



## Joint Council 7 leaders meet to build unity and power

Increasing the size and effectiveness both of Joint Council 7 and its 20 Locals that span Northern California, the Central Valley, and Northern Nevada, was precisely the goal of JC7's recent seminar in South Lake Tahoe. The 9th Annual JC7 Seminar had skipped two years, due to the pandemic, but, as JC7 President Jason Rabinowitz told the largest Seminar to date, "it's great to be back in person."

### Starting with a plan

Even before the Seminar began, JC7's Executive Board met for a day-long strategic planning session led by former IBT educator Sally Payne. "I've led a lot of these sessions for local unions, but this is the first time that a Joint Council is engaging in this process."

The inimitable Yogi Berra once said, "If you don't know where you are going, you'll end up someplace else." The purpose of a strategic plan is for the Joint Council to set a vision and goals and create the action steps to get there. The Board came up with a vision, a mission statement, and action steps for six key goals to build both the Joint Council and the locals—education, communication, organizing, funding, politics, and unity.

In August, the Board will meet in Modesto with the Principal Officers of all 20 locals to review and refine the plan, with an eye toward building consensus and setting it in motion.

### Hearing from labor leadership

Newly-elected International Vice-President and Local 856 Principal Officer Peter Finn was the opening speaker. He thanked the Business Reps in the audience for their commitment, work at the bargaining table, and taking phone calls at all hours of the day. "Your dedication is making a real difference for our Teamster members, and that is what it's all about."

His goal for the IBT is to facilitate better communication and coordination among local unions that share the same employers and represent members in similar industries. "We've got to make sure that both big locals and small ones, both rural and urban, have access to all of the IBT resources that are available."

IBT General President Sean O'Brien addressed the meeting by video. "We'll work with every Joint Council to ensure that we work to the benefit of our rank and file membership," he said. "I look forward to coming out and seeing Joint Council 7 soon."



**Jason Rabinowitz**  
JC7 President

*"Only when we stand together in union do we have the power to win fairness for workers."*



**Peter Finn**  
IBT Vice President

*"We've got to make sure all locals can access IBT resources."*



**Lorena Gonzalez**  
Calif. Labor Federation

*"With successful drives at Amazon and Starbucks, this is an exciting time for labor."*

Former assemblymember Lorena Gonzalez, who will take the helm of the California Labor Federation in July, talked about how gig economy companies like Uber, Lyft, and Amazon, are an existential threat to every one of us. "Make no mistake—they all have UPS in their sights." However, on a positive note, she added that "this is an exciting time for labor. Over 70% of young people want a union in their workplace."

### Promoting organizing and training

"As workers from Amazon to Starbucks to Amy's Kitchen to the University of California are seeing every day—it's only when we stand together in a union that we have the power to take on greedy employers and win fairness for workers," Rabinowitz told the group in his opening speech. "Our Locals are organizing, but we have to step it up, especially around Amazon."

Leading the charge was the IBT's new Director of Organizing Chris Rosell, a former UPSer who directed the organizing campaigns at Local 856. Rosell led a panel on "organizing in the digital age."

The seminar also focused on training. Being a good Business Rep means knowing how to negotiate contracts, handle grievances, and counsel members on their health care and retirement plans. All of these issues were covered in great detail in workshops and panels.

With the all-important 2022 mid-term elec-

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*Organizing in the digital age panel.*

*From left: Local 665's Tony Delorio; IBT Organizing Director Chris Rosell; Local 2010's Jesse Mathus*



*More than 200 leaders and staff from all of JC7's 20 locals attended the Seminar on June 13-15.*



## Why is it important to have a strong Joint Council?



**George Sims  
Local 70**

The Joint Council brings everybody together to get on the same page. We meet new people outside our own local to network and learn.



**Heather McFall  
Local 137**

Coming together enables our different organizations in different locations to brainstorm to help create solutions to similar problems. We're stronger together than just an individual local.



**Jesus Sanders  
Local 150**

We learn a lot here. We come together as a team, we learn and share, and everything starts to make more sense. More people equals more power.



**Jeremy Rich  
Local 315**

I'm still learning. I've been active in my Local for six years and I love these seminars. Our goal now is to keep unity between the locals.



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## When we stand together, we win together!

Teamsters Joint Council 7 leaders are uniting to build a stronger Union to win fair pay, benefits and rights for working people. The 20 powerful Locals in our Joint Council, representing 100,000 hardworking Teamsters across Northern California and Northern Nevada, continue to set the pace for the entire country. As you will see in the pages of this newspaper, our Locals are successfully taking on greedy employers, fighting for and winning strong contracts, organizing thousands of workers into the union.

In recent months, our Joint Council has been taking on Amazon, one of the richest and most anti-union corporations in history, whose expansion is an existential threat to our core industries and every good union job. Together, we have opposed Amazon's efforts to expand its unsafe, exploitative operations in our jurisdiction, successfully blocking 12 projects through political action and community support.

We mobilized thousands of UPSers to petition, rally and picket against that company's shameful decision to cut the pay of part-timers by eliminating the Market Rate Adjustment. Our efforts inspired Locals across the nation to take similar actions, and have helped to unite and prepare our members for the fight of our lives coming up next year, for a fair contract at UPS.

Our Locals are organizing workers by the thousands, in every industry from warehouse and transportation to food processing to public sector and more.

Our Locals continue to protect our members' safety, jobs and income in the face of the deadly pandemic, stopping layoffs, winning safety measures and COVID leave, and negotiating strong contracts.

Our Joint Council has been fighting and winning on the political front, passing important legislation to protect workers' rights, and helping elect pro-worker candidates to office. In May, we came together for Labor's Joint Legislative Conference in Sacramento and for our Annual Teamster Legislative meeting, the first since 2019. We were pleased to have the key leaders of the Senate and Assembly at our event, which shows that they recognize the power of the Teamsters Union.

We are doing a lot as a Joint Council, but we need to do more—much more—to meet the challenges of the moment. Corporate greed is ascendant in our country, as the billionaires and greedy corporations keep getting richer, while working people are left behind. The wealthiest individuals and companies have increased their wealth exponentially during the pandemic, while workers have seen wage gains erased by the increased cost of gas, housing, and other essentials. Greedy billionaires are on the attack politically, bankrolling

anti-worker ballot initiatives such as Prop. 22, which was aimed at legalizing misclassification and exploitation of contract workers, and the Draper Initiative, which would ban all unions for public workers.

At the same time, we have an unprecedented opportunity to organize and win for workers. Union organizing is exploding across the country. Unions are more popular today than we have been in decades, especially among younger workers—and the Teamsters

**"Our Joint Council has an unmatched history of winning for workers."**

are the most popular of all. The pandemic showed millions that it's better to work union—to have power in the workplace, job protection, and a voice at work—always, but especially when our lives and livelihood are on the line. Workers from Amazon to Starbucks to Amy's Kitchen to the University of

California are seeing every day that it's

only when we stand together in a union that we have the power to take on powerful employers and win fairness for workers.

In order to seize those opportunities, our Joint Council leaders are engaging in a strategic planning process to improve every aspect of our union's work, from organizing to politics to communications to education to representation. We're the first Joint Council in the International Union to undertake such a process, and it will ensure that we will move forward together for a stronger future.

Step one was for our Executive Board to develop a shared vision, mission statement, and goals, which we did at an all-day planning session in June. Step two will be to bring together all of our Local Union Principal Officers in August to refine the plan and create real action steps to carry it out.

Also in June, we brought together our largest-ever group of members and leaders to our annual Joint Council Seminar. Together, we spent two days planning and learning about how to take on Amazon, organize workers into the Teamsters, build strong campaigns for fair contracts, protect our Teamster pension plan, support injured workers, and more. It was great to see all of our Local leaders in person, united in common purpose after a contentious union election and three years with no in-person conferences due to the pandemic.

Our Joint Council has an unmatched history of winning for workers. The powerful locals and members of Joint Council 7—united and working together—are taking on the challenges.

Our adversaries have lots of money and power but there is no power stronger than the might of working people when we are organized and standing together in our union. And when we stand together—we win together!

### Building unity and power through networking and learning

*Continued from page 1*

tions bearing down on us, another Seminar theme was "Politics matter." Having labor-friendly people in political office makes a huge difference—from the new leadership at the National Labor Relations Board to political leverage that bolsters all of our organizing efforts.

#### The power of being together

No one can overestimate the power of being together, sharing ideas and experiences, learning from one another, and watching the Warriors win together!



## Why politics matters — what we've won and the work ahead

This is my 16th year as a Teamster. I was hired as political director in 2010 right after the merger of Joint Councils 7 and 38. That merger united more than 100,000 Teamsters from Bakersfield to the Oregon border and Reno under one tent. Overnight, we became one of the largest Joint Councils in the Teamsters. In fact, our Council is larger than 41 states.

I was hired to build political power so we can organize new workers into the Teamsters and negotiate the best wages and working conditions for our members. We've been very successful at that. And now it's time to step up our game.

What we've been very successful at is connecting

politics and legislation to our organizing campaigns and our fights with employers. And we haven't been afraid to take on fights that people said were too big to win.

Since 2010, we've organized more than 20,000 workers into JC7. We used those organizing campaigns to win incredible policy, including protecting immigrant workers from retaliation for standing up for their rights at work; holding employers that use temp agencies liable when they violate state labor law; and eliminating the largest corporate welfare program in the country – a state program that gave out \$950 million a year with no strings attached to companies like WalMart and FedEx. We expanded prevailing wages in the ready-mix industry, and we passed a law to deal with production quotas in Amazon and other warehouses and the algorithms that dictate work standards.

Our campaigns have won numerous awards from the California Labor Federation and others. These include our work to defeat Prop 32, an initiative that would've made it almost impossible for us to spend money on politics; our programs to pass AB5 and stop Prop 22, both directed at stopping the misclassification of workers; and our work to bust open Silicon Valley and organize 1,000 bus drivers at Facebook, Apple, and others. We got San Francisco to require those bus companies to demonstrate labor harmony if they want to use public bus stops, and when one tried to bust the union, the City pulled their permit. That was the last time anyone messed with us. Not only did we win \$9/hour raises for those new Teamsters, but we also triggered 25% wage increases for other Bay Area bus drivers, as our school bus and paratransit employers had to keep pace to hold on to drivers.

Over the past few months, we've stopped a dozen planned Amazon developments dead in their tracks. We've developed a reputation as a great friend and a terrible enemy.

All of these victories come back to politics—being smart about who we endorse, giving them money, and getting out the vote for them. It also means blocking or holding up endorsements at labor councils from the people we have issues with.

Between California and Nevada, our Joint Council encompasses 24 congressional districts, 18 state senate

districts, and 40 state assembly districts. We make endorsements in all of those races. But we also have more than 60 counties where local candidates run for city councils, school boards, and county government. Back in the first election cycle, we only made endorsements in 20 local races. By getting our locals involved in local politics, our endorsement list last November

grew to be over 20 pages long. We made almost 300 endorsements and won 71% of our races.

In this June's primary election, we won big also. We helped push three current and former central labor council leaders to the top in their primary elections: Cindy Chavez

for San Jose Mayor, Liz Ortega for the 20th assembly district in Alameda County, and Tim Robertson for Senate District 8 in the San Joaquin Valley. These people will be our champions of the future.

Additionally, we swept both the Fresno and Stockton City Councils. In San Francisco, Locals 350 and 665 both took public leadership roles in two ballot initiatives. Local 350's passed with more votes than any initiative, and 665's lost by a thin margin. But it catapulted the political profile of both locals and the Teamsters in San Francisco.

### The fights to come

I served as one of Governor Newsom's appointees on the California Future of Work Commission. We saw how, as labor union membership declined in this country, income inequality rose. We dug into labor law reform and talked about misclassification and the gig economy, anti-trust laws, data, worker privacy, and of course automation.

Joint Council 7 is leading on all of those issues. We are working on anti-trust legislation that will allow government regulators to go after companies like Amazon for being so big that they can set wages and working conditions for the entire logistics sector.

On the automation front, we have a bill this year that would make the introduction of new technology, including automation, in public transit a mandatory subject of collective bargaining.

We are holding the line on driverless trucks and working to organize the autonomous passenger vehicle companies because they are already permitted in California. We can't stop progress but we can redefine it so it includes workers.

As we gear up for our contract campaign at UPS, remember that behind every handheld computer, navigation system, and truck sensor are algorithms that analyze and direct every single thing a UPS driver does. The same goes for our public sector members who work with computers.

My call to action is for all of us to put our differences aside and be the leaders that our members and workers need right now. When we've been united, we've accomplished really big things.



Local 70 members took on local and national races.

## Why is it important to have a strong Joint Council?



**Lori Jones**  
**Local 87**

The Joint Council is all about resources, support, camaraderie. It provides experience to the inexperienced. Being connected to a larger pool of resources is so important, especially for Locals with new leadership.



**Laura Newman**  
**Local 2010**

It's a great liaison between the Local and the International and a central point for all of the Locals to share resources. I'm very excited about that.



**Ted Perez**  
**Local 856**

A centralized place so that everyone is on the same message to achieve the same goal. We need to truly work together in unity or this conference is meaningless.



**Ross Kinson**  
**Local 533**

A strong Joint Council that is truly united provides a starting point for every local to share ideas, collaborate, and move in the same direction in unity.



**Ralph Campos**  
**Local 853**

Ultimately, the Joint Council is about helping us to represent our members to get them decent wages, benefits and pensions. It provides us with resources and support for the Local to get good contracts.

# AROUND THE LOCALS



## LOCAL 315

### Liquor drivers ratify first contract

After voting to unionize in 2021 by a vote of 17 to 1, the 25 drivers from Zephyr Express (Winebow) in Benicia unanimously ratified their first contract in March. These drivers deliver alcohol to grocery stores, BevMo stores, and other liquor retailers.

"We believe that the talks went smoothly precisely because of the resolve these drivers showed in demanding a union," says Secretary-Treasurer Don E. Garcia. "And that resolve paid off. Their day one wage increases ranged from \$2 per hour to \$10.16 per hour.

Garcia wanted to give special thanks to the negotiating committee: Jim Paniagua and Alvaro Martin, who are currently serving as shop stewards for the five-year agreement. "I was impressed with this whole group and how they stuck together till the very end," Garcia added.

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[www.surveymonkey.com/r/JC7Comms](http://www.surveymonkey.com/r/JC7Comms)

## LOCAL 856

### Contra Costa County Workers demand fair contract



Teamsters Local 856 led actions include rallies at Pittsburg Health Clinic and West County Health Center.

Thousands of Contra Costa County workers continue to fight for a fair contract. They've held 12 actions since late April and called on the Board of Supervisors to support workers by addressing the current staffing crises and agreeing to a fair contract for workers.

"The more than 2,000 Teamsters Local 856 members at Contra Costa County are not just fighting for themselves," said Peter Finn, Secretary-Treasurer of Teamsters Local 856. "They are fighting for the dignity of all county workers and to protect the services for the people of Contra Costa. We are proud of all of the brave county workers who have stood up, and continue to stand up, to demand better from the county."

On Tuesday, April 26, hundreds marched to the Contra Costa County Board of Supervisors, rallying at the steps of the County Administration Building and were joined by community allies, elected officials, and labor leaders such as Lorena Gonzalez, former State Assemblywoman (San Diego) and the incoming Secretary-Treasurer of the California Labor Federation.

"We see in many cases in the public sector, in particular, individuals have one job but they're actually

doing the job of two or multiple people," Gonzalez told the crowd. "One person's job should not be the job of two people and that's what we're seeing throughout Contra Costa County. Rather than being adequately staffed in public services in emergency situations, the government contracted work out that could've and should've been done by public sector workers had leaders built a workforce that could sustain tough times like a pandemic."

With nearly 2,000 positions unfilled in Contra Costa County, the Health Services department has the majority of unfilled positions, currently numbering 1,116. This department, one of the hardest hit by vacancies, is also tasked with addressing some of the county's most pressing challenges during the COVID-19 pandemic. Vacancies have an undeniable impact on the quality and speedy delivery of services from County departments.

Nine unions represent the over 6,000 workers in Contra Costa County. Teamsters Local 856 represents over 2,000 county employees making it the largest union in the coalition.

## LOCAL 853

### New contract at Kelloggs

In 2021 and 2022, the workers at the Kelloggs facilities in Nebraska, Michigan, Pennsylvania, Tennessee, and Kansas had to go on strike for up to three months to get a decent contract. When the

contract at Kelloggs' Eggo Waffle facility in San Jose was due to expire in June, that recent history was all too real for the 150 members and Business Rep Ray Torres. Fortunately, with two strike authorizations in hand, no strike was necessary and members got the best contract they've ever had.

The four-year contract includes substantial annual wage increases, maintenance of benefits for the health and welfare for the life of the contract, and significant pension contribution increases.

Workers in the maintenance department no longer have to supply their own specialty tools. "That's money," says Torres.

They also got two additional sick days, automatic



Kellogg's workers happily ratify their new contract.

enrollment into the 401(K) plan for new hires, a jury duty benefit for night shift workers, and most importantly, a cap on overtime to no more than five (12-hour) working days in a week.

"It took a lot of internal organizing and working to strengthen the membership for at least a year before we

even started holding proposal meetings. We knew we had a long hard fight ahead of us," says Torres.

"We had a strong committee of five stewards with more than 120 years of service at the company," Torres adds. "Not only are they experienced stewards but also they know the ins and outs of this company. When we had our opening bargaining session, we learned that the management side had less than 10 years experience at the company, combined."

Torres says that after the members rejected the company's first offer, "we gave them one more chance to sweeten the deal with a two-hour zoom negotiating session. At the end of that session, we had a recommended offer. The members ratified the contract in May.

## LOCAL 150

### Excellent 5-year deal at C&S



Members at C&S voted a rousing YES to ratify their new five-year contract.

Local 150 has secured another unprecedented contract for its members at the C&S/GMD Warehouse in Sacramento.

“Business Agent Doug Secord has negotiated and ratified one of the best contracts ever for our members” says Local 150 Secretary-Treasurer Dale Wentz. “Doug was able to secure an increase in wages of \$5.25 over five years, with \$2.25/hour the first year of the contract, and a \$1.00/hour increase in pension contributions over the term of the contract. The members will also see a 3% decrease in medical costs.” Also negotiated was a \$.50/hour

incentive for attendance/production standards on a weekly basis for every hour worked.

Wentz gave a special thanks to Shop Steward John Sullivan for working through negotiations and helping Doug make sure that the members were taken care of.

There are 56 members, the contract was ratified on May 15, 2022, and GMD is General Merchandise Distribution. This is a nonperishable distribution warehouse for C & S Grocers that fills orders for independent grocery stores.

## LOCAL 350

### California Waste Solutions members ratify new contract

On April 19, 2022, the 72 drivers and mechanics at California Waste Solutions (CWS) in San Jose voted nearly unanimously to ratify their new collective bargaining agreement.

“I thank the members at CWS for their patience through the long process. They trusted their local to get the best deal possible for them, with language improvements and an economic package that bridges the gap between neighboring counties,” said Local 350 President Sergio Arranaga. “A special thanks to Larry Daugherty; his institutional knowledge of this industry in the South Bay ensured that our members improved on the working conditions to which our long-time members are accustomed.”

The negotiating committee included four rank and file members: George Salamida, Moon Schwenke, Ricardo Sanchez, and Mike Albert, who collectively have over 100 years of experience in the industry.

“The company dragged out the talks, sending people to negotiations who couldn’t make decisions,”



Members from CWS are proud to ratify their new contract.

said George Salamida, a 41-year veteran. “However, our committee did a great job increasing the pension and getting us a good raise while not allowing any takeaways.”

Vice-President and

IBT Solid Waste Division Rep Daugherty, who led the talks, expressed the importance of codifying worker protection language in the agreement. “A lot has happened in this industry since we held our last talks in 2014. In addition to a great economic package and full maintenance of benefits, there would not have been a deal if we did not get the language and application of practices in writing.”

“This is my fourth time in negotiations, and it’s always tough,” added 27-year member Moon Schwenke. “I am very proud of this deal. We made progress in every important aspect of the CBA—from disability protections to tool and boot allowances, and more. We didn’t give anything up and we were able to negotiate substantial wage and pension increases. That’s why the vote was almost unanimous!”

### SF Mayor stands with Recology members



SF Mayor London Breed attended the Recology Member Appreciation Day at the Pier 96 Transfer Station on May 20, 2022. She thanked the group for “taking care of the people of San Francisco.”



Local 350 leadership stands with Mayor Breed.

## LOCAL 665

### Wading through a sea of retaliation in search of first contract at AAA



AAA insurance sales people and Teamster allies rally in Stockton against retaliatory branch closure.

Over 60 members, supporters, and elected officials rallied on May 31 in front of the Stockton AAA branch, where the insurance giant is closing its fourth highest-grossing branch out of 78 in retaliation against one of Local 665’s biggest supporters.

“These workers chose to organize with us because AAA is outsourcing high-paying, middle-class careers into churn-and-burn, low-paying, high-turnover telemarketing jobs,” said Tony Delorio, Local 665 Secretary-Treasurer. “AAA needs to stop acting like a hedge fund and start acting like a membership association. Do right by the people who service your members, sit down and negotiate a contract.”

Angie Matthews is one of the AAA sales agents and a member of the negotiating committee who works at the Stockton branch and will be impacted by the closure. “We used to be called heroes,” Matthews said. “We used to be honored and respected and the members were also. We are a membership organization, but AAA leadership has forgotten that and displayed that to the public. The members should be outraged.”

Local 665 has filed an unfair labor practice charge about the projected June 30 closure and is currently bargaining over the effects.

Delorio wanted to give a special shoutout to Local 439 Principal Officer Sal Lomeli for bringing out members and providing the 439 truck as well as to Local 856 and 2010 for sending members to the rally.



## LOCAL 137

### Excellent Butte County contract

Local 137's bargaining team for the second Butte County contract—Business Agents Misty Tanner and Derek Hawley, and a crew of stewards—are proud of the new contract that they negotiated and the members overwhelmingly ratified in June.

“This is a significant offer,” says Tanner. “Because we pushed the county to conduct a Classification/Compensation study, some members will see wage increases of as much as 24.12%, bringing their wages in line with neighboring counties.”

Tanner explains that the three-year contract provides protections for and increased contributions to the medical plans. Members will also see one-time bonus payments of \$2,000 in year one and \$1,000 each in years two and three, as well as increases in standby pay,

bilingual pay, and the boot allowance.

“I am so thankful to be a part of Teamsters Local 137!” said Teri Punzo, Child Support Specialist II. “After four years with the County and Teamsters, I have been nothing short of impressed with all their hard work, communication, and commitment to securing not only a much-needed pay increase but health benefits as well.”

Sheryl Hassett, Child Support Specialist II, is also thankful to the Local for “all their hard work in securing a much needed pay and benefit increase!” Noting that the benefits and services she gets with the Teamsters far exceed what she got with her previous union, Sheryl says she’s been “impressed by their communication to the members and emphasis on teamwork. I am proud to be a Teamster!”



Local 137 members who work for Child Supportive Services in Butte County are pleased with their new contract.

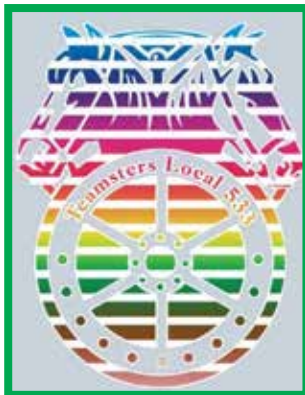
## LOCAL 533

### Fighting back with pride

When UPS took no action after the union reported that a supervisor made a homophobic comment, Local 533 jumped into action. The Local has started an LGBTQ+ group, which is growing rapidly.

“We are determined to make a difference both in the community and workplace for all members or allies in support of the LGBTQ+

community,” says Secretary-Treasurer Debbie Calkins.



A colorful rainbow version of the logo will be screen-printed onto t-shirts and tank tops and will be available to purchase for \$20.00. “We hope to see all of you at Reno Pride on Saturday, July 23, 2022. Local 533 will be there in force!”

## LOCAL 70

### Keeping campaign volunteers well-fed



Officers and officials from Local 70 cook for Liz Ortega for Assembly volunteers. Ortega won the most votes in the June primary and is ready for November.

## LOCAL 431

### Two solid contracts ratified



Day and Night shifts OK the OK contract



tract with Cherokee Freight Lines. These drivers deliver crushed grapes from the Fresno and Stockton areas to wine country.

“It took three votes. The members eventually ratified their three-year agreement in June, but it was close,”

**OK Produce:** The 230 members who work in the OK Produce warehouse in Fresno and are drivers, who work primarily across Northern California, overwhelmingly ratified an early three-year agreement, reports President Peter Nuñez.

“The company was willing to sit down and bargain and our guys did a good job on that one,” says Nuñez. “The members got significant wage increases, improvements to their health and welfare, and increased pension contributions.”

**Cherokee Freight Lines:** About 200 drivers in Locals 431 and 439 share a con-

says Nuñez, who explains that the contract included improvements to wages, health and welfare, and pension.

He added that the company had instituted a major calculation change in how the members were compensated. “They’re now getting paid on a strictly hourly wage from the previous method that included a variety of factors.” Also, Nuñez says, he believed that many of the members were only looking at the wages as opposed to the whole package. “Hopefully they’ll appreciate the pension improvements when they’re ready to retire.”



### YOUR LOCAL UNION PHONE NUMBERS

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

## Teamsters take Sacramento — again!



Teamsters stand with Gov. Gavin Newsom.



At the breakfast, awaiting the arrival of the legislators.

After two years of meeting on zoom, labor and labor-friendly legislators were eager to get back to an in-person meeting in Sacramento. “We’ve missed you,” Assembly Speaker Anthony Rendon told the Teamsters at our legislative breakfast.

In its first legislative conference since 2019, the California Labor Federation and State Building Trades Council brought back hundreds of union members to Sacramento on May 16 and 17 to promote labor’s legislative agenda. Joint Council 7 was there in force.

As Senate Pro-Tempore Toni Adkins told the conference: “Labor’s values are California’s values. The best way to improve job quality is through a union contract.” And she’s right.

Opening the first Teamster Legislative Breakfast in three years early the next morning, JC7 President Jason Rabinowitz said that he’s proud of our members who kept this country running during the pan-

democratic and of our locals who protected our members’ rights. “We have to be united as Teamsters and build political power to get done what needs getting done.”

After hearing presentations from Shane Gusman and Matt Broad at the California Teamsters Public Affairs Council about the eight bills that the Teamsters are sponsoring in the legislature this year, the group heard from several legislators.

“The bills I’ve done...I haven’t done them *for* you but *with* you,” said Asm. Committee on Labor and Employment Chair Ash Kalra. “I’ve had a phenomenal relationship with Teamsters over many years.”

Senate Labor Committee Chair Dave Cortese laid out his top priorities: “Passing the tax credit for union dues is especially important while we have this historic budget surplus.”

Also attending the breakfast was Asm. Wendy Carrillo and Sen. Bob Hertzberg.



A little selfie action: Asm. Kalra, Asm. Rendon, JC7’s Rabinowitz, and Asm. Carillo.

## LOCAL 2010

### UC Teamsters are speaking out!

Local 2010’s Bargaining Team continues to meet with the University of California to negotiate a successor agreement for the CX Unit, which has been extended by mutual agreement through June 2022. While there are still many member rights articles pending, the union Bargaining Team made a wage proposal to the UC team on May 19.

Jamal Colter, Bargaining Team member from UC San Francisco, addressed the UC Board of Regents about the high cost of living and workers’ salaries not keeping up. “What’s fair is fair and what’s right is right,” he told UC President Michael Drake. Sadly, none of the UC Chancellors were present during the public comment period.

Teamsters throughout California have shown their support of our Bargaining Team and that we will do what it takes to get fair pay and benefits by participating in pickets and rallies at every UC campus. Members at UC Berkeley and UC Santa Cruz held pickets on Administrative Professionals Day since CX Unit members are clerical and administrative professionals. At UCSF, members rallied outside of the Board of Regents when they met there and members spoke during the

public comment session. UC Davis members had a booth at their University’s “Thank Goodness for Staff” event, where they called on UCD to pay their workers enough to eat healthy.

“The UC can more than afford to be fair to workers,” said Local 2010 Secretary-Treasurer Jason Rabinowitz. “There’s no UC hospitals without workers. There’s no UC brand without workers. The UC is considered one of the best schools in the world because of its workers. It’s time for the UC to step up and be fair to the workers it depends on!”

The CX Unit Bargaining Team also continues to fight for bilingual

pay for members who use their diverse bilingual skills to provide services to the UC community. On May 5, members wore stickers and displayed desk tents as the union presented the results of a member survey on bilingual services. Currently, members are following UC guidance and referring translation needs to their local interpreter hotline in order to show UC that members will not volunteer their services and skills and UC should pay them in line with industry standards.



UC Santa Cruz members picketed on Administrative Professionals Day in April.

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

As an employee not working for a public entity, 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:

- You may become a member of the Union by paying the initiation fee and monthly dues required by the Local’s By-Laws and enjoy the rights of Union Membership;
- You can pay the initiation fee and Monthly dues without becoming a member; or
- 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.



## The labor movement now: Significant increase in union election petitions

The National Labor Relations Board (NLRB) has reported that union election petitions have increased by 57% during the first half of Fiscal Year 2022 (October 2021 – March 2022). From October 2020 to March 2021, there were only 748 election petitions. As of March 31, 2022, there were 1,174 election petitions filed with the NLRB. If this trend in union election petitions continues through the rest of the year, it will be the highest annual total of election petitions filed in the last ten years.

Why so many more Union election petitions? The labor movement is picking up speed nationwide, organizing big companies such as Starbucks and Amazon. The high visibility of union campaigns, like the ones at Starbucks and Amazon facilities, has clearly inspired other workers to Unionize and the high demand for skilled and unskilled workers has clearly emboldened non-Union workers to take risks.



However, an increase in election petitions means a greater demand on NLRB staff. In addition to an increase in election petitions, the NLRB also saw a 14% increase in unfair labor practice charges. Both election petitions and unfair labor charges require many resources from the NLRB. While President Biden requested a 16% increase in the NLRB budget, it is not enough to fully address the Agency's staffing needs – and the NLRB's budget has remained the same for decades.

Congressional Democrats are also calling for an increase in the NLRB budget to ensure that work-

ers and unions are fully protected. NLRB General Counsel Jennifer Abruzzo said, "While our dedicated board agents continue to process petitions and conduct elections, investigate and prosecute statutory violations, and obtain remedies for victims of unfair labor practices, the NLRB needs a significant increase of funds to fully effectuate the mission of the Agency."

Of course, the result of a victorious Union election is not a contract but an obligation on the part of the employer to bargain with the Union. One has to wonder – given the money these companies can put into fighting the Union -- whether trying to organize Starbucks store by store or Amazon warehouse by warehouse is a battle any Union can win. However, the value of Union representation is now clear to far more workers than it has been in many years and that energy should put renewed power in Unions.



## Preparing to return to work after rehab

Completing an addiction treatment program is a great accomplishment and something for which you should feel great pride. At the same time, you are probably a bit apprehensive thinking about returning to work, especially if you're coming back to the same job. You may have many concerns about what to expect. Or, you may be worried about how to talk to your boss and coworkers. This is a big step, but it's one that you can take one day at a time. With a plan in place, you can successfully transition back into the workplace with your head held high. Here are four tips for returning to work after rehab:

### 1. Make a plan

You may be eager to jump right back into your job; however, it's best to ease back in by having a plan in place before doing so. Your plan could be as detailed or as minimal as you like, and you can work on it by yourself, with a trusted loved one, or with your therapist. Your plan will be customized to fit your unique situation, but will probably address things like:

- What to do if coworkers ask about your recovery, provided they know.
- If coworkers don't know why you were gone, how will you handle explaining your extended absence? People generally will ask questions.
- How will you handle triggering or unexpected situations? If you know what you will do or how you will handle an issue in advance, then you won't be caught off guard, which gives you a greater sense of control.

Remember, when creating your plan, write it down and be specific. Neuropsychologists' research shows that this practice will make you more likely to achieve your goals

### 2. Decide in advance what to tell coworkers

This may be the biggest stressor for anyone facing a return to work after addiction treatment.



Confidentiality is paramount in any addiction recovery program, but ultimately the decision about "coming clean" is owned by the affected individual and no one else.

Returning to the workforce will be far easier when you confidently know how you're going to respond to your peers, superiors, and subordinates when faced with that inevitable question: "Where have you been?"

### 3. Develop a structured routine

As you go back to work, it may seem strange at first because you've been used to being in rehab where everything was scheduled for you—your day was regimented. Now, it may seem like your whole day is a big open space. You don't have to let it be that way. Fill that space by developing a new routine. You'll already have your work schedule routine in place, so you're only dealing with the time before/after work and the days you don't work. It's helpful to have "something" to go into those time slots for now so that you're not idle and tempted to use substances again. Your morning routine could consist of things like:

- Eat a healthy breakfast.
- Take time for meditation, prayer, reading, or gentle stretching.
- Spend time bonding with loved ones or pets that you reside with, or call someone special for a morning greeting.
- Get a coffee on the way to work.

On days off, your routine will include connecting with a recovery support group like Alcoholics

Anonymous, Narcotics Anonymous, or Celebrate Recovery. Your time away from work will look different from before your time in rehab, but you can fill it with things that will make you feel happy, loved, and supported. Before long, you will have developed a whole new way of living.

### 4. Avoid triggers

During therapy, you probably learned about triggers. Triggers are things, events, or emotions that trigger a strong desire to use a substance. You may have even explored what particular things are triggers for you. If not, an aftercare rehab program will help you address these issues. Cognitive-behavioral therapy is an effective treatment in combatting triggers and relapses. However, until you get to the point where you feel comfortable in the presence of a triggering event or emotion, it is best to try to avoid them. Some common triggers include:

- Too much stress;
- Not enough sleep;
- Isolation;
- Being around others who are using substances recreationally.

These are just a few, but you will have your own triggers unique to you.

One principle to use to combat triggers and relapse is the **HALT** method. Don't allow yourself to get too **Hungry, Angry, Lonely, or Tired**.

Even though returning to work after rehab can feel scary, try to focus on the extraordinary achievement you've made instead of homing in on worries. Recovery is a time of intense change, and it's not an overnight process. Be patient with yourself, take it slowly, and ease yourself back into a job. Working hard is one of the best ways to build self-esteem and distract yourself from unhelpful thoughts and feelings that might lead to drug or alcohol abuse.

*If you or a friend or loved one is seeking assistance for a substance abuse problem, please call TARP at 1-800-522-8277, or TAP at 1-800-253-8326.*