



IBT President Sean O'Brien comes to JC7

Joint Council 7 was proud to host IBT General President Sean O'Brien at its quarterly Delegates Meeting held in Monterey on September 17. A full house was in attendance to meet the recently-elected head of the International Union.

"We thank President O'Brien for his message of unity and for his leadership in building the strength of our union for the great battles ahead," said JC7 President Jason Rabinowitz. "Our number one task is unity, because everything in our strategic plan flows from that, from organizing, to communications, to getting strong contracts."

"The election is over. We need to work on vision—not division. And we need to be bigger, faster and stronger," O'Brien told the delegates. "We want to set the highest standards. It's all about quality."

O'Brien recognized Joint Council 7's history as a strong, progressive Council and a leader in pension funds. "We need to work to get all of our members into a pension fund," he added.

"More workers than ever support unions," he told the group. "We need to organize not only in our core industries but also in new industries, like cannabis."

When talking about the upcoming UPS contract, O'Brien was clear. "Even though, as Teamsters, we do much more than UPS, everybody is looking to see how it goes with UPS. We must fight for the integrity of that contract so we can do everything else."

"Our members need to understand where we came from, so that the next generation will fight for the future, not only at UPS and also at companies like Amazon."



Teamsters General President Sean O'Brien meets with Joint Council 7 leadership in Monterey in September. Clockwise from top left: Principal Officers from most of the Joint Council 7 locals after a meeting and informal conversation with O'Brien; O'Brien speaks to the assembled delegates; O'Brien with JC7 President Jason Rabinowitz.

Closing out, O'Brien spoke candidly to the audience of local union leaders. "Being a union leader is not a right; it's a privilege to work on behalf of the

members. We can't lose sight of who we work for and who we need to win for."

Teamsters notch legal win for drivers

Teamsters won a great legal victory on June 30, when the Supreme Court refused to hear the trucking industry's protest of AB5, the law passed in 2019 to end misclassification of workers as "independent contractors" and rein in the "gig" economy.

As soon as the law was passed, the California Trucking Association sued, alleging that they should be able to continue to mis-classify truck drivers as independent contractors even though those drivers work at the beck and call of the companies. Over the next three years, the trucking association lost at every stage, but they pursued the case all the way up to the Supreme Court.

The Supreme Court's decision not to hear the case means the 9th Circuit Court of Appeals ruling stands and is considered "settled law."

The presumption now is that a driver is an employee; in order to be a contractor, the trucking company must prove that the worker is truly independent...free from the control of and being in a different core business from the hiring party. This will enable the drivers to enjoy the benefits of sick leave, workers comp, and the right to organize.

Northern California Teamsters Construction Committee Chair Stu Helfer helped write the construction trucking section of the bill, and he gave a shout-out to former Assembly member and now head of the California Labor Federation Lorena Gonzalez for pushing the bill to passage.

Now the union is gearing up to enforce the new law and help drivers to get their rights—including the right to unionize. Helfer says he plans to talk with the trucking companies that have worked with the union on project labor agreements and bring them all in to try to arrange for a master contract. "We're potentially talking tens of thousands of new members if we can get that done."

Teamster women take Seattle



From Sept. 18-21, Seattle was taken over by 1,200 Teamster women—with a strong showing from JC7. The conference, led by Local 856's Ashley Alvarado (left), was filled with workshops, speakers, and a spirited march to Amazon headquarters.



What's fun about being a Teamster?



Martin Muniz
Local 533
UPS/Reno

The brotherhood. It's like being in a special club. My supervisor threatened to fire me. My steward filed a grievance and I won. I like that we can stand up for each other.



Lupe Fuentes
Local 137
Sysco Foods/
Sacramento

They help out you and your family. Job security.



Henry Mendoza
Local 386
UPS/Ceres

We're a big family and they put this event on. I love what I do and am grateful to the union for letting me go to work to have the job that I have.



Fred Gallegos
Local 315
UPS Napa

UPS tries to do shady stuff but the Teamsters are serious about protecting our jobs and keeping the company accountable. And this event is great—I've brought my family for years.



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JC7: Uniting and building power to win for workers

Joint Council 7 continues our work to unify and strengthen our union to meet the challenges ahead. Our Joint Council comprises 20 powerful local unions across Northern California and Nevada, representing 100,000 hardworking Teamsters in every industry. When we stand in unity, we have the power to win strong contracts, fair wages and working conditions for working people. Great challenges lie ahead in the coming year – our fight to win strong contracts at UPS and many other employers; to take on Amazon to protect our jobs; to organize thousands of workers into the union, and more.

Building Unity: That's why, coming off the election in our international union, our Joint Council has been focused on building unity of action, and strengthening our union in every area of our work— from organizing, to communications, to political action, to representation, to training—so we will be even more effective in winning for workers.

Strategic Planning: Our strategic planning process has continued, as the leaders of all the Joint Council locals gathered in August to review every aspect of our work as a union and to put together a strategic plan to increase our strength and effectiveness.

Organizing: Joint Council 7 locals continue to organize new members into the union. Local 350 organized the mechanics at San Francisco Scavenger. Local 517 organized a group of workers who produce animal feed at Nutrablend. Local 665 brought in drivers, mechanics, and dispatchers at Transdev Transportation to the union. Local 2010 welcomed over 100 University of California Patient Navigators and Library Professionals into the Teamsters. Workers in the Facebook mailroom, employed by Canon Business Services, are standing strong with Local 853 to win their union, in the face of vicious union-busting.

Amazon: Our Joint Council continues to take 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.

Now, for the first time, Joint Council 7 has brought on a full-time Amazon organizer, in coordination with the international union. Our new organizer, Alejandro Negrete, has the experience and the drive necessary to build on our successes in challenging Amazon. Already, we are moving to pass legislation in Fresno to block Amazon's plans to build new non-union facilities there. Our Joint Council will continue to take the lead in blocking Amazon from expanding its non-union, high-tech sweatshop operations in our jurisdiction. If Amazon wants to build new facilities, we will demand that they create good union jobs—not non-union poverty jobs—in our communities.

UPS: We won a victory at UPS, as the company reinstated the Market Rate Adjustments (MRA) in parts of Northern California, reversing the pay cuts to part-timers that UPS imposed a few months ago. This win came

after Joint Council 7 locals took action together to rally and picket across Northern California in protest of the pay cuts, joined by brothers and sisters around the country. The fight continues until all MRAs across the country are reinstated, and we are gearing up for the big fight for a strong UPS contract next year!

Legislation: Joint Council 7 continued to flex our political muscle to protect workers rights in every industry in California, sending an unprecedented eight

.....
"We will continue to build our unity and our strength to win more victories for working people."
.....

Teamster bills to the Governor's desk. We also won a big legal victory before the U.S. Supreme Court, which upheld the rights of truck drivers to be classified as employees, with all of the legal rights that entails, rather than to be misclassified and exploited as "independent contractors."

Communications: We continue to build our communications program in Joint Council 7, to make sure that we are effectively communicating with our

members on every platform where they can be found: print, internet, social media, text message, and beyond. We created new Joint Council 7 social media pages and began a series of trainings to make sure that all of our Local Union communicators are trained and ready to talk to our members on every platform.

Events: After three years of hiatus due to the pandemic, we restarted our Joint Council 7 Day at the Ballpark, and it was the biggest and best one yet, as over 4,000 Teamster members came together for the A's-Giants game, and a pregame Teamster tailgate with great food, drink, and solidarity!

Joint Council 7 has made great strides this year, and we will continue to build our unity and our strength to win more victories for working people.

JC7 turns out for TNBC



Not only did Joint Council 7 locals send a large delegation to the annual Teamsters National Black Caucus conference held in August in New Orleans, but one of our own — Catherine Cobb, President of Local 2010— was an honoree at the banquet. Congratulations to Catherine for the leadership she has shown statewide on behalf of the workers at the University of California and Cal State University. (At her left is TNBC Chair James "Curb" Curbeam and at her right is Local 2010 Secretary-Treasurer Jason Rabinowitz.)



Teamster political power wins fair pay for workers

Every year, local, state, and federal government agencies give out billions of dollars to corporations through procurement contracts, tax credits, subsidies, grants, and more. These are our tax dollars “at work.” This raises two questions: does it work for us? And if not, what can we do?

Sadly, the answer to the first question is “not enough.” However, the answer to the second question is “we can do a lot.”

For decades, we’ve been fighting misclassification in trucking. In 2019, we passed AB5 which says every worker in California is an employee unless your employer can prove differently. Uber, Lyft, and the gig-economy companies promptly sued the State of California to stop the law. Then they spent hundreds of millions of dollars to buy a new law when they passed Prop. 22. Yet, during that time, both of California’s public pension funds, CalPERS and CalSTRS, increased their investments in Uber and Lyft. That’s our pension money!

On the flipside, last year we passed a law that stops any trucking company that gets busted for misclassifying drivers from getting grants or subsidies to purchase new clean trucks. No more throwing good money after bad.

Right now, Teamsters Local 856 is pushing a bill that would mandate school districts buy American food. This is a simple concept that would help more than 10,000 Teamsters in our California canneries. Yet, California school districts are pushing back because apparently they would rather buy peaches canned in China than in California just to save a little money. That’s horrible.

Again on the flipside, Joint Council 7 Teamsters pushed the San Francisco, Oakland, and West Contra Costa Unified School districts, along with Alameda and San Francisco Counties, to adopt a food purchasing policy that rewards local, union companies. Not only are these government agencies buying from Teamster employers, we are using that policy to push them to stop buying from Amy’s Kitchen which is fighting an organizing effort with Local 665.

Finally, let’s talk about public transit buses built by 500+ Local 853 members at Gillig in Livermore. Not only have we won campaigns to get transit agencies to buy Gillig buses, we won protections to prevent federal funds from buying anything but 100% American buses. Last month, we helped Gillig win a nearly \$30 million California Energy Commission grant to support Teamsters making electric buses. That’s how it should work.

Nobody is doing more work on attaching strong labor standards to our tax dollars than President Biden’s administration. Hundreds of billions of dollars for infrastructure development, climate change mitigation, and more are all coming down to our communities and the administration is doing everything they can to make sure any corporation that gets money has to build union and operate union. The Newsom Administration is right behind them doing the same thing. That, brothers and sisters, is why politics matter.

So please vote this November. Take time to look at the endorsements your local union made after meeting with candidates (starting on Page 7 of this paper.) These people support our jobs. Let’s support them!

Joint Council gears up Amazon fight

The fight against Amazon is huge, but Alejandro Negrete is not daunted. Negrete, as he is called, joined Joint Council 7 in July as Amazon Lead Organizer.

Founded in 1994, Amazon is now the third largest public company by revenue in the world. The company employs more than 1.6 million workers—double the number it employed before the pandemic. With more than 1,100 distribution centers, Amazon surpasses the total number of facilities run by its 25 top competitors—combined. With more than 100,000 branded vehicles, Amazon has already surpassed FedEx, and is quickly catching up with UPS in terms of package delivery—making it UPS’s biggest customer and its biggest competitor.

In the past year, the Teamsters successfully fought back the placement of 12 Amazon facilities in Northern and Central California. The challenge, as Negrete sees it, is to stop facilities from opening, and if that’s not successful, to organize the workers at those facilities.

“Amazon is so big, nobody could take them on alone. We need to work with coalitions, other labor unions, and community allies, but most importantly, we need to work with the JC7 Locals to identify, train, and develop volunteer organizers and bring the strength of our membership to the fight,” he says. His

primary target will be to work with UPSers whose jobs are likely the first to be threatened by Amazon’s unbridled growth. Negrete has already met with volunteer coordinators at Locals 2785 and 70.



Alejandro Negrete takes on Amazon

Negrete comes to the work with 20 years of experience in labor organizing. He started with the California School Employees Association and then worked for UNITE-HERE Locals 11 and 2, organizing hotel workers, first in Los Angeles and then in the Bay Area.

He’s excited to join the Teamsters because of the willingness of JC7 and our local unions to take on these campaigns. “We’re doing something new; we’re organizing workers and training rank and file members to bring something into this fight. We can’t expect great contracts at UPS if we don’t organize at Amazon, because it will just be a race to the bottom.”

There are many ways to get involved in the campaign and bring your talents to the table. If you’re interested in policy, you can talk to elected officials. If you’d prefer to talk to Amazon workers about the benefits of being a union member, that will be crucial to the fight. You don’t have to be a UPSer to get involved, but if you are one, you’d better get involved for your own future! Contract Negrete at negrete@teamjc7.org.

What’s fun about being a Teamster?



Tracy Mulder
Local 856
Contract Costa
County

The unity. How they have the power to negotiate. Great

wages and pensions. Just the solidarity. Sisterhood and brotherhood forever.



Sergio Garcia
Local 896
Coca Cola, San
Leandro

Our collective bargaining agreements directly benefit my family. And we have representation

when needed. I’m a shop steward; it can be fun to go up against the company and challenge the whole thing.



Angela Hernandez
Local 2785
UPS/SF

Everything from getting a lot of respect when I tell people

that I’m a Teamster. I love my brothers and sisters.



Kerrie Woods
Local 150
HP Hood / Sacto

The support, and the pension and retirement.



Steve Rodriguez
Local 439
SaveMart/SMART

The unity. Learning about what Brotherhood means. All of us being

united as one and learning the whole process. We’re in our second year as Teamsters. It’s been an adventure.



Dexter Cayabo
Local 853
UPS Sunnyvale

I’m not about fun though this event is fun.

I’m in it for representation for our people — our brothers and sisters.

AROUND THE LOCALS



JC7 President Jason Rabinowitz stands with Local 150 after addressing the crowd at the UFW demonstration in Sacramento.

Supporting farmworkers

The UFW and supporters marched 335 miles from Delano to Sacramento to get public support for AB 2183. This bill would enable voting in union elections by mail or at an Agriculture Labor Relations Office, enabling farmworkers to vote without the threat of employer intimidation.

On August 26, supporters came to Sacramento for a rally—honoring those who walked during the heat of summer and pushing the governor to sign the bill.

JC7 was there—President Jason Rabinowitz addressed the crowd, which included dozens of Teamsters.



National action for Sysco

Can you tell that it's 108° out? Across the nation, unions turned out at restaurants serviced by Sysco to let Sysco's customers know that the company is not bargaining in good faith. Unfortunately, Local 853's assigned day was the hottest in human memory!

LOCAL 315

Long talks with Republic finally completed

Members at Republic Services in Richmond were patient but resolved for the 10 months that it took to get a good contract.



It might have taken ten months, with the union soliciting support from local city officials while simultaneously filing charges of unfair labor practices through the Labor Board, but Local 315 business reps and members who work at Republic Services in Richmond finally have a contract.

The agreement includes strengthening seniority provisions and adding a bi-monthly scheduled arbitrator within the grievance language who will hear and protect the members' rights for years to come.

Leading up to these negotiations, the Local was at a stalemate in the process of organizing and negotiating five new classifications. These were Operations and Scale House Clerks at the recycling center, and Dispatcher, Operations Clerk, and Route Auditor within the Garbage Division. Concluding the 2022 negotiations, Local 315 was able to secure full Health and Welfare, TBT Plan 1 and substantial Western Conference of Teamster Pension contributions for all newly-added positions. "This alone was a gigantic step and financial gain for the members," said

Business Rep Mike Hughes.

"The Teamsters have always stood for and fought for unity, equal rights, and equal pay. Understanding that our strength comes from solidarity, this could be considered the most historic contract this location has ever been a part of," Hughes added. "By the end of this contract cycle, all the drivers from the divided Garbage and Recycle contracts will be at equal pay. This sets the members up for united negotiations so that the company will never be able to divide them again."

One notable change is that, for the first time, pension contributions will extend up to 200 additional hours past the yearly cap of 2080 hours. "This means that pension contributions will be paid on overtime hours as well as regular hours," Hughes added. "This could never have been possible without the unity of our membership, the negotiating committee, and our stewards. I believe in the end, the majority of our members came together and voted to make this union stronger as a whole—for themselves and for workers in the future. I'm just proud to have been a part of the fight."

LOCAL 533

Local greets UPS CEO with a rally



UPS CEO Carol Tomé came to Reno in August and all she got was a protest by united drivers.

On August 24, Carol Tomé, the CEO of UPS, decided to grace the Reno UPS hub with her presence. She was greeted with a rally by Local 533 drivers who were protesting the lack of air conditioning, both in the building and in the package cars.

"We have had drivers go down to heat-related injuries in record numbers," says Secretary-Treasurer Debbie Calkins. "One driver had to go to the ER three times in less than a month; the last time was the day before Carol visited us." But, Calkins notes, she never mentioned the injuries or any possible remedies. "We were waiting for a heartfelt apology, but instead, only got a canned speech about how she was happy for all of the members' hard work and how she wanted us to have time to spend with family and take care of our mental well-being."

Local 533 members have been forced to work six days a week through the hottest months of the year. "Tomé talks about mental well-being, but of course doesn't mention the harassment and threats of discharge that the company exerts on our members when they call in to take care of themselves," Calkins added.

While Tomé was still on-site, Local 533 worked with IBT internal organizers to get non-members to sign up and pay their dues—and 70 did so. The Local also promoted the IBT's new UPS-Teamsters app to get members ready for the upcoming contract fight with UPS.

The Local also had members complete an internal survey to give their top priorities going into negotiations. "We have had strong participation and would like to thank all of the stewards who helped facilitate getting those surveys done," Calkins added.

LOCAL 150

Stewards seminar attracts big guns



Local 150 stewards pose with IBT General President Sean O'Brien.

It's not often that the Teamsters General President shows up at a union training, but Local 150 members hosted President Sean O'Brien at their July 16 steward seminar in Sacramento.

After Secretary-Treasurer Dale Wentz welcomed the group and thanked the Stewards for attending on their day off, Chris Rosell, Director of IBT Organizing, spoke about the importance of organizing for our union. O'Brien served as the Keynote Speaker, talking to the stewards about the International's commitment to winning and defending strong national contracts, organizing new members, and aggressively taking on employers. Western Region Vice-

President Peter Finn, Joint Council 7 President Jason Rabinowitz, and Political Director Doug Bloch were among the many guest speakers who came to the seminar. Chuck Mack, Union Chair of the Western Conference of Teamsters Pension Trust explained the difference between a defined benefit plan (pension) and a 401k savings plan, and Teamsters Local 150 Attorney David Rosenfeld discussed how to be an effective Steward.

"The Seminar was a tremendous success with more than 125 Stewards in attendance. We want to educate and empower our Stewards as they are our first line of defense at our workplaces," said Wentz.

LOCAL 856

Worker power and collective action leads to strong win for Contra Costa County Teamsters



Contra Costa Teamsters fought for raises, not banners saying 'thanks'!

After months of tough negotiations, the 2,000-plus Contra Costa County members of Teamsters Local 856 won a strong contract in August.

The victory comes after months of direct action from the workers of Contra Costa County, including two rallies at the Board of Supervisors, 14 worksite actions, and a successful strike school that brought together more than 400 attendees. Countless union members called into County Board of Supervisors' meetings and lobbied the County's elected officials for support.

"Contra Costa County Teamsters demonstrated the true definition of solidarity," said Local 856 Secretary-Treasurer Peter Finn. "By standing together with co-workers across the county, Teamsters 856 members demanded respect and won a strong contract. This is a win for the workers and the residents of Contra Costa County."

The four year contract includes wage increases, improvements to benefits, and strengthens protections for the Teamsters 856 members.

LOCAL 2010

UCSF dispatchers fight out-of-unit work assignments—and win!

When dispatchers at UC San Francisco Health received a "suggestion" from management that they shadow AFSCME-represented workers around UCSF hospitals, supposedly for professional development reasons, they knew something was wrong. They quickly called their union rep, who immediately got in touch with UCSF management.

While management tried to pretend that the new work being given to Teamsters dispatchers was purely voluntary and for workers' benefit, our members knew better. We informed UCSF management that this backdoor attempt to assign more work to Teamsters from another bargaining unit was completely out of line and AFSCME agreed. Under pressure from both unions, management backed down and dispatchers returned to doing the critical work that's in their job description—dispatching!

Additional union wins at UCSF:

- UCSF restored 10+ hours of PTO and more than a week of back-pay to a CX Teamster after a union grievance was filed.

- As COVID cases climbed in the Bay Area in May, Teamsters Local 2010 fought to protect our members and our families. At UCSF, our Teamsters



UCSF Teamsters fight and win

Union Rep demanded that all non-essential "return-to-work" plans be stopped until cases stabilized. Thanks to our union power, return-to-work was postponed and a non-essential "team-building exercise" at UCSF's Ambulatory Services Call Center was cancelled in favor of protecting the health of workers!

- UCSF finally reclassified a CX Teamster after dragging their feet during bargaining for AO2 Teamsters, with a little prodding from Local 2010.

- A UCSF AO2 who had surpassed the 1500-hour limit for temporary employees was converted to a career appointment at UCSF!

- Local 2010 fought back against unfair evaluations at UCSF, helping an associate remove unwarranted negative comments from her professional evaluation and improve her overall evaluation rating!

LOCAL 439



Members at US Cold Storage are pleased with the improvements in their new contract.

Historic contract at US Cold Storage

The 60 forklift drivers, loaders, un loaders and sanitation workers at US Cold Storage in Tracy ratified a new two-year contract that includes historic wage increases, improved working conditions, a better health care plan, better attendance policy and other major improvements.

"I would like to give credit to Business Agent Gil Gomez, and the members themselves, for a great job" said Secretary-Treasurer Sal Lomeli. "The talks were very contentious, but in the end, we won a historic contract.

LOCAL 853

Enlisting Facebook to help make Canon Business do the right thing



Teamsters Local 853 helped organize an action at Facebook/Meta with several other unions in August.

Getting a union is not easy, as the 50 workers who run the mail room for Meta, the parent company of Facebook, will attest. They work for a contractor called Canon Business Services. Back in the fall of 2021, they contacted Local 853 determined to gain union representation because, according to Business Rep Pablo Barrera, “the management team was unprofessional, disrespectful, and acting as bullies. Wages and benefits are generally poor and the company shows obvious favoritism for the paltry wage increases it does offer a few workers. And COVID safety protocols have been lax at best.”

It wasn't long before 78% of the workers signed cards saying they wanted a union. Instead of recognizing the union though, the company hired a union-busting law firm and pulled all kinds of shenanigans leading up to and including election day (December 15), when they posted armed guards at the entrance and had cameras monitor the voting area. By the time the votes were all counted, the election was tied, which usually means that the union lost.

However, the union filed objections with the labor board. In May, the Board did something rare: they issued a “Giselle Packing” ruling that asserts that when a union election is so tainted by the

employer that it was not fairly held, the company must recognize and bargain with the union as the exclusive collective bargaining representative. This only happens when the Board views the actions of the employer as being egregious.

“That was huge,” says Barrera, “or it should have been. But the employer continues to refuse to comply with the NLRB remedy.” In mid-June, the workers unanimously signed a petition to Facebook/Meta stating, “We support the position of the NLRB and continue to authorize the union to serve as our bargaining representative with Canon Business.” A new NLRB hearing will be held in October.

“Canon Business Services is not acting responsibly. We'll do what we need to do, but Facebook needs to take a stand to ensure that the workers on its campus are treated fairly and with respect,” Barrera adds. Local 853 joined with several other unions, including SEIU-USWW and UNITE-HERE, as well as Silicon Valley Rising, to hold an action at Facebook/Meta on August 18. “We need for them to issue a ‘responsible contractor policy,’ so that when workers do come together for a union, their wishes are respected. Facebook has leverage to make sure its contractors treat their workers right—they need to use it.”

LOCAL 665

TransDev workers join the Teamsters

Drivers, mechanics and dispatchers working for Transdev Transportation have voted unanimously to join Teamsters Local 665. The workers provide paratransit services for San Francisco, Santa Rafael and other cities throughout the Bay Area.

“These workers demonstrated immense solidarity and enthusiasm throughout this campaign and we're honored to represent them,” said Tony Delorio, Local 665 Secretary-Treasurer. “We're looking forward to bringing this momentum to the bargaining table.”

“We're 100 percent committed to organizing as much of the transit and paratransit industries as humanly possible,” said Matt Taibi, Teamsters Passenger Transportation Division Director. “Paratransit workers are everyday heroes who help some of society's most vulnerable people live their lives to the fullest. They deserve a union contract that reflects their service to their communities.”



Janet Gunn is excited to join the Teamsters

“We reached out to Local 665 a couple of months ago about organizing because we heard about how good the wages and benefits are for the other paratransit providers in our area that already have a Teamster contract,” said six-year driver Janet Gunn. “I'm so excited to be a part of this!”

Local 890

Big Victory for Dole workers



Workers at Dole—Soledad ratified their new three-year contract in August. They will get wage increases of up to \$4/hour and numerous improvements and upgrades. President Crescencio Diaz and Business agent Luis Flores credit the strong and experienced Teamster committee who represented the workers, for the gains.

Local 517

Union YES at NutraBlend



Local 517 Secretary-Treasurer Greg Landers proudly announced that the 63 employees at NutraBlend, a subsidiary of Land O Lakes in Madera that manufactures agricultural feed, voted by a large margin to be represented by the Teamsters. Ballots were counted September 1, 2022. Landers is looking forward to securing them a great first contract.

LOCAL 431

Sysco talks progressing

In March, the 100 or so food service delivery drivers at the Sysco facilities in Fresno and Modesto voted to become Teamsters with Locals 431 and 386, respectively. Bargaining began in early June, and the company has agreed to have one contract for both Locals.

At press time, negotiations have been completed around seniority, grievance procedure, bidding language as well as territory. “We are beginning to talk economics and we will get our new hard-working members the benefits they deserve,” said Local 431 President Peter Nuñez, who added that negotiations have been progressing fairly smoothly because Local 137's Dave Hawley is participating in the talks and his established relationship with Sysco has helped opened doors. In addition to thanking Hawley for his help, Nuñez also wanted to recognize the rank-and-filers who are participating in the talks.



JOINT COUNCIL 7

ENDORSEMENTS

NOVEMBER 2022 — GENERAL ELECTION



Labor leaders are stepping up and running for office. We couldn't ask for any better advocates!

SAN JOSE MAYOR



Local 350 spent a day volunteering for Cindy Chavez, who's running for San Jose Mayor. Chavez came to city politics after leading the South Bay Labor Council for years.

SENATE - 4TH DISTRICT



Tim Robertson is running for State Senate in the 4th District (which covers the eastern half of California from parts of Nevada and Placer County to Stanislaus and down to Inyo.)

ASSEMBLY - 20TH DISTRICT



Local 70 has come out strong for Liz Ortega, the current head of the Alameda County Labor Council. Liz is running for Assembly in District 20 (South & East County).

Teamsters have power — on the job and at the ballot box. But it only matters if we use it!

California and Nevada have big elections coming up —with mail ballots arriving as you receive this newspaper. Ballots are due back by November 8.

Joint Council 7 is proud of the numerous endorsements that we have made over the years. These are made with great deliberation after thorough interviews—by our local unions and by Central Labor Councils. We often follow these endorsements with financial contributions.



These recommendations will be updated on our website through election day. Please double check before you vote. Use the QR code here or go directly to: www.teamstersjc7.org/endorsements

Volunteers are always needed. If you're inspired to volunteer, contact your local union or Central Labor Council.

Election Details & Deadlines - California

All California active registered voters will receive a vote-by-mail ballot for the November 8 General Election. These ballots will have prepaid postage as long as they are returned on or before Election Day.

- Last day to register to vote: October 24, 2022 (you can register in person at a polling place through November 8)
Election Day: Tuesday, November 8, 2022
In-person voting locations offer voter registration, replacement ballots, accessible voting machines, and language assistance for those in need.
To register to vote (or re-register if you moved) go to: covr.sos.ca.gov

Election Details & Deadlines - Nevada

- Election Day: Tuesday, November 8, 2022.
Early Voting begins on Saturday, October 22 and runs through Friday, November 4
To register to vote (or re-register if you moved) go to: nvsos.gov/sosvoterservices/registration/Step0.aspx



November 2022 California Endorsements

US SENATE

Alex Padilla

US HOUSE OF REPRESENTATIVES

1	Max Steiner	13	Adam Gray
2	Jared Huffman	14	Eric Swalwell
3	Kermit Jones	15	Kevin Mullin
4	Mike Thompson	16	Anna Eshoo
5	Mike Barkley	17	Ro Khanna
6	No Recommendation	18	Zoe Lofgren
7	Doris Matsui	19	Jimmy Panetta
8	John Garamendi	20	Marisa Wood
9	Josh Harder	21	No Recommendation
10	Mark DeSaulnier	22	Rudy Salas
11	Nancy Pelosi	23	Derek Marshall
12	Barbara Lee		

CALIFORNIA STATE OFFICES

Governor.....	Gavin Newsom
Lt. Governor.....	Eleni Kounalakis
Secretary of State.....	Shirley Weber
Attorney General	Rob Bonta
Controller	Malia Cohen
Treasurer.....	Fiona Ma
Insurance Commissioner.....	Ricardo Lara
Superintendent of Public Instruction.....	Tony Thurmond
Board of Equalization Dist. 1	Jose Altamirano
Board of Equalization Dist. 2.....	Sally Lieber
Board of Equalization Dist. 3	Tony Vasquez
Board of Equalization Dist. 4	David Dodson

CALIFORNIA STATE SENATE

2	Mike McGuire
4	Tim Robertson (North Valley Labor Fed leader)
6	Paula Villescaz
8	Dave Jones
10	Aisha Wahab
12	No Recommendation
14	Anna Caballero
16	No Recommendation

CALIFORNIA STATE ASSEMBLY

1	Belle Starr Sandwith	19	Phil Ting
2	Jim Wood	20	Liz Ortega (Alameda County Labor Council leader)
3	No Recommendation		
4	Cecilia Aguiar-Curry	21	Diane Papan
5	No Recommendation	22	Jessica Self
6	Kevin McCarty	23	Marc Berman
7	No Recommendation	24	Alex Lee
8	No Recommendation	25	Ash Kalra
9	Heath Flora	26	Evan Low
10	Eric Guerra	27	Esmeralda Soria
11	Lori Wilson	28	Gail Pellerin
12	Damon Connolly	29	Robert Rivas
13	Carlos Villapudua	30	Dawn Addis
14	Buffy Wicks	31	Joaquin Arambula
15	Tim Grayson	32	No Recommendation
16	Rebecca Bauer-Kahan	33	Jose Sigala
17	Matt Haney	34	No Recommendation
18	Mia Bonta	35	Leticia Perez

BALLOT PROPOSITIONS

YES.....	Props 26, 28, 29, 31
No Recommendation	Props 1, 27, 30

Alameda County

District Attorney	Terry Wiley
Board of Supervisors District 3.....	Rebecca Kaplan
Hayward	
Mayor.....	Mark Salinas
City Council	Julie Roche
City Council	Dan Goldstein
City Council	George Syrop
H.A.R.D. Board of Director.....	Sara Lamin
Oakland	
Mayor (Ranked Choice).....	Sheng Thao (1)
.....	Treva Reid (2)
City Council District 4	Janani Ramachandran
City Council District 6	Kevin Jenkins
San Leandro	
Mayor (Ranked Choice).....	Bryan Azevedo (1)
.....	Lee Thomas (2)
City Council District 1	Celina Reynes
City Council District 3	Victor Aguilar
City Council District 5	Monique Tate
City Council District 5	Xouhoa Bowen

Butte County

Chico	
City Council District 2	Kasey Reynolds
City Council District 4	Nichole Nava

Contra Costa County

Board of Supervisors District 4.....	Ken Carlson
Concord	
City Council District 3	Dominic Aliano
City Council District 5	Tim McGallian
City of Martinez	
Mayor.....	Mark Ross
City Council	Jay Howard
Mount Diablo Unified School District	
Area 1.....	Debra Mason
Area 2	Linda Mayo
Area 4	Cherise Khaund
Orinda City Council	Latika Malkani
Pinole City Council	Pete Murray
Pittsburg	
City Council	Shanelle Scales-Preston
City Council	Dionna Adams
Walnut Creek City Council	Laura Patch
West Contra Costa USD	
District 4 Trustee	Demetrio Gonzalez Hoy
District 5 Trustee.....	Patricio Dujan

Fresno County

Sheriff	Mark Salazar
Supervisor District 4	Jose Antonio Ramirez
City of Fresno	
City Council District 1	Annalisa Perea
City Council District 3	Miguel Arias
City Council District 5	Luis Chavez
City Council District 7	Nelson Esparza

Madera County

District Attorney	Sally Moreno
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Monterey County

Salinas	
City Council District 2	Tony Barrera
City Council District 3	Cary Swensen
City Council District 5	Andrew Sandoval

Napa County

American Canyon - City Council	Mark Joseph
City of Napa - City Council	Mary Luros

Sacramento County

Supervisor District 5Jaclyn Moreno
Sheriff.....Jim Cooper
City of Sacramento
City Council District 1.....Lisa Kaplan
City Council District 3 Karina Talimontes
City Council District 5 Caity Maple
Elk Grove City Council District 2 Rod Brewer
San Juan USD.....Zima Creason

San Francisco City/County

Board of Supervisors District 2..... Catherine Stefani
Board of Supervisors District 4..... Gordon Mar
Board of Supervisors District 6.....Honey Mahogany
Board of Supervisors District 8...Rafael Mandelman
Board of Supervisors District 10.... Shamann Walton
Public Defender..... Manohar Raju
City Attorney..... David Chiu
Measure L: Transportation Authority..... SUPPORT

San Joaquin County

San Joaquin BOS District 2 Paul Canepa
Stockton
City Council District 1.....Sol Jobrack
City Council District 2AngelAnn Flores
City Council District 6 Sofia Colon

San Mateo County

Board of Supervisors District 2..... Charles Stone
Board of Supervisors District 3.....Dual: Ray Mueller
.....Laura Palmer-Lohan
Belmont
Mayor..... Julia Mates
City Council District 1Gina Latimerlo
City Council District 3 Robin Pang-Maganaris
Daly City
City Council Pamela DiGiovanni
City Council..... Ray Buenaventura
City Council.....Manufou Liaiga Anoa'l

Foster City

City Council.....Richa Awasthi
City Council Stacy Jimenez

Pacifica

City Council District 2 Robby Bancroft
City Council District 5 Paul Chevartin

Redwood City

City Council District 2 Chris Sturkin
City Council District 6 Diane Howard

San Bruno

Mayor..... Rico Medina
City Council District 4 Marty Medina (856) or
..... No Recom. (350)

San Carlos

City Council..... Adam Rak
City Council Sara McDowell

City of San Mateo

City Council District 1 Lisa Diaz Nash
City Council District 3 Sarah Fields
City Council District 5 Adam Loraine

South San Francisco

City Council District 1 Mark Addiego (856) or
..... No Recom. (350)
City Council District 3 None
City Council District 5 Eddie Flores

Santa Clara County

Board of Supervisors District 1 Sylvia Arenas
San Jose
Mayor..... **Cindy Chavez**
(Former head of the South Bay Labor Council)
City Council District 3 Omar Torres
City Council District 5 Dual: Nora Campos
..... and Peter Ortiz
City Council District 7..... Maya Esparza



Be sure to check
the JC7 website for
updates before you
vote!

Santa Cruz County

City of Santa Cruz
Mayor..... Fred Keeley
City Council District 4 Hector Marin
City Council District 6 Sean Maxwell
Watsonville
City Council District 3..... Maria Orozco
City Council District 4 Kristal Salcido
City Council District 7..... Ari Parker

Solano County

Board of Supervisors Wanda Williams
Fairfield City Council..... Dorris Panduro
Vacaville City Council Jeanette Wylie
Vallejo City Council Tara Beasley-Stansberry

Sonoma County

Petaluma
Mayor..... Kevin McDonnell
Santa Rosa
City Council District 2 Mark Stapp
City Council District 3 Dianna MacDonald
City Council District 4 Victoria Flemming
City Council District 6 Jeff Okrepkie
Santa Rosa Jr. College Trustee..... Ezraha Chaaban
Windsor
Mayor..... Esther Lemus
City Council District 1..... Gina Fortino Dickson
City Council District 2 Maureen Merrill

Tulare County

Supervisor District 4 Eddie Valero

November 2022 — Nevada Endorsements

US SENATE

Catherine Cortez-Mastro

US HOUSE OF REPRESENTATIVES

2 Mercedes Krause

NEVADA STATE SENATE

13 Richard "Skip" Daly

16 Aaron Sims

NEVADA STATE ASSEMBLY

24 Sarah Peters

25 Salena La Rue Hatch

27 Angie Taylor

30 Natha Anderson

40 Shannon McDaniel

NEVADA STATE OFFICES

Governor..... Steve Sisolak

Lt. Governor..... Lisa Cano-Burkhead

Attorney General..... Aaron Ford

Secretary of State..... Cisco Aguilar

Treasurer..... Zach Conine

Controller..... Ellen Spiegel

Court of Appeals District 1..... Deborah Westbrook

Board of Regents Dist. 8 John Patrick Rice

Board of Regents Dist. 11 Jefferey Downs

WASHOE COUNTY

County Commission Dist. 2 Keith Lockard

County Commission Dist. 3 Mariluz Garcia

County Commission Dist. 5 Edwin Lyngar

Assessor Wendy Jauregui-Jackins

Public Administrator..... Molly Stewart

Recorder..... Kalie Work

Reno Mayor..... Hillary Schieve

Reno City Council Ward 2..... Naomi Duerr

Reno City Council Ward 4..... Meghan Ebert

Reno Municipal Court Dept. 3..... Justin Champagne

Reno Municipal Court Dept. 4..... Henry Sotelo

Reno/Verdi Justice of the Peace Dept. 2 Kendra Bertschy

Sparks City Council Ward 2..... Dian VanderWell

Sparks City Council Ward 4 Charlene Bybee

Sparks Municipal Court Dept. 1..... Shirle Eiting

Sparks Justice of the Peace Dept. 4..... N. Erica Flavin

WCSD School Board Dist. B..... Ellen Minetto

WCSD School Board Dist. C..... Joseph Rodriguez

WCSD School Board Dist. D Beth Smith

WCSD School Board At-Large - Dist. F Adam Mayberry

Univ. of Nevada Regent District 11 Jeffrey Downs



LOCAL 948

New and brighter futures for cannery workers



Members fill the Moose Lodge in Modesto on July 16 to learn about and ratify the master Cannery contract.

More than 4,000 members who work in the cannery industry across the Central Valley ratified their new collective bargaining agreements in July.

Stanislaus Foods and Con Agra Brands, two national industry leaders in tomato processing, were part of the three-year Master Agreement. The 2,400 members at those two facilities agreed to a contract that also contains historic wage and benefit increases. The Master Agreement also covers Local 856 members in San Joaquin County and several other locations in Northern California.

However, after more than 50 years, Modesto's Del Monte Foods left the multi-employer group's master contract. Local 948's leadership made it clear to Del Monte that leaving the group would not affect the members' demands for a fair contract equal to or above the industry standard. When the dust cleared, Local 948's membership at Del Monte ratified a historic five-year agreement by 204-16 that had significant wage increases, CPI increases, and additional paid vacation regardless of seniority; it also rolled

back full-time members' out-of-pocket health and welfare costs to zero, and it added retiree health insurance for the first time.

The members at all of these facilities are generally either line operators, forklift drivers, warehouse workers, or maintenance workers.

Fruit needs cans to go to market, and members who work at Sonoco Can Mfg. in Oakdale ratified their new agreement as well. This contract protects their Health and Welfare, increases the pension contribution, and provides the largest wage increases in memory at this facility. The Oakdale can plant, formerly Ball Metals, was purchased by Sonoco earlier this year.

"All our staff worked hard and did a great job in these negotiations," said Local 948 Secretary-Treasurer Luis Diaz, who chaired most of the bargaining. Diaz thanked the Rank and file members who participated as committee members. "Having the rank and filers at the table is a tremendous resource. Nobody knows the issues at the various facilities better than the leaders on the shop floor and in the trucks," Diaz added.



Mechanics at South San Francisco Scavenger are proud new Teamsters.

LOCAL 350

SF Scavenger mechanics join Teamsters

Mechanics at South San Francisco Scavenger Company in South San Francisco voted to join Teamsters Local 350. The nine-worker unit voted by mail and ballots were tabulated on August 17.

"I want to commend these workers for their courage and thank them for their genuine curiosity about what it means to be in a union and to be represented," said Business Representative Robert Sandoval. "These workers who make the operations run want to know their rights and what can be afforded to them personally through collective bargaining."

The mechanics at the South San Francisco Scavenger Company were one of the few remaining non-union worker groups within Local 350's jurisdiction. "For years, they've witnessed the vast improvements in working conditions and wages that we bring during negotiations for their co-workers' contracts. It is now their time, and I am proud to welcome them to the Teamsters Local 350 family," Sandoval said.

Jesus Antonio (Tony) Alvarez, a seven-year employee, led the charge

and was one of the biggest union proponents throughout the extended election process.

"Despite the challenges and hardships that come with unionizing, we are proud and excited to become part of Teamster brotherhood," Alvarez said. "By joining Local 350, we will no longer be living in the shadows of mismanagement. We will now have a voice, and our work will be respected. Thank you, Teamsters Local 350, for taking on the challenge of representing us in our future endeavors."

Local 350 has requested bargaining dates from the company to begin negotiations for a first contract.

"Our focus has been to continue to build union density in this division and to organize the unrepresented classifications in locations where we already have members under contract," said Chuck Stiles, Director of the Teamsters Solid Waste & Recycling Division. "We want to make sure that we go after all facets of these waste companies and represent them wall to wall. This is a great example of building that with this victory at Local 350."

LOCALS 70, 315, 665, 853, 856, 2785

New national contract and JC7 supplement



Members at DHL in Watsonville look forward to those raises.

In August, about 350 members who work at DHL throughout Joint Council 7 ratified their new four-year national contract and local supplement. "It's a solid contract and a big win," says Local 853 Business Rep Steven Lua.

Members will get

substantial wage and pension increases, an additional holiday (Martin Luther King Day), and language for drivers to get training to attain their Class A and B drivers' licenses.

"Our biggest battle was keeping inward facing cameras out of the package cars, and with the help of the IBT, we were able to achieve that," adds Lua. "Our concern was invasion of privacy and micromanaging employees via surveillance."

Lua wanted to recognize the hard

work of the rank and file members of the bargaining committee who brought important information about their daily experience on the job. He also gave a shout out to lead negotiators Bill Hoyt and Dominic Chiovare, as well as to Jerry Cordova and Joe Cilia, who both brought a lot of pressure into making this contract out to be a win for all DHL union employees.



Important legislation awaits Governor's signature

There is an old adage under the state's capitol dome that nothing big happens in the Legislature during an election year. It appears that bit of wisdom no longer holds true, as we saw groundbreaking deal after groundbreaking deal take shape this summer culminating in potentially huge policy shifts sent to the Governor's desk. Some of these include healthcare malpractice reform, new recycling requirements on single-use packaging, ambitious climate change and clean energy rules, measures to address mental health and addiction for the homeless, and bills designed to tackle the housing crisis.

Labor also scored big victories in the Legislature. We supported an effort by Fight for \$15 and SEIU to get an important bill to improve the lives of fast food workers to the Governor's desk. AB 257 by Assembly Member Holden (D, Los Angeles) creates a statewide council that will have the authority to set minimum workplace standards for fast food workers. The bill also creates joint liability for the parent corporations when their franchisees violate labor laws. The Governor signed the bill on Labor Day, but it may be put on hold as the fast food industry seek to qualify a referendum to overturn the law.

Our union also supported the efforts of the UFW to pass significant farm worker labor law reforms. AB 2183 by Assembly Member Stone (D, Santa Cruz) would, among other things, authorize card check for organizing any employer subject to the jurisdiction of the Agricultural Labor Relations Board. This could be a game-changer, not only for organizing in the fields but also in other ancillary industries regulated by the ALRB such as cannabis. At press time, the Governor has yet to act on the bill. He has signaled that he may veto it, but he is facing tremendous pressure from the union movement and high-profile individuals including President Biden.

CTPAC also sponsored a number of bills to address Teamster issues in a variety of industries. All of these made it to the Governor's desk.

Prevailing wage for construction drivers

AB 1851 by Assembly Member Robert Rivas (D, Salinas) would clarify that California law requires the payment of prevailing wage for on-hauling of materials for paving, grading, and fill onto a public works construction site. This bill was in response to a California Supreme Court decision that threw the law into doubt and we needed to respond to ensure our members continued to get prevailing wage for this work. We are hopeful that the Governor signs the bill since we worked very hard to address the concerns of the industry and his own agency.

Database on waste haul franchises

AB 2048 by Assembly Member Miguel Santiago (D, Los Angeles) would create a state waste haul franchise agreement database so that all local franchise agreements for waste and recycling are easily accessible to the public. Having access to these agreements is critical for both organizing and holding on to our

incumbent contracts. Currently, if we want to know what is in one of these franchise agreements, we have to do a public records request. This is costly and cumbersome given how many of these agreements are out there statewide. We moved the bill to the Governor's desk with bipartisan support.



Local 2010 goes to Sacramento to push Gov. Newsom to sign SB410 for members at CSU.

New vehicle technology

AB 2441 by Assembly Member Ash Kalra (D, San Jose) would make the introduction of new vehicle technology, including automation, that affects bargaining unit work in public transit a mandatory subject of collective bargaining. This bill, if signed, could be a model for job protection and creation as vehicle technology evolves.

Healthcare for strikers

AB 2530 by Assembly Member Jim Wood (D, Santa Rosa) would ensure that striking workers and their families do not lose their healthcare during a strike by making them immediately eligible for Covered California, paid for by the state. Public sector employers are already required to maintain employee health benefits during a strike, but that law doesn't apply in the private sector. This bill, if signed, will protect all striking workers from having their healthcare weaponized against them.

Salary steps for CSU workers

SB 410 by Senator Connie Leyva (D, Chino) would require the California State University system to restore salary steps for their non-faculty workforce, including our skilled trades members. CSU eliminated salary steps decades ago and is currently the only state agency that does not provide them to their employees. This has created an ever-increasing wage gap between older employees and new hires. This inequity will be rectified if the Governor signs this very important measure.

Monetary penalties for unfair practices

SB 931, also by Senator Connie Leyva, would provide meaningful monetary penalties for unfair labor practices committed by a public sector employer. We have seen, time and again, the public employers ignore the state mandate that they must be neutral when it comes to unions. This is particularly egregious at the University of California. Real penalties will hopefully make them think twice before engaging in anti-union behavior.

Worker rights in emergencies

Finally, SB 1044 by Senator Maria Elena Durazo (D, Los Angeles) would prevent an employer from restricting an employee's ability to communicate with family or leave a dangerous worksite during emergency conditions. Workers, like the ones who perished in the Amazon warehouse during a tornado, should not be forced to put their lives on the line simply because the employer has no plan for emergencies or is too greedy to put the safety of employees first.

The Governor has until September 30 to either sign or veto these bills. We will be working hard until then to push for signature.



Local 70

Chang, Tsu
McCollum, Dwight
Marcua, DeVaughn
Nevearez, Jr., Phillip
Norton, Ronald
Rodrigues, Frank
Trejo, Jr., Albert

Local 137

Morfin, Mario

Local 315

Daniels, Donald
Mauga, Randy
Paz, Henry
Rogers, Peter
Taylor, Stewart
Williams, Sandrene

Local 350

Delucchi, John
Unzueta, Albert

Local 431

Aguirre, Jesse
Barnett, Randy
Garza, Edgar
Minor, Robert
Nevarez, Manuel
Pizana, Mario
Salazar, Fernando

Local 517

Despain, Jerry
Florer, Garrett
Halford Dwayne
Johnson, Rick
Jourden, Walter G.
Salinas, Elisar
Trevino, Rosalinda
Wall, James W.

Local 853

Anderson, Jeffrey
Cross, Kristin
Kheang, Von
Stewartm Kevin
Ureno, Tony

Local 853/GCC 583

Fogarty, William
Ibarra, Glicerio A.
Look, George Moon
Martin, James
Mathews, Ruth Lynn
Olivas, Diane
Ortman, Edward
Spediacci, Urban
Thompson, Paul R.

Local 856

Amin, Sajida K.
Anderson, George
Battlers, Gordon
Brady, Alice J.
Broussard, Mark
Pius Garcia
Hooks, Paula L.
Maldonaldo, Hazel
Newton, Cristina
Reyes, Evelyn V.

Local 890

Barrientos, Gabriel
Borovich, Mary
Carrillo, Edith Garcia
Castro, Maria
Casas, Jose Luis Castro
Garcia, Manuel
Martinez, Dolores Perez
Martinez, Maria
Vasquez
Morphine, Mario
Peinado, Leonor
Martinez
Sanchez, Sergio
Valverde, Robert

Local 948

Billings, Steven
De Arman, Della
Gallegos, Asher
Lee, Donald
Ramirez, Dolores
Robert Taylor

Local 2010

Boykin, Joann
Caesar, Tawanna
Gomez, Robert

Local 2785

Chin, Franklin
Kim, Robert (Bob)
Ng, Margarita
Sapp, Ralph
Snelling, Christian



COVID-19 update from the legal front

While California still has thousands of new COVID cases each day, the law requiring special paid time-off for COVID is set to expire on September 30, 2022. This article discusses the state of the law with regard to paid COVID leave and the new vaccines.

Supplemental Paid Sick Leave

In California, employers of 26 employees or more are required to provide up to 80 hours of supplemental paid sick leave to full-time employees who are unable to work (or telework) because of symptoms of COVID-19 or a COVID-19 vaccine, for a vaccine appointment, because they are under a doctor's isolation or quarantine order, or because they are caring for a family member experiencing any of these things.

This paid leave law (that expires September 30) provides 40 hours of paid leave for full-time employees who have symptoms of COVID-19, are caring for a family member with COVID-19, or have side effects from a COVID-19 vaccine. Part-timers

scheduled to work regularly are entitled to leave equal to the number of hours that they regularly work in one week. Full-timers can receive an additional 40 hours of paid leave if they test positive for COVID-19 and cannot work remotely.

A Bill extending this leave beyond September 30, 2022 is on Governor Newsom's desk. If he signs the extension, it will extend paid leave but impose new rules about the proof of a positive test that you have to provide. It would allow employers to require additional proof of a positive test and would deny additional leave to employees who refuse to submit their positive tests. Many observers expect Newsom to sign the extension.

Whatever happens at the State level, some cities have their own COVID leave ordinances. For example, starting October 1, the City and County of San Francisco and large private-sector employers (100 or more employees) who do any work in San Francisco must give up to 40 hours of COVID leave through the end of 2022. San Francisco workers will be eligi-

ble for a new bank of up to 80 hours of COVID leave starting January 1, 2023.

Vaccine Coverage

The original COVID vaccines and boosters were intended to address COVID variants that have long ago been overtaken by new variants. The Food and Drug Administration and Centers for Disease Control have approved this new booster for anyone age 12 and up and the federal government is recommending that anyone who is vulnerable to COVID should get this new booster before the new wave of COVID that is expected this winter.

Like the earlier vaccinations, the federal government is paying the cost of the new vaccine. However, there is an administrative fee that averages around \$40 to cover the cost of putting the vaccine into your arm. Your health plan—whether it's a Teamster Plan or a Company Plan—should pay that administrative cost so if you get the new booster, it should not cost you anything.

Do you read this paper?

In the olden days, newspapers were the ONLY way to communicate. Today, there are many more choices. Would you rather get your Teamster news by email? text? on Facebook or Instagram?



Please complete a short survey to let us know how you'd like to hear from your union.

Use this QR code or go directly to: www.surveymonkey.com/r/JC7Comms



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



Pandemic caused increase in members seeking substance abuse treatment

The number of union members and their family members seeking substance abuse treatment through TAP has increased by 20% since the beginning of the COVID-19 pandemic. At the same time, more clients have reported experiencing anxiety and depression. The largest increases appear to be the use of opioids, stimulants, alcohol and marijuana.

TAP and TARP have been able to respond to the increased demand for treatment and are available to help Teamsters and their families who are dealing with alcohol and drug-related problems.

What can be described as a substance use crisis looks like this: More than 10% of adults report increasing or beginning the use of alcohol or drugs to cope with increased stress due to the pandemic. Additionally, the highest number of overdose deaths were reported in successive years 2020 and 2021. A study in the Journal of Addiction Science and Clinical Practice found a 30% increase in overdose deaths during the 12-month period ending in April 2021 during the pandemic.

While the need for substance abuse treatment is increasing, many of those in need of care have



not been receiving treatment. A National Institute of Drug Abuse survey found more than 20 million Americans over the age of 12 with a substance abuse disorder in the past year while only 10% of these individuals reported receiving care. Of those who did not receive treatment, 24% did not know where to get help, and among those who received treatment, there was only a 42% completion rate.

Worse, there is evidence that access to treatment and utilization of substance abuse services decreased during the pandemic. Many programs were unable to

adapt to provide residential services and some programs, including Kaiser, began only doing treatment remotely via internet.

Things are closer to returning to normal as we enter the last four months of 2022. TAP and TARP have been able to work with contracted treatment providers to address the needs of our clients. The use of telemedicine has become more common and access to outpatient treatment and community-based groups like Alcoholics Anonymous and Narcotics Anonymous now offer many virtual meetings.

TAP and TARP are services available to Teamsters and their covered dependents if the Teamster's employer participates in a Trust Fund contracted with TAP. Both programs assist clients who wish to enter substance abuse treatment. TAP and TARP also monitor each case to help those in programs to complete treatment and prepare a useful aftercare program.

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.