



30th Teamster Convention: Candidates nominated, constitution amended, Amazon campaign launched

Due to the pandemic, instead of 5,000 Teamsters sitting shoulder to shoulder in a huge Las Vegas ballroom, the 30th Teamster convention was held virtually. While many people watched from their home computers, and some gathered in their Local Union offices, Joint Council 7 pulled together the largest contingent in one place, with about 200 delegates, alternates, and guests sitting socially distanced at the Grand Sierra Resort in Reno, NV.

The day before the convention started, Joint Council 7 sponsored a delegates meeting and educational forum that covered the status of the pension and 401K plans; provided an overview of NLRB legal developments; reviewed legislation pending in Sacramento; highlighted the PRO Act; and covered local union cybersecurity concerns.

On June 27, the Reno Joint Council and Unity Convention opened with Dwayne “The Rock”

Johnson. “This has been a year like no other. Every day brought fresh challenges, and our very concept of normal was turned inside-out. Somebody had to keep the seams from bursting and it was the brothers and sisters of the Teamsters who rose to the occasion, as they always have,” he said.

Hoffa’s last

This was the fifth and last convention that James P. Hoffa will preside over. With the theme, “Promises made, promises kept,” Hoffa’s final keynote speech reviewed Teamster successes over the last 22 years. These include the 500,000 workers in numerous industries organized since 1999; getting the government out of the Teamsters’ business by ending the consent decree; saving the pension plans that were in deep trouble; rebuilding a strong strike fund; developing the James R. Hoffa Scholarship fund; and much more.

Over the course of the three-day convention, Teamsters also heard from Secretary-Treasurer Ken Hall, who is also stepping down after the Teamster election, Secretary of Labor Marty Walsh, former President Bill Clinton, Michigan Governor Gretchen Whitmer, Georgia activist Stacy Abrams, Secretary of Transportation Pete Buttigieg, Canadian Prime Minister Justin Trudeau, and many leaders from other major unions.

President Joe Biden started his speech to the convention by thanking Hoffa and stating that he and his team are “working to be the most pro-labor presidency in American history,” creating a “blue-collar blueprint to rebuild America.” As he said in closing, “When you’ve got a tough job ahead of you, it’s always a good idea to call the Teamsters.”

Setting direction

A key role of the convention is to pass constitutional amendments. The two slates vying for Teamster leadership positions worked together to shape proposals around eligibility and availability of strike benefits and eliminating the two-thirds rule to reject a final contract offer.

At the last several conventions, the Teamsters have taken on a major organizing target and this year was no exception. Delegates voted overwhelmingly to formalize a resolution to address Amazon’s



Nearly 200 delegates, alternates, guests participated in the Reno Joint Council and Unity Convention.

exploitation of its employees and contractors by committing all levels of the union to unite with core platforms of member engagement, worker and community engagement, anti-trust enforcement, policy reform, and global solidarity. The resolution states that the union will “fully fund and support the Amazon Project and supply all resources necessary.” It also calls for creating a special Amazon Division to aid Amazon workers and defend and protect the standards in Teamster-represented industries from the existential threat that is Amazon.

“Amazon presents a massive threat to working-class communities and good jobs in the logistics industry,” said Randy Korgan, Teamsters National Director for Amazon. “The Teamsters have fought hard to create and protect worker standards in the warehouse and delivery industries for more than 100 years while helping build worker power. Amazon workers are calling for safer and better working conditions and with today’s resolution we are activating the full force of our union to support them.”

Teamster leadership

Finally, delegates had the important task of nominating candidates for the International offices of General President, General Secretary-Treasurer, International Vice Presidents, and Trustees.

Both candidate slates handily met the minimum 5% threshold to get on the ballot. In past years, the nomination process was boisterous; with this year’s virtual format, the nominations were written and accepted in advance. The two slates got to introduce themselves to the assembled delegates through video.

“This election for Teamster leadership will set the direction of the union for years to come,” Joint Council 7 President Rome Aloise says. “The most important thing that members can do is also the easiest. Everyone has to vote for their Teamster leadership when the ballots go out in October.”



Teamster President James P. Hoffa presides over his last convention—virtually.



Joint Council holds delegates meeting, educational forum



Joint Council leadership: President Rome Aloise, S-T Dave Hawley, and Recording Secretary Peter Nuñez at the delegates meeting.

The day before the IBT convention, Joint Council 7 held a delegates meeting and sponsored an educational forum reviewing the status of the WCT pension plan and SIP 401K plan, both in top condition. Also, lawyers from the Beeson Tayer Bodine law firm outlined key issues of cyber-security, the NLRB and other worker rights.



YOUR LOCAL UNION PHONE NUMBERS

- 70 510-569-9317
- 87 661-327-8594
- 137 530-243-0232
- 150 916-392-7070
- 315 925-228-2246
- 350 650-757-7290
- 386 209-526-2755
- 431 559-486-5410
- 439 209-948-9592
- 517 559-627-9993
- 533 775-348-6060
- 665 415-728-0811
- 853 510-895-8853
- 856 650-635-0111
- 890 831-424-5743
- 896 707-644-8896
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Joint Council 7 TEAMSTER

USPS 395-880
ISSN 2154-2643

The Joint Council 7 Teamster is published four times per year (January, April, July, October) by Teamsters' Joint Council 7: 150 Executive Park Blvd., Suite 4400 San Francisco, CA 94134; 415-467-2552.

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

POSTMASTER: Please send address changes to: Joint Council 7 Teamster: 150 Executive Park Blvd., Suite 4400, San Francisco, CA 94134-3317

PRESIDENT'S REPORT

BY ROME ALOISE



Members must all vote in the upcoming Teamster election

The International Brotherhood of Teamsters (IBT) Convention just ended. Unfortunately, it was not the normal week in Las Vegas with 2,000 sisters and brothers, but rather it was a virtual, zoom-based three-day convention. In the end, the business of our union was handled and dispensed with successfully, and the nominations for the International General Executive Board were held and completed.

Overall, and surprisingly to me, the technology actually functioned pretty well, and the voting and discussions on proposals, amendments, and resolutions went relatively smoothly. The IBT staff and vendors who worked on putting this together should be commended for doing a great job under very difficult circumstances.

For the next few months, we will be involved in the campaign for a new administration at the IBT. Ballots will go out sometime in October, and the count will be held in mid-November.

I ask each member to investigate who is best

equipped to run our union in the future, and who will help our local unions represent our members and their families in the best way possible. Hopefully, your local union will be constantly reminding you to vote, vote, vote when the ballot is mailed to your house.

As you will see elsewhere in this edition, I was honored to participate in a celebration of Allan Baird's life and his incredible ability to bring people together. Allan, the former president of Teamsters Local 921, was key to establishing a coalition of striking Teamster beer delivery drivers with Harvey Milk, who brought in the LGBTQ community to help boycott Coors beer. I was happy to see Allan and present him with a plaque from our Joint Council.

Enjoy the rest of the summer. Hopefully, with things opening up and work coming back, we will have the rest of the year to get back to normal and to do it with everyone being vaccinated so that we protect ourselves, our families, and our sisters and brothers we work with.

Duane Beeson

As this paper goes to press, we've just learned of the death of Duane Beeson, Joint Council 7's long-time lawyer and advisor, at the age of 98.

More info will be on our website and in the next issue.

IN THE CAPITOL

CALIFORNIA TEAMSTERS PUBLIC AFFAIRS COUNCIL

Update on Teamster-sponsored bills before the legislature

By Shane Gusman

Hello from your State Capital! The Legislative session is in full swing, with roughly 1,500 pieces of legislation moving through the process.

As a Union, we have a very diverse jurisdiction so we have to keep an eye on most of these bills and take active positions on hundreds. We also have our own legislative program where we "sponsor" specific bills to help our members and help to grow the union.

Here is an update on our sponsored bills.

Production standards in warehouses:

AB 701 by Assembly Member Lorena Gonzalez (D, San Diego) would regulate the use of dangerous production standards that Amazon has made so prevalent in the warehouse industry. There has been a huge uptick in workplace injuries where unreasonable production standards and quotas are utilized and Amazon is the poster child for this practice.

To address this, the bill would require CalOSHA to promulgate a safety standard to protect workers from being required to work at unsafe speeds. It would also give workers the right to access information around the production quotas and how they are used in their particular workplace. Finally, the bill would give workers the right to sue employers or lodge a complaint with the Labor Commissioner when they face retaliation for complaining about an unsafe standard. The bill passed the Assembly and working its way through the Senate this summer.

Worker misclassification at the ports:

SB 338 by Senator Lena Gonzalez (D, Long Beach) continues our long fight to help and organize the drayage drivers in California's ports. The bill would strengthen our joint liability law by making shippers (Target, Walmart, etc.) that hire trucking companies who are repeat offenders with a history of misclassification or health and safety violations jointly liable for any labor law violations that occur under their contract. Hopefully, directly going after those that benefit from this unlawful conduct will provide the right incentive for change. The measure has passed out of the Senate and will be moving through the Assembly in the coming months.

Clean truck subsidies must benefit workers:

AB 794 by Assembly Member Carillo (D, Los Angeles) would require recipients of taxpayer subsidies for the purchase of clean trucks to meet and maintain specified labor standards. The state hands out billions in grants and subsidies to achieve compliance with environmental goals. In our view, that money should only go to companies that create high road jobs, preferably union. We have been able to show that those kinds of companies are usually better capitalized and more likely to maintain environmental compliance. AB 794 targets the trucking industry and the subsidies it will get to help meet the California Air Resources Board's ambitious clean truck standards. It

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Why Teamsters should vote No on the anti-union recall

In 2018, Teamsters Joint Council 7 supported Gavin Newsom's election to Governor. In fact, we've been with him since his first run for the San Francisco Board of Supervisors in 1996. Why? Because he's been with us. That's why we're supporting him now and recommend that all members vote NO on the recall. The election has been set for September 14, 2021.

Newsom was in San Francisco government from 1996-2011, first as a county supervisor and then as mayor. Many Teamster employers have agreements with the City and County of San Francisco and, during his time, he helped Teamsters win strong contracts in waste and recycling, parking, conventions, and more. He secured prevailing wages and union construction work throughout the city. He pushed for changes to restaurant rules that benefited Teamster liquor and brewery drivers. He walked picket lines with Teamsters and UNITE HERE members in a citywide hotel strike in 2004 and pushed a boycott until the strike settled. He backed the creation of a film tax credit that supports our members in that industry, and last month added another \$30 million to that fund as Governor.

In 2010, we supported his run for Lieutenant Governor. His victory secured him a spot on the University of California Board of Regents, where he worked with Local 2010 on multiple issues impacting our members. As Governor, he's continued to advocate for both UC and California State University Teamsters, signing legislation that protects members from late paychecks, pushing for salary steps and fair pay. As Lieutenant Governor, Newsom also supported the legalization of cannabis and labor peace that has helped pave the way for cannabis workers to join the

Teamsters without employer interference.

Newsom easily won the election to Governor

Gavin Newsom has been with us since his first run in San Francisco in 1996. We need to be with him, now.

and was sworn in on January 7, 2019. Joint Council 7 President Rome Aloise and I both attended his inauguration. That year, Newsom signed into law several key Teamster bills, including legislation to contain rate increases for our health care plans. In the face of intense opposition, he also approved Assembly Bill 5 (AB5), the strongest law in the country taking on the misclassification of workers as "independent contractors" instead of employees. AB5 is the most powerful piece of legislation Teamsters have won anywhere in the country on misclassification.

The COVID-19 pandemic touched Teamsters in different ways, but not a single member escaped some impact. No governor in the U.S. has done more to give workers healthier and safer workplaces in response. Governor Newsom expanded COVID-related paid sick leave for Teamster grocery and warehouse workers. He made it easier for Teamsters and others to get workers' compensation if they got COVID at work. He signed legislation to make sure workers are notified when COVID hits your job site and gave Cal/

OSHA the authority to shut down workplaces when they were unsafe. He worked with us to contain a dangerous outbreak at Local 439's Safeway distribution center in Tracy. Most importantly, after one year, California has both the lowest COVID case rate and the strongest economy out of any state in the country.

On a personal note, Governor Newsom appointed me to the California Future of Work Commission in 2019. Earlier this year, he reappointed me to the Commission on Health and Safety and Workers' Compensation. In doing so, he is making sure that the voices of over 225,000 California Teamsters are at the table on everything from worker health and safety to automation, benefits, and protecting good jobs.

Behind the recall

We should also take a minute to look at who is behind the recall. A quick look at the contribution records of both committees connected to the recall campaign reveals a list of anti-union organizations and individuals, including big business leaders, millionaire investors, and real estate developers. This is the same cast of characters behind the anti-union ballot initiatives we've fought in the past. Labor unions from around the state are uniting to fight this one, too.

Some Teamsters vote Republican and Independent. Some Teamsters may not like Gavin Newsom. In my opinion, this recall election is not about political parties or personalities but is about principles. The main principle here is loyalty. I was taught to stick with the people who support you. Gavin Newsom has been with the Teamsters for 25 years. Vote NO on the recall.

IN THE CAPITOL (CONTINUED)

Continued from page 2

is working its way through the process and we hope to get it to the Governor's desk before the end of the legislative session on September 10th.

Protecting misclassified truck drivers from EDD: SB 700 by Senator Maria Elena Durazo (D, Los Angeles) would fix one of the many problems at the Employment Development Department. While EDD seems incapable of getting people's unemployment checks out to them in a timely manner, it seems very good at trying to tax misclassified truck drivers as if they were employers. They have actually sent drivers to collection, ruining their credit, trying to collect back payroll taxes rather than going after the employer. It's a terrible injustice and our hope is that SB 700 resolves what is already an illegal practice. The bill is in the Assembly.

Choice in medical treatment for injured workers: AB 1465 by Assembly Member Eloise Reyes (D, San Bernardino) would provide some relief to injured workers who have trouble getting access

to medical treatment. Because of flaws in the system, many workers wait months or even years to get the right medical care for on-the-job injuries. This bill would allow workers to choose from an expanded list of doctors that would be maintained by the state. The insurance industry is putting up a tremendous fight on this and it remains to be seen if we can get it to the Governor. It's awaiting action in the Senate.

Protecting freight employers: AB 224 by Assembly Member Tom Daly (D, Anaheim) would help our drivers at a couple of freight companies that periodically haul household furniture either loaded into a container or loaded into a trailer by a homeowner or a third party. The state regulators are attempting to have our members treated as household movers, which is a much more rigorous regulatory scheme. The bottom line is that our employers will just stop doing this line of work if they have to be regulated as household movers and, in turn, some of our members will be out of work as well. AB 224 will prevent this from happening and is moving through the legislative

process with bipartisan support.

Unfortunately, it's not all good news for our sponsored bills. We have been trying to get some pay parity for our Local 2010 members at the various campuses in the California State University System. Our members along with those represented by CSUEU are the only bargaining units in state government that don't receive step or merit pay. It was unilaterally taken away by CSU before we started representing the workers there and it has created a significant wage gap. We have tried several bills over the last few years to correct this problem, but we have hit roadblocks every time. This year we co-sponsored SB 566 by Senator Connie Leyva (D, Chino) which would have restored the salary steps. It was vigorously opposed by the CSU and it got held in the Senate Appropriations Committee. This was an extremely disappointing outcome but Local 2010 and CTPAC are not giving up until we get these members what they deserve.

AROUND THE LOCALS



LOCAL 853

Card check does the trick

A majority of the 15 drivers, janitors, and maintenance workers at Crothall Healthcare in Gilroy filed cards to show their interest in joining Local 853. They had a laundry list of grievances, including safety, favoritism, mistreatment, and lack of respect. Surprising everyone, including organizer Pablo Barrera, the company recognized the unit.

“We were sure that we’d have a fight on our hands and would have to go to an election,” says Barrera. “But because the Manteca facility is already under contract with Local 386, the company didn’t have a problem recognizing the union through card check, and we were able to develop a contract using the 386 agreement as a template.”

The facility services major Bay Area hospitals with linens, towels, blankets, pillowcases, laboratory coats, and hospital scrubs.

State updates prevailing wage for West, South Bay

The Department of Industrial Relations ruled in favor of a Teamster petition to require the prevailing wage for ready-mix drivers who do on- and off-hauling to and from construction sites in San Francisco, San Mateo, and Santa Clara Counties. This means that the minimum rates for this work go from \$33.85 to \$69.07 per hour.

“This doesn’t change the rate for our members,” says Stu Helfer “because they were already getting the higher rate. However, it protects our standards and brings lots of non-union ready-mix drivers up when they work on a prevailing wage job.”

This determination had previously been made in Alameda and Contra Costa counties.

“Our contractors told us that we have to level the playing field. So we did,” Helfer says with great pride.

LOCAL 665

AAA Insurance Sales Agents unite for a voice on the Job

AAA insurance sales agents across Northern California voted overwhelmingly to join Teamsters Local 665 in June. The election was conducted by the National Labor Relations Board (NLRB) via mail-in ballot.

The 460 insurance sales agents work at 77 locations stretching from Merced to the Oregon border.

“These workers stood united because they deserve a strong voice and a secure future at AAA Northern California,” said Business Agent Tom Woods. “They want the stability and strength that comes with a Teamster contract, and we’re ready to get to work to negotiate an agreement.”

“I want my fellow workers in the insurance and financial services industries to understand that they can protect themselves with union representation. It’s time to take control of your future,” said Jeff Wilkinson, a 29-year AAA Northern California insurance sales agent.

The workers had far-reaching support in their

campaign to organize, including from dozens of California political leaders, California Central Labor Councils, and the California Labor Federation. That support was on display at a rally held in downtown San Francisco in April.

The insurance sales agents, who work and live spread out across Northern California, came together during the pandemic to build their campaign to organize. They remained united over regular, well-attended Zoom calls.

“It is beyond question that the workers exceeded any reasonable expectation of perseverance and grit to get themselves to this point and this is their win,” said Tony Delorio, Secretary-Treasurer of Local 665. “I want to thank President Rome Aloise and Teamsters Joint Council 7, and the International Union for their full effort and commitment to assisting in this organizing effort. We are excited to begin the work of negotiating a first agreement on behalf of these incredibly hardworking Teamsters.”



Pre-vote rally at SF City Hall in April drew hundreds of Teamster supporters and AAA sales agents.

LOCAL 350

South Bay Recycling members ratify historic contract

In June, the 42-person South Bay Recycling Facility Operations unit in San Carlos voted to approve a historic new five-year deal. These essential workers are responsible for the day-to-day operations at the Shoreway Environmental Center, which encompasses both the Transfer Station and the Material Recovery Facility (MRF), both of which are open to residents, businesses, contractors, and individuals to bring their trash and recyclables for processing and transfer. Members include equipment operators, scale attendants, mechanics, spotters, and sorters.

“I am proud to say that after a long negotiation process, we were able to attain worker protection language, including a no lay-off clause, that nowadays is unprecedented. During the pandemic, South Bay Recycling laid off several members, causing a health and safety risk, not just for our people, but for the general public who utilize this facility,” says lead negotiator and Business Representative Robert Sandoval. “Thanks to the support from our political allies, we were able to bring back all those affected and we made sure that our members would never be put in that position again. Safety and staffing go hand in hand for this type of work.”

Additionally, the members retained their full maintenance of benefits and will see a significant increase in wages and pension over the five years of the agreement.

One of the driving forces in this process was negotiating committee member, shop steward, and Executive Board member Joseph Gomes. “I’d like to thank Local 350, specifically John Bouchard, Robert Sandoval, Larry Daugherty, and Serio Arranaga for



Local 350 celebrates a great contract. From left: Business Agent Robert Sandoval, Steward Joseph Gomes, and Secretary-Treasurer John Bouchard.

their support and collaboration in a strong and lucrative contract,” said Gomes. “I’d also like to thank the South Bay Recycling members for the unanimous support and confidence in the union to negotiate the best contract on our behalf.”

CAN campaign to protect Recology jobs

Local 350 has launched a campaign to protect the jobs of the workers at Recology in San Francisco following the recent corruption scandal there. The Local is looking to amass supporters in case anybody challenges the San Francisco charter amendment that protects the jobs of these workers and their right to be employee/owners of Recology.



To learn more, scan this QR code with your phone camera to read and sign up to support. Or go to: communityandneighbors.info/TeamstersCAN

JOINT COUNCIL 7

Labor and gay community honor Allan Baird

On June 25, activists from across the west coast rallied and marched in the Castro neighborhood of San Francisco to honor and celebrate the contributions of retired Teamster Allan Baird. The 89-year old activist played a crucial role in labor and LGBTQ+ history. From serving as a president of the newspaper delivery drivers' union to organizing the Coors beer boycott alongside the gay leader and future San Francisco Supervisor Harvey Milk and activist Howard Wallace, Baird has been a key leader in the fight for justice and equality in the city, state, and nation.

After serving in the army in Korea, Baird returned to his hometown of San Francisco and, in 1956, began working as a newspaper driver. By 1962, he was elected to his first leadership position in Teamsters Local 921, (since merged into Teamsters Local 853). He later served as a business representative and union president.

In 1973, Baird was asked by the regional leadership of the Teamsters to take charge of Teamsters Local 888's prolonged strike (and fledgling boycott of Coors Beer) against a group of Bay Area beer distributors. The campaign involved reaching out to Black, Latino, Arab American, and Gay and Lesbian organizations to ask for support. While this effort proved to be a challenge, Baird did not give up. Instead, he built coalitions with communities across the Bay Area using uncommon strategies, such as advocating for an affirmative action hiring program within the union, picketing alongside United Farm Worker protesters, and getting beer delivery jobs for openly gay men and lesbians. Baird also

used his leverage to get labor support issues of concern to the gay community. At one point, Baird gave his megaphone to activist Harvey Milk and it ended up in the Smithsonian Museum.



Allan Baird (l) with JC7 President Rome Aloise.

“The significance of bringing together a coalition of Teamster Local Unions in the Bay Area with the LGBTQ community cannot be overestimated,” recalls Joint Council 7 President Rome Aloise, who attended the event. “The Local 888 beer strike was the impetus. Prior to this, the Teamsters acted as if they didn’t need the support of anyone but their members but this effort made Teamster leadership realize that coalition building was a necessary and powerful method to help their members. The LGBTQ community brought

Coors Beer to their knees—this helped the Teamster drivers while taking on the ultra-conservative company. I watched Teamsters and members of the LGBTQ community working in concert, leafleting and picketing bars and liquor stores. At the time, it was a sight to behold.”

Aloise continued, “Allan Baird, along with Harvey Milk, brought this all together. As I said at the celebration for Allan, the Teamsters are forever in his debt for opening our collective eyes, and we will continue to return the favor long into the future.”

After the Coors boycott ended in 1975, Baird remained committed to social justice, helping with Milk’s campaigns for supervisor over the years. Their friendship was memorialized with Baird’s cameo in Gus Van Sant’s 2008 film, *Milk*.

LOCAL 70

\$250,000 arbitration win at UPS



UPS Shop Stewards Thomas Lewis and Alonzo Watts, with Danny Chong and Local 70 Secretary-Treasurer Marty Frates.

Local 70 Secretary-Treasurer Marty Frates reports that Danny Chong, a UPS Package Driver from the Oakland building, has won his arbitration—including getting made whole for back wages, health and welfare, pension, and more. All told, the arbitration award is about \$250,000.

After 30 years at UPS, with a good work record and no discipline, Danny was accused of theft of time and was removed from his job in August 2019. Danny is an Early Air Driver (EAR). After he delivers his Air, he would stop by his house for a period of

time and then return to work on time to start his route. UPS decided to follow him based on Telematix and GPS information with no warning.

“The Union did not dispute the facts of the case,” says Frates, “however, we made a point that all drivers are not treated equally.”

Local 70 attorney David Rosenfeld argued that some drivers go home on route and return to the building prior to the start time, while others go back to the building to wait for their start time.

The arbitrator did not condone Danny going home but decided that this was not a dischargeable offense. Danny returned to work on March 21, 2021.

“This is one of the most rewarding accomplishments I have had as a union officer,” said Frates. “Danny is an outstanding member and a great person and received a warm welcome from his co-workers. Justice prevailed!”

Frates wanted to thank Attorney David Rosenfeld for his outstanding job and also give special thanks to Shop Stewards Alonzo Watts and Thomas Lewis for their help.

LOCAL 856

Food processing Teamsters ratify contract extension



Local 856 members who work at Kraft-Heinz are pleased with their new contract.

Local 856 Food Processing Teamsters recently ratified an important contract extension, which guarantees the largest across-the-board wage increase in the history of the contract.

The Teamsters Cannery Council agreement, which covers 10,000 Local 856 and Local 948 Teamsters working at canneries throughout the Central Valley, also ensures no increases to healthcare costs and maintains important contract protections and language.

“Food Processing Teamsters have quite literally risked their own lives throughout the pandemic to make certain we could all put food on our tables,” said Ashley Alvarado, Local 856 Food Processing Division Director and Secretary-Treasurer of the Teamsters Cannery Council. “It is only just that they are fairly compensated for the sacrifices they have made for the greater good of our communities,” Alvarado said.

Local 856 is taking additional efforts to raise standards for food processing division members, including pursuing legislation at the state and national level that would encourage publicly-funded programs and services, such as school districts, to only purchase agricultural products grown and processed in America.

“Some of our food processing employers are forced to compete with overseas plants, which puts good Teamster jobs at risk,” said Local 856 Principal Officer Peter Finn, who helped secure the contract extension agreement. “American tax dollars should be reinvested in our communities to support good jobs here,” Finn continued.

Irma Arambula, who works at Kraft-Heinz, said the gains achieved in the contract extension are much needed considering cost-of-living increases. “I’m very appreciative of Ashley and Peter for negotiating a better contract and getting a pay raise that benefits all of us and our families who are affected by the pandemic that has caused increases in rent, food, gasoline, and more,” she said.

Ernestina Belmontez agrees. “Even though we are in an economic situation where many companies have been uncertain, we did very well in these negotiations.”

For Local 856 Member Lula Davolos, the new agreement is a catalyst. “I think this achievement is a motivation for everyone at Kraft Heinz,” said Davalos. “I believe that with these agreements we can improve our quality of life for us and our families.”

LOCAL 386 Modesto

Notice is hereby given of the nomination and election of the following officers of Teamsters Local Union 386: Secretary-Treasurer (Principal Officer), President, Vice President, Recording Secretary, and three Trustees. The terms of office for these officers will commence on January 1, 2022 and conclude on December 31, 2024.

Nominations will be accepted at a Special Membership Meeting of Local Union 386 to be held on October 7, 2021, at 7:00 p.m. at the Teamsters Local 386 Union Hall, 1225 13th Street, Modesto California.

Nominations must be made and seconded from the floor by members of Local Union 386, in good standing with dues paid through September 2021. Any back dues or fees may be paid at the Local Union office through 4:00 p.m. on September 30, 2021. Nominees must accept nominations in person, or if absent, in writing for only one office. Written acceptances must be submitted to the Local Union Secretary-Treasurer.

To be eligible to be nominated for Local Union office, a member must be in continuous good standing in Local Union 386 and actively employed in the craft within the Jurisdiction of the Local for twenty-four months prior to the month of nomination. "Continuous good standing" is defined as compliance with the requirements regarding the timely payment of dues, together with no interruptions in active membership because of suspensions, expulsions, withdrawals, transfers or failures to pay fines or assessments.

A member on dues check off will not lose good standing as a result of a delay or default by the employer in sending dues to the Local or because of an employer's failure to make the proper deductions from the member's pay in any month in which the member had any earnings from which deductions could have been made.

Potential candidates are encouraged to check their eligibility, and the eligibility of their nominators and seconders, prior to the nominations meeting by submitting a written request to the Local Union Secretary Treasurer.

The election will be conducted by

mail ballot. Ballots will be mailed to all active members and new applicants eligible for membership in Local Union 386 on or about October 19, 2021. All ballots must be received at the designated Post Office Box by 10:00 am on Friday, November 12, 2021, to be counted. Members who have not received a ~ballot by October 26, 2021, should call UniLect Election Services' Duplicate Request Call Center at 1-855-240-0363 to request a ballot. Duplicate ballots may be requested through November 5, 2021.

Instructions for the completion of the ballot will be enclosed in the ballot package. This is a secret ballot vote.

You should mark your ballot in private and mail your ballot, sealed in the secret ballot envelope, to the designated post office box in the postage paid Business Reply Envelope provided. Do not give your ballot to anyone.

To be eligible to vote in this election a member of Local Union 386 must be in good standing with initiation fees and dues paid through October 2021. Members have until 4:00 p.m. on Tuesday, November 9, 2021, to pay their initiation fees or dues at the Local Union office in order to have their votes counted. Under the International Constitution, any member on dues check off shall not lose good standing as a result of a failure by an employer send deducted dues to the Local or to make a proper deduction from the member's pay in any month in which a member has any earnings from which dues could have been deducted.

Elected officers of the Local Union shall, by virtue of such election, be delegates to any Joint Council with which the Local is affiliated, as well as to any convention of any subordinate body, which may take place during their term of office. Elected Local Union Officers shall be delegates to such bodies in the order of priority set forth in the Local Union Bylaws.

Copies of the Articles of the International Constitution, the Local Union 386 Bylaws and the Rules governing the conduct of this election are available, upon request, from the Local Union Secretary-Treasurer, Jeff Berdion.

LOCAL 2785 San Francisco/Daly City

Notice is hereby given for the nomination and election, for a three (3) year term of the following officers, business agents and business agent organizer of Teamsters Local No. 2785: President, Vice President, Recording Secretary, Secretary-Treasurer (Principal Officer), three (3) Trustees, three (3) Business Agents and (1) Business Organizer. Nominations will take place at the General Membership Meeting to be held at 7:30p.m. on October 19, 2021 at the Teamsters Local 2785 Office, 1440 Southgate Ave. Suite #1 Daly City CA. 94015. Please note that the location of the office has changed.

Nominations and election of Officers and Business Agents will be governed by the provisions of the International Constitution which are stated in this notice and the Bylaws of Local 2785. The Local's election rules are set forth in the Bylaws which are available upon request. To be eligible to be a candidate, the member must be in good standing for a period of twenty-four (24) consecutive months immediately prior to nominations. To be eligible to nominate or second a nomination, members must have their dues paid through the month of September 2021.

Candidates must accept nominations at the

LOCAL 896 Pasadena/Fairfield

This is the official notice of scheduled nomination and election for the offices of Secretary-Treasurer (Principal Executive Officer), President, Vice-President, Recording Secretary, three (3) Trustees and one (1) Business Representative-Northern California. These officers will serve a three (3) year term commencing on January 1, 2022 and expiring on December 31, 2024.

Nominations

Nomination Meetings will be held on November 6th and 7th, 2021 as follows: Branch 1 (Northern CA Soft Drink) Saturday November 6th at 9:00 a.m., Teamsters Local Union 853, 7750 Pardee Ln Oakland, CA 94621. Branch 2 (Anheuser-Busch, Fairfield) Sunday November 7th, 9:00 a.m., Suisun Senior Center, 318 Merganser Drive; Suisun City, CA 94585. Branch 3 (Southern CA Beer) November 6th, 9:00 a.m., 2050 Lincoln Ave.; Pasadena, CA 91103. Branch 4 (Southern CA Soft Drink) Saturday November 7th, 9:00 a.m., 2050 Lincoln Ave.; Pasadena, CA 91103.

To be eligible for election to any office in Local 896, a member must be in continuous good standing and actively employed at the craft within the jurisdiction of Local 896 for a period of twenty-four (24) consecutive months prior to the month of nomination for said office (November 2019 thru October 2021), and must be eligible to hold office, if elected.

For Local Unions with quarterly dues, good standing for the quarter requires dues to be paid by the last business day of the first month of the quarter. So, to be in good standing in November, the dues for the last quarter have to be paid by 4:00 p.m. on October 31, 2021.

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

Local Union by reason of delay or default in the payment of dues by the employer to the Local Union. However, a member who is on checkoff shall be under a duty to pay his dues directly to the Local Union if he has insufficient monies owing to him by his employer which are subject to his checkoff authorization on the date when the employer deducts the dues of other members.

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

Election

The election will be conducted by mail referendum balloting. It is anticipated that ballots will be mailed to the membership on or about November 17, 2021, and all ballots must be received in the Post Office Box no later than 11:00 a.m. on December 9, 2021, the day of the Official Ballot Count. The Ballot Count Process will take place at the Teamsters Local 896 Union Hall located at 2050 Lincoln Ave.; Pasadena CA 91103. Observers are welcome. Any member not receiving a ballot by November 21, 2021, should immediately contact UniLect Election Services' Duplicate Request Call Center at 1.855.240.0363. Bilingual operators are available 24/7 throughout the election period.

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

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

time made, either in person or if absent, in writing, prior to the meeting. Potential candidates are encouraged to check their eligibility and the eligibility of their nominators and seconders, prior to the nomination meeting, by submitting a written request to the Local Union Secretary-Treasurer Joseph Cilia.

The election shall be conducted on Friday, November 19, 2021 by secret ballot "walk in" voting at the Union office: 1440 Southgate Ave. Suite #1, Daly City, CA. 94015. The polls shall be open from seven o'clock a.m. (7:00 a.m.) until eight-thirty p.m. (8:30 p.m.).

LOCAL 890 Salinas

Notice is hereby given of the nomination and election of the following officers of Local 890: President (Principal Officer), Secretary-Treasurer, Vice President, Recording Secretary, and three Trustees, for a three (3) year term.

Nominations

Nominations will be accepted at a Special Membership Meeting of Teamsters Local Union No. 890 to be held on Tuesday, August 10, 2021 at 10:00 a.m. at the Teamsters Union Hall located at 207 N Sanborn Rd., Salinas, California 93905.

Nominations must be made and seconded from the floor by members of Local Union No. 890, in good standing with dues paid through July 2021. Any back dues or fees may be paid at the Local Union office through 5:00 p.m. on Monday, August 9, 2021. Nominees must accept nomination in person, or if absent, in writing for only one office. Written acceptances must be submitted to the Local Union President.

Eligibility to Nominate or Run for Office

To be eligible to be nominated for Local Union office, a member must satisfy the requirements of Article II, Section 4 of the International Constitution. An eligible candidate must be a member in continuous good standing of Local Union 890 and actively employed in the craft within the jurisdiction of the Local, for twenty-four (24) months prior to the month of nomination. "Continuous good standing" is defined as compliance with the requirements regarding the timely payment of dues, together with no interruptions in active membership because of suspensions, expulsions, withdrawals, transfers or failures to pay fines or assessments.

A member on dues check-off will not lose good standing as a result of a delay or default by the employer in sending dues to the local or because of an employer's failure to make the proper deductions from the member's pay in any month in which the member had any earnings from which deductions could have been made.

The eligibility of seasonal workers in the seasonal food industry to nominate candidates is governed by Article XXII, Section 4 (c) of the IBT Constitution. Such persons shall be eligible to nominate candidates if they: 1) were in regular employment during some period of the twelve (12) months prior to the election and 2) produce satisfactory evidence that their dues were paid up through the last month of employment.

Potential candidates are encouraged to check their eligibility, and the eligibility of their nominators and seconders, prior to the nominations meeting by submitting a written request to the Local Union President.

Election

The election will be conducted by mail ballot. Ballots will be mailed to all active members and new applicants eligible for

membership in Local Union No. 890 on or about Tuesday, August 24, 2021. All ballots must be received at the designated return address by 10:00 a.m. on Wednesday, September 15, 2021. Members who have not received a ballot by Tuesday August 31, 2021, may call Unilect Election Services at this toll-free number: (866)466-6455 to request a ballot. Duplicate ballots may be requested through Friday, September 10, 2021.

To assure that the maximum number of members receive a ballot, the Local Union will make all efforts to correct incorrect addresses. You may also call the Local Union at this toll-free number: (800) 300-5743, properly identify yourself, and provide the Local Union with the correct addresses. You can also leave a message on the local's voice mail. You must properly notify the Local Union of any address change by August 13, 2021.

Eligibility to Vote

To be eligible to vote in this election a member of Local 890 must be in good standing with their initiation fees and dues paid through August 2021. Members have until 3:00 p.m. on Tuesday, September 14, 2021 to pay their initiation fees or dues at the Local Union office in order to have their votes counted. Under the International Constitution, any member on dues checkoff shall not lose good standing as a result of failure by an employer to send deducted dues to the local or to make proper deduction from the member's pay in any month in which a member has any earnings from which dues could have been deducted.

The eligibility of seasonal workers in the seasonal food industry to vote is governed by Article XXII, Section 4 (c) of the IBT Constitution. Such persons shall be eligible to vote if they: 1) were in regular employment during some period of the twelve (12) months prior to the election and 2) produce satisfactory evidence that their dues were paid up through the last month of employment.

Protests

Any pre-election protests must be filed with the Local Union 890 Secretary-Treasurer in accordance with the provisions of Article XXII Section 5(a) of the International Constitution. Any post-election protest must be filed with Joint Council 7 in accordance with Article XXII, Section 5(b) on the International Constitution.

Copies of the Articles of the International Constitution, the Local Union 890 Bylaws and the rules governing the conduct of this election are available, upon request from the Local Union.

*Fraternally,
Crescencio Diaz, President*

Aviso de Nominaciones y Eleccion de Oficiales del LOCAL 890

Por la presente se da aviso respecto al nombramiento y la eleccion de los siguientes oficiales del Local 890 de la Union: presidente (Oficial Principal), secretario-Tesorero, Vice-Presidente, Secretario de Actas y tres Fiduciarios por un termino de tres (3) años.

Nominaciones

Se aceptarán nominaciones en la Reunion Especial de Miembros de Teamsters Local 890 el día martes 10 de Agosto, 2021 a las 10:00 a.m., en el Salón de la Union Teamsters Local 890 con direccion en el 207 N Sanborn RD., Salinas, CA 93905.

Las nominaciones se tienen que proponer y secundar desde el piso de la asamblea por miembros del Local 890, acreditados con sus cuotas pagadas hasta el mes de Julio de 2021. Cualquier cuota o deuda atrasada se puede pagar en la oficina del Local 890 hasta las 5:00p.m. el lunes 9 de Agosto del 2021. Los nominados tienen que aceptar su nominación en persona o si están ausentes, por escrito para solo un puesto. Las aceptaciones escritas tienen que someterse al Presidente del Local de la Union.

Elegibilidad para Nominar o Correr para Oficina

Para ser elegible para ser nominado para un puesto del local de la Union, el miembro tiene que satisfacer los requisitos del Artículo II, Sección 4 de la Constitución internacional. Un candidato elegible tiene que estar al corriente y acreditado continuamente con el local 890 de la Union y estar empleado activamente en el oficio bajo la jurisdicción del local por 24 meses previos al mes de la nominación. "La acreditación continua" se define como cumplimiento con los requisitos respecto al pago puntual de las cuotas, y ninguna interrupción de la membresía activa debido a suspensiones, expulsiones, retiros, traspasos o incumplimiento de pago de multas o cuotas.

Un miembro que trabaje en una compañía donde le rebajan las cuotas de su cheque no perderá su buen estado con la Union como resultado de la tardanza o falta de pago por parte de la compañía o debido a que la compañía haga las deducciones apropiadas en cualquier mes cuando el miembro tuvo las ganancias para que dichas deducciones se pudieran haber hecho.

La elegibilidad de trabajadores temporales en la industria temporal de alimentos para nominar candidatos es gobernada por el Artículo XXII, Sección 4 (c) de la Constitución Internacional. Dichas personas serán elegibles para nominar si ellos: 1) estuvieron empleados durante algún periodo de doce (12) meses antes de la elección y 2) producir evidencia satisfactoria de que sus cuotas fueron pagadas hasta el último mes de empleo.

Los candidatos potenciales deben de revisar su elegibilidad, y la elegibilidad de sus nominadores y secundadores, antes de la junta de nominaciones sometiendo una petición por escrito al Presidente del local de la Union.

Elección

La elección se llevará a cabo mediante boleta por correo. Las boletas se enviarán por correo a todos los miembros activos y nuevos solicitantes elegibles para la membresía en el Sindicato Local No. 890 el mar-

tes, 24 de agosto de 2021 o alrededor de esa fecha. Todas las boletas deben recibirse en la dirección de remitente designada antes de las 10:00 am del miércoles 15 de septiembre, 2021. Los miembros que no hayan recibido una boleta antes del martes, 31 de agosto de 2021, pueden llamar a Unilect Election Services a este número gratuito: (866)466-6455 para solicitar una boleta. Se pueden solicitar boletas duplicadas hasta el viernes 10 de septiembre de 2021.

Para asegurar que el número máximo de miembros reciba una boleta, el Sindicato Local hará todo lo posible para corregir las direcciones incorrectas. También puede llamar al Sindicato Local a este número gratuito: (800) 300-5743, identificarse correctamente y proporcionar al Sindicato Local la dirección correcta. También puede dejar un mensaje en el buzón de voz del local. Debe notificar adecuadamente al Sindicato Local de cualquier cambio de dirección antes del 13 de agosto de 2021.

Elegibilidad para Votar

Para ser elegible para votar en esta elección, un miembro del Local 890 debe estar al día con sus cuotas de iniciación y cuotas pagadas hasta agosto de 2021. Los miembros tienen hasta las 3:00 p.m. el martes 14 de septiembre de 2021 para pagar sus cuotas de iniciación o cuotas en la oficina de la Union Local para que se cuenten sus votos. De acuerdo con la Constitución Internacional, cualquier miembro que se marque las cuotas no perderá su buena reputación como resultado de que un empleador no envíe las cuotas deducidas al local o no haga la deducción adecuada del pago del miembro en cualquier mes en el que un miembro tenga ganancias de qué cuotas podrían haberse deducido.

La elegibilidad de los trabajadores de temporada en la industria alimentaria de temporada para votar se rige por el Artículo XXII, Sección 4 (c) de la Constitución de IBT. Dichas personas serán elegibles para votar si: 1) tuvieron un empleo regular durante algún periodo de los doce (12) meses anteriores a la elección y 2) presentan evidencia satisfactoria de que sus cuotas fueron pagadas hasta el último mes de empleo.

Protestas

Cualquier protesta preelectoral debe presentarse ante el Secretario-Tesorero del Sindicato Local 890 de acuerdo con las disposiciones del Artículo XXII Sección 5 (a) de la Constitución Internacional. Cualquier protesta postelectoral debe ser presentada ante el Joint Council 7 de acuerdo con el Artículo XXII, Sección 5 (b) de la Constitución Internacional.

Copias de los Artículos de la Constitución Internacional, los Estatutos 890 de la Union Local y las reglas que gobiernan la conducción de esta elección están disponibles, a pedido de la Union Local.

*Fraternalmente,
Crescencio Diaz, Presidente*



Resilience – A Key to Recovery Success

Resilience is the ability to bounce back from adversity and maybe even become happier, smarter, and stronger than you were before. In other words, if you are resilient, you are able to move forward and learn from challenging life circumstances like addiction, trauma, or financial problems.

How well do you stand up to adversity? What is your reaction when times are tough and setbacks occur? Some keep going while others may falter and feel ill-prepared to meet the challenges set before them. The good news is that setbacks don't have to be permanent. Being able to work through challenging circumstances is often the difference between lasting sobriety and relapse. Following are some tips that may be helpful in becoming more resilient in recovery.

Expect challenges: Too often, people in recovery think that now that they are living a recovery-based lifestyle, everything will be sunshine and unicorns. The honeymoon phase of early recovery will change and there will be life challenges. Life will improve if we are consistent with our recovery maintenance structure.

Have a team: Social support is paramount in having sustained recovery, helping you to feel connected and increasing your accountability. Very rarely does anyone succeed alone. Your sober network can be a good source of support. Even if you have only one person to confide in, they can lighten your load tremendously.

Accept you don't have control over everything (and figure out what you can control): There are always things in life beyond our control. Practicing acceptance will help build resilience and find ways to cope without using alcohol or other drugs. Even when we can't see the whole solution, doing what we can with what we have is a good step toward finding our way out of troubling times. It also affirms that we haven't given up.

Work toward established goals: It is important to have goals to work toward—both long and short term. Prioritize your goals and take action each day on them.

Banish “all or nothing” thinking: One common thinking distortion that can destroy resilience is all-or-nothing thinking. This is the belief that if something is

not a total 100% success then it is a total 100% failure. This is important to remember for those who have had a slip. You may have had a drink or something else and then say to yourself, “well I've already blown it so I might as well go all the way. Instead of trashing your recovery over one small mistake, keep in mind there is a lot to gain by minimizing the damage and getting back on course.

Tolerate discomfort & practice gratitude: Resilient people learn to tolerate discomfort when it serves a greater purpose. Choosing to forge ahead despite discomfort and distress will help in accomplishing long-term goals, knowing that a mindset of gratitude will set them up for good fortune.

Habits that undermine resiliency

Resilient people don't dwell on lost opportunities or past setbacks. They recognize that life is not always fair, but when they focus on lessons learned, they can see silver linings even in the adversity.

Resilient people don't place their self-esteem in the hands of others. While they may appreciate the evaluations of others, they know that their view of themselves is what matters most.

Failure is discouraging, but resilient people get back up and keep going forward. As my High School baseball coach would say, “You are either up or you are getting up.” The important point is to use the knowledge gained and keep moving toward your goal.

In a nutshell, resilience in recovery means to withstand impulses and cravings for alcohol and drugs, while remaining true to your goals for sobriety. It means being mindful and aware of personal triggers and potential setbacks so you can take steps to minimize the likelihood of relapse. You can develop resilience by strengthening your mental and emotional control, and by creating positive social interactions that support your ongoing recovery lifestyle.

TAP and TARP are available to Teamsters members and their covered dependents who are insured through participating Teamster Health and Welfare Trust Funds. Call TAP at 800-253-8326 or TARP at 800-522-8277.

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

As an employee represented by a Local Union affiliated with the International Brotherhood of Teamsters and covered by a collective bargaining agreement containing a Union security clause, you are required as a condition of employment to pay dues to the Union. Employees who are members of the Union pay dues and enjoy all the rights and privileges of Union membership including attending Union meetings, voting to ratify contracts, running for Union office, voting for Union officers, and participating in certain Union benefit programs that are provided only to Union members. 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.



Masks on or masks off???

Governor Newsom ended California's stay-at-home order effective June 15, bringing an end to capacity limits and physical distancing requirements for businesses and allowing fully vaccinated people to stop wearing masks in most places.

As of June 15, if you are **fully vaccinated** (both doses of the vaccine and at least 14 days after the final dose), you have no obligation to wear face masks except,

- (1) on public transit and in public transit stations;
- (2) in K-12 schools, childcare, and youth facilities;
- (3) in health care facilities including long-term care and nursing homes;
- (4) in correctional and detention centers; and
- (5) in homeless shelters and similar facilities.

But what about your workplace?

As of June 18, the Governor conformed private-sector workplace CalOSHA standards to California's general non-work standards – mostly:

The law no longer requires face coverings for fully vaccinated employees (see definition above) and no longer requires social distancing for anyone unless there's a COVID-19 “outbreak,” which means three or more cases in an exposed group of employees, or a “major outbreak”— 20 or more cases in an exposed group of employees.

For unvaccinated employees, face coverings **are** required by law indoors and in vehicles.

How does your employer know whether you're vaccinated? Employers **may** (not “shall”) allow fully vaccinated employees not to wear face coverings indoors, “but must document their vaccination status.” Therefore, employers are obligated by law to “document” whether their employees are vaccinated, and if an employee refuses to answer, the employer must list them as “not vaccinated.”

Can your employer ask for proof of vaccination? Yes, but employers are not required by law to ask for proof and cannot lawfully insist on proof. Employers can meet their legal obligation simply by asking you whether you are fully vaccinated and write down your reply.

If an employee falsely states that they are fully vaccinated, can they be disciplined? Yes.

If I'm unvaccinated, do I need to keep wearing a mask at work? Yes.

Is my employer obligated to give me an approved respirator for voluntary use when working indoors or in a vehicle with others, upon request? Yes.

What's an “approved respirator”? Generally, an N95 mask.