



Teamsters help lead union upsurge!

When Teamsters stand in solidarity with another union's strike or picket, we make a huge difference. We're America's strongest union because our 1.2 million members do the work that keeps our country moving, and we wield that power to win fair treatment for our members and all working people. When we stand together and take action as Teamsters, we've got the power to stop deliveries, waste pickups, and all manner of transportation, until justice is served. When our Teamster truck rolls up on a picket line or rally, it symbolizes the unmatched strength of the Teamsters Union.

On November 14, when 48,000 University of California academic workers represented by United Auto Workers walked off their jobs statewide to demand a living wage, the *San Francisco Chronicle* began its coverage by talking about how important it was that Joint Council 7 President Jason Rabinowitz had donned his black satin Teamster jacket and promised Teamster solidarity—a show of unity from blue-collar to white-collar workers. “You’re showing unparalleled strength, and I want to tell you the Teamsters have sanctioned your strike,” he told the crowd, which “roared in response.”

That President Rabinowitz turned up at that rally was no surprise. Teamsters will always be there to support working people in struggle. The surprise, at least to some who had predicted the demise of labor, is that 2022 was a year of enormous upsurge in union activity, marked by unparalleled organizing, significant strikes, and record contracts. Support for unions is now at 71%, its highest in



JC7 President Jason Rabinowitz brings Teamster solidarity to UC Berkeley at the launch of the largest academic strike in history.

more than 60 years. And the Teamsters Union has been at the forefront of this historic trend.

Organizing and strike resurgence

Workers are organizing at Amazon warehouses, Starbucks coffee shops, and Apple stores. There have been winning drives at Trader Joe’s, REI, and at Activision Blizzard.

Teamsters Joint Council 7 has also won its share of organizing victories as well. In the past few months alone, more than 600 workers at the Oakland Zoo (Local 853), GreenWaste of Palo Alto (Local 350), and Butte County (Local 137) have all voted to become Teamsters. Additionally, cannabis workers at Flora Terra and Spin Scooter workers in Berkeley joined Local 665 over the summer.

Along with the increase in organizing, workers have been more willing to take their fights to the streets. According to Cornell University’s School of Industrial and Labor Relations, as of December 1, there have been 374 strikes in 2022—a 39 percent increase over 2021—from the bakers at Kellogg’s and Nabisco to teachers, nurses, mental health workers, fast food workers, and the workers at the *New York Times*. Cornell counts 78,000 workers who walked off the job in the first half of this year—nearly three times the 26,500 who struck in the first six months of 2021.

The good news that resulted from the largest academic strike in history at the University of California is that after years of working for poverty wages, workers won a contract with raises of up to 66% over three years. The better news is that this strike is an inspiration to the academic workers at hundreds of public and private universities who have been struggling for years.

What do many of these actions have in common? They’re being launched by young people. An unprecedented share of election requests to

the NLRB are coming from college students and graduate employees at private universities, museums, think tanks, nonprofits, and groups of young workers at retail establishments such as Starbucks. Unions are more popular among young people than any other age group, which bodes well for the future of our movement.

Winning the best contracts

The challenge of actually being able to negotiate a good contract remains, but even in that department, change may be afoot. After nine years during which its budget had not increased by even a penny, the National Labor Relations Board has finally secured an increase in the 2023 funding bill. While the agency won’t be fully funded by any means, they also won’t be compelled to furlough staff and should be able to make some badly-needed hires in the coming year. That should help ensure that the Labor Board can be more responsive to promoting fair union elections, combatting union-busting and negotiation-delaying tactics that have become the norm, inhibiting workers who vote for union representation from actually getting it.

And as we see throughout this issue, our Teamster Locals are winning the best contracts ever in a variety of industries. From Local 2010’s members at the University of California to Local 856’s West Contra Costa Unified School District members, to Local 665’s recycling and solid waste members at Recology of Sonoma, and Local 439’s plant workers at the University of the Pacific—these members have won their largest increases in decades—if not ever.

“Teamsters are gearing up for even bigger battles in 2023, especially our fight to win a fair contract at UPS,” Rabinowitz said. “We are standing together as Teamsters, ready to do whatever it takes, and we will surely win.”



Apply Now: James R. Hoffa Scholarship Fund

Applications are now being accepted for the 2022-2023 James R. Hoffa Memorial Scholarship Fund for high school seniors. Recipients must be the son, daughter or financial dependent of a Teamster member in good standing. Awards are based on academic achievement, SAT/ACT scores, character, potential, and financial need.

Academic scholarship awards range from \$1,000 to \$10,000 for high school seniors planning to attend a four-year college or university. Training/vocational program awards are up to \$2,000 for use at a community college or trade school.

Go to: www.jrhmsf.org or scan the QR Code below with your smartphone's camera or QR reader. The application deadline is **March 1, 2023**.



NOTE: A new fund, the IBT **Scholarship Fund**, is being established now, with financial support from JC7 and all of our Locals. It's first scholarships will be available for the 2024 class. Watch for applications in December, 2023. The deadline will be March 29, 2024.



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POLITICS AND YOU

BY DOUG BLOCH

Working for the Teamsters has been an honor ...

After 17 years with Joint Council 7, this is my last column as your political director. It has been an immense honor to work with our union.

Starting as an organizer

I was first hired into the Teamsters in 2006. Under the direction of our then Joint Council President, I ran the organizing campaign with misclassified truck drivers at the Port of Oakland. At the campaign's peak, we put 5,000 people on the streets of downtown Oakland. Together with a caravan of hundreds of Teamster horsemen motorcycles and dozens of trucks, we marched on Port headquarters and secured commitments from the Oakland mayor and port director to require every trucking company operating on port property to use employee drivers, giving those drivers the right to join the Teamsters union.

The industry sued to stop us and the case went all the way to the US Supreme Court where we lost. It would take us nearly nine years after that loss to pass AB5—the strongest worker misclassification law in the country. But we did not give up. Still, we fight lawsuits from a trucking industry that will do anything it can to hold onto a business model based on exploitation.

Creating political success to benefit workers

In 2010, a new Joint Council President took over and merged Joint Councils 7 and 38, bringing together more than 100,000 Teamsters throughout Northern California, the Central Valley, and Northern Nevada. I was hired as political director and set out to build a program to organize new workers into the Teamsters and win the very best contracts we could for our members. By all accounts, we've been very successful.

Since that time, we've organized over 20,000 new members into Joint Council 7, spread across nearly every Teamster Division, building power for our union.

Good organizing leads to good policy, and good policy leads to more organizing. Joint Council 7 organizing campaigns won policies that have become models for the rest of the country. For example, Local 517's campaign at Marquez Brothers won the strongest law in the country protecting immigrant workers from retaliation for speaking up for their rights. (Then) Local 601's campaign at Taylor Farms won the strongest state-level joint employer law in the country, holding corporations accountable when the temp agencies they use violate labor laws. Local 350's organizing drive at Republic Services won a federal joint employment standard that is still in the sites of the national business community.

Local 853 and 665's successful campaign to organize Silicon Valley shuttle bus drivers led to innovative policy by San Francisco requiring labor harmony for these companies. When one company ran an anti-union campaign against us, we tied up traffic for four blocks during the morning commute with a ULP strike. It was Teamster solidarity that finally won the day when Local 350 threatened to honor the picket line and not pick up the garbage during Superbowl festivities served by that company. Before you could say "Teamster power," the company folded, paving the way for those drivers to join our union.

Local 665 used that labor harmony policy to organize the first scooter company workforce in the country, and then helped workers at the same company organize with San Diego Teamsters. On top of that, the wage increases we secured for our shuttle bus members at Facebook, Apple, and other tech companies led to 25% wage increases throughout the region for Teamster bus drivers in every sector, as employers tried to keep pace with the our Silicon Valley contracts just to hold on to drivers. All proof that a rising tide lifts all boats, or in this case, a "rising road lifts all buses."

No other region of the country has made so many gains in the construction sector. Where others were rolling back the prevailing wage for construction workers, we successfully expanded it for ready-mix drivers.

Our NorCal construction leadership went on to negotiate groundbreaking project labor agreements that brought only-in-California higher wages and Teamster protections to on-haul and off-haul drivers.

When a Local 853 employer tried to use tax credits to bust the union and move our jobs to the Central Valley, we got into action. We took on—and took down—the largest corporate welfare scheme in the country that funneled billions of our tax dollars to California corporations with no strings attached. The replacement program, *California Competes*, actually rewards companies that pay good wages and have union agreements.

Our worksite campaign to fight the anti-union ballot initiative Prop. 32 was the largest Teamster Get-Out-The-Vote operation in California history, which resulted in registering 25,000 Teamsters to vote. Prop. 32 went down in flames. The California Labor Federation awarded us Top Performing Union—one of many awards our work has won in the last decade.

Back when I started in 2010, we made endorsements for candidates running in federal and state races, but only 20 endorsements in local races such as county supervisors, city council, and school board. We can't sit those races out when it comes to our contracts and communities. In the November 2022 election, we made over 200 endorsements in local races—a 900% increase. And we've consistently won more than 70% of those races.

That sort of local political action pays off. In the last year, Joint Council 7 led the nation in taking on Amazon's aggressive expansion, stopping them dead in their tracks 12 times in a row for their proposed projects from San Jose to Santa Rosa. That took getting votes from politicians we supported who understand that Amazon is the single biggest threat to our jobs. And the Amazon work is just beginning.

The Gillig story tells it all

Finally, I don't think there is a better example of why we do politics than my first campaign as your political director. The bus company Gillig is home to more than 600 Local 853 members who build the last 100% made-in-the-USA buses. Although Gillig was then located in Hayward in Alameda County, that county's own transit agency, AC Transit, was buying buses from a company in Belgium. We backed three politicians for the AC Transit board, won all

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Joint Council 7 starts new year well-positioned for success

Teamsters Joint Council 7 wrapped up a highly successful 2022, building the unity and strength of our union, winning victories for working people, and placing us in a strong position to take on the great challenges we face in 2023, including our fight for a fair contract at UPS.

We began the year with a transition in leadership, and a Joint Council that was divided after a contentious election in our International Union. Our first priority was to unite our Joint Council to put past differences aside and move forward together. I'm pleased to report that the Locals in our Joint Council answered this call, and we ended the year more united than we began it.

We proudly welcomed our new General President Sean O'Brien to Joint Council 7's Delegates Meeting. President O'Brien brought an inspiring message of unity and laid out his vision of building a stronger Teamsters Union to take on greedy employers and win gains for workers.

Our Joint Council began the year by embarking on a strategic planning process. The Principal Officers of the 20 Locals that comprise our Joint Council came together to review every aspect of our work – from communication to organizing to training to politics to representation and more – and create a Strategic Plan to make our Joint Council even stronger and more effective.

We demonstrated our unity in action early in the year, when our largest employer, UPS, unilaterally cut the pay of part-timers. Our Joint Council, UPS Nor-Cal Committee, and all of our affiliated Locals jumped into action, leading the way for the whole country. We organized a series of pickets and actions at UPS facilities across Northern California, culminating with a powerful rally on the steps of the State Capitol, where dozens of state legislators stood with us. Other Locals around the country followed our lead, taking similar action. Ultimately, UPS rescinded the pay cuts for many of our part-timers, enabling us to show our unity and build our strength for the upcoming contract fight.

We kicked our campaign to organize Amazon into high gear in 2022. By leveraging our Teamster political power, we stopped 12 of 12 non-union Amazon projects in their tracks. We passed a moratorium in San Francisco on the construction of Amazon and other

large distribution centers until the city could confirm that such projects would help our communities, not hurt them – which means good jobs and environmental and other protections. In partnership with the IBT's Amazon Division, we brought in our first Amazon Organizing Coordinator, who has been working with our Locals to build our capacity to take on and organize Amazon.

We continued to build our political power in 2022, electing many pro-worker candidates to office in the November elections. We had a banner year legislatively, passing six Teamster bills, including historic legislation that imposes monetary penalties on union-busting employers in the public sector, the first law of its kind in the country.

Our Locals were hard at work in 2022 organizing thousands of new members into the union in every industry. And we have been fighting hard and winning some of the strongest contracts ever, with historic improvements in wages and benefits.

We worked to beef up our communication program in 2022, creating new Joint Council 7 social media pages on Facebook and Instagram, where we share our actions and achievements (Make sure to like and follow our pages if you haven't already!) We instituted regular meetings and trainings for our Local Union communicators, to improve all of our communications with members.

We created a Joint Council 7 training committee, which has instituted a program of regular trainings for our Local Union staff, officers, stewards, and members. Partnering with the IBT Training & Development Department, we conducted trainings on organizing, contract campaigns, bargaining, and more.

In 2022, we held our most successful fundraising events ever for our Joint Council 7 All-Charities Fund, raising over a quarter million dollars to benefit Teamster members and families in need, and other good causes.

Together, we made 2022 a successful year for Joint Council 7, building our unity and strength, and achieving great things for working people.

We enter 2023 ready to take on even greater challenges, organize thousands more workers into our union, and take on greedy employers – especially UPS – to win the strong contracts our members deserve!

Political Director's Final Column

From page 2

three races, and flipped the contract to Gillig. Since then, AC Transit has bought hundreds of Gillig buses with hundreds of millions of our tax dollars. The contract translates to about a decade of work for Teamsters.

The Gillig work did not stop there. When Gillig outgrew their Hayward plant, numerous states tried to lure them away with promises of tax credits and subsidies. We worked with an Alameda County Supervisor to get help for Gillig to stay. We then used the California Competes program to secure funds for Gillig to build a new state-of-the-art factory in Livermore. At the opening ceremony, the company owners and politicians sat

in the audience and watched Teamsters cut the ribbon up on stage because they know that without Teamsters there is no Gillig. When the plant opened in 2017, we signed a seven-year agreement that makes us the highest-paid heavy manufacturing workers in the U.S. And our collaboration with Gillig continues with energy and training grants that we helped them secure.

As a father of two young children and a Teamster, I cannot be prouder of the work at Gillig. We used politics to deliver our tax dollars to a company where union workers get top wages and benefits to build public buses and fight climate change. That's what I signed up to do, and it's been the best part of my 30 years as a labor and community organizer. Thank you for the privilege and bless you all.

Teamsters take on Amazon - You can too!

Across the country, Amazon workers are uniting to demand changes at their work sites: increased pay, worker safety, and respect in their workplace, to name a few.

Joint Council 7 is not only standing in solidarity with these workers but also launching campaigns to organize Teamster members, community allies, and Amazon workers to join the struggle.

Our community engagement program has focused on organizing facilities, as well as passing local policy guidelines that will put added pressure on Amazon. For example, this past March, our labor and community allies came together in San Francisco to pass an 18-month moratorium on a logistics facility that Amazon was planning to use as a last-mile delivery station. This victory is a model of what we can do at the city and county levels in our fight against Amazon.

To begin organizing workers, we need to start with our base which is our own membership. Teamster sisters and brothers not only see Amazon delivery drivers when they're out doing work but also know someone close to them that works for Amazon. We are working to identify these individuals to pinpoint specific workplace issues and also identify the worker-leaders that are ready to organize. We want to join the thousands of Amazon workers across the country that are engaging in site fights to demand improvements at their facilities.

We need your help! Amazon workers are everywhere and we want to talk to you and to them. Please fill out the Teamster Member Survey if you know an Amazon worker or are ready to join our organizing drive. Use the QR code below.

Joint Council 7 is sponsoring an organizing training on January 23 in Oakland. Talk to your business rep if you'd be interested in getting involved in the campaign.

AMAZON SURVEY



To complete the 2-minute survey, use this QR code or go to: bit.ly/3FJyCQN

AROUND THE LOCALS



LOCAL 137

Welcome to new Butte County members

After countless meetings and a short campaign, the Butte County Management Employee Association voted in July to become Teamsters. This new Mid-Management Unit adds a potential 500 members to Local 137's ranks and further expands the Teamsters' presence within Butte County.

Three-quarters of Butte County employees are Teamsters now, and we look forward to a unified and strong group of members. "We welcome our new brothers and sisters in Butte County," said Secretary-Treasurer Russ Butler.

LOCAL 431

Local moves forward with Sysco

Locals 431 and 386 have negotiated for several months with Sysco Foods. On Sunday, December 11, 2022, the Local presented the company's most recent proposal to the Sysco employees. Although the proposal was fair, Local 431 still feels that significant improvements are needed to wages, benefits, seniority, and the right to grieve procedures before recommending and securing the contract.

"We have every reason to believe that Sysco has more to offer to their employees and we intend to bargain a better deal for our members," said Mike Pratt, Business Representative for Teamsters Union Local 431.

LOCAL 2785

Package drivers win massive award from delayed start time arbitration

In a major arbitration victory announced in November, Local 2785 UPS package drivers are getting justice after a long battle against the company for skimping on drivers' overtime pay.

The fight began when the local filed a grievance in response to the company delaying drivers' start times. Union persistence led to the recent ruling and a remedy of \$1.6 million for approximately 1,100 members at UPS centers in San Francisco, Menlo Park, and San Bruno.

"Local 2785 is pleased to win this arbitration ruling against UPS, protecting our start times and getting the penalty," said Joe Cilia, Secretary-Treasurer of Local 2785. "UPS was wrong and the union held their feet to the fire. It was a long battle, but we never gave up."

Although the company paid the delay penalty at the beginning of the day, it did not pay the delay caused at the end of the shift when the workday was lengthened past the normal quitting time. The union charged the company with violating Article 22, Section 2 of the Northern California Supplemental Agreement.

Ultimately, the arbitrator agreed with the union, requiring "that the Drivers be paid both a 1.5x delayed start time penalty and 1.5x overtime wages beginning at their regular quitting times on the same day."

Even after this ruling, a secondary conflict arose over the remedy, with UPS complaining that it would be impossible to go back and calculate what the members were owed. The company also wanted to exclude anyone who



Some of the 1,100 Local 2785 UPS members who will share huge back pay award.

had since quit or retired before the settlement was reached. The local held its ground and got UPS to pay all members who were on the payroll regardless of their current status.

"This has been a long, hard fight," said Business Agent Troy Mosqueda. "We showed UPS they could not get away with taking advantage of us and violating our contract. It makes me proud to be a Teamster."

"This is what it means to be a fighting union that goes to bat for its members at UPS and digs its heels in until victory," said IBT General President Sean M. O'Brien. "I congratulate Local 2785 leaders and members for their perseverance and clawing back \$1.6 million from UPS's greedy hands, putting it back in the pockets of the members who rightfully earned it."

Beyond Local 2785, the victory extends to all 15 local unions under the Northern California Supplement as UPS is required to pay all delayed start times in accordance with the arbitrator's decision.

LOCAL 853

Oakland Zoo keepers vote to join union

What happens when you have a motivated workforce, a solid organizing team, and connections with local politicians? The workers at the Oakland Zoo just found out when they voted on September 30 by a four-to-one margin to unionize. Teamsters Local 853 is proud to welcome the 55 zookeepers at the Oakland Zoo and looks forward to negotiating their first union contract.

"These workers demonstrated tremendous courage so they can get a contract that addresses the issues they care about – respect, wages that reflect the cost of living, guaranteeing a high quality of life for the animals and their habitats, and a voice on the job," said Pablo Barrera, Local 853 Organizing Director.

"It was an incredible experience," Barrera adds. "These workers were knowledgeable and motivated, especially as they had to contend with a union buster that zoo management brought in."

As the zoo's Senior Keeper, Jason Knight stays late to put animals to bed and do nighttime feedings. He couldn't be more proud of the union drive. "The process of coming together, deciding to join the Teamsters, and winning the election with such amazing numbers has brought us



Zookeepers meet with Cong. Barbara Lee (2nd from left). Senior Keeper Jason Knight is at left.

all together. We look forward to moving into the future as a group," he said adding, "One thing that unifies us is that we all love the Oakland Zoo. The movement has been an act of love for the zoo and for each other. It's been an incredibly positive experience all around."

Getting the support of local politicians was key to the drive's success. In addition to Oakland city council member Treva Reid and Mayor Libby Schaaf, several zookeepers had an opportunity to meet with Congress member Barbara Lee who was visiting the Local 853 building. These elected officials did not hesitate to contact zoo management to demand they dump the union buster and do the right thing for their workers.

As the group heads into negotiations, the union and workers say they were instrumental in helping pass Measure Y, an Oakland referendum to increase funding to the Oakland Zoo. "This bill will enhance educational opportunities, and elevate the standard of living for animals, expanding conservation work and increasing access to the institution for the city's residents," explained Barrera. "The union will make sure that the zoo's increased budgets are shared among the zookeepers," he added.



Local 350 is proud to welcome its newest members in Sonoma

LOCAL 350

GreenWaste drivers and mechanics vote for union

The 40 drivers and mechanics at GreenWaste of Palo Alto in Santa Clara voted overwhelmingly in November to become Teamsters. This group will join the thousands of waste workers throughout the Bay Area already represented by Local 350.

"Ever since I started working for this company, I felt we needed representation. Everyone around us was doing better, with support, protection, and contracts, because they were Teamsters. It's been a long time coming, but I'm proud that our unit stood strong to make this life-changing decision," said Ricardo Hernandez, a 17-year driver and one of the leading voices of the worker-led organizing committee.

In addition to the security of a powerful Teamster contract, workers are seeking wage increases, strong benefits, and better working conditions.

"This was truly a team effort from a motivated committee. I thank Principal Officer John Bouchard for enabling the team to get the job done, and the Teamsters Solid Waste and Recycling Division for their guidance and expertise. Most of all, I thank the Teamsters Organizing Department for hitting the ground running, keeping these workers engaged, and staying one step ahead of the union busters," said Sergio Arranaga, President of Local 350. "Now it's time to get to work and help these workers win the best contract possible."

LOCAL 856



Members proudly display their newly ratified contracts.

New contract at School District

Teamsters Local 856 members of West Contra Costa County Unified School District (WCCUSD) have overwhelmingly ratified a new two-year contract that includes significant wage increases and market rate adjustments for overlooked classifications to combat high vacancy rates.

The victory comes after over six months of grueling negotiations, which included numerous actions, including a rally at the WCCUSD Board of Education meeting, where large crowds of WCCUSD members showed up in full Teamster colors demanding a fair contract.

"We could not have reached this achievement without the consistent input and support of every member who attended our steering committee meetings, participated in our actions, and let their voice be heard throughout the process," said Peter Finn, Teamsters Local 856 Secretary-Treasurer. "This is a clear message to the public that when working people stand together, we can win against any odds."

As negotiations ramped up, members prepared for an all-out fight that included escalating actions and a resounding strike vote.

"We had to hold our ground in these negotiations
(continued on page 8)

LOCAL 439

Big wage gains at UOP



UOP members' action swiftly results in good contract.

The University of the Pacific's August move-in weekend for the 2022-23 school year saw a throng of students, parents, and university staff. Amid the shuffling of boxes and retrieving of room keys, sheets of neon green paper were handed out to students by Pacific's Physical Plant workers. The flier explained that a strike was imminent unless Pacific signed a contract with Teamsters Local 439 giving the workers higher pay.

According to Principal Officer Sal Lomeli, the members were primarily seeking pay raises. After several bargaining sessions, an agreement was reached in September and ratified by 92% of the unit, thus averting a strike.

Ultimately, the contract increased the starting wage for janitorial and grounds staff from \$16 to \$18.50/hour, and increased painters' salaries from \$32 to \$40/hour, while giving all employees with 10 years of seniority an additional \$1/hour increase.

LOCAL 2010

UC members ratify strongest-ever contract

After almost a year of bargaining, and hundreds of worksite actions across the state involving thousands of workers, Teamsters Local 2010 members in the statewide CX bargaining unit at the University of California (UC) overwhelmingly ratified our strongest-ever collective bargaining agreement. The CX Unit is made up of more than 14,000 clerical workers and administrative professionals at all UC campuses and medical centers across California.

The new contract provides for unprecedented, well-earned economic gains, including an immediate 6% raise retroactive to July 1; a \$3,000 ratification lump-sum payment; raises totaling an average of 23.4% over the four years of the agreement, including guaranteed across-the-board raises and annual step increases that are not based on evaluation; and a \$1,000 longevity bonus after 20 years of service. The contract also contains numerous other improvements, including new language providing for bilingual pay for medical center workers, daily overtime pay, increased shift differential, improved protection against contracting out of work, and more.

Approximately 5,000 UC Teamsters voted on ratification and 98.3% voted yes.

"We won this historic contract by standing together as Teamsters and taking action across the state, showing our unity and our strength," said Jason Rabinowitz, Secretary-Treasurer of Teamsters Local 2010. "Every letter we sent to UC leaders, every comment we gave at Regents meetings, and every march held at campuses and medical centers across the state led to this: the strongest contract in the history of our union."

LOCAL 665

New contract for Sonoma Recology members



New five-year contract for Sonoma Recology members

Teamsters employed at Recology—Sonoma County's largest solid waste and recycling company—ratified a new five-year collective bargaining agreement by a more than two-to-one margin, after sending back a previous management offer members deemed as unfair and substandard.

"These men and women performed as an essential workforce during the pandemic," stated Local 665 President Mike Yates. "They knew it was time to be recognized for the important work that they do, and that includes economic improvements that adequately support working families."

Recology Teamsters in Sonoma County will now enjoy wage improvements slated to increase by 30% over the life of the five-year agreement. Pension increases, maintenance of the health plan, and three additional holidays are also included in the new contract.

"Solid waste and recycle Teamsters make sure that Sonoma County has dependable and sanitary pick-up at every home and business," said Juan Gallo, Local 665 recording secretary. "By remaining united during these negotiations, workers have demonstrated again that solidarity gets results."



IN MEMORIAM



ERNIE YATES

1946-2022

Ernie Yates, a Teamster since 1964, served as Principal Officer of Local 665 from

1980-2012. He died in November at age 76.

"Our union brother, Ernie Yates, was a Teamster his entire working life," said Principal Officer Tony Delorio and President (and Ernie's son) Mike Yates. "His guidance, wisdom, and leadership benefited the lives of countless working men and women through his tireless efforts at the negotiation table and in worker advocacy in California and the United States."



LOCAL 70 Oakland

General Membership Meetings:
 Saturday, January 28, 10:00 a.m.
 Thursday, February 23, 7:00 p.m.
 Saturday, March 25, 10:00 a.m.
 There will be a vote conducted at the March General Membership Meeting to suspend summer General Membership Meetings.
 Thursday, April 27, 7:00 p.m.
 Thursday, May 25, 7:00 p.m.
 Saturday, June 24, 10:00 a.m.
July-August MEETINGS SUSPENDED
 Saturday, September 30, 10:00 a.m.
 Thursday, October 26, 7:00 p.m.
 Saturday, November 18, 10:00 a.m.
 Thursday, December 21, 7:00 p.m.
Stewards Council Meetings
 Saturday, March 25, 9:00 a.m.
 Saturday, June 24, 9:00 a.m.
 Saturday, September 30, 9:00 a.m.
Stewards Appreciation Breakfast
 Saturday, October 7, 9:00 a.m.
Sick Benefit Meetings
 2nd Tuesdays of the month.
 All meetings are held at Teamsters Local 70: 400 Roland Way, Oakland, unless otherwise noted.

Marty Frates, Secretary-Treasurer

Meetings may be subject to COVID-19 restrictions.

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 us.



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

Sacramento Teamsters Retirees Assn.

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

Freddie Griffin, President

LOCAL 87 Bakersfield

General Membership Meetings:
 All meetings are held at Teamsters Local 87, 2531 G Street, Bakersfield. All meetings are held on Sundays. Executive Board—8:00 a.m.
 General Membership—10:00 a.m.
 January 29 • February 26 • March 26 • April 30 • May 21 • June 25*/July 23*/August 27*—Executive Board ONLY • September 24 • October 29 • November 19 • December 17
 Meetings scheduled as COVID-19 restrictions allow.

John Moralez, Secretary-Treasurer

LOCAL 137 Redding

General Membership Meetings will be held on Wednesday nights at 7:00 p.m. at Local 137, 3540 S. Market St., in Redding on:
 January 18 • February 15
 March 15 • April 19 • May 17 • June/
 July/August—Suspended
 September 20 • October 18 •
 November 15 • December 20

Russ Butler, Secretary-Treasurer

LOCAL 150 Sacramento

General Membership Meetings:
 Are all held at 7 p.m. at Local 150, 7120 East Parkway, Sacramento. The 2023 dates are tentatively set as follows:
 January 5 • February 2 • March 2
 April 6 • May 4 • June 1 • July 6
 August 3 • September 7 • October 5
 November 2 • December 7

Dale Wentz, Secretary-Treasurer

LOCAL 315 Martinez

General Membership Meetings are generally held on the 2nd Wednesday of the month at 8:00 p.m. with the exception of Saturdays, May 13 and October 14, when the meeting begins at 9:00 a.m.

2023 meeting locations:

Martinez Union Hall

Wednesday, January 11
 Wednesday, February 8
 Wednesday, April 12
 Saturday, May 13
 Wednesday, July 12
 Wednesday, Aug 9
 Saturday, Oct 14
 Wednesday, Nov 8

Vallejo Union Hall

445 Nebraska Street, Vallejo:
 Wednesday, March 8
 Wednesday, June 14
 Wednesday, September 13
 Wednesday, December 13

Don E. Garcia, Secretary-Treasurer

LOCAL 350 Daly City

San Francisco General Membership Meetings:
 Location: Electricians Hall, 55 Fillmore Street, San Francisco
 Thursday, March 9, 6:00 p.m.
 Thursday, June 8, 6:00 p.m.
 Thursday, September 14, 6:00 p.m.

San Francisco General Membership December Meeting:

Location: Best Western Grosvenor Hotel, 380 South Airport Blvd., South San Francisco, CA 94080
 Thursday, December 7, 6:00 p.m.

San Jose General Membership Mtgs:
 Location: Teamsters Local 853, 1452 North Fourth St., San Jose, CA 95112
 Wednesday, March 22, 7:00 p.m.
 Wednesday, June 28, 7:00 p.m.
 Wednesday, September 27, 7:00 p.m.

San Jose General Membership Christmas Meeting:
 Location: DoubleTree by Hilton, 2050 Gateway Place, San Jose, CA 95112
 Wednesday, December 13, 7:00 p.m.
John Bouchard, Secretary-Treasurer

LOCAL 386 Modesto

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

Jeff Berdion, Secretary-Treasurer

LOCAL 431 Fresno

Membership Meetings are held the first Thursday of each month at 7:30 p.m. at the Local 431 Membership Hall, 1140 W. Olive, Fresno. (Meeting dates may change due to UPS contract negotiations. Please call the Union office to confirm each meeting date). A vote will be held at the May 4 meeting to determine suspension of summer months' meetings.
 January 5 • February 2 • March 2 •
 April 6 • May 4 • June 1 • July 7 •
 August 3 • September 7 • October 5 •
 November 2 • December 7.

Peter Nuñez, President

TEAMSTER RETIREE CLUBS

Teamsters Local 2785 Retirees Club

Luncheon meetings will commence at 11:30 a.m. on March 14, June 13, September 12, and December 12. All meetings/lunches will be held at the Elks Lodge, 920 Stonegate Drive, South San Francisco.

New members are welcome!

Bob Silva, President

East Bay Teamsters (Local 70) Retirees Club

Luncheon meetings are held on the 3rd Wednesday of every month, (except for June, July, and August), at 11:00 a.m. at Local 70, 400 Roland Way, Oakland.

All Teamsters are Welcome. Come any time you can!

Charlie Scarano, President



LOCAL 439 Stockton

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

LOCAL 517 Visalia

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

LOCAL 533 Reno

All meetings are held at the Teamsters Local 533 Hall, 1190 Selmi Drive #100, Reno, NV 89512. Meetings are on the third Thursday of each month at the times listed below. (The Executive Board meets one hour earlier.)
January 19, 6:00 p.m.
February 16, 6:00 p.m.
March 16, 7:00 p.m.
April 20, 7:00 p.m.
May 18, 7:00 p.m.
June 15, 6:00 p.m.
July 20, 6:00 p.m.
August 17, 6:00 p.m.
September 21, 7:00 p.m.
October 19, 7:00 p.m.
November 16, 6:00 p.m.
December 21, 6:00 p.m.

Debbie Calkins, Secretary-Treasurer



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

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

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

LOCAL 665 San Francisco

2023 General Membership Meetings
will be held according to the following schedule:
Santa Rosa
4th Tuesday of the month, 6:00 p.m.
1371 Neotomas Ave., Santa Rosa
January 24 • March 28 • May 23 •
October 24
San Francisco
4th Tuesday of the month, 6:00 p.m.
150 Executive Park Blvd., San Francisco
February 28 • April 25 • June 27
Members please note: A vote will be taken during the June 27 meeting about whether to suspend or conduct General Membership Meetings during the months of July, August and September, 2023.

San Francisco
3rd Tuesday of the month, 6:00 p.m.
November 21 at 150 Executive Park Blvd., San Francisco
Santa Rosa
3rd Tuesday of the month, 6:00 p.m.
December 19 at 1371 Neotomas Ave., Santa Rosa
All meetings subject to change due to COVID-19 restrictions.

Tony Delorio, Secretary-Treasurer

LOCAL 853 Oakland

General Membership Meetings
are held the second Thursday of the month, 7 p.m. All meetings will be held at the Local 853 Oakland office (7750 Pardee Lane).

Steve Beck, Secretary-Treasurer

LOCAL 856 San Bruno

2023 General Membership Meetings
Tuesday, January 31
Tuesday, February 28
Tuesday, March 28
Tuesday, April 25
Tuesday, May 30
June, July and August 2023 Meetings – Canceled
Tuesday, September 26
Tuesday, October 24
November 2023 "Annual Thanksgiving Meeting" – To Be Determined
December 2023 Meeting – Canceled
All meetings start at 6:00 p.m. and are held at Teamsters Local 856 "Chetcuti Hall," 453 San Mateo Avenue, San Bruno, unless otherwise notified.

Peter Finn, Secretary-Treasurer

LOCAL 890 Salinas

General Membership Meetings are the second Thursday of the month at Teamsters Local 890, 207 North Sanborn Road, Salinas, at 7 p.m. Las **reuniones generales de membresía** son el segundo jueves de cada mes en Teamsters Local 890, 207 North Sanborn Road, Salinas, a las 7 p.m.

Crescencio Diaz, President

LOCAL 896 Nor Cal

General Membership Meetings:
Please check the website at www.teamsterslocal896.org for scheduled meetings.

Phil Cooper, Secretary-Treasurer

Meetings may be subject to COVID-19 restrictions.



YOUR LOCAL UNION PHONE NUMBERS

70	510-569-9317	665	415-728-0811
87	661-327-8594	853	510-895-8853
137	530-243-0232	856	650-635-0111
150	916-392-7070	890	831-424-5743
315	925-228-2246	896	707-644-8896
350	650-757-7290	912	831-724-0683
386	209-526-2755	948	559-625-1061
431	559-486-5410	2010	510-845-2221
439	209-948-9592	2785	415-467-0450
517	559-627-9993	GCIU, DC 2	800-333-4388
533	775-348-6060		



Supreme Court to hear case about strike activity

On January 10, 2023, the U.S. Supreme Court will hear oral arguments in *Glacier Northwest v. Teamsters Local 174*. The outcome of this case may change whether and when labor unions will engage in strikes or work stoppages.

The case involves Teamsters Local 174 in Seattle which represents ready-mix cement drivers employed by Glacier Northwest. Local 174 initiated a work stoppage after contract negotiations broke down and the drivers' contract had expired. When the work stoppage began, picket captains and stewards called drivers on their routes telling them to stop working and return their mixers to the employer's yard. The stoppage occurred while the mixers were on their way to a pour and the employer had to act fast to prevent the load from solidifying in the mixers.

In response, the employer disciplined the drivers and filed a lawsuit against the Local, claiming that the union timed the work stoppage with intent to destroy employer property.



It has long been the law that the NLRA does not bar lawsuits related to violence or intentional acts of vandalism during a strike. But the Washington Supreme Court did not consider this action vandalism and held that the National Labor Relations Act ("NLRA") barred Glacier's lawsuit for intentional destruction of property against Local 174 because the Local and its members were engaged in a work stoppage and that constituted activity expressly protected by the NLRA. However, Glacier Northwest appealed the decision to the United States Supreme Court, which agreed to take the case.

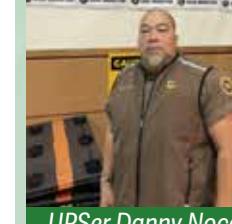
The Supreme Court decides what cases it hears and it generally does not bother taking cases that involve the application of well-settled law unless there is a majority on the Court that is interested in using that case to change the law. The Court will now decide whether a union can be held liable when, absent vandalism or violence, property is destroyed during a work stoppage. While actions involving violence and vandalism are not protected, the decision, in this case, could expand the definition of what is considered unprotected conduct during a strike or work stoppage.



LOCAL 315



Danny Nocon



A Teamster at UPS for almost 39 years, Danny Nocon started out of the Cordelia building in 1985 and followed his work to the

Richmond hub in 2001, where he currently works as a regular package car driver.

At 17 years old, Danny Nocon began his military career in the Army. After basic training, he was stationed in Massachusetts for a year. In 1981, Danny received an assignment to become an instructor for the U.S. Military Academy at West Point.

In 1982, after eight months there, Danny was sent to Germany where he soon earned the Army Commendation Medal. Little did he know that the endless days in the field where temperatures were well below freezing, the lack of restrooms, and the long shifts spent on Guard Duty would prepare him for a long, successful career at UPS and as a Teamster.

It wasn't until the holiday season of 1984 that Danny, then 26 years old, was hired on temporarily with the company and in March of 1985 earned the opportunity for a permanent position while now serving in the Army Reserves. Danny's military career in the Reserves ended shortly after but his experience there helped create a mentor for his young coworkers at Local 315.

Whether he's setting the standard on how to carry oneself at the workplace, personally providing facemasks to his coworkers during the pandemic without concern for costs, or cooking breakfast for his coworkers on a regular basis, Danny will certainly have left his imprint on his fellow Teamsters.

Danny has recognized that it is time for the next chapter in his life, which involves dedicating his time to his young granddaughter, Ariel. We, at Teamsters Local 315, would like to thank you, Danny, for your service to both our country and our union. You will be deeply missed here.



AROUND THE LOCALS

LOCAL 533

UPS member speaks about forced overtime in national video

A Local 533 steward, Christina Phoenix, had an opportunity to speak to *More Perfect Union* videographers about excessive overtime at UPS.

"The Local is very proud of Christina for standing up and speaking for her fellow brothers and sisters," says Secretary-Treasurer Debbie Calkins. "It's not easy to speak about this on camera, as UPS has a tendency to target members who put themselves out in the media like she did. But, her family and especially her son, is her world and the heavy toll of excessive overtime is straining her ability to take him to sports activities, make him dinner, or help him with homework."

Calkins says that the story blew up and was even seen and retweeted by General President Sean O'Brien. "The fact that our small Local out of Reno, Nevada has members like Christina with the guts to say what is right and wrong continues to inspire us to stay militant and take the fight to our bad faith employers every day."

The video poignantly addresses the problems UPS



UPS member testifies about overtime on More Perfect Union video.

workers face working in stifling heat conditions as well as how forced overtime makes drivers even more vulnerable to the heat.

"I pour my heart and soul into this company, and I love what I do," Christina said on camera. "But we're seeing more and more that they're just looking at us as numbers. We are the face of the company. When I deliver a box, that customer sees me."

When asked specifically about overtime, Christina is clear. "Oh man, to not have excessive overtime in my life... More time with my son. It would mean the world to me to be able to be more involved as a parent and watch him grow."

At the end of the video, Christina pleads with the company. "UPS, at least listen to what we're saying. This is our job, we're gonna show up every day and we're gonna do it. But nobody wants to die."

To see the video, go to: <https://perfectunion.us/excessive-overtime-is-killing-ups-workers/>

LOCAL 856

WCCUSD contract (from page 5)

and show how important we really are," said Monica Pacini, bargaining team member and 21-year employee of WCCUSD. "You cannot expect a school to run smoothly without

office staff, custodians, lunch personnel, community workers, and special day class instructional aides."

"I want to extend my gratitude to our rank-and-file bargaining team, steering committee, and the entire

WCCUSD membership," said Local 856 Representative Veronica Diaz, who led negotiations. "The meaningful gains we achieved were a direct result of their perseverance, dedication, and solidarity," she said.