



## Teamsters converge on Sacramento to protect jobs, safety from robot trucks

### President Sean M. O'Brien leads as Teamsters trucks caravan across CA, march to Capitol to demand Governor sign AB 316

**SACRAMENTO** – Over 1,500 workers from throughout California joined a caravan of Teamsters big rigs – driven by career human drivers with clean safety records – from Sutter Health Park in Sacramento to the west steps of the Capitol on Sept. 19 to demand that Gov. Newsom sign California Assembly Bill 316 (AB 316).

This Teamster-supported legislation, which would require a trained human operator in autonomous vehicles weighing over 10,000 pounds, overwhelmingly passed the California Senate Sept. 11 with strong bipartisan support.

Just before press time, Gov. Newsom chose the side of big tech and vetoed AB 316.

Teamsters condemned the veto and vowed to continue our fight to protect our jobs and safety from robot vehicles.

In Sacramento, supporters of the legislation were energized by the words of Teamsters General President Sean M. O'Brien, who led the caravan to the Capitol behind the wheel of

the Joint Council 7 18-wheeler. General Secretary-Treasurer Fred Zuckerman was next driving the Joint Council 42 big rig.

“If Gov. Newsom is confused or conflicted about the decision he has to make, we need to make certain that he understands that not only does he have an obligation to the constituents of California, but he also has an obligation to working people nationwide,” said Teamsters General President Sean M. O'Brien. “If he chooses to not do the right thing, he is sending

AB 316 — Continued on page 4



Teamsters General President Sean M. O'Brien



The crowd of more than 1,500 Teamsters and supporters stretched down Capitol Mall with the Tower Bridge in the background.



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Joint Council 7 President Jason Rabinowitz told Gov. Newsom to prioritize safety and jobs over big tech profits. >>





# It's not the political party that matters — it's how they show up for WORKERS

The summer has come and gone, and we are moving full throttle ahead in Joint Council 7. We've started our endorsement process, and I'm proud, excited, and everything in between over how much enthusiasm and ownership each of our Locals have shown in making sure we have a voice in the political arena. These early relationships pay off in big ways for us in paving our future. We need to elect and support candidates that support workers, no matter what party they belong to. That is why we have a mixture of both Democrats and Republicans that we've chosen to endorse for the March 2024 Primary.

Again, the one thing I want to reiterate is that we aren't choosing elected officials based on party, but rather their record and core values. We use the interview and endorsement process to vet the candidates and re-evaluate our current elected officials, to make sure that they are in support of workers. We will support the candidate who will show up to our picket lines, vote for our contracts or on major bills such as AB 316, and who will push the envelope for us to get things done. It's about the issue and not the party.

AB 316 has exemplified the meaning of bipartisan politics and why we support elected officials who support us. We have had overwhelming support from both the Democrats and Republicans on this bill. In a time when things have become so dogmatic on a national level, an overwhelming majority of California legislators agree that we need to have a licensed safety operator in any AV over 10,000 lbs because it's about public safety and it's about jobs. The pathway to get the bill to where it is today was not easy, but collectively the hard work and perseverance of the Locals in Joint Council 7 and Joint Council 42 have boosted this bill forward, and the decision will lay on whether Governor Newsom stands with workers or his elitist tech CEOs.

We talk a lot about politics being local and non-partisan when it comes to worker issues. I want to highlight, Teamsters Local 517 and their Principal Officer Greg Landers. Local 517 was on strike for 42 days. During those 42 days, they had a champion

on the Visalia City Council, Council Member Soto, who showed up to picket lines, brought other elected officials to the picket line, and advocated during closed session for our members. This is the type of elected official that we need on our side. He didn't have a majority of the Council on his side at first, but he kept pushing, supporting, and helping behind the scenes. I should also note that Soto, a Democrat, in the end brought his Republican colleagues to our side because the bus strike wasn't about political parties, it was about people and the people who provide a valuable service to the community and the City of Visalia.

I want to applaud Greg, who has stated many times how much he hates politics. Greg pushed aggressively on all fronts to get an agreement for his members in a city that is not labor friendly. Greg and the Local 517 membership packed City Council meetings to put pressure on the City Council to get involved in their negotiations, as TransDev is a vendor of Visalia. Greg met with the Mayor, Council Members and the City Manager individually, and he went to different community groups to advocate for their support and to help put pressure on the city to force TransDev to come to a fair deal. He even stated that he never in a million years thought he'd be speaking at the opening of the California Democratic Party Executive Board Convention, which was having their big meeting in Visalia. He did it though, not because he likes the Democrats -- he's not a Democrat -- but because it wasn't about party it was about leveraging all levels to get his workers a fair contract.

To sum this up, I want to emphasize that when our endorsements come out and you see a D or an R next to a name, do not to get turned off by the party, but know that our union has vetted these candidates to find the best pro-Teamster candidate. As workers, the only leverage we have against corporations is to band together and vote as a worker block for the candidates who will support us.

*In a time when things have become so dogmatic on a national level, an overwhelming majority of California legislators agree that we need to have a licensed safety operator in any AV over 10,000 lbs because it's about public safety and it's about jobs.*



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### IN MEMORIAM

**LU 431:**

- Alonso Esquivel of Quality Manpower
- Luis Nuno of Del Rey Packing
- Eualalio Lozano of Allied Waste
- Jeromino Moran of Sun Maid
- Alejandro Vasquez of Sun Maid
- Genevieve Garcia of Sun Maid
- Mark McGee of TForce

- Pete Pedregon of TForce
- Benita Castillo of Valley Fig
- Jose Quijano of UPS
- Dave Shelton of ABF
- Howard Schuman of Quality Manpower
- David Garza of Sun Maid
- Tommy Tutor of Tommy's H2O Trucks



## Teamsters, California labor united in fighting robot vehicles on our roads

As the “Endless Summer of Solidarity” continues into the fall, and the labor movement is flexing its muscles like never before, Teamsters Joint Council 7 continues to lead the biggest battles, taking on greedy tech corporations and other anti-Union employers on every front – and winning!

We are taking on the fight to protect our jobs and safety from dangerous robot vehicles. We moved Assembly Bill 316, which would require a human safety operator on board autonomous vehicles over 10,000 pounds. The bill was supported by three-quarters of California voters, according to a recent poll. It cruised through the legislature with near-unanimous bipartisan support and landed on the Governor’s desk for signature. Thousands of Teamsters and a caravan of Teamster trucks, led by Teamsters General President Sean O’Brien, converged on Sacramento Sept. 19 for a powerful rally demanding that the Governor sign the bill.

Disgracefully, with our jobs, our safety, our very future on the line, Governor Newsom – who was elected to office with Teamsters and labor support – vetoed our bill, choosing to stand with greedy tech companies and robots over workers, human beings and our communities. In Labor we have a saying, “Which side are you on?” We will surely remember that Gov. Newsom was on the wrong side in this critical battle. Meanwhile, this battle has just begun. Teamsters will continue our fight to pass this essential legislation and to protect our jobs from greedy corporations and their robots.

Our Joint Council and our five San Francisco Locals are taking on Waymo and Cruise, whose dangerous robot cars are wreaking havoc in the city and threatening every Teamsters job in parcel delivery. Teamsters came out in force at the Public Utilities Commission hearing to protest the proposed expansion of robot taxi service. Unfortunately, the pro-business members of the PUC Board passed the proposal, despite overwhelming opposition from city leaders and residents. But the battle continues. Teamsters and our allies are moving forward with litigation and legislation to stop this anti-democratic, anti-safety decision.

Just days after the PUC vote, numerous robot taxis froze up around the city due to a technical glitch during a music festival, paralyzing traffic throughout the city. In another incident, a robot taxi blocked an ambulance carrying an injured pedestrian, who tragically died from their injuries. As the city and the nation continue to see the havoc these unsafe robot cars are causing, and coming to understand the disas-

ters they would cause in the event of an emergency such as an earthquake or fire, our fight against their proliferation continues.

Our Union’s fight to win Union rights for Amazon workers continues on multiple fronts. Joint

Council 7 Locals came out to support Amazon drivers on strike in Palmdale, Calif., when Local 396 extended their picket lines into our jurisdiction. On multiple days across Northern California, we shut down Amazon’s facilities, backing up trucks as far as the eye could see, showing that the solidarity of the Teamsters Union extends across the country.

In San Francisco, we continue to block Amazon’s plans to build non-Union facilities. With Teamsters support, the Board of Supervisors passed a bill to extend a moratorium

on construction of large distribution centers. Our message is clear: If Amazon or any other corporation wants to build in San Francisco, it needs to be a good neighbor, to make the city better, not worse; to create good Union jobs, not poverty in our communities.

Our members at UPS fought for and won a historic contract with unprecedented gains by standing together as Teamsters and showing the company that we were ready to do whatever it takes to win the gains we deserve. Here in Joint Council 7, our members showed strength and unity, signing petitions, rallying, and practice picketing across our jurisdiction. And our members ratified the contract overwhelmingly.

In Visalia, Local 517 members working as city bus drivers at TransDev, went on strike for six weeks against their greedy, anti-Union employer. These 130 brave sisters and brothers walked the picket line every day, sometimes in 110-degree heat. Not a single member crossed the strike line, and not a single bus moved in Visalia for the duration of that strike. Joint Council 7 and our affiliated Locals stepped up to join the picket line, and together donated nearly \$100,000 to assist the brave strikers in their fight. Ultimately, we were “one day longer, one day stronger,” and won a contract with the significant gains our members demanded.

Our Locals continue to organize workers into the Teamsters Union. Since the last issue of this newspaper, we have welcomed more than 1,500 new members into Joint Council 7 at the University of California, American Red Cross, in the cannabis industry, and more.

Joint Council 7 continues to build our unity and our strength, in order to win the strongest contracts and the best wages and benefits for workers!

*In Labor we have a saying, “Which side are you on?” We will surely remember that Gov. Newsom was on the wrong side in this critical battle. Meanwhile, this battle has just begun.*

## AROUND THE LOCALS



### LOCAL 150

#### Teamsters Win Raises Including Forklift, Night Premiums for UNFI Warehouse Workers

We are pleased to announce the overwhelming ratification of the Rocklin, Calif. UNFI Warehouse collective bargaining agreement. These were hard fought negotiations, to say the least. We would also like everyone to know how proud we are of all the people who participated in these negotiations and welcome more than 230 new Teamsters to Local 150.



Chief Negotiator Ron Cannizzaro was able to secure Teamster Health and Welfare, Seniority language and the right to bid jobs. The raises they will receive are unprecedented for this work group, including higher night and forklift premiums.

A special thank you to Linn Vo, Ron Bergman, and Larry Jones for all their hard work in these efforts.

## LOCAL 665

### Happy Retirement to Michael Thompson

Brother Michael Thompson began his career as a member of the International Brotherhood of Teamsters in 1983 as a garage worker at the Fairmont Hotel in San Francisco.

With the assumption of the management of the Fairmont's parking facility by the Pansini Corporation in 1989, Michael gained experience and opportunities in a variety of hotel, municipal and commercial office faculties under Pansini Corporation's San Francisco portfolio.

Following Michael's service as a picket captain at the Transbay Terminal strike in 2002, the leadership of Teamsters Local 665 hired Michael as a business agent overseeing the City's unionized parking operations.

Michael served the membership with distinction, filing wage claims and unfair termination grievances for countless members over a 20-year period, winning compensation for Teamster members at Boards of Adjustment and at Arbitration hearings.

An avid golfer, Michael participated in charity golf tournaments for the Teamsters Assistance



Program (TAP) and the Joint Council 7 All Charity events throughout his career as a business agent for Local 665.

On August 11, 2023, after over 40 years of Teamsters membership, we celebrate Michael's retirement, acknowledging his contribution and service to the thousands of men and women who make up the membership of Teamsters Local 665. Congratulations Michael, and thank you!

## LOCAL 2010

### 1,230 Workers at University of California Join Teamsters 2010

About 1,230 workers at the University of California (UC) joined Teamsters Local 2010 this summer. These newest members will now bargain for wage ranges, initial salary step placement, leave accrual conversions, shift differential pay, and title and pay advancement for Level 1 training positions.

"It's great to be represented again! I feel secure knowing someone is fighting for us to receive better pay and protect our rights," said Azalia Maldonado, a facilities management specialist at UC Berkeley.

"I'm so happy to be a Teamster again!" said Michelle Belden, a research administrator at UC Davis who was Teamster shop steward in a previous job. "There is power in our solidarity."

Workers in the titles of Ambulatory Care Administration Coordinator, Facilities Management Specialist, Health Professional Education Specialist, Patient Relations Professional and Research Administrator had been misclassified by the UC in an effort to deny Union negotiated wages and benefits, including the right to strike. The Public Employment Relations Board (PERB) issued unit modification orders in June and July.

The newly organized workers join more than 16,000 administrative, paraprofessional, and skilled trades workers who provide critical public services at every University of California and California State University campus, medical center and laboratory throughout the state.

The group's Bargaining Team began the bargaining process for salary ranges, step placement, on-call and shift differential pay, as well as other bonus eligibility and pay on July 7, 2023.



Azalia Maldonado  
UC Berkeley Facilities Management Specialist

## AB 316: Poll shows overwhelming number of Californians uncomfortable being on road with driverless vehicles

Continued from page 1

a message to not only California, but also to every state in this country that technology should overrule middle class jobs."

Teamsters Joint Council 7 President Jason Rabinowitz said, "This bill has the overwhelming bipartisan support of the public and the Legislature because it will protect our safety and jobs from dangerous robot trucks. We call on Gov. Newsom to stand with workers and our communities, not the greedy tech companies, and sign AB 316 now!"

A new public poll shows that nearly three-fourths of Californians across party lines, gender, geography, and all other demographics support AB 316, which would help keep California roads safe and protect good-paying jobs. The poll also highlights that an overwhelming number of Californians are uncomfortable being on the road alongside driverless vehicles.

The Sacramento rally, as well as the kickoff rally in Los Angeles on Sept. 18, showed that thousands of labor allies, elected officials, and California public safety officials are in support of AB 316.

Speaking in support of passage of AB 316 at the Los Angeles kickoff rally were professional Teamsters drivers, Senator Anthony Portantino; Assemblymember Tom Lackey; Frank Lima, General Secretary-Treasurer of the International Association of Firefighters; Chris Griswold, President of Teamsters Joint Council 42; Lindsay Dougherty, IBT Western Region VP and Secretary-Treasurer of Teamsters Local 399; and representatives from the Screen Actors Guild and the Writers Guild of America.

In addition to General President O'Brien, Sacramento speakers included JC7 President Rabinowitz; Assemblymember Cecilia Aguiar-Curry; Peter Finn, IBT Western Regional VP and Secretary-Treasurer of Teamsters Local 856; Lorena Gonzalez, Executive Director of the California Labor Federation; Mike Di Bene, a solid waste heavy hauler and member of Teamsters Local 70; and a coalition of labor leaders: Brian Rice, President of the Calif. Labor Federation, Tia Orr, SEIU State Council Executive Director, Dan Reding, Business Manager of Operating Engineers Local 3, and Bonnie Castillo, California Nurses Association.

"And you ask, 'Why are big corporations rushing to put this risky technology on the street before it's safe?' It's one simple reason—it's greed," said IBT Western Regional VP Peter Finn. "These big corporations want to use AV technology for one reason only and that's to eliminate jobs."

Watch the Sept. 19 rally here:  
<https://bit.ly/3Rt7mO6> or scan the QR code. >>



An aerial view of part of the crowd and trucks at Sutter Health Park, the start of the caravan.



Peter Finn, IBT Western Region Vice President and Secretary-Treasurer of Joint Council 7, at the Capitol on Sept. 19.

## LOCAL 2785

### Celebrating Labor Day in Style: Local 2785 BBQ Extravaganza

Labor Day, a day dedicated to honoring the hardworking men and women who contribute to the strength and prosperity of our nation, is a time for celebration, relaxation, and camaraderie. This year, Teamsters Local 2785 went above and beyond to commemorate this important holiday with their spectacular Labor Day BBQ. On the sunny September afternoon, this event was a true testament to the spirit of unity and solidarity among workers.

Teamsters Local 2785 has a long-standing tradition of organizing events that not only promote their members' well-being but also foster a sense of community. The Labor Day BBQ was no exception. It was a day filled with laughter, good food, and the chance to connect with fellow members and their families.

A highlight of this event was all the kids having a blast competing in sack races, water balloon toss, and a three-legged race. Meanwhile the adults competed in an egg toss with hilarious results. The competition led to raffles, through which members took home everything from gift cards to big screen televisions.

The BBQ was also an opportunity for Teamsters Local 2785 to show their appreciation for their members' dedication and hard work. A heartfelt

speech by Principle Officer Joe Cilia emphasized the importance of unions in protecting workers' rights and ensuring fair wages and safe working conditions. This message resonated deeply with those in

attendance, reinforcing the union's commitment to their members.

Labor Day is not just a day off work; it's a day to honor the contributions of the American workforce. The Teamsters Local 2785 Labor Day BBQ exemplified the true spirit of this holiday by bringing together workers from various sectors, celebrating their achievements, and promoting the values of solidarity and community.



The Local 2785 Labor Day Extravaganza.



## LOCAL 856



Teamsters Local 856 members at the Women's Conference in Nashville.

### Sisters in Harmony: Teamsters 856 Members Join Women's Conference

The 2023 Teamsters Women's Conference kicked off on Monday, August 28, setting the stage for a vibrant celebration of unity, empowerment, and progress. With over 1,500 Teamster women in attendance, this year's conference was the largest in our history.

"I couldn't be prouder of our Teamsters 856 members who represented our local at the Teamsters Women's Conference," said Peter Finn, Teamsters Local 856 Principal Officer. "From the moment the doors opened until the closing remarks, our members exemplified our values and displayed their unwavering dedication to their fellow Teamsters."

Our very own Ashley Alvarado, Teamsters Women's Conference Director and Teamsters Local 856 President, opened this year's conference.

"Our theme this year, Sisters in Harmony, is a marker of our past and our future and illustrates our commitment as Teamsters to work toward the common good," said Alvarado. "When women have operated in harmony, we have quite literally changed the world. This force is something that the Teamsters are leaning into – the power of togetherness."

Attendees heard from a list of powerhouse leaders, including General President Sean M. O'Brien, General Secretary-Treasurer Fred Zuckerman, several International Vice Presidents, and U.S. Acting Secretary of Labor Julie Su.

"Our goal moving forward is to keep the momentum from the UPS contract fight going," said General President O'Brien. "If we don't organize, we die. That's

why we are trying to identify every opportunity in every industry to organize workers."

"When women fight, we win. When women organize, we all win," said Su.

Attendees participated in workshops and discussions covering various topics, from heat injury and illness prevention to the ongoing battle at Amazon and cultivating the next generation of Teamsters.

"This conference was exceptional, and I learned so much from my fellow Teamster women," said Kayla Lacy, Shop Steward at the Hilton San Francisco Union Square. "I'm excited to apply what I learned!"

"The workshops at the Teamsters Women's Conference were an absolute highlight for me," said Sara Roberts, Shop Steward at the City of Santa Rosa. "The diverse range of topics covered and the expertise of the presenters left me feeling both informed and inspired. Learning and growing together with these Teamster women was an experience I will take with me for years."

On Tuesday, August 29, conference attendees rallied outside Yellow's corporate headquarters in Nashville. It was a highlight of the conference as attendees took to the streets, advocating for bankruptcy reform and sending a clear message that workers, not corporate greed, should be prioritized.

We want to thank all our members who represented Local 856 and everyone who made this event a resounding success. Our Teamster women will now carry the knowledge and spirit of this empowering event as they shape a better future for workers everywhere.

## LOCAL 350

### Recology Clerical Members Ratify Substantial Raises in New Contract

The four-member clerical unit from Recology Recycle Central at Pier 96 voted unanimously on July 19, 2023, to approve a successor collective bargaining agreement.

Lead Negotiator Juan Coca announced, "Our members approved this transformative contract, with improvements in working conditions, pension plans, medical benefits, and significant wage increases for economic growth."

The agreement focuses on better working conditions, non-economic and economic, and also on heightened safety protocols. Strengthened pension plans ensure a secure retirement while maintaining full maintenance of benefits for healthcare costs. Excitingly, wages will see substantial increases, bridging the living-expense gap.

The contract's retroactivity will be from the previous contract's expiration for all hours worked, ensuring that not one cent is lost with the newly negotiated wages.

Lead Negotiator Coca said, "While this contract took some time, the unity, patience, and dedication to equitable conditions was worthwhile."

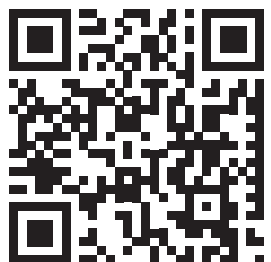


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# Changes Coming to Marijuana and Workplace Drug Testing



By William M. Gaito, Ph.D., J.D., CEAP  
Teamsters Assistance Program of Northern Calif.

New State and Federal drug testing rules have been issued that will impact California workers in 2024 allowing additional specimen collection methods and testing procedures depending upon whether the employee is being tested under Department of Transportation (DOT) regulations or California State law.

Effective on Jan. 1, 2024, AB 2188 amends the California Fair Employment and Housing Act (FEHA) and prohibits employers from:

discriminating against workers in hiring, termination, or any term and condition of employment, solely because the worker consumes medical or recreational cannabis outside of the workplace or

using traditional drug tests capable of detecting only non-psychoactive cannabis metabolites (because the intent of the law is to detect impairment from marijuana on the job).

Therefore, except testing for marijuana uses by employees or applicants in:

the building and construction trades,  
positions where drug testing is required by other state or federal laws or government contracts,

positions requiring a federal background investigation or security clearance,

employers will be required to use tests detecting active impairment and not just past use with tests that detect the drug itself, delta-9-tetrahydrocannabinol (D9THC). This is because metabolites remain detectable in urine and hair for days and sometimes weeks or months for chronic users, but the intoxicating effects of marijuana last only a few hours. Even with blood testing where D9THC is measured directly, a chronic user or medical user may have a detectable level every day and at all times despite not using immediately before or during work.

Oral fluid and breath testing for marijuana may be possible options.

The DOT issued a Final Rule permitting oral fluid testing on June 1, 2023. But, before DOT-covered employers can implement oral fluid testing, the U.S. Department of Health and Human Services (HHS) must certify at least two laboratories to conduct the testing, one lab to test primary samples and another to re-test contested samples. To date there are none.

So, while oral swab testing has been authorized as of today, it can't be implemented until HHS issues its approvals: at least one lab to test primary samples and at least one more to re-test contested samples.

The oral fluid testing rule wasn't passed in an effort to phase out urinalysis, the current most popular screening method. Rather it gives employers under DOT rules another option to use at their discretion. The Final Rule states, "With both drug testing methodologies being scientifically accurate and forensically defensible, there is no reason to eliminate either methodology," and adds, "Similarly, we see no reason to mandate either methodology."

Breath testing for marijuana is coming. Three US companies are developing breathalyzers for marijuana: Arizona based ElectraTect, Hound Labs (California) and Canada's Cannabix Technologies. Last month, Hound Labs launched the first product on the market to advertise that it detects D9THC which would comply with the requirements of AB 2128.

Because the detection window for both oral and breath testing for marijuana is smaller and the tests are less expensive, these companies are putting millions of dollars into the technology, betting that law enforcement across the country will use a reliable and valid breathalyzer with results and technology that can hold up in court. Also, once employees become subject to breathalyzers at work, there will be perhaps an even bigger market selling directly to the public so legal marijuana users can determine their own THC levels.

One thing is for sure: The methods for collecting specimens and testing them for marijuana will continue to change and improve. There will be clearer detection times by which employers can feel safe determining if use was within a specific time frame and able to argue that an employee was impaired. THC levels for "impairment" undoubtedly will be determined much the same way alcohol levels exist for DUI rules as well as cutoff levels will be developed to determine "impairment."

TAP and TARP will continue to provide information as things change.

## TEAMSTERS' ASSISTANCE PROGRAM OF NORTHERN CALIFORNIA (TAP)

*Cordially Invites You to Our 42nd Annual  
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*Saturday, DECEMBER 2nd  
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*Open to all Teamsters and family members.*

*Questions? Contact Veronica Valdez at (510) 562-3600*



## 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	912 .....	831-724-0683
431 .....	559-486-5410	948 .....	559-625-1061
439 .....	209-948-9592	2010 .....	510-845-2221
517 .....	559-627-9993	2785 .....	415-467-0450



## LOCAL 350

### Daly City Honors Republic, Allied Waste Workers

In a heartfelt ceremony on August 14, 2023, the City of Daly City came together to pay tribute to the unwavering commitment of Teamsters Local 350 and its members employed at Republic Services/Allied Waste Services of Daly City. This commendation was bestowed through a proclamation presented by Vice-Mayor Juslyn Manalo and the Daly City Council.

The event marked a significant moment, celebrating the dedicated efforts of this remarkable group of individuals who share deep-rooted connections with the Daly City community.

Business Representative & Political Coordinator Robert Sandoval said, "Oftentimes their work goes unnoticed and is underappreciated since it's always done in the early mornings when the rest of society is still sleeping, but they perform such a vital function and do it with pride. A well-deserved recognition for these workers."

Secretary-Treasurer John Bouchard also offered his perspective on this occasion: "The recognition extended through this proclamation is a testament



to our membership's dedication and unwavering efforts. We are deeply honored to be acknowledged by the City of Daly City for our members' crucial role in keeping the city clean and functional. This honors not only our current members but those who have paved the way throughout the years."

The proclamation reads:

"Whereas, Teamsters Local 350 has a long-standing legacy of advocating for workers' rights, and providing its members with the tools and support necessary by actively engaging in collective bargaining on behalf of its members to secure fair, wages, improve working conditions, and comprehensive benefits; and

"Whereas, for more than 86 years, Teamsters Local 350 has been fighting and continues to fight for working-class families under the current leadership of Secretary-Treasurer, John

Bouchard, and the Local Union has continued to negotiate the best contracts for its members, raising the bar for all waste division locals in the nation; and

"Whereas, Teamsters Local 350 and its members at the Republic Services/Allied Waste Services of Daly City unit deserve to be honored for all the work they contributed toward keeping the City of Daly City clean and free of waste before, during, and after the pandemic by working nonstop, and prioritizing the health and safety of the city's residents;

"Now, therefore, be it Resolved that the office of Vice Mayor Juslyn Manalo and the rest of the Daly City Council issue this proclamation in recognition of said efforts and offer the deepest of thanks to both Teamsters 350 and their members at Republic Services/Allied Waste on behalf of all residents of Daly City."

## LOCAL 890

### Water District Workers Ratify Contract with 20% Raise in First 2 Years

Members of Teamsters Local 890 in Salinas, Calif. have unanimously approved a 4-year contract with Marina Coast Water District that includes a 20% wage increase in the first two years. Additional increases the following years, better retirement health benefits, additional paid holidays, increased paid time off and many other improvements were also negotiated into the contract.



Committee Member Garret Haertel, Chief Steward Paula Riso, Local 890 Secretary-Treasurer Antonio Camacho, Comm. Member Mary Lascaga, Comm. Member Patrick Breen. Not pictured: Comm. Members Dereck Cray, Brian True, Andrew Racz, Teo Espero.

## LOCAL 2785

### Wallace Appointed to San Fran Cannabis Oversight Committee

Teamsters Local 2785 Business Agent and Organizer Apollo Wallace has been appointed to the San Francisco Cannabis Oversight Committee. The committee advises the San Francisco Board of Supervisors and Mayor regarding the implementation and enforcement of city laws and regulations relating to cannabis.

"Apollo Wallace has been a Shop Steward and an Organizer for Local 2785 representing workers and he is perfectly suited for this role" said Joseph Cilia, Teamsters Secretary Treasurer of Local 2785. "His ability to communicate and understand issues will ensure that municipal regulation in San Francisco County account for the importance of creating long-term, sustainable careers for cannabis workers."

Wallace has been a Teamster for 26 years, starting his career as a driver at UPS. Most recently, he oversaw an organizing drive at the cannabis distribution company Grassdoor in Brisbane, Calif.

"I'm honored to have the opportunity to work with San Francisco elected officials on adopting smart public policies surrounding what is now one of the largest cash crops in our state," Wallace said. "Together, we can develop a framework that ensures employers in this industry treat their workers with respect and honor social justice, which is a critical value to the wider cannabis community."



Apollo Wallace being sworn in to the San Francisco Cannabis Oversight Committee.