



## Teamsters Halt Waymo In San Francisco

Autonomous Vehicle Company Caught in a Lie at Board of Supervisor's Meeting



Teamsters celebrate after the San Francisco Board of Supervisors voted unanimously against Waymo in its expansion efforts. Photo by Flo Sinogui.

A zoning appeal victory for the Teamsters Union has effectively stopped the expansion

of autonomous (AV) car-maker WAYMO following a 10-0 vote by the San Francisco Board of Supervisors supporting the union's claim that the company had not been forthright in its application to alter the use of a large distribution center in the city's industrial area.

"AV companies such as WAYMO threaten the livelihood of Teamster members who are employed in the expanding area of parcel delivery", stated Teamsters 665 Principal Officer Tony Delorio, after the hearing and vote. "WAYMO's model is to eliminate working package-car drivers entirely, and the work that remains would be relegated to minimum-wage sorting jobs. Their race-to-the-bottom plan was stopped with this vote", Delorio said.

The hearing, held at San Francisco's City Hall on Tuesday May 23, 2023, uncovered inconsistencies in the initial zoning application filed by WAYMO, as well as newly discovered violations of municipal transit policy. At the hearing the company insisted that it had no intention of engaging in parcel

delivery. These statements were refuted after the Teamsters presented video evidence of the WAYMO CEO boasting about bringing parcel delivery to San Francisco in the near term.

"This company clearly has credibility issues. And no one came to the microphone to support sending fleets of Robocars onto city streets with the end goal of job elimination", stated John Bouchard, Principal Officer of Teamsters Local 350.

The hearing at San Francisco's City Hall was packed with rank-and-file Teamsters who stood and thanked elected officials as the meeting concluded. Delorio noted that Locals 2010, 2785, 315, 350, 665, 853 and 856 sent members to witness and participate in the hearing.

"Wherever greedy corporations like Waymo try to boost their profits at the expense of good jobs and a safe community, Teamsters will be there to fight them—and win!" said Jason Rabinowitz, Teamsters Joint Council 7 President.





## IM MEMORIAM

It is with great sadness that we come together to mourn our departed brothers and sisters who recently transitioned in life. May we honor their memory and celebrate their lives through our work and our actions.

Charles "Chuck" Davis, Local 222

Richard J. Fernandez, Local 2785

Scott Rhodes, Local 2785

Ricardo Rodriguez, Local 350

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## Protecting our roads & good jobs: Why we need to pass AB 316 now!

Teamwork makes the dream work. AB 316, which would require a licensed operator in any automated vehicle over 10,000 lbs, has shown the best in all of us in Joint Council 7. Your hard work shined bright during the Assembly floor vote, where Assembly Members voted overwhelmingly in favor of AB 316 in a 69-4 bipartisan vote.

The collaboration between both Joint Council 7 and 42, the IBT Legislative and Political Department, and every local within CA has propelled this Bill forward with an aggressive and coordinated approach. Your willingness to make calls to legislators to secure votes, coming to Sacramento in mass for committee hearings, and members talking about their jobs through testifying and media interviews made all the difference. I'd be remiss to not mention our two amazing California Teamsters Public Affairs Council lobbyists, Shane Gusman and Matt Broad who have been working tirelessly to get AB 316 through. Their leadership and guidance have helped us leap over the hurdles that have popped up along the way and will take us to the finish line.

The roll out of AV testing has left limited ability in what local jurisdictions can do, which is why local elected officials have been supportive of AB 316. AB 316 will not only provide safety measures for the public, but also protect good union jobs. The San Francisco Locals took charge by asking San Francisco Mayor Breed and the San Francisco Board of Supervisors to publicly support AB 316 with official letters to the author. Local 150 in turn went to Sacramento Mayor Steinberg and the Sacramento

City Council asking for similar support. They also convinced the only local elected official to oppose AB 316 to come off the opposition list. Local 70 is working on getting a similar support letter from Mayor Thao in Oakland, and our southern California brothers and sisters are asking LA Mayor Bass to also publicly support our Bill. Our local political connections have

*AB 316 will not only provide safety measures for the public, but also protect good union jobs.*

paid off in garnering momentum and adding on additional political pressure to our state legislature to support AB 316. As they say all politics is local, and that's no different for our state legislators.

We're halfway there, but we still have a long way to go to get to the finish line. Tech lobbyists who out number us in Sacramento have been putting out a false narrative that they're doing us a favor because we hate our jobs, and we cause accidents which their robots will resolve. We've all witnessed the failures of the AV commuter cars in San Francisco, so the notion that their trucks will be safer is ludicrous. The idea that we hate our jobs is not only insulting but false, it's why the stories of what we do as truck drivers has mattered in getting AB 316 passed. The stories of how truck drivers are public safety agents and stewards of the road, the countless stories of lives saved because of human instinct, and how their job is part of who they are and part of their family, need to continue to be told. Legislators need to be reminded it's not just a job, but a family they are impacting.

As we head into the State Senate, we'll need you to continue to put pressure on our elected officials to be the voice of the workers and not the robots.

## Teamsters Cut Ties with Cruise

Bay Area Teamsters declared an end to an exploratory alliance with Cruise AV, a San Francisco-based tech company. Teamsters, would require human operators to be present in autonomous vehicles weighing over 10,000 pounds.

The Bill has widespread, bipartisan support from Californians worried about highway safety, but Cruise AV opposed

"We find it incredible that a prominent player in the autonomous vehicle sector would publicly oppose traffic and

In recent months, the Teamsters and Cruise AV, a subsidiary of General Motors, explored working together to expand

But at the end of the hearing Monday, Teamster leaders said, "No more," to Cruise AV's outrageous and dangerous

"We cannot work with partners who will not maintain core principles regarding safety and worker protections," Delo

Cruise AV courted a relationship with the Teamsters to expand its fleet and gain acceptance from elected officials a

"The tech industry talks about disruption as a model for advancement and innovation, however, our union draws

President and Secretary-Treasurer of Teamsters Local 856. "Trucks that are driven by robots instead of people thre



## Joint Council 7 Leading the Charge for Workers' Rights and Public Safety this Summer

Joint Council 7 is firing on all cylinders, as our 19 powerful Locals continue to unite and build our power to protect and expand the rights of working people in Northern California and Northern Nevada.

Joint Council 7 continues to lead the way in our fight to save our jobs and safe roads from dangerous driverless vehicles. Our priority bill, AB 316, will require every autonomous truck over 10,000 pounds operating on California roads to have a licensed professional driver on board to ensure safety. The bill has broad bipartisan support in the legislature and among the public, and continues to pick up momentum on its way to the Governor's desk. It passed out of the Assembly on an overwhelming bipartisan vote, and now heads to the Senate Transportation Committee, where our members will be pushing Senators hard to support.

We are gearing up a powerful campaign to make sure that when AB 316 reaches Governor Newsom's desk, that he does the right thing. We will make sure the Governor hears loud and clear that the Teamsters Union and the public demand that he stand with working families and the safety of all Californians, rather than the greedy tech companies behind these driverless trucks, and that he signs the bill into law.

Joint Council 7 is leading the fight against driverless cars, which just like driverless trucks, pose a threat to our jobs and safety. In San Francisco, driverless taxis run by greedy corporations Google and General Motors (operated under the names Cruise and Waymo) have been wreaking havoc in the City. Operating in "test" mode, these robot cars have blocked emergency vehicles, caused numerous accidents and traffic jams, and even run over and killed several pets.

In total disregard for the safety of the community, these corporations now want to start operating these dangerous vehicles to transport paying customers. Worse, they ultimately intend to use them to deliver parcels, which would threaten thousands of Teamster jobs at UPS and elsewhere.

Joint Council 7 and our five San Francisco Teamster Locals have led the fight at the City and State level to stop these dangerous cars from operating on our streets, and from being approved to deliver parcels. In May, we won a zoning appeal victory that effectively stopped the expansion of Waymo autonomous cars in the City, by a 10-0 vote by the San Francisco Board of Supervisors, supporting the union's protest that the Company had not been forthright in its application to alter the use of a large distribution center in the city's industrial area.

We chalked up a big legislative win in Nevada, where our sponsored bill AB 214 was signed into law by Governor Joe Lombardo. The new law strengthens safety measures for transit workers by expanding the state's public transit agency advisory board with two labor representatives. In addition, this expansion ensures that the workers have a seat at the table when it comes to addressing worker issues that may arise. Congratulations to Local 533 for the great work in sponsoring and passing the bill and helping empower the voice of Teamster transit workers in Northern Nevada.

Joint Council 7 continues to take on anti-Union behemoth Amazon, which represents an existential threat to good Teamster jobs in every industry. As we reported in previous issues, we have successfully stopped the construction of a dozen Amazon projects around Northern California. Last month, together with community allies, we helped stop another project, in El Dorado Hills, California, which the Company abandoned in the face of community and labor uproar.

In San Francisco, we continue to push City government to pass legislation to ensure that if Amazon or any other corporation wants to come in and build new distribution centers, they must bring good jobs and improve our communities, not hurt them—or they're not coming! Our Locals around the Joint Council have been sponsoring volunteer organizers as we continue our efforts to win Teamster representation for Amazon workers.

And we proudly support the courageous Amazon drivers of Palmdale, California, as they strike for fair treatment and a Teamster Contract, including standing with them when they extend their picket lines into our jurisdiction.

We are gearing up, along with the whole International Brotherhood of Teamsters, for a historic battle to win a fair contract for 350,000 Teamsters at United Parcel Service. Our members overwhelmingly authorized a strike, and we are showing the Company every day that UPS Teamsters are ready to do whatever it takes to win the strong Contract that we deserve.

Joint Council 7 held a successful 10th Annual Conference in June, as leaders and activists from all 19 Locals came together for two days of learning and strategizing on building our Union and winning and enforcing strong contracts for our members.

Together, the 19 powerful Locals of Joint Council 7 continue to do great things as we build power and win the best wages and benefits for our 100,000 members, and all working people!

### Cruise AV for Putting Profits Ahead of Jobs, Human Lives

Company that opposed vehicle safety legislation during a contentious committee hearing on Assembly Bill 316 (AB 316). The proposed legislation, sponsored by the

posed the legislation during the hearing on March 13 in Sacramento.

and highway safety," said Tony Delorio, Secretary-Treasurer of Teamsters Local 665. "A position like that ends our potential partnership with Cruise."

expand a unionized workforce that maintains and inventories the fleet.

ous behavior.

Delorio said. "This legislation is important. Fortunately, the Assembly Transportation Committee moved this Bill forward. California Teamster leaders are united and professionals at the wheel."

als and the public. The Teamsters said the testimony at Monday's hearing runs counter to statements made to the union by Cruise AV in recent weeks.

aws a red line when that model only serves greedy corporations looking to boost profits by eliminating middle class jobs," said Peter Finn, Western Region Vice threaten the safety of the public. The majority of Californians know that's the truth and they stand with us on this issue."



# AROUND THE LOCALS



## LOCAL 137

### Over 70 Stewards Attended 2023 Education and Appreciation Seminar

Over 70 Stewards attended our 2023 Education and Appreciation Seminar. Stewards from our 15 Counties attended this informative program presented by Peter McEntee, Abel Rodriguez and Duston Hutton from our law firm Beeson Tayer and Bodine. The program included The Role of the Steward (Our first line of defense), Grievance handling, Duty of Fair Representation, Weingarten rights (Stewards role), and a review of various State and Federal overlapping leaves. In addition, Stewards were honored with a much-deserved appreciation luncheon including some nice Teamsters swag (Polo shirts and Jacket). We look forward to next years program.



## SUBSTANCE ABUSE TREATMENT - TAP & TARP

When seeking treatment for alcohol or drug problems you might be eligible for assistance through TAP (800) 253-8326 or TARP (800) 522-8277.

Members with medical insurance provided through a Trust Fund contracted with TAP or TARP, under a collective bargaining agreement between their Teamsters Local and employer, are eligible for assessment, referral, treatment monitoring and aftercare services.

TAP and TARP counselors assist Teamsters members and their covered dependents seeking rehabilitation for alcohol and drug abuse problems.

While clients are in treatment programs, TAP and TARP counselors monitor the treatment and assist in their return to work as well as setting up a relapse prevention plan which may include meetings with sponsors of TAP and TARP. Clients who authorize follow-up by our counselors are monitored for two years following completion of treatment.

How can TAP and TARP help?

Many people who seek alcohol or drug treatment only do so after a crisis or when their situation becomes almost impossible to deal with. At these times it can be difficult to find the help that is needed without assistance.

TAP and TARP counselors help by assessing each client and making a referral to an appropriate level of treatment, one that not only meets the needs of the individual, but also is covered under their insurance. Often, people think they are covered by health insurance when talking to a treatment program about getting help, but are blindsided when they receive huge bills. Consumer Reports says one of the most common causes of sticker shock is going out of network.

TAP and TARP evaluate and contract with treatment centers to form a PPO (a network of treatment programs) where those seeking treatment will receive quality care and know exactly how much, if anything, they will have to pay for detox, residential, day-treatment or outpatient rehabilitation.

Kaiser members are usually eligible for TAP or TARP. Any Kaiser member should call TAP before seeking treatment to determine what other options are available.

What if you go out-of-network?

You basically need to understand the difference between in-network and out-of-network programs.

- In-network programs have agreed to charge rates determined by TAP or TARP.
- If you use an in-network provider, you will pay nothing or a small set part of the bill. You can know that amount before you enter treatment.
- Out-of-network programs may charge a higher rate for the same services because they have not agreed to a contract with TAP or TARP.
- In out-of-network situations, your insurance will pay an amount that is “usual, customary and reasonable” within the geographic area where the treatment program is located. That amount will likely be much higher than the in-network contracted rate and result in you owing a larger percentage of the bill.
- Some out-of-network services are not covered. Horse-riding, surfing and other such activities often lure people into treatment but may not be considered “treatment” by the insurance plan.

*Continued on Page 5..*

**Substance Abuse Treatment - TAP & TARP** (From Page 4)

- If considering out-of-network treatment, compare in-network and out-of-network costs. Some out-of-network treatment programs make unrealistic promises to justify their high prices which in 4 years rose 51% compared with a 14% increase for in-network costs.

In short, before you seek treatment for a alcohol or drug problem, call TAP or TARP.

AROUND  
THE  
LOCALS

**LOCAL 665**

**SFO Curbside Dispatchers Ratify New Contract**

Curbside transportation dispatchers at San Francisco International Airport (SFO) have given unanimous approval to a new 4-year collective bargaining agreement that includes large hourly wage improvements.



“SFO was recently listed among the top airports in the United States,” said Tony Delorio, Principal Officer of Local 665. “The service provided by curb transportation dispatchers is an essential part of that rating. This wage improvement, won by these Teamsters, along with maintaining their other benefits, is recognition of that work”.

The new contract, reviewed and unanimously approved by the women and men in the bargaining unit, includes an initial \$4.00 an hour increase, with yearly wage increases of \$1.00 an hour thereafter. The ratified agreement includes a higher annual hourly contribution to the Western Conference of Teamsters Pension Trust. Vacation improvements are also included in the approved package while maintaining their medical benefits.

Local 665 Business Representative Joe Matekel said the solidarity of the Teamsters membership was the key during negotiations.

“Our sisters and brothers at SFO know that sticking together is the best way to get respect, and these members proved worker unity gets results”, Matekel said.

Added Teamster Shop Steward Jason Schellenberg: “We remained united and professional during the negotiations. The company soon realized that it was time to pay wages that are both fair and equitable. Our members and the union leadership delivered this new contract together.”



39st Annual Teamsters' Assistance Program  
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TAP is a joint Labor-Management non-profit 501(c) (3) Labor donated I.B.T. Local 315



# AROUND THE LOCALS



## LOCAL 2010

### Skilled Trades Workers at UC Davis and Merced Ratify Strong Teamsters Contracts

#### 8-Year Fight Culminates in 25.2% Raise Over 5 Years for 300 UC Davis Teamsters

After two years of tough negotiations, Union solidarity and Teamsters power have paid off for the 300 Skilled Trades Workers at University of California at Davis: Our Teamsters Local 2010 Bargaining Team achieved a strong Tentative Agreement on our first-ever Union contract! The Tentative Agreement — which was expected to be ratified after voting ended June 1 — locks in significant guaranteed raises, worker protections and job security, and ensures workers have a voice on the job.

The agreement includes:

- \$3,000 lump sum payment upon ratification.
- 25.2% compounded wage increases by July 2027 and an additional 2% to 8% raise for those on Steps 1-4 who will move to Step 5 retroactive to July 1, 2022.
- 11.3% compounded wage increase this year, implemented by July 2023.
- Shift and hazard pay differentials added and improved (\$2.50/hr – Swing shift; \$3.25/hr – Graveyard; \$1.75/hr – Weekend).
- 40 hours of paid release time per fiscal year for job-related or University career-related training.
- On-call rate increased to 25% of base pay rate and any employee who is called to work will receive credit for a minimum of four hours of overtime at the rate of 1.5 times the regular hourly rate.
- Grievance and arbitration procedures for contract violations, protecting our rights, pay, and working conditions.
- UC must provide progressive discipline before terminating an employee, except for cases of severe misconduct.

“This great first contract is the result of eight years of fighting and organizing by UC Davis Skilled Trades workers to win Union representation and fair treatment. After decades without a Union, and living at the whims of management, UC Davis Teamsters have won unprecedented, guaranteed raises, job protection, a grievance and arbitration procedure, and many more rights that they were previously denied. UC Davis Teamsters have won these gains by standing together, winning Union representation, and taking action as Teamsters.” —Jason Rabinowitz, Secretary-Treasurer

### UC Merced Teamsters Say YES to Nearly 27% Across the Board, Equity Increases for ALL!

A resounding 97% of voting University of California at Merced Skilled Trades members ratified a new Teamsters contract with UC Merced and attained a 100% Union shop! Union power won the nearly 30 members working at this small Central Valley campus an incredible five-year contract that locks in significant guaranteed raises, equity increases, and a substantial ratification bonus!

The new Teamsters contract includes:

- \$3,000 lump sum payment upon ratification.
- 26.8% compounded wage increase over the life of the contract for all employees.
- Equity increases for all employees.
- Trade Lead classifications shall be paid at a rate 7.5% higher than the highest paid current employee in that department.
- Improved shift differential and seniority language.
- Stipend of \$475 per year for safety shoes and safety glasses.



# AROUND THE LOCALS



## LOCAL 2785

San Francisco City Hall recently held an event that was not exclusively unionized labor. However, despite this exclusion, a business agent from Teamsters local 2785 was still able to secure four jobs for their members.

The event in question was a fundraiser for a major hospital that required the services of several skilled workers, including truck drivers and event setup. Although the Teamsters were not initially included in the planning process, they were able to negotiate with the event organizers to secure four positions for their members.

Without the advocacy for workers, these jobs may have gone to non-union labor, who may not have had the same level of craftsmanship security, benefits, and protections.

While the exclusion of the Teamsters Union from the recent City Hall event was unfavorable, the fact that they were still able to secure jobs for their members is a testament to the strength and importance of labor unions.

## LOCAL 350

### California Waste Solutions Ratifies Contract After 8-Hour Strike

What began as an indefinite work stoppage in the early morning hours of January 6, 2023, the ten-person clerical unit prevailed & retained the worker protection language that the employer had originally sought to remove.

The eight-hour strike began after the unit unanimously rejected the employer's proposal in front of California Waste Solutions' main facility, which stripped away hard-fought worker protection & subcontracting provisions.

After the rejection, pickets went up immediately at the two San Jose locations. No Teamsters Local 350 members crossed the picket line. All drivers, mechanics & material recovery facility workers upheld their union principles and honored the lines, which was one of several key factors in sending a strong message to CWS.

Local 350 representatives resumed negotiations with pickets and met with the federal mediator and the CWS bargaining committee.

Out on the line, the clerical unit had no shortage of support, which uplifted the unit & showed a tremendous display of solidarity.

Teamsters Local 350 members from all over its jurisdiction came out to walk shoulder to shoulder along with its sister local, Teamsters Local 2785, out of San Francisco. In addition, several prominent elected officials and their reps came by to express their support, like San Jose Councilman Peter Ortiz, Santa Clara County Supervisor Cindy Chavez, State Rep Alex Lee, staff from Senator Josh Becker, State Rep Ash Kalra, State Rep Evan Low, State Senator Dave Cortese, & US State Rep Zoe Lofgren.

Labor organizations & community partners like Executive Director Jean Cohen of the South Bay Labor Council, the Santa Clara & San Benito Counties Building & Construction Trades Council, Working Partnerships, & UniteHere Locals were also present.

The level of support with the resolve of the unit to get what they deserved was instrumental in prevailing in their fight.

The Local Union returned with a tentative agreement and recommended the counter to the unit, which they ultimately agreed to 10-0 in a unanimous yes vote.

*Continued on Page 8...*



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### YOUR LOCAL UNION PHONE NUMBERS

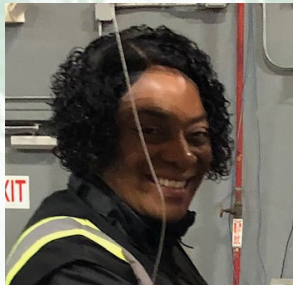
70 .....	510-569-9317	665 .....	415-728-0811
87 .....	661-327-8594	853 .....	510-895-8853
137 .....	530-243-0232	856 .....	650-635-0111
150 .....	916-392-7070	890 .....	831-424-5743
315 .....	925-228-2246	896 .....	707-644-8896
350 .....	650-757-7290	912 .....	831-724-0683
386 .....	209-526-2755	948 .....	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		



# TeamstHER SPOTLIGHT



*Nancy Goodrich-King, who has been a Teamster since 1980, currently works at Sealogic at the Port of Oakland as a Class A Driver.*



*Cicely Moore has been a Local 70 member since 2001. Cicely works at Reyes Coca Cola Bottling in San Leandro as a forklift operator.*



*Brittney Payton-Williams has been a Teamster since 2016 and she currently works at DHL in Fremont as a courier.*

## LOCAL 856

### Labor Joins Crowne Plaza SFO Teamsters 856 Members in Rally for Fair Contract

For the second week, Crowne Plaza SFO Teamsters 856 members, accompanied by Scabby the Rat and dozens of Bay Area union members, rallied on Thursday, May 5, to protest and picket at the Crowne Plaza SFO hotel calling on the company to do the right thing and negotiate a fair contract.

“Seeing our unified effort on the picket line reminds us that we are not alone in our fight,” said Peter Finn, Teamsters 856 Principal Officer. “With our fellow Teamster members here today and the unwavering support of the labor movement, elected officials, and community members, we send a powerful message to the Crowne Plaza SFO: we are united and will not back down. Fair contract now.”

One week earlier, a picket was held Wednesday, April 26, as part of a series of actions in collaboration with UNITE HERE Local 2 to draw attention to the ongoing contract disputes against the Crowne Plaza SFO by both unions.

Teamsters 856 members at the Crowne Plaza SFO are embroiled in contract negotiations, fighting for a living wage and respect at work. Unfortunately, despite the deep pockets of its parent company, Upsky Hotels, the Crowne Plaza SFO has only offered disrespectful wage proposals that are under-market and do little to help the rising cost of living and inflation.

The Crowne Plaza and its investors have failed to bargain in good faith by repeatedly canceling meetings, refusing to be available for multiple negotiation sessions, and failing to have a decision-maker from Upsky at the bargaining table. We will not let it stand!

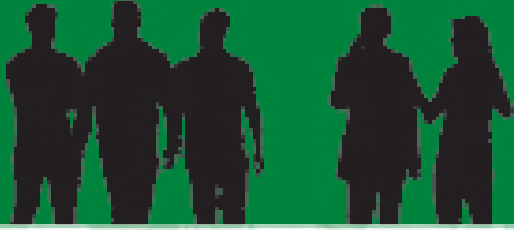
Teamsters Local 856 represents 43 members in housekeeping, payroll and accounting clerks, and front desk clerks at the Crowne Plaza SFO.

Thanks to everyone who has come to support our Crowne Plaza SFO members from UNITE HERE Local 2, Teamsters Joint Council 7, Teamsters 665, Teamsters Local 350, Stationary Engineers Local 39, San Mateo Labor Council, Burlingame Mayor Michael Brownrigg, and Burlingame City Councilmember Emily Beach and the entire community.





# AROUND THE LOCALS



## LOCAL 350

### Workers at South San Francisco Scavenger Company Ratify First Teamster Contract

On June 1, 2023, Teamsters Local 350 members at Republic Services/Allied Waste Services of Daly City ratified a historic five-year successor collective bargaining agreement, marking a significant milestone for the union and its members. The new agreement includes several highlights that will benefit the hardworking and dedicated workers of the unit.

One of the key achievements of the agreement is the largest economic package ever received by the Allied Waste Services of Daly City unit. This package ensures that the workers are recognized for their hard work and dedication with well-deserved compensation. Additionally, the agreement includes improvements to worker protection language, providing enhanced employee safeguards and rights.

A noteworthy change in the contract is the removal of the mandatory exhaustion of paid time off when off on workers' compensation. This change acknowledges the importance of ensuring that workers who are injured on the job receive the necessary time off without unnecessary deductions from their paid time off benefits.

In addition to these significant improvements, it is the first-ever contract within the division to include thirteen holidays, with the addition of Juneteenth. This historic inclusion recognizes the importance of Juneteenth, a day commemorating the emancipation of enslaved African Americans, and reflects the commitment of the union to honor and celebrate diversity.

Lead negotiator and Business Representative Robert Sandoval highlighted the challenges faced during the negotiations, emphasizing the importance of fighting for the workers' rights. He said, "Going into negotiations, we knew there would be an uphill battle to level the playing field economically. However, we did not see that as an impediment but rather used it to our advantage, letting the Company know that our members deserve the same level of dignity and respect for performing one of the country's top five most dangerous jobs. This includes a truly historic and first-of-its-kind addition of an additional holiday, Juneteenth, totaling thirteen holidays. It is well overdue and well deserved."

The impact of this new contract goes beyond the specific unit at Republic Services/Allied Waste Services of Daly City. By setting the area standard in San Mateo County, it establishes a benchmark for other units

within the region to aspire to. This achievement reflects the dedication and perseverance of the bargaining committee and the Local Union.

Luis Estrada, a twenty-three-year member, four-time bargaining committee, and shop steward expressed his admiration for the negotiation process, stating, "I've learned that every negotiation is a battle with the Company – It's not an easy task. I want to commend my representative, Brother Robert Sandoval, for how he navigated negotiations to ensure we got what we deserved. As a unit, we had our expectations, but I'm proud to say that with a great job again from Teamsters Local 350, we were able to attain more."

Victor Garcia, another bargaining committee member, shared his appreciation for the union's representation and the successful outcome of the negotiations. He stated, "The way the Union represents us and listens to our concerns and addresses them to Republic Services to come to an agreement on the new five-year contract was truly eye-opening.

*Continued on Page 10...*



# AROUND THE LOCALS



## **Allied Waste Services of Daly City Ratifies Five-Year CBA** (From Page 9)

The union representatives have a thankless position. Going through this process, I'm appreciative of our union, Teamsters Local 350!."

Secretary-Treasurer John Bouchard expressed the union's long-term plan to bring all contracts up to their respective area standards. He stated, "The Local Union has had a systematic long-term plan to bring all these contracts up to their respective area standards, and we are now bearing the fruits of that plan. We've built on the legacy work provided by our predecessors and members to raise the bar for all working men and women within the industry. Now that Juneteenth has been recognized as a thirteenth holiday, we hope that a domino effect begins throughout all Republic Services units and within the industry."

Teamsters Local 350 was chartered on October 8, 1936, and proudly represents members in the Solid Waste & Recycling Industry, Bakery & Laundry Division, and Public Sector Division in San Francisco, San Mateo, Santa Clara, and San Benito Counties.

