Voting: The most important thing you can do as a Teamster!

By DOUG BLOCH
Joint Council 7 Political Director

Most of you are registered to vote and you vote in every election. Thank you. Unfortunately, far too many Teamsters just don’t vote. What will it take to get everyone registered and voting this year, which may be the most important election of our lifetime?

As a union, we do most of our work directly with our employers, negotiating and enforcing contracts. But I can’t emphasize enough the importance of the electoral process to our long-term survival and effectiveness.

Nationally, the President, Congress, and the courts broadly oversee workers and unions. This includes whether the National Labor Relations Board is pro-worker or anti-union, which directly affects our ability to organize swift and fair union elections and determines rules for union certification and bargaining. Pensions are overseen on the federal level. Will there be support for hard-hit pensions that helps ensure that workers can enjoy the retirement they worked for or will those programs continue to languish in distress? Will Social Security and Medicare be supported or gutted? Are there funds for jobs programs to help those laid off due to COVID-19?

Locally and on a statewide basis, jobs are also a key issue. What kind of policies are in place to keep public workers on the payroll? Will safety and health laws be enforced, particularly during the pandemic? Nevada is already a “right to work” state; can we ensure that doesn’t happen in California?

These, and so many more issues that impact our rights at work and our rights as union members, will be decided this November. As a voter, you have a voice and a say on each of these issues.

**Teamster Endorsements**

Every election, your local union takes the time to interview politicians who are running for office—from school boards to city councils to state offices. We study ballot measures, weigh our choices, and come up with recommendations on who and what to vote for. We don’t care what political party people are with when we sit down with them. We just want to hear how they are going to protect our paychecks, our health care, our pensions, and our communities. And remember, those who are school board members today might be running for Congress in a few years; we need pro-worker friends at all levels.

If you share our concerns, take a look at our endorsements when you sit down to fill out your ballot. They are here in the newsletter and the complete and updated list is available at:

[teamstersjc7.org/endorsements](http://teamstersjc7.org/endorsements)

**PROP 22: Bad for workers. Bad for California. Just vote NO!**

- Billion-dollar corporations like Uber and Lyft wrote Prop 22 and are putting in $180 million to get it passed. It’s all about boosting profits rather than paying workers fairly.
- Prop 22 strips workers of basic protections like minimum wage, overtime, paid sick leave, workers compensation, unemployment insurance and the right to join together in unions.
- Prop 22 sets up Teamster employers to compete with a low pay, no-protection business model. If Prop 22 passes, there’s nothing to stop our good union employers from turning our jobs into dead end “gig jobs.”
- Don’t be fooled by the slick ads! There’s nothing stopping these companies from paying their part-time workers as employees—except for greed.

If you share our concerns, take a look at our endorsements when you sit down to fill out your ballot. They are here in the newsletter and the complete and updated list is available at:

[teamstersjc7.org/endorsements](http://teamstersjc7.org/endorsements)

While the presidential election is key to the future of labor and democracy, a California initiative—Prop 22—would be devastating to the future of work. This proposition was put on the ballot by Uber and Lyft to protect their ability to misclassify workers as “independent contractors.” If it passes, it will undermine our good union jobs as well as the social safety net that we rely on. It’s bad for public and private workers alike, as new “gig” companies are already seeking to get work subcontracted to their app-based model.

Elections are important. They impact our lives. We have a say in what happens when we vote, but only IF we vote.

So far, the only positive thing I can say about COVID-19 is that it has turned the 2020 election into a vote-by-mail election. On October 5, California will mail a ballot to every registered voter in California that they can return in a pre-stamped envelope. If you prefer to vote in person, that option is open as well.

At the risk of sounding dramatic, the future of the Teamsters is up for election this year with Prop. 22. We can’t beat Prop. 22 unless we vote. Please take the time to fill out your ballot and stick it back in the mail—and be sure to sign the envelope.

If you are not registered to vote, you have until October 19 to do it. Like voting, this is easy. Go to:

[registertovote.ca.gov](http://registertovote.ca.gov)

Men and women fought and died for the right to vote in this country. In other states, Teamsters are fighting voter ID and other laws designed to silence their voices. Let’s honor their sacrifices and cast our ballots!
We are nine months into a year so bizarre that no fiction writer in the world could have dreamed up the unprecedented scenario we are all going through. The COVID-19 pandemic has changed life for everyone and perhaps has changed life for workers for the future.

Economic effects of the pandemic

Of course, Teamsters have been essential workers from the very beginning—making sure that life-sustaining products were in the stores and hospitals so that the rest of society could survive and function.

Our UPS drivers, pre-sort workers, and loaders are working phenomenally long hours, under horrific conditions, making sure the public gets items delivered to their homes that they otherwise might have to do without. UPS package cars are filled to the brim; drivers have hundreds of stops; and still, the work is not getting done. All this is before the “busy season” starts next month.

Our grocery members are still busier than ever. Since the beginning of the shutdown, they carried essential goods all over the Joint Council 7 area. Our members are the heroes of this crisis, plain and simple. Also, we cannot forget the members who have been laid off, many without pay, dependent on unemployment, now, underfunded because of the Republican’s insistence on both lessening the dollars provided by the federal government and placing restrictions and hurdles on qualifying. Hopefully, Congress will move on this and continue payments to our many members who are suffering right now.

Devastation from fires

If all of this weren’t enough, the devastating fires are back, and yet again, we have a number of members who have lost their homes, had to be evacuated, and are displaced. For some of them, this is the second time around. Our Joint Council 7 All Charities Fund, along with help from the International Union, is stepping up to assist our members who have been impacted by another calamity. As we all choke due to the ash and smoke in the air, I don’t even want to ask, “What’s next?” as I know I won’t like the answer!

2020 elections

Our front page signals every Union’s position in California on the dangerous and treacherous Proposition 22. This proposition, fueled by almost $200 million dollars from Uber and Lyft, will undercut the very foundation of what Teamster jobs are about. These companies operate outside the law, and refuse to pay into Social Security, Medicare, unemployment insurance, state disability, workers compensation, and other employee benefits, are, in effect, using your tax dollars to fund their campaign to continue to undermine the social safety net we all depend upon at one time or another. That’s the same as stealing right out of your pocket.

Don’t believe their slickly- produced commercials that the drivers for Uber/Lyft would lose their jobs if Prop 22 doesn’t pass. There is nothing about their jobs that prevents them from being classified as employees or from getting the benefits to which they are entitled. There’s nothing to stop the companies from paying into the funds that benefit all of us. NOTHING! Their slick, $200 million dollar campaign is about GREED and nothing else.

If Prop 22 passes, don’t think that your job is safe. Any job can be turned into an “app-based” job, and then employers—even good union employers—could change their employment model and stop paying your benefits. The competition would be too stiff, otherwise.

If you are not yet registered, please register to vote. You can do it easily by going on-line to: registertovote.ca.gov. When your ballot comes in the mail, mark it and mail it back immediately. Our endorsements are in this edition and on our website.

Our endorsements are a result of extensive interviews with the candidates and discussions over propositions. Our evaluation is based on what and who will be good or bad for Teamsters.

Vote to preserve your livelihood, your income, and your job—that is what protects you and your family.

Registering & Voting is Easy

Check your voter registration info at VoterStatus.sos.ca.gov

Register to vote or make updates to your registration:
RegisterToVote.ca.gov

Sign-up for ballot tracking: WheresMyBallot.sos.ca.gov

Last day to register: October 19. Register NOW to get a Vote-by-Mail Ballot—a better option than standing in line.

‘Vote by mail’ mailing period: October 5-27

In-person Election: Tuesday, November 3
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<tr>
<th>Teamsters Joint Council 7 - Local Endorsements</th>
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### Alameda County
- **City of Alameda**
  - Mayor: Richard Raya (2)
- **City of Hayward**
  - Mayor: Marchon Tatmon (2)
- **City of Oakland**
  - Mayor: Rebecca Kaplan (1)
- **City of Piedmont**
  - Mayor: Stephanie Walton (2)
- **City of Sanger**
  - Mayor: Cheryl Beeman
- **City of Selma**
  - Mayor: John R. Foy
- **City of West Sacramento**
  - Mayor: Charles F. Schmitz

### Contra Costa County
- **City of Brentwood**
  - Mayor: Karen Rarey
- **City of Hercules**
  - Mayor: Myrna Melgar (2)
- **City of Pittsburg**
  - Mayor: H. J. Anderson
- **City of Richmond**
  - Mayor: David Tice
- **City of San Pablo**
  - Mayor: John Foy
- **City of San Ramon**
  - Mayor: Sabrina Zafar
- **City of Stratford**
  - Mayor: William H. Johnson

### Kern County
- **City of Bakersfield**
  - Mayor: Darrell Steinberg (2)
- **City of Delano**
  - Mayor: Tim Akin
- **City of Farmersville**
  - Mayor: Robert D. Turner
- **City of Lancaster**
  - Mayor: Dan Vargas
- **City of Porterville**
  - Mayor: Lynda Nemecek
- **City of Ridgecrest**
  - Mayor: R. Dale Simon

### Madera County
- **City of Madera**
  - Mayor: Tony Tommasino (3)
- **City of Oakdale**
  - Mayor: M. J. (Mike) Duran
- **City of Porterville**
  - Mayor: C. R. (Bob) Linick

### Merced County
- **City of Merced**
  - Mayor: Matt Serratto
  - Council-3: Joel Knox
- **City of Merced**
  - Mayor: John McMillen
  - Council-3: Terrence D. withdrawal
- **City of Modesto**
  - Mayor: Dave Cammack
  - Council-3: Greg Condit

### Monterey County
- **City of Delano**
  - Mayor: C. R. (Bob) Linick
- **City of Merced**
  - Mayor: Matt Serratto
  - Council-3: Joel Knox
- **City of Modesto**
  - Mayor: Dave Cammack
  - Council-3: Greg Condit

### Sacramento County
- **City of Antioch**
  - Mayor: Jon Fish
- **City of Rio Vista**
  - Mayor: Bill Delcourt
- **City of West Sacramento**
  - Mayor: Charles F. Schmitz

### San Benito County
- **City of Knightsen**
  - Mayor: Mark H. Stack
- **County BOS**
  - District 4: Steve McShane

### San Francisco County
- **City of Daly City**
  - Mayor: Jack Giordano
  - Council-5: noche
- **City of Emeryville**
  - Mayor: John Alfonso
- **County BOS**
  - District 4: Mark Nagles
- **County BOS**
  - District 7: Guy Tenke
- **San Francisco Unified School District**
  - Trustee-1: Edith Aguado
- **San Francisco Unified School District**
  - Trustee-2: Frank Chen

### San Joaquin County
- **City of Manteca**
  - Mayor: George Tiberi
  - Council-3: Ralph Vargas
- **City of Oakdale**
  - Mayor: Ray H. Butts
  - Council-3: Mike Warden

### Santa Clara County
- **City of Mountain View**
  - Mayor: Larry Kleinman
  - Council-6: Michaela Hohmann
- **City of Newark**
  - Mayor: Michael T. Sheehan
  - Council-4: William Murphy
- **City of Sunnyvale**
  - Mayor: Nancy Smith
  - Council-2: Julie Grossman

### Santa Cruz County
- **City of Watsonville**
  - Mayor: Joe Condon
  - Council-4: Mark Henningsen

### Solano County
- **City of American Canyon**
  - Mayor: Mark Joseph
  - Council-5: Mariam Aboudam
- **City of Benicia**
  - Mayor: Lenny Giampapa
  - Council-3: Salvatore Sisini
- **City of Vacaville**
  - Mayor: Mark Lipon
  - Council-1: Shawn Mahon
  - Council-6: Raymond Beatty

### Sonoma County
- **City of Cotati**
  - Mayor: Michael Kindey
  - Council-4: Lidia Collins
- **City of Healdsburg**
  - Mayor: Bill Gunter
  - Council-3: Eric Siverling
- **City of Healdsburg**
  - Mayor: Ted Oury
  - Council-4: John Fenton

### Stanislaus County
- **City of Ceres**
  - Mayor: Don Mohr
  - Council-3: Jack Blum
- **City of Escalon**
  - Mayor: John Martin
  - Council-3: Jack Blum
- **City of Escalante**
  - Mayor: John Martin
  - Council-3: Jack Blum

### Tuolumne County
- **City of Argonaut**
  - Mayor: Charles R. (Bob) Linick
  - Council-3: Greg Condit
- **City of Groveland**
  - Mayor: John Martin
  - Council-3: Jack Blum
- **City of Madera**
  - Mayor: Lawrence M. (Larry) Haines
  - Council-3: Greg Condit

### Yolo County
- **City of West Sacramento**
  - Mayor: Charles F. Schmitz
  - Council-4: Mike Winter

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**Teamster Councils 7 - Local Endorsements**

*Note: Endorsements include political candidates and propositions.*

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Local 2010

Local fights CSU layoffs

Throughout the COVID-19 crisis, Local 2010 has been fighting hard to protect members from suffering layoffs or other loss of income. The Local won paid administrative leave and prevented any layoffs of California State University members through the last fiscal year. For the current fiscal year, the Local presented CSU with a comprehensive proposal on alternatives to layoffs and pushed for additional federal and state funding for California higher education in light of economic losses due to stay-at-home orders and distance learning.

CSU refused to bargain on a statewide basis. While most campuses have so far avoided layoffs, a few have initiated them, including CSU San Francisco, Sonoma, Monterey Bay, and Fullerton.

Governor Gavin Newsom instructed CSU and UC to use some of their unrestricted reserves, in addition to the state emergency funding, to avoid laying off workers. With $2 Billion in reserve, the CSU campuses have the money to keep workers on the job and have plenty of deferred maintenance work to be done.

In addition to the proposal that the Local submitted to CSU Chancellor Timothy White, the local started a petition to both White and CSU Monterey Bay President Eduardo Ochoa expressing “no confidence” in that campus’ Vice President for University Personnel Natalie King, demanding that she be removed from her leadership position. By the time this paper comes out, Teamster members will have spoken to the CSU Board of Trustees on Sept. 22-23 on the effects layoffs will have on workers and the long-term employment capabilities of the CSU and their campuses.

“Teamster members have been working hard through this pandemic to keep our campuses running and our community safe,” says Secretary-Treasurer Jason Rabinowitz. “CSU should be using all of its resources to keep dedicated workers on-the-job, instead of making them bear the brunt of this crisis. Teamsters will keep fighting to protect our jobs from layoff.”

Local 665

Local 665 assists with vehicles bound for Haiti

Officers and members of Local 665 joined a San Francisco Supervisor in leading a convoy of desperately needed vehicles to be used by school children in the country of Haiti.

Working with Those Angels Inc. and Teamster-endorsed Supervisor Ahsha Safai, Local 665 Secretary-Treasurer Tony Delorio and Recording Secretary Juan Gallo assembled volunteer members to deliver three donated AC Transit buses and one donated ambulance to Florida for shipment to a school in Carrefour, Haiti.

“Supervisor Safai introduced us to Claude Joseph. He explained his efforts to bring these donated vehicles to Haiti,” said Delorio. “What they needed were trained drivers who could get them from California to Florida, and then to Haiti by boat. I knew the Teamsters could help fill that gap.”

In September, as this paper goes to press, members of Local 665, led by Gallo, will caravan the buses and ambulance to the Florida port for shipment.

When the vehicles arrive in Haiti, they will be used to provide 150 students with the opportunity not only to be transported to and from school but also on field trips and excursions to experience the beautiful side of Haiti they only get to read in books because they can’t afford to travel beyond the boundaries of Port-au-Prince. These 150 students attend ECOFA, a school that Those Angels, Inc. founded and built in 2015 to provide free education to underprivileged children, according to Claude Joseph.

“Our Local is honored to provide our expertise so that these children will benefit,” Gallo said.

The donated vehicles making their way across the country with Teamster drivers behind the wheel won’t be empty. “Those Angels Inc. has been working overtime to fill the buses with school supplies of every kind, and the ambulance will have much-needed medical and health supplies,” Delorio said. “This is the kind of effort that makes all of our training as Teamsters so rewarding.”

Locals 853 and 315

Ready Mix members ratify lucrative contract extension

On July 18, the Northern California Ready Mix drivers working for Cemex and Central Concrete, who are members of Local 853 and 315, overwhelmingly ratified their contract extension by mail ballot. This contract impacts 600 members at facilities across the Greater Bay Area.

“Given the current circumstances brought on by the COVID-19 pandemic, and the resulting inability to do most things in person, full-blown negotiations would have taken months and would have put areas of our contract at potential risk,” said Local 853 Principal Officer Rome Aloise. “Getting an extension enables us to keep the protections our contracts give us, and provide for improvements, given the unknown future.”

The two-year contract extension provides significant wage and benefit increases, an additional sick day, and language clarifications.

“Many thanks to ACA Chair Bo Morgan, and Local 853 Business Agents Scott Gonsalves and Eddie Venancio and Local 315 Business Agent Mike Hughes for working with me to sort through the details and get to a lucrative deal,” said Aloise.

Local 853

Ratification at a beer house

Business Agent Efren Alanarco reports that the 120 members at Anheuser Busch, formerly Horizon Beverage, in Oakland overwhelmingly ratified a one-year agreement in August by mail ballot.

“They got a 3% wage increase (about 85 cents/hour) and full retro pay back to April 1. Hopefully, we’ll be back to meeting and voting in person by the time this contract comes due again.”
LOCAL 856

Workers deemed “essential” during pandemic need hazard pay

Local 856 won hazard pay for more than 3,000 members working in its Food Processing Division during the height of the COVID-19 pandemic—recognizing the workers who have kept the nation’s food supply functioning and the inherent dangers they have faced just by reporting to work each day.

Ashley Alvarado, Director of the Local 856 Food Processing Division, said that despite no legal means to require the employer to provide additional compensation, the Local had secured hazard pay for members at Pacific Coast Producers plants in Lodi, Woodland, Oroville, and the Lodi Distribution Center, as well as for Local 856 members working at Kraft Heinz, Diamond, Sunsweet, and Campbell’s.

“We continue to advocate relentlessly for the food processing division membership,” said Alvarado. “We are in constant talks with employers relating to safety and fair pay during the pandemic. Our members are truly on the frontlines — without them, we would not have food on our table to feed ourselves and our families,” she said.

Members in the Local’s Food Processing Division work throughout the Central Valley in nearly all aspects of food processing, including the preparation and canning of fruits, vegetables, and other food items and the maintenance of food processing plants.

“We have not only pushed employers to recognize the important work of Teamsters in the food processing industry but also advocated at state and local levels, including the Governor’s office,” said Peter Finn, Local 856 Secretary-Treasurer and Principal Officer, underscoring the necessity of political action in the advancement of workers’ rights.

“Across all industries, this pandemic has made it clear that it is the work of Teamsters that keeps our communities running,” Finn continued. “Our members must be compensated for their sacrifices and afforded the safest of working conditions.”

In addition to hazard pay, the Local’s Food Processing Division has been vigilant in instituting rigorous safety protocols in the plants to inhibit the spread of the virus, including frequent and thorough sanitation of plants and equipment, proper washing facilities, providing hand sanitizer, gloves, and masks, facilitating social distancing in the workplace and breakrooms, and exercising restraint from the usual and customary attendance and production standards.

“I have never been prouder of our members,” Alvarado said. “They are reporting to work every day. Without the food they process, we cannot function.”

LOCAL 890

Union helps company fight unfair water bill

In July, San Benito Foods suddenly received a bill from the city for $4.5 million for their use of water because the city claimed that they needed to upgrade their storm drains.

Because this would have crippled and possibly forced the company to shut down, the union sprung into action. In addition to sponsoring a demonstration at City Hall on July 14, they initiated calls to the Mayor and the City Council and sued to get the fine reduced. A judge ruled that the fine was legal, but after meeting with the city, the company has already gotten the fine reduced by nearly half and is still at the table.

“Our fear is that the Mayor just wants to shut the company down and turn that prime real estate into a tourist destination,” says Business Agent Jorge Valenzuela. “We’ve put up our own candidate—Sal Mora—for Mayor. He came to the protest and we’re confident that, if he wins, he’ll be far more jobs-friendly.”

San Benito Foods, based in Hollister since 1937, employs some 450 Teamster members at the cannery and supports thousands of jobs of truckers and farmworkers throughout the area.

LOCAL 896

Scholarship winner

Congratulations to Clay Kapele (C) who won the 2020 Teamsters Local 896/Anheuser-Busch Fairfield scholarship. He’s the son of Frank Kapele, a member at Budweiser Fairfield. He’s pictured here with Budweiser plant manager Travis Moore (L) and Local 896 President Brian Indelicato (R).
AROUND THE LOCALS

LOCAL 431

New Teamster phone app

Teamsters Local 431 has built a smart phone app that is now available for IOS or Android phones, in both English and Spanish. Download the “Teamsters 431” app today and stay informed and up to date with your Local union.

Secretary-Treasurer Peter Nuñez reports that many members are facing hardship due to the massive Creek Fire in the Sierra National Forest outside of Fresno. As of mid-September, the fire had burned more than 228,000 acres and was only 18% contained. “Local 431 is ready to assist any of our members who are hard hit by the fires,” he says.

LOCAL 315

Contracts settled during pandemic

The Local 315 members employed at Mt. Diablo Resource Recovery recently ratified contracts with two of their units—Mt. Diablo Recycling Center and Recycling Center & Transfer Station. “Negotiating during the pandemic had its challenges,” says Business Rep David Rodriguez, “but with the perseverance of the Local and its bargaining committee, we were able to secure a five-year contract with the biggest pension increases our members have seen, great wages, and full maintenance of benefits for their health and welfare.”

Rodriguez wanted to thank the members for their patience and understanding during the negotiations. “As essential workers, our members played a huge role in obtaining a good contract.”

Over in Solano County, Business Agent Dustin Baumbach completed negotiations with Republic Services over the phone, and, in a new pandemic tradition, the 54 drivers and clerical workers who are part of the bargaining unit ratified their new five-year agreement in a mail ballot. “We have all been working diligently to represent the members during these trying times. The agreements include the largest wage increases our members have seen to date. We also moved the vacation scale a bit to allow members to acquire additional vacation time sooner based on years of service.”

Member gets job back

The Local took a case to arbitration and helped a member win his job back after eight months. Management at MRC Global in Benicia caught a member “riding a part pick cart like a skateboard” for about 10 feet and sent him home pending investigation. A full year later, he was terminated for what the company classified as horseplay.

“When we got to arbitration in February, the company claimed that our member was an ‘unsafe employee,’” said Business Agent Jimmy Thiessen. The union disagreed. “The employee claimed, from the beginning, that he only put one foot on the cart and scooted a few feet to return the cart and to relieve pain that he was feeling from a non-work-related knee injury.”

Ultimately, the arbitrator ruled in favor of the member, stating that the company should have used progressive discipline. He was returned to work with seniority and was to be made whole, minus a two-week suspension. “This decision was great for our member as he had been out of work for more than seven months,” added Thiessen.

LOCAL 350

Clerical workers unite

On August 17, 2020, in a mail ballot, the clerical unit at the Republic Services Ox Mountain Landfill in Half Moon Bay had their ballots counted, and by a vote of 2-0, these new members said “YES!” to join their new brothers and sisters at Teamsters Local 350.

“Whether it’s organizing two new members or 2,000 members, they are all important, and any organizing victory is a big win for labor,” said Business Representative Robert Sandoval.

“Throughout the last couple of years, we have seen the positive trend of clerical workers wanting to organize, to have a collective voice, respect, and basic worker protections at these solid waste and recycling companies. This group is no different,” Sandoval adds. “They know their value to the company. Without them, the daily operations would come to a halt. We are proud to have them on board and welcome them to the Teamster family.”

IN THE CAPITOL

CALIFORNIA TEAMSTERS PUBLIC AFFAIRS COUNCIL

Pushing ahead on pressing Teamster issues

By SHANE GUSMAN

The 2019-20 legislative session came to an unceremonious end on August 31. Between the difficulties of holding legislative meetings with COVID-19 restrictions and political infighting, the end of the session devolved into bickering between the parties and between the leaders of the Senate and Assembly. The end result was a failure to act on some pretty important issues. Affordable housing bills and legislation on police reform all died because the politicos couldn’t be civil with each other. Regardless, some very important measures managed to eek by in the final hours of the session.

Probably the biggest COVID-19 response bill this year is AB 685 (Reyes). It mandates a very specific regimen of reporting on the diagnosis of the disease. It requires employers to notify employees, the union, the department of public health, and CalOSHA if a worker tests positive. It also gives CalOSHA new citation and fine authority and allows the agency to more easily shut a worksite down.

If workers get sick, they may be able to take advantage of SB 1159 (Hill), which creates a presumption and rules around workers’ comp claims for COVID-19. Law enforcement, firefighters, and healthcare workers will get a presumption that they got sick on the job if they get diagnosed and all other workers get the presumption if there is an outbreak in the workplace. An outbreak is defined as four workers in worksites of under 100 employees and four percent of workers in worksites with more than 100 employees. This took much of the session to negotiate and will provide much-needed benefits to sick workers and their families.

Other important bills that went to the Governor’s desk include:

- **AB 2017** (Mullin), a Teamster co-sponsored bill, clarifies that it is the employee that chooses to go sick and that the employer cannot compel. It was passed by both houses.
- **AB 3216** (Kalra), which would grant recall and retention rights to industries particularly hard hit by the pandemic.
- **SB 275** (Pan), which would establish a PPE stockpile for healthcare and other essential workers.
- **AB 1687** (Assembly Budget Committee), would codify and extend the 80 extra hours of sick leave for food service workers that the Governor’s Executive Order granted in the early days of the pandemic. The bill would also extend this sick leave to other essential workers.
- **AB 1687** (Assembly Budget Committee), would codify and extend the 80 extra hours of sick leave for food service workers that the Governor’s Executive Order granted in the early days of the pandemic. The bill would also extend this sick leave to other essential workers.
- **AB 2017** (Mullin), a Teamster co-sponsored bill, clarifies that it is the employee that chooses whether sick leave is taken personal sick time or “kin care” to take care of a sick relative.

While many important policy changes fell to our current circumstances, many important bills passed, like the ones mentioned above; they are crafted to protect workers and their interests and will hopefully be signed by the Governor. Whatever the outcome, we will be back next year pushing for more.
Local 439

AMENDED NOTICE DUE TO COVID 19

A special-called Nominations Meeting for Election of Officers will be held on Wednesday, November 4, 2020 at 7:00 p.m. Due to the Covid-19 Pandemic, Local 439 will conduct the Nominations Meeting virtually, via the Zoom App, rather than an in-person Nominations Meeting. The Zoom Nominations Meeting will be convened by Unilect, a company that specializes in conducting Union elections.

To insure that only Local 439 members participate in this virtual Nominations Meeting, members must RSVP to cburkhart@unilect.com no later than 5:00 p.m. on November 2, 2020. Any member who RSVPs to participate in Local 439’s virtual Nominations Meeting will then be emailed the Zoom link for the Nominations Meeting. IMPORTANT: If you intend to remotely attend the Zoom Meeting, you must download and create a free Zoom account. (Use https://zoom.us/download if you plan on using a computer, or download the Zoom Cloud Meeting app if you plan on using a smart phone.) This RSVP process is necessary for the Election Chair to confirm that only eligible members of Local 439 participate in this meeting.

At this meeting the Local will conduct nominations for the following Offices: President, Secretary-Treasurer, Vice-President, Recording-Secretary and three (3) Trustees.

Nominations and the Election, including candidacy eligibility, will be conducted in accordance with the provisions of the International Constitution and the Local Union By-Laws. Copies of these documents are available at the Union’s office. Note particularly the relevant provisions of the International Constitution that appear at the bottom of this page.

Eligibility to Participate:

To be eligible to nominate and otherwise participate in the nominations meeting, a member must have his dues paid through the month which is prior to the month in which the nominations meeting is held (here, through the month of October). To be eligible to vote in the election, a member must have his dues paid through the month in which the election is held (here, through the month of November). No member whose dues have been withheld by his or her employer for payment to the Local Union pursuant to their 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 a delay or default in the payment of dues by the employer to the Local Union. However, a member who is on check-off shall be under a duty to pay dues directly to the Local Union if he or she has no monies owing to him or her by the employer subject to the check-off authorization on the date when the employer deducts the dues of other members.

Nomination Procedures:

Nominations shall be made at the Nominations Meeting by a member in good standing (see above) other than the nominee by motion seconded by a member in good standing other than the nominee, and accepted by the nominee. Nominations may also be submitted by mail or email petition specifying the name and signature of the nominator and seconder, the position sought, and the signature of the nominee. By mail, the nominations must be addressed to: Ken Guertin, Secretary-Treasurer, Teamsters Local 439, 1531 East Fremont Street, Stockton, CA 95205 and must be received at that address no later than 5:00 p.m. on November 4, 2020. By email, the nominations must be sent to ken@teamsters439.com and must be received no later than 5:00 p.m. on November 4, 2020. Because the Nominations Meeting will be conducted virtually those who wish to nominate and accept nominations, are strongly encouraged to do so by mail or email this year. Candidates are strongly advised to verify the good standing status of their nominator and seconder prior to submitting their Nominations and/or prior to the Nominations Meeting.

Candidacy Eligibility:

To be eligible candidates must comply with the relevant provisions of the IBT Constitution and Local Union By-Laws including being in continuous good standing in Local 439 and actively employed at the craft within the jurisdiction of Local 439 for a period of 24 consecutive months prior to the month of nomination, and being eligible to hold office if elected. “Continuous good standing” for such period means compliance with provisions of Article X, Section 5 of the IBT Constitution concerning the payment of dues for a period of 24 consecutive months.

Balloting:

The election will be by mail referendum secret balloting with ballots distributed to all members on or about November 23, 2020. Ballots returned to the Election Chair’s post office box by December 14, 2020 will be tallied in the meeting hall of Teamsters Local 439 at 1531 E. Fremont Street, Stockton, California, on December 14, 2020. Unless a member is on dues checkoff for November, the member should be sure his/her dues are paid for November 2020; otherwise his/her ballot will not be counted. Due to the Covid-19 pandemic, members are encouraged to regularly check in with the Local Union’s website at www.teamsters439.com for further information regarding potential live-streaming and remote member observation of the Ballot Count process.

If you have any further questions regarding the election procedure, please contact the Local 439 office.

Ken Guertin, Secretary-Treasurer

LOCAL 70
Chadbourne, William
De Vecenzi, William
Fitzgerald, Mike
Martin, Raymond
LOCAL 87
Lopez, Ivan Aguilar
LOCAL 315
Solis, Armando
Wayne, Richard
LOCAL 386
Clesson, Robert
Salazar, Juan
Stewart, John
LOCAL 431
Armstrong, Phil
Buchanan, John
Evans, Herb
Galaziv, Cruz
Garcia-Moreno, Joseph
Hall, Robert
Kuhn, Robert
Martinez, Lucy
Morales, Reynaldo
Moreno, Ester
Munson, Ronnie
Salinas, Edwards
Shearer, Guy
Stidham, William
White, Anthony
Woodard, Doug
Yerena, Rodolfo
LOCAL 439
Akhalq, Muhammad
Barker, David
Gutierrez, Jose
Hernandez, Antonio
Nelson, Charles
LOCAL 517
Whitelsey, Doug
LOCAL 533
Decote, Robert
Happ, Kelly
MC Dowell, Cody
LOCAL 665
Ouellette, Samuel
LOCAL 853
Alexander, Richard
Brown, Anna
Finesaro, Jane
Griffin, Paul
Matlock, Melvin
Pastor, Felix
Raybon, James
Richards, Martin L.
Rodriguez, Gilbert
Rucker, Darrall
Serrano, James Hugo
Shaw, Darrall
LOCAL 853 (GCC 583)
Boitano, Florence
Emery, Dennis
Fritz, Myron
LOCAL 856
Andarola, Manuel (601)
Aldulaymi, Amer
Brendt, Randall
Dahl, John
Dorsey, Sandra L.
Fuentes, Tom
Gelston, Joyce
Gemmert, Herman
Gudino, Beatriz
Hernandez, Michael V.
Kudo, Michael
Lett, Ray
Losada, Annette
Maree, Donald
O’Leary, Jime
Sagafrena, Teri
White, Gwendolyn
LOCAL 896
Castro, Margarita
De La Torre, Rafael
Dunn, Billie
Finley, Alberta
Ortega, Vicente
Watson, Linda
LOCAL 948
Adame, Ignacio
Alvarez, Yolanda
Berber, Patricia C.
Camacho, Esther
Campbell, Mary Jane
Castillo, Maria G.
Chavarria, Art
Garcia, Dora
Garcia, Jessie, Jr.
Garcia, Joel
Garcia, Shirley
Gonzalez, Maria
Gutierrez, David
Holley, Lester
Lozano, Guadalupe
Mello, Kevin
Mendoza, Adrian
Mendoza, Jose Ascencion
Mendoza, Rafael Castillo
Ramirez, Fidel
Quevedo, Bernardo
Sandovar, Maria Micaela
Solis, Victor
LOCAL 2785
Anderson, James
Greer, Roger
Morini, Garry
Harris, Delores
Healey, William
Merar, Rudy S.
(former Vice Pres.)
Nelly, Jack
Olea, Gus
Soria, Daniel
Vago, Richard
Walker, Verle
Waring, Thomas
Wilson, Russell S.
(former Exec. Vice Pres.)
Wise, Calvin
IN MEMORIAM
Morini, Garry
Greer, Roger
Ramirez, Fidel
Mendoza, Rafael Castillo
Mendoza, Jose Ascencion
Mendoza, Adrian
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Trump NLRB destroys historic protections for workers engaged in union activities

By Andrew Baker

It can be discouraging to keep track of the Trump NLRB’s rollback of worker rights, but it’s important for unions and their members to stay abreast of the shifting legal landscape. One recent setback alters the decades-old rules for employees voicing support for organizing, for shop steward conduct in the workplace, and for union member conduct on picket lines.

In recognition of the fact that employee discussions with their fellow workers and with management about union-related issues can become heated, the NLRB historically has applied special standards to evaluate employer discipline of employees who have used intemperate or offensive remarks while engaged in protected union activity. The Board has assumed that such discipline is unlawful unless the employer can prove that, under the circumstances, the employee’s conduct was so bad as to lose the protection of federal labor law.

For example, when analyzing whether a shop steward’s cursing directed at a manager during the processing of a grievance justified discipline, the Board has evaluated four factors: the place of the discussion, the subject matter of the discussion, the nature of the employee’s outburst, and whether the outburst was in any way provoked by an employer unfair labor practice. And for picketing employees disciplined for inappropriate remarks to scabs, the Board has ruled the discipline unlawful unless the employer can prove that the scabs would have felt threatened with violence by the remarks. The Trump Board in General Motors, 369 NLRB No. 127 (7/21/20) threw all this law out the window. Under the new GM standard, employees’ intemperate speech will be completely severed from the union activity in which it occurred and the employee will be subject to discipline if the employer can simply prove that the offensive speech by itself warranted the discipline. This is the same standard the Board applies to employees who engage in misconduct wholly unrelated to their union activities.

It’s a bad decision, one that ignores history and the realities of the workplace, and fully reflects the Trump Board’s agenda – rollback employee protections wherever and whenever possible.

Staying Sober and Sane During COVID

Staying sober can be a daunting task, one that is best addressed through a strong support network. For those who are in early recovery, long-term recovery, and even people who do not have a substance abuse problem, the COVID epidemic has affected almost every aspect of our daily lives. For almost all of us, it has increased our stress levels and required adjustments. To support recovery from substance abuse during these unprecedented times, it is important to be proactive by anticipating challenges and having a plan. Toward that end, below is a list of eight suggestions that might help relieve stress and support your sobriety.

1. Attend a virtual recovery meeting
   Access virtual group support via cell phone or computer. One online resource is https://www.12step-online.com/meetings

2. Take care of the basics
   Sleep: Maintaining a regular sleep schedule can improve your mood, health, and productivity.
   Eat Healthy: Nourishing your body with the nutrients it needs will help you feel like your best self.
   Exercise: is a natural energy and mood booster. Take a walk around the block or access free exercise and yoga classes online.
   Seek Professional Help: You are not alone in this journey. Reach out to therapists or support groups and make sure you schedule and do not miss doctor’s appointments.
   Get Outside: to decrease stress and anxiety while boosting your mood. Maintain social distance in your neighborhood while walking, running, or biking outside. Even being on your porch or in your backyard helps, as do gardening, reading outside, or talking with neighbors from a distance.

3. Focus on the Present
   By focusing on small things you can accomplish daily and creating a routine, you can improve your overall emotional well-being. Simple goals such as taking a walk, eating breakfast, keeping to a bedtime routine and schedule, cleaning areas of your living space—basically focusing on what you can accomplish rather than worrying about things you must do in the future—can reduce negative thoughts and stress.

4. Meditate
   The simplest way to meditate is remembering to breathe slowly by watching your breath go in and out for two minutes. There are free guided meditation apps for your phone that promote relaxation and mindfulness.

5. Practice Gratitude and Kindness
   Write down or text to yourself something you are grateful for each day or a positive experience. Express kindness through a text, email or phone call by reaching out to a new person each day. Spreading positivity and thanking those around you for the ways they enhance your life can help to build strong social connections that are essential to maintaining recovery.

6. Avoid News Overload
   This is a big one! With constantly changing updates regarding COVID-19 and the Presidential election, it can be hard to take a break from overloading yourself with negative information. Try to be conscious of how much media you are consuming as it can lead to added anxiety and stress. Give yourself media breaks throughout the day and focus on other positive activities.

7. Find Positive Distractions
   While home, it can be challenging to distract yourself from the stressors of work, recovery, and the pandemic. Find activities that you enjoy that can help you focus on the present. This could include reading a book, watching a funny movie, cooking a meal, learning a new skill like an instrument or practicing a new yoga position, tapping into your creative side by drawing, painting, or writing. Adding activities to your day that you look forward to and bring you joy can boost your mood and decrease stress.

8. Create Space
   If you find yourself stuck indoors, make sure you find a little time to get away from family members. Some people are reporting that they are experiencing increased stress simply by not being able to be alone during the COVID restrictions.

These suggestions can be helpful for not only those with substance abuse problems but also for anyone dealing with the current COVID world.

Help for substance abuse problems is available for Teamsters and their families through TAP (Greater Bay Area) and TARP (Central Valley).

TAP 800-253-8326
TARP 800-522-8277

BY BEESON, TAYER & BODINE

October/November/December 2020