

Joint
Council 7



TEAMSTER

Volume 65, Number 4

Serving members in Northern California, the Central Valley, and Northern Nevada

January/February/March 2021

COVID impacted the election results in California and nationally

Starting new year with mixed election bag

2020 began with such promise on both the work and political fronts. The economy was strong and labor was united in its political goals. However, after nine months of pandemic lockdowns, the economy has been booming for some and devastating for others.

Politically, while we'll be able to count on a new Presidential administration—one that is much friendlier to workers and unions, at this writing, which party holds the Senate majority is in the hands of Georgians. Locally, due to being outspent by a margin of 20 to 1, we lost the very important Proposition 22 vote, which will impact gig drivers immediately and everyone else down the line.

"The Teamsters want to congratulate President-elect Biden and Vice President-elect Kamala Harris for their hard-fought victory, said a national press release. "The Biden-Harris campaign put forward a bold pro-worker agenda that will enhance the ability of hardworking Americans to join together and collectively bargain for better pay and working conditions. They also will prioritize pension reform to boost workers and retirees and will do more to protect the more than one million essential Teamsters on the job during this coronavirus pandemic."

Donald Trump was, by far, the president who did the most to hurt the interests of unions and workers. His National Labor Relations Board over-

To our members and your families!
Happy New Year!
and please stay safe!

From the Officers and Staff of
Teamsters Joint Council 7



turned laws and precedents that helped workers to organize into unions and to get overtime pay, just to name a few of the previous gains that the administration withdrew. His Occupational Safety and Health Administration did almost nothing to support worker safety during the pandemic. His labor department was absent as unions called for help to shore up their pension plans.

While we're used to not getting everything we want or need from Democratic presidents, having Joe Biden at the helm of the nation with our old friend Kamala Harris at his side can only show a marked improvement over the past four years. "I expect the new administration will do all it can to get legislation that will help all workers protect themselves by making it easier to join a union," said Joint Council 7 President Rome Aloise.

As this paper goes to press, we don't know how the all-important run-off elections in Georgia will turn out. If both Democrats are elected, the Biden team will have a chance to pass a pro-worker agenda. If not, we can expect at least two more years of stagnation with another do-nothing Senate.

Locally, Joint Council 7 put together the largest election program that we've ever attempted, including site visits, phone calls, texting, and mass distribution of masks. This effort bore fruit in the local races that we got involved with, including wins by several Teamsters who ran for offices like city council, school boards, and a transit district.

Unfortunately, our biggest issue, Proposition 22, was ultimately bought and paid for by its sponsors—Uber, Lyft, Doordash, and Postmates. Not only did these companies have unlimited funds, spending nearly a quarter-billion dollars on passing

the one law, but they also had access to lobby their drivers and customers on their apps.

The Joint Council held numerous organizing meetings and rallies over Zoom and had great turnouts. But our strength, and the time-tested way we've succeeded in beating the most well-heeled foes, is by going door-to-door and meeting our members face-to-face, and that effort was necessarily limited due to COVID.

Immediately, Prop 22 is about exempting App-based drivers and delivery workers from coverage by AB5, the law that Teamsters worked hard to get passed that would ensure that all workers be treated as employees, with benefits and access to unemployment insurance and workers' comp. As employees, they would also have been eligible to join unions if they so chose. However, the proponents' deluge of false advertising made it appear that a Yes vote for Prop 22 was good for workers. To add insult to injury, any attempt to overturn this deceptive law would take an unheard-of 7/8 majority.

That doesn't mean that we won't do all that we can to create a fair employment situation for app drivers, and fight the fights that we know will be coming to expand this law to impact more workers across the state. We may have lost this battle but will continue to fight for workers into the future.

**IMPORTANT NOTICE:
Members of Locals 150 & 439**

**See page 8 for information about
nominating delegates to attend the
IBT International Convention in June.**





Welcome the year with a resolution of self-care

2020 is behind us and it is time to look forward with hope for the future. All the gifts have been unwrapped, the lights have come down (for most of us), the trees are gone out and the bills are coming in.

The new year is a time to reflect and to set new goals for the coming year. For those in recovery from alcohol and drug addiction, this can be a difficult time and, with the added stress of COVID, one can be tempted to return to their substance of choice to cope with these triggers.

The new year also holds new possibilities for success, new hope at a dream deferred. Many new year's resolutions are made in vain, starting well in January, dying out by February. A resolution to be in recovery takes perseverance, determination, and ... time! Recovery can start with making a series of resolutions, and a series of small goals with a plan for achieving and maintaining them.

During this new year, set yourself up with healthy habits like self-care, a fresh setting, and an encouraging support team. Reflect on your goals and celebrate your victories. Most importantly give yourself guilt-free time to take care of yourself. In the busyness of life, it can be hard to slow down and recharge. We have to be intentional about this discipline and make it a habit. We need not feel guilty about taking time for our own mental and physical health.

When you take care of yourself, you are in a better place to care for others and you will find a new sense of purpose and meaning in your life.

If you or a loved one needs assistance with a substance abuse problem, please call TARP (Central Valley) at 800-522-8277 or TAP (Bay Area) at 800-253-8326.

(For the complete version of this article, go to: teamstersjc7.org/tap-tarp)



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COVID and politics both impact our members

In an effort to stem the increasing COVID-19 infections and to hang on until the vaccines became available, most public jurisdictions within Joint Council 7's geographic area are again mandating shutdowns. For a while, it looked like the infections were subsiding and perhaps we were seeing a light at the end of the tunnel. Unfortunately, that was not the case. I have again required the Joint Council to move back to shut-down stages.

Unfortunately, many of you are either still out of work, or are being laid off again, and many of you again have to face an uncertain future, one without the U.S. Congress doing anything to put more money into your hands in the form of enhanced unemployment insurance. There is no excuse for playing politics with the lives of millions of people across the country, forcing them to choose between eating and rent, medical bills, and keeping a roof over their heads.

While the whole political process is to blame, the Republicans are responsible for the obstruction tactics. Senator Mitch McConnell stands in the way of bringing relief to all of you, to small businesses that are on the brink of extinction, to large businesses that need special incentives to continue to pay wages and benefits to their workers, and even possibly from getting the funds necessary to provide vaccines to the general public. It is unbelievable that this man and his followers can put us all in jeopardy in order to continue to make the 1% richer and destroy what is left of the working class.

I won't get started on the President who rightfully lost the election, who lied to us all about the seriousness of the virus, who failed to provide a safe way to fight the disease, and who now, along with his Republican followers, cannot admit defeat and is attempting to undermine the very democratic process we follow in our country. Remember this in elections to come.

To finish my rant about politics, we all worked very hard to defeat Proposition 22, which wasn't really about Uber and Lyft, but about the ability of a super-rich corporation to buy laws through the proposition process. This sets a horrible precedent for the future, and although we lost, our members in Northern California responded strongly and voted the right way. However, by spending a quarter of a billion dollars, the companies bought the election. We did have many favorable outcomes due to the hard work of many of you. You will be able to read about those elsewhere in this paper.

Teamsters are essential year-round

This has been a most difficult year. We have an abundance of members who are essential workers—keeping people fed, supplied with medicine, household products, and all of the other things that keep us alive and keep our economy moving.

I thank our members at UPS, all of our beverage, beer, and liquor members, members in healthcare, warehouse, construction, food service, and many, many more. Without Teamsters, our country could not have survived and will not survive as we move into more uncharted waters. I have never been prouder to be the President of what is the most active, progressive, and hard-working Joint Council in the country.

Pension plan is strong

There are some bright spots in 2020. Those of us who are covered by the Western Conference of Teamster Pension Plan realized a big return last year, and with all the craziness this year, it was touch and go, but it looks like we will have another year that exceeds

our actuarial assumption. We expect the fund to hit \$48 billion dollars, with over \$2 billion dollars of benefits paid in 2020 to our retirees.

As you know many pension plans around the nation are in trouble. You can rest assured that your pension is safe and sound. Most, if not all of our health and welfare plans had small rate increases and many of our funds covered our laid-off members and their families for certain periods of time due to COVID-19 related layoffs.

Supporting victims of wildfires

The Joint Council, along with our International, was again able to help members and their families who were affected by the devastation of wildfires, some for a second time. Our Locals and the Joint Council have made contributions to many charitable agencies that help families living in our communities who need a hand.

Joint Council elections

Our Joint Council had nominations for another four-year leadership term in October. Following the constitution and long-standing precedents and interpretations, a new board was elected and will take office in February 2021. Both the current and newly-elected Executive Boards would like to thank all the Local Union delegates who participated in the process, followed the rules, and understood the value of not allowing divisive politics to interfere with the rules and regulations that we all must follow to keep our Joint Council and our union great.

Happy New Year!

Finally, I want to wish all of you and your families a happy and healthy New Year. We hope for a year that holds the promise of health for everyone, and an economy that moves upwards and gets all of our members back to work.

Our unity and our support for each other got us through this tough year and will make the future great.

“Our unity, and our support for each other got us through this tough year and will make the future great.”



Numbers don't lie

This last November, Joint Council 7 ran the largest election program in our history. The pandemic did not stop us from talking with more of our members than ever before, using a combination of boots on the ground, phone banking, and text messages. I am proud to say that every single local union participated. Hundreds of Teamsters worked this campaign throughout the state, from members to business agents to local union political coordinators and principal officers.

Numbers don't lie—so let's get into them. This was California's first all-mail ballot election, and along with our sister state Nevada, we were operating under COVID-19 rules. That forced us to get our message out in many different ways. At our worksites, we gave out over 10,000 masks; 10,000 stickers; and distributed over 50,000 flyers. We took advantage of the cell phones we all carry, sending 762,583 text messages and making 100,212 phone calls statewide. Our local union Principal Officers supplemented this work through recorded phone messages and letters. Finally, thousands of Teamsters participated in our Zoom meeting town halls.

We targeted almost 100,000 Teamsters who are registered to vote in California. On average, 58% of our members returned their mail ballots. But let's look at those numbers closer. We contacted 42,000 Teamsters who committed to us personally to return their ballots, and that's where we see the difference. 90% of the members we spoke with voted in this election.

The lesson? There is power in numbers. When we come together in a common effort, we can make things happen that we cannot do on our own. That, brothers and sisters, is Teamster power.

This was a team effort. Although a lot of local unions and people deserve recognition, I want to single out a few. Let me start with Joint Council 7 President Rome Aloise. Rome and the Executive Board spearheaded an effort to raise funds for the campaign from a one-time, special per capita payment from each local. As a Teamsters Western Region Vice-President, Rome helped draw down significant help from our International Union, including additional funding and IBT staff. Mark Shumar from the IBT Department of Political and Legislative Action played a critical role in coordinating our field efforts.

Teamsters Local 431 Secretary-Treasurer Peter Nuñez and his team took our social media campaign to a whole new level by creating video testimonies of our members talking about the importance of voting and our issues. They, along with Local 439, were the first out of the gate talking to our members on the job. Locals 70 and 150 took their worksite campaigns to new levels. Locals 890 and 948 worked our majority Spanish-speaking worksites hard, and Local 137 traveled across nearly half the state to talk with members. Local 2010 Secretary-Treasurer Jason

Rabinowitz, who serves on the Executive Boards of both Joint Councils 7 and 42, was invaluable in coordinating our efforts statewide. Finally, the dozens of rank-and-file Teamster members who took time off work to come on as Political Field Organizers deserve the most praise. They were in the trenches and we owe them a debt. Without them, none of this would've happened.

We also spent a lot of time interviewing candidates for elected office and studying ballot initiatives. In total, we made endorsements in 298 contests. We won in 214 of them, which comes out to a 71%-win rate in election talk. That's good for our members. And on that note, a special shout out to the five Teamsters who won their elections this cycle: From Local 665: Eddie Alvarez; and from Local 856: Jovancka Beckles, Otheree Christian, Alena Maunder, and my own Vice Mayor of Alameda, Malia Vella!

On a final note, the other number that doesn't lie is \$200 million. That's how much Uber, Lyft, PostMates, DoorDash, and Instacart put into Prop 22. Not only was that the most money ever spent in any ballot initiative campaign in U.S. history, but it was also ten times more than we had to spend on our side to beat it. The results were heartbreaking given all we put into it. In the end, we could not overcome the money those companies poured into an onslaught of television, radio, newspaper, and internet advertising. They got to more voters and they got there first. Their ads were very deceptive. Polling shows many voters believed Prop 22 was actually good for workers. We know that Prop 22 will undermine the very basic labor protections that we all enjoy. Those high-tech corporations may have won this round, but the fight is far from over!

It was truly an honor to work with Joint Council 7 this election. We continue to improve our efforts with every election cycle, and the numbers show that the work is paying off.

"There is power in numbers. When we come together in a common effort, we can make things happen that we cannot do on our own. That's Teamster power."

Apply now: James R. Hoffa scholarship

Applications are now being accepted for the 2021-2022 James R. Hoffa Memorial Scholarship Fund for high school seniors. Recipients must be the child or financially dependent grandchild of a Teamster member in good standing. Awards are based on academic achievement, SAT/ACT scores, character, potential, and financial need.

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

Go to: www.teamster.org and search for **scholarship**. The application deadline is **March 31, 2021**.



UPS lifts ban on black hairstyles and facial hair

By TRAVIS WEST
Beeson, Tayer & Bodine

In early November, loosening its long-standing appearance restrictions, UPS will allow employees to wear beards and "natural black hairstyles." Most observers attribute this change to the company's belated recognition that the previous policy was discriminatory, as alleged in numerous grievances filed by Teamsters locals over the past decades.

The new policy expressly permits traditional black hairstyles, such as "Afros, braids, curls, locks, twists, and knots." The policy also makes clear that beards and mustaches "are definitely acceptable as long as they are worn in a businesslike manner and don't create a safety concern."

As further evidence of its acknowledgment that we are living in the 21st Century, (and its worries about litigation), UPS also softened its rigid restrictions on uniforms, opting for a "gender-neutral" policy on appearance, tattoos, and facial piercings. The new policy instructs employees, "[n]o matter how you identify—dress appropriately for your workday."

Had UPS failed to make this change to its hair and beard policy, it would have run afoul of California's Creating a Respectful and Open Workplace for Natural Hair (CROWN) Act, which was signed into law on July 3, 2019. The CROWN Act expands the definition of race discrimination to include traits historically associated with race, such as hair texture and protective hairstyles (such as braids and cornrows, which are meant to keep hair healthy).

The CROWN Act creates a link between hair and race, long sought by racial-justice advocates, and acknowledges that old standards of professionalism are "clearly linked to European features," often requiring those of a non-European dissent to "alter their appearances, sometimes drastically and permanently, in order to be deemed professional."

Since it passed in California, versions of the CROWN Act have been enacted in six other states, including New York and New Jersey. Moreover, in September, the U.S. House of Representatives passed a federal version of the CROWN Act, and it is now be considered by the Republican-controlled Senate. If the bill is signed into law at the federal level, it would make discrimination based on hair texture and protective hairstyles unlawful nationwide.

AROUND THE LOCALS



Local 2785

Health care for airport workers

When the national agreement for Gate Gourmet and other airport service companies was first negotiated, the unions agreed to waive the health care provisions for San Francisco, because, at that time, the company offered excellent health care.

However, the tide for benefits began to change and the local Teamsters and Hotel and Restaurant Employees (HERE) unions wanted to eliminate the waiver to ensure that their members got excellent health coverage.

Local 2785 Business Rep Terry Mullady worked with HERE's Mike Casey and the Service Employees International Union to lobby the San Francisco Board of Supervisors. Working with Supervisors Rafael Mandelman and Shamann Walton over the past two years, their effort was successful. In November, Mayor London Breed signed legislation requiring that anyone who works for the city/county of San Francisco, which includes SFO, must have a minimum level of healthcare coverage that may not be waived by union contract.

"With the pandemic, most of our 200 members at Gate Gourmet and 65 members at Flying Foods have been laid off," says Mullady. "But when travel rebounds, our members will be guaranteed platinum level healthcare. That's a huge win."

Local 431

Making progress

Teamsters Local 431 is heading into negotiations with Sun•Maid Growers, Rich Products and recently ratified an agreement with BMC West, reports Secretary-Treasurer Peter Nuñez.

Nuñez also thanks Northern California Construction Coordinator Stu Helfer for his help in a recent arbitration against High Speed Rail Contractor TPZP. "The decision protects Teamster work and provides earned benefits for our members," he says.

LOCAL 2010

Union welcomes 1,300+ new members

Teamsters Local 2010 is on a roll, winning union representation for more than 1,300 workers in the span of about a month in late 2020! First, over 1,000 Administrative Officer 2s won the right to Union representation with the Teamsters. Local 2010 staff and organizers worked hard to show the State Public Employment Relations Board (PERB) how the UC consistently misclassifies our bargaining unit work in order to deny overtime, layoff protections, and the benefits of a union contract. PERB recently issued a decision that added Administrative Officer 2 employees to our CX Bargaining Unit, effective September 30, 2020.

Those holding the Administrative Officer 2 title working at UC campuses and medical centers across the state immediately began receiving the benefits and workplace protections of our CX Contract, including a 3% raise scheduled for July, 2021. Wage tables and pay step placement will soon be bargained.

"I feel so much better knowing that the Teamsters have my back in case anything goes down!" said Marissa Lee-Baird, an Administrative Officer 2 at UC San Francisco and Local 2010 Organizing Committee

member. "The reassurance of being represented by a strong, diverse organization that has the power to represent my best interests is everything during these turbulent times."



Organizing Committee member Marissa Lee-Baird flexes some Local 2010 muscle.

UC Davis Skilled Trades Workers Join Local 2010

Members of the Organizing Committee (OC) for Skilled Trades workers at University of California at Davis (UCD) knew they needed the ability to speak up for their rights as a group and had tried unsuccessfully to rally a majority of their co-workers before. After seeing how valuable being a part of a union has been to their colleagues at

other UCs, as well as CX-Unit members at UCD, the OC was able to gather signatures from the majority of Skilled Trades workers asking UCD to recognize Teamsters Local 2010 as their Union of record in October 2020.

"The new Teamsters have gained their seat at the table and a say in their future," says Local 2010 Secretary-Treasurer Jason Rabinowitz, who also serves as IBT Public Services Director. "They are now electing a Bargaining Team and are surveying members about their priorities for their first contract with UCD."

LOCAL 533

Union sues for bus driver safety

As reported in the last issue of this paper, Local 533 filed a lawsuit against Keolis Transit for not mandating that bus customers wear masks to ensure the safety of both drivers and passengers. This failure has resulted in more than two dozen drivers and some support workers contracting COVID-19 over the last several months.

"Social distancing seems to be a thing of the past," said Local 533 President Gary Watson. "Some buses pack in passengers like sardines at peak hours but the foreign-owned management contractor will not dispatch additional vehicles to relieve overcrowding.

"Everyone else is running at 25 percent capacity. Why not the transit system? With masks," the union leader demanded. Watson pointed out that the company enforces mask-wearing in Europe where it is based.

The union has called for free ongoing testing for drivers and support staff as well as using Regional Transportation (RTC) security to enforce the governor's mandate, especially as neither the sheriff nor the police department will aid in the safety of the bus system.

New contract at Tahoe Transit

Secretary-Treasurer Debbie Calkins reports that members at the Tahoe Transit District overwhelmingly ratified their new contract. Business Agent Chris Fuqua negotiated raises of 3% this year and up to 4% per year for the remainder of the contract, five additional holidays, and many other language

improvements. "Fuqua and the members did a great job," Calkins adds.

LOCAL 315

Member retires after 51 years at same company

Salvador Ruvalcaba retired this year after 51 years of service at R & K Industrial Products. This manufacturing company, located in Richmond, makes industrial wheels for light weight applications such as hand trucks and carts, to much heavier and demanding applications and accessories. The company has been employee-owned since 1977.

First hired in November, 1969, Salvador worked in the Machine Shop. He has also been a steward in several negotiations. "Local 315 wishes Salvador a long, happy, and well-deserved retirement," said Secretary-Treasurer Don E. Garcia.



After 51 years, Salvador Ruvalcaba retires as a part-owner of R&K Industrial.

LOCAL 439

New Teamsters get first contract at Smart Transportation



Some of the drivers at Smart Transportation after ratifying their first union contract.

On October 11, the drivers at Smart Transportation overwhelmingly voted to ratify their first contract with Save Mart Corporation.

LOCAL 665

Spin's electric scooter workers ratify first contract

Workers for e-scooter company Spin voted overwhelmingly in November to ratify their first union contract with Local 665.

The workers joined Local 665 via card check agreement in late 2018. As the pandemic raged, the union held negotiating sessions over Zoom to reach a three-year agreement that contains a number of important firsts.

The agreement includes annual wage increases of more than 3% per year; six paid holidays, vacation days based on years of employment, five sick days, a \$1,200 per employee ratification bonus, benefit accrual for part-time workers, and the additional protections of a union contract.

"We are proud of this first agreement and excited to represent the workers at Spin," said Local 665 Secretary-Treasurer Tony Delorio.

The group of 40 workers includes shift leads, maintenance specialists, operations specialists, neighborhood ambassadors, deployers and collectors. Spin is owned by Ford Motor Company.

"This new contract gives us job security and



Workers at Spin ratify first contract

immediate money up front, with guaranteed increases each year going forward," said Shop Steward Shamar Bell. "All this means a lot during the pandemic. We know our union will have our back if our boss or the city government tries to

make changes. I can say for sure, we're proud to be Teamsters."

Sanitation workers in Santa Rosa choose union

By a 2-1 margin, Republic Services workers in Santa Rosa voted to join Teamsters Local 665 in San Francisco. The 40-worker unit of drivers, mechanics, spotters, scale house attendants, equipment operators and laborers are seeking a strong union contract to secure workplace improvements.

"This was a team effort," said Local 665 Recording Secretary Juan Gallo, who led the organizing effort. "We look forward to winning these workers the wages, benefits and security that come with a Teamster contract."

LOCAL 853

Despite social distancing, Local appreciates members



Rather than gathering in a high school auditorium, Local 853 switched its annual Membership Appreciation Event to be a "drive-through." On October 31, nearly 1,000 members came to the DoubleTree Hilton in Newark to pick up their membership gift, and the "State of Our Union" speech and raffle were held on zoom the next day.

LOCAL 890

Food distribution for those in need



Members from Taylor Farms Retail, Dole Fresh Vegetables, and Organic Girl distribute food to members of the union and to field workers from the Salinas Valley. "Local 890 has held several food distributions in collaboration with the Monterey County Food Bank to help families in these challenging times," reports Business Rep Juan Cabrera.

LOCAL 856

Teamsters win public office

In November, three more rank and file Local 856 members were elected to office after each not only won their race, but were also the top vote-getters in their respective contests. In addition, Local 856 Staff Attorney Malia Vella was re-elected to the Alameda City Council. As the top vote-getter in her race, she will serve as the city's vice mayor.



Malia Vella

"It's important for working families to have a seat at the table," says Vella. "As a councilmember, I was able to support increases to the minimum wage and franchise agreements with solid waste

companies who respect workers' rights, and to fight for strong project labor agreements to ensure union work on public projects in Alameda. This has regional impacts and helps turn the tide to ensure workers' rights are at the forefront of decision-making."

Jovanka Beckles, a mental health specialist with Contra Costa County, was elected to the AC Transit Board. She previously served two terms on the Richmond City Council. "Politics impacts everything – where you live, how much you're paid, what kind of contract you get," Beckles has said about running for office. "We can no longer afford to have other people creating policies for us. We have to create the policies for ourselves."



Jovanka Beckles



Otheree Christian

Newly-elected West Contra Costa Unified School District Board member Otheree Christian agrees. "Throughout this pandemic, our members have been working hard to make sure our school communities are fed and campuses are maintained," Christian said. "I want to ensure they are given the respect they deserve." He says that his dedication to the school district and its employees, which includes 2,000 Local 856 members, fueled his run.

Alena Maunder's passion for helping children and racial and social justice informed her decision to run for the Sausalito-Marín City School District Board.

"I'm not just fighting for my children, but for all children," said Maunder, a nurse manager at San Francisco General Hospital. "If you want to be a change-maker, you have to make your voice heard."



Alena Maunder

LOCAL 70 Oakland

General Membership Meetings:
 January 30, Saturday, 10:00 a.m.
 February 25, Thursday, 7:00 p.m.
 March 27, Saturday, 10:00 a.m.
 There will be a vote conducted at the 3/27/21 meeting to suspend summer General Membership Meetings.
 April 22, Thursday, 7:00 p.m.
 May 27, Thursday, 7:00 p.m.
 June 26, Saturday, 10:00 a.m.
 July – August 2021: Suspended
 September 25, Saturday, 10:00 a.m.
 October 28, Thursday, 7:00 p.m.
 November 20, Saturday, 10:00 a.m.
 December 16, Thursday, 10:00 a.m.
Stewards Council Meetings
 March 27, Saturday, 9:00 a.m.
 June 26, Saturday, 9:00 a.m.
 September 25, Saturday, 9:00 a.m.
 December 16, Saturday, 9:00 a.m.
Stewards Appreciation Breakfast
 October 23, Saturday, 9:00 a.m.
Sick Benefit Meetings
 2nd Tuesdays of the month.
 All meetings are held at Teamsters Local 70: 400 Roland Way, Oakland, unless otherwise noted.
Marty Frates, Secretary-Treasurer

LOCAL 87 Bakersfield

General Membership Meetings:
 All meetings are held at Teamsters Local 87, 2531 G Street, Bakersfield. All meetings are held on Sundays and start promptly at 10:00 a.m.
 January 31 • February 28 • March 28
 April 25 • May 23 • September 26
 October 24 • November 21
 December 19
 *June, July & August summer meetings are suspended.
 Meetings scheduled as COVID-19 restrictions allow.
Joseph H. Sumlin, Secretary-Treasurer

LOCAL 137 Redding

General Membership Meetings will be held on Wednesday nights at 7:00 p.m. at Local 137, 3540 S. Market St., in Redding on:
 January 13 • February 10
 March 17 • April 14 • May 12 • June/July/August—Suspended
 September 15 • October 13 • November 17 • December 15
Russ Butler, Secretary-Treasurer

LOCAL 150 Sacramento

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

LOCAL 315 Martinez

General Membership Meetings are generally held on the 2nd Wednesday of the month at 8:00 p.m. with the exception of Saturday, May 15 and October 16, when the meeting begins at 9:00 a.m. New Member Orientation begins at 7:30 p.m.
2021 meeting locations:
Martinez Union Hall
 2727 Alhambra Ave., Martinez:
 Wednesday, January 13
 Wednesday, February 10
 Wednesday, April 14
 Saturday, May 15
 Wednesday, July 14
 Wednesday, Aug 11
 Saturday, Oct 16
 Wednesday, Nov 10
Vallejo Union Hall
 445 Nebraska Street, Vallejo:
 Wednesday, March 10
 Wednesday, June 9
 Wednesday, September 8
 Wednesday, December 8
 Directions: www.teamsters315.com
Don E. Garcia, Secretary-Treasurer

LOCAL 350 Daly City

San Francisco General Membership Meetings:
 Electricians Hall, 55 Fillmore Street, San Francisco, CA 94117
 March 11, Thursday, 6:00 p.m.
 June 10, Thursday, 6:00 p.m.
 September 9, Thursday, 6:00 p.m.
San Francisco General Membership December Meeting:
 Best Western Grosvenor Hotel, 380 South Airport Blvd., South San Francisco, CA 94080
 December 9, Thursday, 6:00 p.m.
San Jose General Membership Meetings:
 Teamsters Local 853, 1452 North Fourth Street, San Jose, CA 95112
 March 24, Wednesday, 7:00 p.m.
 June 16, Wednesday, 7:00 p.m.
 September 22, Wednesday, 7:00 p.m.
San Jose General Membership December Meeting:
 DoubleTree by Hilton San Jose, 2050 Gateway Place, San Jose, 95112
 December 15, Wednesday, 7:00 p.m.
John Bouchard, Secretary-Treasurer

LOCAL 386 Modesto

General Membership Meetings are held 2nd Thursday of the month, 11 a.m. and 7 p.m., at Local 386, 1225 13th Street, Modesto. The Local will abide by local county COVID-19 guidelines. Please check our website: www.teamsters386.org for monthly meeting updates.
Jeff Berdion, Secretary-Treasurer

LOCAL 431 Fresno

Membership Meetings are held the first Thursday of each month (unless otherwise noted), 7:30 p.m. at the Local 431 Membership Hall, 1140 W. Olive, Fresno. A vote will be held at the May 13 meeting to determine suspension of summer months' meetings.
 January 7 • February 11 • March 11 • April 11 • May 13 • June 3 • July 8 • August 12 • September 9 • October 14 • November 1 • December 2.
Peter Nuñez, President

LOCAL 439 Stockton

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

LOCAL 517 Visalia

January 21 • February 18 • March 18 • April 15 • May 20 • June 17 • July 15 • August 19 • September 16 • October 21 • November 18 • December 16.
 *All meeting times and locations are to be announced.
 * All meeting dates and times are subject to change.
Greg Landers, Secretary-Treasurer

LOCAL 533 Reno

All meetings are held at the Teamsters Local 533 Hall, 1190 Selmi Drive #100, Reno, NV 89512. Meetings are on the third Thursday of each month at the times listed below:
 January 21, 6:00 p.m.
 February 18, 6:00 p.m.
 March 18, 7:00 p.m.
 April 15, 7:00 p.m.
 May 20, 7:00 p.m.
 June 17, 6:00 p.m.
 July 15, 6:00 p.m.
 August 19, 6:00 p.m.
 September 16, 7:00 p.m.
 October 21, 7:00 p.m.
 November 18, 6:00 p.m.
 December 16, 6:00 p.m.
Debbie Calkins, Secretary-Treasurer

All meetings are subject to COVID-19 restrictions.



YOUR LOCAL UNION PHONE NUMBERS

| | | | |
|-----------|--------------|------------|--------------|
| 70 | 510-569-9317 | 665 | 415-728-0811 |
| 87 | 661-327-8594 | 853 | 510-895-8853 |
| 137 | 530-243-0232 | 856 | 650-635-0111 |
| 150 | 916-392-7070 | 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 | | |



LOCAL 665 San Francisco

General Membership Meetings are held according to the following schedule:

Santa Rosa

4th Tuesday of the month, 6:00 p.m.
1371 Neotomas Ave., Santa Rosa
January 26 • March 23 • May 25 •
October 26

San Francisco

4th Tuesday of the month, 6:00 p.m.
150 Executive Park Blvd, San
Francisco
February 23 • April 27 • June 22
Members please note: A vote will be
taken during the June 22 meeting
about whether to suspend or con-
duct General Membership Meetings
during the months of July, August
and September 2021.

3rd Tuesday of the month, 6:00 p.m.
Nov 16 at 150 Executive Park Blvd,
San Francisco.

3rd Tuesday of the month, 6:00 p.m.
Dec 21 at 1371 Neotomas Ave.,
Santa Rosa.

All meetings subject to change due to
COVID-19 restrictions.

Tony Delorio, Secretary-Treasurer

LOCAL 853 Oakland

General Membership Meetings
are held the second Thursday of the
month at 7 p.m. The meetings are
currently being held on Zoom. You
must register in advance to attend and
can get the link at teamsters853.org.
When it's safe for the Local to re-start
live meetings, check the website for
location (Oakland or San Jose).

Rome Aloise, Secretary-Treasurer

LOCAL 856 San Bruno

2021 General Membership Meetings

Tuesday, January 26
Tuesday, February 23
Tuesday, March 30
Tuesday, April 27
Tuesday, May 25
June, July, August meetings - Cancelled
Tuesday, September 28
Tuesday, October 26
November "Annual Thanksgiving
Meeting" - To Be Announced
December Meeting - Cancelled
All meetings start at 6:00 p.m. and are
held at Teamsters Local 856 "Chetcuti
Hall," 453 San Mateo Avenue, San
Bruno, unless otherwise notified.

Peter Finn, Secretary-Treasurer

LOCAL 890 Salinas

General Membership Meetings are
the second Thursday of the month
at Teamsters Local 890, 207 North
Sanborn Road, Salinas, at 8 p.m.
Las reuniones generales de membresía
son el segundo jueves de cada mes
en Teamsters Local 890, 207 North
Sanborn Road, Salinas, a las 8 p.m.

Crescencio Diaz, President

LOCAL 896 Nor Cal

General Membership Meetings are
held the last Sunday of the month at
8:30 and 10:00 a.m. You must register
in advance to attend and get the link at
www.teamsterslocal896.org. When it's
safe for the Local to re-start live meet-
ings, check the website for location.

Phil Cooper, Secretary-Treasurer

LOCAL 912 Watsonville

General Membership Meetings are
held the 4th Tuesday of the month,
12 noon and 4:30 p.m., at Local 912,
22 East 5th St., Watsonville.

Local 912 fechas para las juntas de
la membresía general del 2021 todos
los curarto Martes del mes a las 12:00
p.m. y otra a las 4:30 p.m.

January 26 • February 23 • March 23
August 24 • September 28
October 26 • November 23
December 28

Steven Lua, Secretary-Treasurer

**All meetings are subject to
COVID-19 restrictions.**

LOCAL 948 Visalia/Modesto

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

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

Adam Ochoa, Secretary-Treasurer

LOCAL 2010 Oakland

General Membership Meetings: If
members do not receive an email invi-
tation to the Zoom meeting, check the
website at www.teamsters2010.org to
see if the meeting date has changed or
contact their Union Representative for
information. All dates are subject to
change and/or cancellation.

Meeting Dates: January 30
February 13 • March 13 • April 17
May 15 • June 12 • July 17
August 14 • September 18 • October 9
November 13 • December 11

Jason Rabinowitz, Secretary-Treasurer

LOCAL 2785 San Francisco

General Membership Meetings are
held the 3rd Tuesday of the month,
7:30 p.m., at the office of Teamsters
Local 2785, 1440 Southgate Avenue,
Daly City, CA 94015.

Joseph Cilia, Secretary-Treasurer



Bay Cities Credit Union is here to provide Joint Council
7 Teamsters and their families with great financial
benefits and all your banking needs including:

- Low rates on auto, home, personal loans
- High interest savings programs
- Improve credit score and reduce debt
- Discounts on vacation and travel

For more info, call your membership counselor at 510-458-2299
or e-mail us at info@cufcsa.com

RETIREE CLUBS

Sacto. Teamsters Retirees Assn.

Meetings are held on the last
Wednesday of each month at
1:00 p.m. at Teamsters Local
150: 7120 East Parkway,
Sacramento, CA 95823.
We don't meet in June,
July, or August. Note: If our
regular meeting date falls on
a holiday, the meeting will
be held on the Wednesday
before the holiday.

Freddie Griffin, President

Teamsters Local 2785 Retirees Club

Luncheon meetings will
be held at 11:30 a.m. at
the South San Francisco
Elks Lodge, 920 Stonegate
Drive on March 9, June 11,
September 14, and December
14.

New members are welcome!
Bob Silva, President

Teamsters Retirees Stockton-Modesto

Luncheon meetings are held
on the 1st Tuesday of every
month at noon at the MRPS
Hall, 133 N. Grant Avenue,
Manteca,
Every meeting includes
a beverage and chicken
potluck. No meeting in July
or December.

Ron Crum President

East Bay Teamsters Retirees Club

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

Charlie Scarano, President

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

Luncheon meetings held the
first Friday of every month
at 10:00am at Home Town
Buffet, 3617 W. Shaw Ave.,
Fresno. (No meetings held in
June or July). For questions,
contact Dave Carlock,
Retirees President at 559-
978-9876.

All meetings are subject to COVID-19 restrictions.

Notice of Nominations for International Union Delegates

Locals 150 & 439

Nominations meetings may be affected by government response to the COVID-19 pandemic, including change in location, limitation on the number of attendees and use of video conferencing.

Members wishing to attend their union's nomination meeting should contact their Local Union for updated information regarding any changes to the procedures for conducting the nominations meetings.

Members wishing to nominate, second or accept nomination ARE STRONGLY URGED to submit nominations, seconds or nomination acceptances in writing as provided in the Local Union Election Plan.

Eligibility to Run

To be eligible to run for delegate or alternate delegate, a member must:

1. Be a member in continuous good standing of the Local Union, with one's dues paid to the Local Union for a period of twenty-four (24) consecutive months prior to the month of nomination with no interruptions in active membership due to suspensions, expulsions, withdrawals, transfers or failure to pay fines or assessments;
2. Be employed at the craft within the jurisdiction of the Local Union for a period of twenty-four (24) consecutive months prior to the month of nomination; and
3. Be otherwise eligible to serve if elected.

It is strongly recommended that each prospective nominee request advance verification of his/her eligibility to run for delegate or alternate delegate. The request should be made in writing to the Election Supervisor as soon as possible, but in no event less than five (5) working days prior to the nomination meeting.

Method of Nomination

Delegate candidates will be nominated and seconded separately from alternate delegate candidates. All nominations for delegate and alternate delegate shall be at large.

Any member may:

1. Be nominated and seconded orally from the floor by members in good standing other than the nominee; or,
2. Be nominated and seconded in writing by members

in good standing, other than the nominee. The use of Election Supervisor Form 44 (available under "Official Forms" at www.ibtvote.org) is encouraged but not required. **Written nominations and seconds must:**

- be submitted or emailed to the Local Union Secretary-Treasurer so as to be received no later than 5:00 p.m. of the day before the day of the nominations meeting (if the meeting is scheduled to occur after 5:00 p.m., the written nomination or second must be received by the Local Union Secretary-Treasurer no later than 5:00 p.m. of the day of the meeting);
 - State whether it is a nomination or a second;
 - Identify the name of the person being nominated or seconded;
 - Identify if the nomination or second is for delegate or alternate delegate;
 - Be signed by and include the full street address of the nominator or seconder (an email with a scanned or smart-phone-photographed signature is acceptable). Nominators or seconds may include, at their option, the last four digits of their SSN/SIN, and;
 - Be treated by the presiding officer as if it had been made from the floor.
3. Nominate or second more than one candidate;
 4. Be nominated or seconded by more than one member;
 5. Decline to be nominated or seconded by a particular person or persons.

Any member who intends to nominate or second a candidate may also request that the Election Supervisor verify his/her eligibility to do so. All such requests must be in writing and must be received by the Election Supervisor no less than five (5) days prior to the nomination meeting.

Acceptance of Nomination

A nominee may accept either:

1. In person at the meeting, or in writing.
2. If acceptance is made in writing, the acceptance document must include the nominee's name, position for which he or she is accepting nomination, full street address and signature. Acceptors may include, at their option, the last four digits of their SSN/SIN.
3. The acceptance document must be presented to the presiding Local Union officer no later than the time the member is nominated. Any member present at the meeting may produce the written acceptance at

the time the member is nominated. If no one is to be present to produce the written acceptance, emailed, faxed, or mailed acceptances should be sent so as to be received no later than the time the meeting is scheduled to begin.

4. For written acceptances, the use of Election Supervisor Form 44 (available under "Official Forms" at www.ibtvote.org) is encouraged but not required.

No member may accept nomination for both delegate and alternate delegate.

Any candidate for delegate and alternate delegate is permitted to run as a member of a slate, which is defined as any grouping by mutual consent of two or more candidates. To qualify on the election ballot as a slate, a Slate Declaration Form (Election Supervisor Form 10, which is available from the Secretary-Treasurer or the Election Supervisor at the www.ibtvote.org), must be completed and submitted to the Secretary-Treasurer, with a copy to the Election Supervisor, no later than three (3) days after the Local Union's final nominations meeting.

Any attempt by a person or entity to limit, interfere or retaliate against any IBT member for exercising the right to nominate, second or run as a delegate or alternate delegate, may result in disqualification of a candidate who benefits from the violation, imposition of criminal penalties under federal law and/or other consequences or remedy.

For additional information relating to the nomination or election process for IBT International Delegates or Alternates, please contact your Local Union Secretary-Treasurer, the Election Supervisor, or the Election Supervisor Regional Director.

The Election Supervisor may be contacted at:

Office of the Election Supervisor for the IBT
1990 M Street, NW, Suite 650
Washington, D.C. 20036
Phone: 844-428-8683 Toll Free
ElectionSupervisor@IBTvote.org
www.ibtvote.org

You may also contact the Election Supervisor Regional Director at:

Ms. Deborah Schaaf; 1521 Grizzly Gulch Drive, Helena, MT 59601; Phone: 607-227-6474
dschaaf@ibtvote.org

Local Union 150

Nomination of candidates for 10 delegates and 3 alternate delegates to the June 2021 International Brotherhood of Teamsters Convention in Las Vegas, NV, will be held on:

Date: Wednesday, February 3, 2021

Time: 7:00 p.m.

Location: Teamsters Local 150
7120 East Parkway
Sacramento, CA 95823

The expenses of sending the 10 delegates and the 3 alternate delegates to the IBT Convention will be paid by the Local Union.

Eligibility to Nominate

To be eligible to nominate or second, a member must have paid dues through January, 2021.

For nomination meeting: Written nominations, seconds, dues and arrearages must be received by 5:00 p.m. on February 3, 2021 at Teamsters Local 150: 7120 East Parkway, Sacramento, CA 95823

Nominations and seconds may be submitted by email to: tchanmail06@yahoo.com and must be received by the above deadline.

Local Union 439

Nomination of candidates for 7 delegates and 2 alternate delegates to the June 2021 International Brotherhood of Teamsters Convention in Las Vegas, NV, will be held on:

Date: Wednesday, February 17, 2021

Time: 7:00 p.m.

Location: Teamsters Local 439
1531 East Fremont Street
Stockton, CA 95205

The expenses of sending the 7 delegates and the 2 alternate delegates to the IBT Convention will be paid by the Local.

Eligibility to Nominate

To be eligible to nominate or second, a member must have paid dues through January 2021.

For nomination meeting: Written nominations, seconds, dues and arrearages must be received by 5:00 p.m. on February 17, 2021 at Teamsters Local 439: 151 E. Fremont Street, Stockton, CA 95205,

Nominations and seconds may be submitted by email to: Kpowers@teamsters439.com and must be received by the above deadline.