon state line and east to Reno.



LOCAL 853



Tago McManus (L) and Chuck Paschal (R) now do "COVID" runs for SF Paratransit.

Driving COVID

When you think of "paratransit," perhaps you envision a service that takes seniors and the disabled to day centers and medical appointments. That may be the mainstay, but paratransit does more than that. At least it did before the pandemic hit, and ended most of that business.

Some drivers at SF Paratransit, a TransDev company, were laid off in late February. That changed in early April when the city realized they could use paratransit services and put the drivers to work as "COVID" drivers.

Chuck Paschal has worked for SF Paratransit for more than five years and is a steward for Local 853. He says that 95% of the time, he's driving people on COVID runs. These could be taking the homeless to shelter in place, taking nurses to testing locations, or taking positive individuals to quarantine sites.

"At first I was a little scared, but the vehicles are limited to 50% capacity. Everyone wears masks and gloves and there's a big plastic partition completely separating the drivers from the riders. And then the vans are thoroughly cleaned and sanitized after rounds and at the end of each day," he explains. "We just drive and operate the lifts. You have a better chance of getting it at a grocery store than from what we're doing."

"As a paratransit driver, I'd always ask passengers how their day was going. Recently, I asked a woman that I took to a testing site," he recalls. "When I got her back home, I told her not to worry...that she'd be fine. She said 'thanks to people like you,' That felt good."

Tago MacManus, also a steward, has worked at SF Paratransit for four years, where he mostly drove seniors to senior centers in the mornings and picked them up in the afternoons. These days, he's picking up homeless folks in the Tenderloin and getting them housed in hotels or shelters. "We started with COVID people, getting them to testing or quarantine. But in the last few weeks, it's been all homeless people."

Tago says that people really appreciate the rides and that it's been great to see the city really helping the homeless during the pandemic times right now. "As a Samoan, my background is all about family. Last week, I picked up a homeless family with a toddler on Eddy and Turk. It was sad to see but made me happy that I could give a hand to these people who need help. They're thankful to get sheltered."

LOCAL 2785

Federal support for airport workers

Within the first few weeks that the pandemic hit and travel was restricted, thousands of airport workers lost their jobs. With so few people flying, the need for airplane cleaning and food service suddenly became negligible.

Nearly a third of the Teamsters who work as drivers and helpers at Gate Gourmet at the San Francisco Airport immediately found themselves jobless. HERE—the Hotel and Restaurant Employees Union—saw 70% layoffs.

Fortunately, Congress came to the rescue. In their first of three (so far) relief bills known as the CARES Act, they allocated \$3 billion for the airline industry—including the companies that service the airlines.

"I have to believe that this support came from



Terry Mullady with Speaker Nancy Pelosi.

the relationship Teamsters were building with Speaker of the House Nancy Pelosi," says Local 2785 Business Agent Terry Mullady, who had met with Pelosi last September to tell her of the plight of Gate Gourmet workers to get a decent contract. "She really got how much I care about these people."

Mullady recalls that when 9/11 happened, it destroyed thousands of careers at airports. "This is the first time that these workers have been recognized, and this bill will save them."

Mullady says that getting this money was a huge team effort; spearheaded by Steve Vairma, who directs the Warehouse Division and the Gate Gourmet negotiating committee, it included every level of the Teamsters.

LOCAL 2010

UC Teamsters rally against layoffs

They say cut back, we say fight back!

Teamsters 2010 members joined sisters and brothers from fellow University of California unions in rallies against layoffs at UC San Francisco, Ronald Reagan UCLA Medical Center, UCLA Santa Monica Hospital, UC San Diego on June 24 during lunch-time hours.

With their billions in reserves and many income streams, the UC should not make workers bear the brunt of the coronavirus economic impact. Front-line, lower wage workers cannot survive losing a job or income like the UC can.

• Our Teamsters representative at UC Berkeley has been told that 60 workers in housing and dining will be "temporarily" laid off. This is likely a mix of layoffs due to COVID-19 economic losses

and usual summer curtailments due to the decrease in the number of students and staff on campus during summer break.



Workers at UCLA picket to stop layoffs.

• In mid-June, the UCLA Arthur Ashe Student Health and Wellness Center Director informed staff that they would be thanked for their dedication with temporary layoffs.

• The Local received written notice that six workers will be laid off from UC San Diego Housing/Dining/Hospitality.

The UC has the ability to make other and better choices that do not devastate workers, their families, local communities and the students and patients they serve. Teamsters Local 2010 has demanded that UC divert resources, reserves, emergency funds, and apply and secure all funding available prior to moving toward layoffs.

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* Call or go on-line for more details



Stay connected during social distancing

The COVID-19 pandemic has impacted everyone, including people with substance abuse disorders and other mental health issues. Symptoms of anxiety and depression may worsen during this time. This can be a very difficult time for people in recovery from addiction.

Addiction is often referred to as a disease of isolation because it impacts a person's ability to form and maintain healthy relationships. Most of substance abuse treatment takes place in a social setting such as group therapy. Coping with isolation during this time of "social distancing" can be challenging as feelings of stress, worry, and anxiety may increase in severity. These negative feelings and emotions can trigger thoughts of substance use.

Even in times of uncertainty, one thing you can control is your sobriety by making your recovery your first priority. If you have been attending addiction treatment or recovery support groups such as Alcoholics Anonymous, don't stop your recovery maintenance routine.

Staying connected to support and services during COVID-19 is critical. We are social creatures who need connection with others and this is even more apparent for people in recovery from addiction or other mental health disorder. There is clinical evidence linking social isolation and loneliness to mental health and addiction issues.

Recovery support is essential and can begin with a strong support system that includes family and friends, recovery

peers, 12-step sponsors, church support. Most support services have internet and online support meetings that can be a good way to engage with others in recovery. There are also many apps and podcasts that can provide recovery support.

Avoid relapse triggers

Remember that negative emotions can be a trigger for relapse. Here are some points to remember to help you stay positive:

- Limit exposure to negative feedback from media.
- Take care of yourself and your physical health by a balanced meal plan and regular exercise routine.
- Try a new hobby or activity.
- Maintain a regular schedule and routine, including healthy sleep patterns.

- Stay connected to your support system with regular phone calls and video chats.

Social distancing doesn't have to mean social isolation. Participation in group meetings can reduce feelings of loneliness and help prevent relapse. It goes without saying that Online support group meetings can't take the place of face-to-face meetings, but they can help you stay connected to your support group and help you stay sober.

For more information:

TAP-800-253-8326

TARP-800-522-8277

Online resources for recovery support

Alcoholics Anonymous	aa.org
Cocaine Anonymous	ca.org
Marijuana Anonymous	marijuana-anonymous.org
Mental Health America	mhanational.org
Narcotics Anonymous	na.org
Smart Recovery	smartrecovery.org
Global recovery community	InTheRooms.com
All 12 Step Meetings	12step.org
For family members	alanon.org

UNION SECURITY NOTICE

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

The right to join your union and participate in union affairs is an important right, from which you are also entitled to refrain. 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.

LOCAL 533



Local 533's Annual 2020 Picnic!

Saturday, July 18th at Wild Island (Sparks)

The park is open from 11am-7pm

Lunch will be from 12:30pm – 2:30 pm

\$5 per person.

Space is limited so get your money in soon!

(Note: Picnic is on if public health guidelines permit)



YOUR LOCAL UNION PHONE NUMBERS

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

Gig companies shirk responsibility to provide unemployment insurance

Massive gig companies haven't paid a single dime to California's unemployment insurance (UI) fund, making it more difficult for workers to access UI benefits and depleting the fund of vital resources all workers need in this economic crisis

Gig companies are even denying the claims of workers who have filed for UI, delaying workers from getting checks they desperately need to pay rent, put food on the table and provide other basic necessities for their families.

California's UI fund is severely stressed. Millions of new claims have come in since mid-March. While responsible employers have been funding UI to sustain it in times of crisis, Uber, Lyft, Instacart, Doordash and other gig companies refuse to comply with the law to pay their fair share for UI, putting all workers at grave risk.

"We need a sustainable UI fund now more than ever," said California Labor Federation Secretary-Treasurer Art Pulaski in a statement in May. "We demand that gig companies comply with the law by immediately contributing to the state's UI fund so their own workers – and all workers – can get the benefits they so desperately need to weather this crisis."

"Sadly, instead of ensuring that their employee drivers could access state benefits, Uber, Lyft, Postmates and Doordash, have stockpiled \$110 million in a PAC account to fund a November 2020 ballot initiative aimed at denying drivers basic protections," says Joint Council 7 President Rome Aloise. "If it passes, the measure would enable these companies to continue to rig the rules in their favor, allowing them to shirk

their responsibility to pay their fair share for unemployment insurance, Social Security, Medicare and other social safety net services."

In what workers claim is a public relations stunt, Uber and Lyft offered sick leave only for those who have been diagnosed with COVID-19 or were individually ordered to quarantine. What's more, they can't take paid time to care for a sick or quarantined family member.

The Teamsters have joined the Labor Federation, drivers and shoppers to call on the gig companies to:

- Immediately follow the law of the land - AB 5 - and classify gig workers as employees so workers can get the basic protections they desperately need.

- Provide 14 days of paid leave to all drivers, shoppers and other gig workers so they can have the flexibility they need to care for themselves and

their families while not putting the public at risk.

- Immediately pay their fair share by contributing to the State's unemployment insurance fund, Social Security and Medicare so that these critical safety net programs are there to support all workers.

- Provide personal protective equipment and supplies to keep drivers safe.

- Provide a clear protocol in case of COVID-19 exposure, including free COVID-19 screenings to all drivers/deliverers.

"Gig workers are employees and need the respect and benefits that all employees deserve," Aloise adds. "The Teamsters were all in to pass AB-5 and will make sure that the greedy companies don't overturn it." Look for more info about the ballot measure in the next issue of this newspaper.

Federal and state programs to provide support for those who are not working

Program	Why	What	Benefits	More Info
STATE Unemployment Insurance	If you have lost your job or had your hours reduced for reasons related to COVID-19	Partial wage replacement benefit payments to workers who lose their job through no fault of their own.	Ranges from \$40-\$450/week for up to 26 weeks	www.edd.ca.gov/unemployment/eligibility.htm
STATE Paid Family Leave (PFL)	If you're unable to work because you are caring for an ill or quarantined family member with COVID-19 (certified by a medical professional)	Up to six weeks of benefit payment to eligible workers who have a full or partial loss of wages because they need time off work to care for a seriously-ill family member.	Approx. 60-70% of wages (depending on income); ranges from \$50-\$1,300/week for up to 6 weeks.	www.edd.ca.gov/disability/am_I_eligible_for_PFL_benefits.htm
STATE Paid Family Leave (PFL)	If you're unable to work because you are caring for an ill or quarantined family member with COVID-19 (certified by a medical professional)	Up to six weeks of benefit payment to eligible workers who have a full or partial loss of wages because they need time off work to care for a seriously-ill family member.	Approx. 60-70% of wages (depending on income); ranges from \$50-\$1,300/week for up to 6 weeks.	www.edd.ca.gov/disability/am_I_eligible_for_PFL_benefits.htm
STATE Paid Sick Leave	If you or a family member are sick or for preventative care when civil authorities recommend quarantine	The leave you have accumulated or your employer has provided to you under the Paid Sick Leave law.	Paid to you at your regular rate of pay or an average based on the past 90 days.	www.dir.ca.gov/dlse/paid_sick_leave.htm
STATE Workers' Compensation	If you are unable to do your usual job because you were exposed to and contracted COVID-19 during the regular course of your work.	Temporary disability (TD) payments would begin when your doctor says you can't do your usual work for more than three days or you are hospitalized overnight.	TD generally pays 2/3 of the gross wages you lose while recovering from a work-related illness or injury, up to a maximum weekly limit for up to 104 weeks.	www.dir.ca.gov/dwc/FileAclaim.htm
FEDERAL Federal Emergency Paid Sick Leave Benefit	A) If you are personally subject to quarantine order, experiencing COVID-19 or not or are caring for a quarantined family member. B) If you are caring for a quarantined family member or for a child whose school/daycare is closed.	A & B) Applies to employees of public or private employers with less than 500 employees.	A) Two weeks (up to 80 hours) of paid leave at the employee's regular rate of pay—capped at \$511/week. B) Two weeks leave paid at 2/3 of regular rate of pay up to \$200/day.	There are no forms for workers to complete. Talk to your employer; it's a good idea to have a doctor's note.
FEDERAL Family and Medical Leave Act (Expanded & Original)	A) If you are experiencing COVID-19 symptoms or are quarantined by a health care provider. B) If you are caring for a child whose school/daycare is closed.	A) If your employer has more than 50 employees and you have worked 1250 hours in the last 12 months. B) If you've been employed for more than 30 days and your employer has less than 500 employees.	A) Up to 12 weeks of job-protected, unpaid leave within a 12 month period b) 12 weeks protected leave with 10 paid at 2/3 of regular pay, up top \$200/day	