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Joint Council 7 TEAMSTER

Serving 100,000 members in Northern California, the Central Valley, and Northern Nevada

April/May/June 2025

Teamsters 853 wins US Foods strike

Joint Council 7 stands with Local 853 as they secure first contract for new members

After a week-long strike in March, nearly 200 Local 853 members at US Foods in Livermore have won their first Teamster contact. The three-year agreement includes substantial wage increases, improved safety, paid leave, significant health care savings, and an expiration that aligns with Teamsters contracts in the West, putting the union in an even stronger bargaining position for future contracts.

"We showed this company that we would not back down until we got the pay and benefits we've earned," said Victor Sanchez, a Local 853 member and driver with US Foods.

US Foods Livermore drivers joined Local 853 last year, but the company consistently delayed the bargaining process. The strike was a direct result of the company's failure to negotiate in good faith and its surface-level bargaining tactics.

"Our new members proved remarkable strength in the face of adversity," said Local 853 Principal Officer Steve Beck. "We celebrate this monumental victory with them. But this win wasn't just theirs—it was made possible by the unwavering support of the entire Teamster community."

Teamsters from Locals across Joint Council 7 walked the around-the-clock picket lines at the company's distribution center in Livermore. Not a single day went by without seeing members from other Locals on the line.

"I was so proud and humbled to have stood with all of these members through this fight," said Ray Torres, Local 853 Vice President and strike captain. "Their determination and desire for something better is a welcome addition to our Teamster family at 853."

The Teamsters represent over 5,500 US Foods workers nationwide. Last year, US Foods' refusal to negotiate in good faith and its unfair labor practices led to a major labor dispute with Teamsters 705 in Chicago. That three-week strike also resulted in a contract that delivered significant gains in wages, health care, safety, and other benefits.

"This latest victory demonstrates the commitment each and every one of us in Joint Council 7 has to our fellow Teamsters," said Peter Finn, Joint Council 7 President.

"When an employer picks a fight with one Teamster, they pick a fight with all Teamsters. We will continue to show up for each other and relentlessly pursue justice for all members," he said.



Joint Council 7 Local Unions support US Foods Teamsters 853 members on their picket line in Livermore.



Nearly 200 US Foods Local 853 members achieved their first contact after they were forced to strike in March.



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POLITICS AND YOU BY TRISH SUZUKI BLINSTRUB

Teamsters sponsor pro-worker bills at Capitol

It's been a whirlwind of a couple months to start the year, and we've been working hard on ensuring we invest in our Union's future. We have a package of bills introduced in both California and Nevada that focus on job protections and benefits.

In California, I want to highlight four bills we are sponsoring, starting with AB 33 introduced by Assemblymember Aguiar-Curry. The fight against autonomous vehicles is far from over: AB 33 would require a human operator for all commercial deliveries to any residence or business in California. In a recent statewide poll that we conducted, 84% of Californians said that they are concerned that AI and automation will eliminate their jobs. This bill not only protects good jobs, it reflects the kind of regulations Californians want to see.

In addition, Teamster-sponsored AB 288, authored by Assemblymember McKinnor, would reinforce the right to organize by allowing workers to vindicate their inalienable rights to freedom of assembly, to organize, to collectively bargain, and to engage in concerted activity if they lose the protection of the federal National Labor Relations Act due to actions of the federal government or the courts. It would also allow workers who have attempted to use the National Labor Relations Board to vindicate these rights, but have not received a timely remedy to seek relief from the California Public Employment Relations Board.

We are also working on SB 809 with State Senator Durazo, which would create a two-check system payment model to ensure truck drivers who own their own trucks are properly classified as employees rather than independent contractors, while still compensating them for the use of their truck. The third bill we are sponsoring impacts the public sector. We are working with Assemblymember Stefani on AB 569, which would allow us to negotiate the Teamsters Western Conference Pension Plan as a supplement in addition to your regular pension plan in the public sector. This will allow us to further support public sector Teamsters and improve job retention and recruitment for public sector workers.

In Nevada, Teamsters Local 533 has been hard at work pushing bills that will provide strong worker protections. They are proposing the captive audience

bill, an AV safety operator bill, and a heat protection bill—all of which are part of the I.B.T.'s worker protection package that we are pushing on a national level in every state. In addition to those three bills, Teamsters are proposing a sick leave bill and an FMLA expansion bill.

Bills like these, which protect our jobs and invest in our future as a Union, are made possible by your donation to D.R.I.V.E. (Democrat Republican Independent Voter Education). Locals throughout the Joint Council have been blazing forward to help raise the dollars we need for the 2026 elections.

The Joint Council is excited to welcome our very own dedicated D.R.I.V.E. Representative, Beatriz Lainez, who has been helping Locals recruit new D.R.I.V.E. members. In the past two months our Locals have signed up 700 new members to help us elect pro-Teamster candidates, pass pro-worker laws, and defeat the ballot measures and propositions that attack our working conditions. Our goal is to increase our D.R.I.V.E. donations in every Local so that we're prepared to elect pro-worker governors and legislators in both California and Nevada in 2026!

On the ground, our Locals are working hard to develop strong relationships with politicians, take direct political action, and prepare for two upcoming special elections. Teamsters Local 2785 members have gone to the State Capitol twice to do lobby visits in support of extending the Film and Television Tax Credit that many of their members depend on for work. Teamsters 665 was able to secure a long-term deal in San Francisco to keep Waymo and other AV companies from using public garages to charge their fleets. Teamsters Local 70 and Local 853 have taken the lead on working to elect Teamsters Joint Council 7-endorsed candidate Barbara Lee as the next Mayor of Oakland. And in San Jose, Teamsters Local 350 is fighting hard to elect Teamsters-endorsed candidate Gabby Chavez-Lopez to the San Jose City Council, securing the labor majority in San Jose. It's the hard work that Teamsters do on the local level that develops the foundation for a stronger, pro-worker future.

You, too, have the chance to be part of that foundation. Connect with your Local to sign up for DRIVE and find opportunities to take political action in your community!



YOUR LOCAL UNION PHONE NUMBERS

70	510-569-9317	517	559-627-9993
87	661-327-8594	533	775-348-6060
137	530-243-0232	665	415-347-7406
150	916-392-7070	853	510-895-8853
315	925-228-2246	856	650-635-0111
350	650-757-7290	896	707-644-8896
386	209-526-2755	948	559-625-1061
431	559-486-5410	2010	510-845-2221
439	209-948-9592	2785	415-467-0450

PRESIDENT'S REPORT BY PETER FINN

Teamsters JC 7 Business Agents are the engine

The core of what we do as Teamsters all starts with a focus on the fundamentals of bargaining strong contracts and diligently enforcing those agreements through aggressive representation. Local Union business agents across Joint Council 7 are on the front lines of this day-to-day fight, negotiating strong Teamster contracts and holding management accountable in the workplace.

Business agents do it all, ranging from fighting for members at the bargaining table to consistently communicating with members on everyday issues through phone, text and email, day or night, during the week, and over the weekend. Business agents

process grievances, coordinate communications, run numbers at the negotiating table, lead member meetings, work with stewards, organize actions, navigate the law, advocate for members with elected officials, and much more. All of this is to accomplish the mission of delivering for Teamsters members at the 18 Local Unions across Joint Council 7.

While the strength of our union starts with an active and engaged membership, and the foundation of this strong membership is a great team of stewards, Teamsters business agents across Joint Council 7 are the engine that drives our union forward day-in and day-out. Working closely with

Joint Council 7 Local Union leaders on strategy, business agents turn strategy into a plan to win the respect members deserve. That respect comes in the form of a strong Teamster contract and taking the fight to employers every day to ensure the rights we have bargained are protected in the workplace.

On behalf of every officer and delegate of Joint Council 7, I want to thank Teamster business agents from each of the 18 Local Unions that make up our Joint Council for your hard work, dedication, and commitment to fighting on behalf of Teamster members. Your work makes our union strong. Thank you.

Teamsters endorse autonomous vehicle bill AB 33 New poll shows 86% of California voters say Big Tech has too much power

Teamsters proudly endorse California Assembly Bill 33 (AB 33), a bill that would require a trained human operator in any autonomous vehicle (AV) used to deliver commercial goods directly to residences or businesses. The legislation, introduced by Assembly Majority Leader Cecilia Aguiar-Curry, comes on the heels of a new poll that shows California voters overwhelmingly support efforts to regulate driverless cars and trucks as well as artificial intelligence (AI).

"The evidence is clear: Californians are sick and tired of Big Tech's complete disregard for the impact of AI on safety, jobs, and our communities. Driverless trucks are dangerous, and delivery drivers across the state are demanding elected officials fight with us to protect good middle class jobs," said Peter Finn, Teamsters Western Region International Vice President and President of Joint Council 7. "The Teamsters applaud Assembly Majority Leader Cecilia Aguiar-Curry for introducing AB 33 and continuing the fight to keep our streets safe, workers employed, and Big Tech held to account."

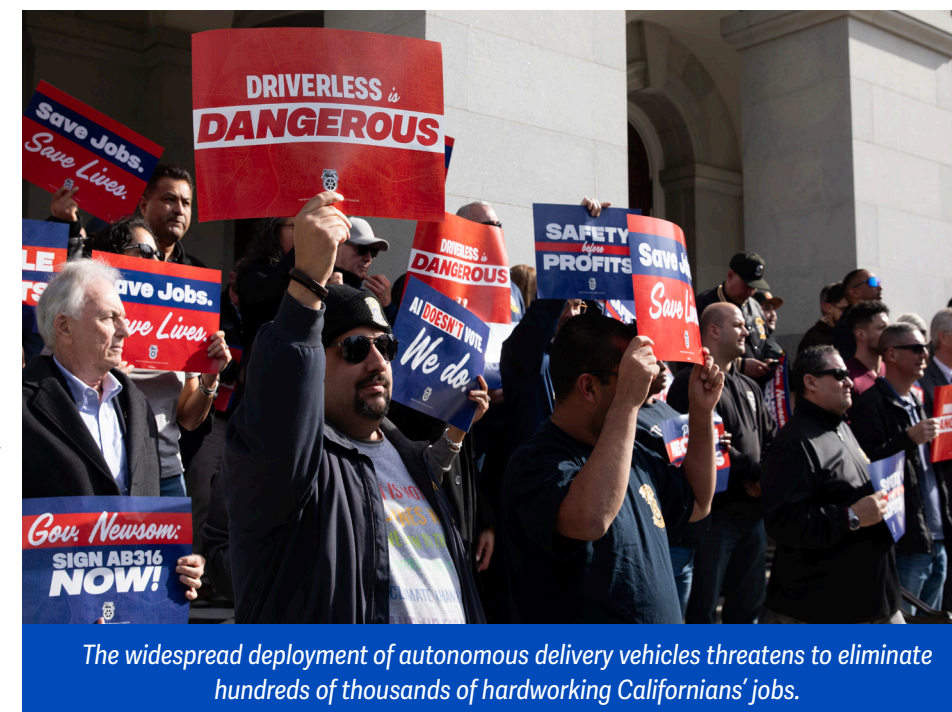
The poll, conducted by Tulchin Research, found that 79 percent of California voters support requiring a trained human safety operator to be present in any self-driving truck or delivery vehicle operating on public roads and freeways in California. The survey also found that 84 percent of voters are concerned

about AI and automation eliminating jobs and displacing workers, and 86 percent agreed that Big Tech companies have too much power and more needs to be done to stand up for consumers and workers.

The widespread deployment of AV delivery vehicles threatens to displace hundreds of thousands of hardworking Californians who rely on their good-paying jobs in the transportation and delivery sectors to support their families. By creating a balanced framework that allows for the deployment of emerging technology while protecting people, jobs, and public safety, AB 33 provides a reasonable solution for the problems automation presents to the state's workforce.

"The Teamsters will not back down as Big Tech continues to put profits over working people and public safety," said Chris Griswold, Teamsters Inter-

national Vice President At-Large and President of Joint Council 42. "The regulation of driverless vehicles has overwhelming bipartisan support for a reason. AVs are dangerous and a threat to hundreds of thousands of California workers. AB 33 will ensure that Silicon Valley doesn't destroy an entire workforce during its never-ending quest to move fast and break things."



The widespread deployment of autonomous delivery vehicles threatens to eliminate hundreds of thousands of hardworking Californians' jobs.

Teamster officials head to Democratic convention as delegates



Local 350 President Rob Sandoval (L) and Local 665 Principal Officer Tony Delorio (R) will serve as delegates to the California Democratic convention this spring.

Congratulations to Local 665 Secretary-Treasurer and Principal Officer Tony Delorio and Local 350 President Robert Sandoval who will serve as Assembly District 17 (AD 17) delegates at the California Democratic Party convention later this spring.

Sandoval was tapped to run again by AD 17 Assemblymember Matt Haney on this year's slate, which featured a diverse group of labor and community activists, and won in a district-wide election.

Delorio was one of the few delegates appointed by Assemblymember Haney.

Both Teamster representatives will head to the convention in Anaheim this May to promote Teamster values and speak on behalf of working people within the Democratic Party in California.



LOCAL 315

Local 315 members at Mt. Diablo Resource Recovery secure strong contract

We are proud to announce that our members employed at Mt. Diablo Resource Recovery have overwhelmingly ratified a five-year contract, securing a remarkable 23% increase in wages and pension contributions over the term of the agreement. Additionally, members will continue to have full maintenance of benefits for the lifetime of the contract, along with notable improvements to sick leave and other working conditions.

This agreement is a testament to the hard work and unity of our members and the leadership of our dedicated shop stewards throughout the negotiation process. Their involvement and commitment helped us reach a fair

and just contract that will significantly improve the future of our members and their families.

David Rodriguez, Business Representative for Teamsters Local 315, emphasized the significance of the agreement, stating, “Members working in the solid waste industry have continually demonstrated their essential role, making it imperative that we secure a strong contract that protects both their present and future.”

We also want to extend our sincere appreciation to the membership for their trust and solidarity throughout the negotiation process. This victory demonstrates the power of staying united and organized.



Mt. Diablo Resource Recovery members remained united and organized to achieve a strong contract victory.

LOCAL 2785

Fighting to bring film and television work back to California



Teamsters Local 2785 joined forces with Teamsters Local 399 to advocate for increasing the California film tax credit to attract work back to the state.

LOCAL 70

Join us in protecting our future: Get involved with D.R.I.V.E.

We are excited to relaunch our D.R.I.V.E. program (Democrat Republican Independent Voter Education) to improve member involvement in the political process. This program is crucial for safeguarding our jobs and protecting our members, as we cannot use union dues for political contributions.

Here’s why your involvement matters:

- Driverless Trucks:** The rise of driverless trucks poses significant safety risks and threatens to replace our drivers. This shift not only jeopardizes jobs but also impacts critical funding for our tax structures, health and welfare plans, Social Security, Medicare, and Worker’s Compensation.
- Automation:** Similar to the concern with driverless technology, the increasing automation in our industry stands to displace workers. It is essential that we come together to advocate for

protections against these changes.

- Impact on Health and Welfare:** The potential decline of jobs and benefits directly affects our health and welfare, pension plans, and overall financial security. These are significant issues that could deeply impact our members in the future.
- 1099 Business Models:** Companies like Uber, Lyft, and DoorDash pose a direct threat to our work. These models fragment the workforce and diminish the quality of jobs, which we must resist to preserve our standards and benefits.
- Solid Waste Industries:** Solid waste and other local industries rely on our active participation to protect our franchise agreements and job security. Your voice is critical in these discussions.
- Voter Registration:** We are committed to ensuring that all our members are registered

Local 2785, in partnership with Local 399, recently advocated in Sacramento for an increase to the California film tax credit, aiming to raise it to \$750 million.

This increase is intended to attract studios back to California for feature films, one-hour shows, and 30-minute episodic series. To support this effort, Local 2785 brought several location managers to testify about the critical role the tax credit plays in their work, emphasizing that it’s the difference between having jobs or not.

California is in heavy competition for productions with states like New York, Georgia, and Louisiana, as well as internationally with Canada and the United Kingdom.

Our fight is to bring production back where it belongs and to ensure our skilled workforce gets the opportunity to work in the industry they’re trained for.

As Location Scout Heather Maclean wisely put it, “We are just better here.”

to vote. Your participation in elections helps safeguard your jobs and benefits.

Get Involved!

We strongly encourage everyone to sign up for the D.R.I.V.E. program and contribute to the cause. Together, we can make our voices heard and advocate for policies that protect our livelihoods and promote our interests.

How to Sign Up:

- Visit our local office to register for the D.R.I.V.E. program.
- Ensure you are registered to vote. Check your registration status and get the information you need to participate in upcoming elections.

Your involvement is vital for our collective future. Let’s work together to protect our rights, jobs, and benefits!

—Marty Frates, Local 70 Secretary-Treasurer



LOCAL 665

Teamsters Local 665 celebrates 100-year anniversary at SF City Hall

January 27, 2025 was a special day for Local 665 members past and present who gathered to celebrate the 100-year anniversary of the issuance of their International Brotherhood of Teamsters (IBT) Charter.

A festive day began in San Francisco’s City Hall as the city’s mayor, elected officials from around California and other dignitaries honored a century of trade union struggle and success.

Newly elected San Francisco Mayor Daniel Lurie opened the celebration by welcoming over 200 celebrants who had gathered to mark the occasion. Speeches and tributes from elected officials from San Francisco and San Mateo counties as well as statewide representatives noted decades of Teamster efforts as workplace dignity was secured.

“Our success is due to the vision and determination of the membership that came before us,” said Local 665 Principal Officer Tony Delorio.

The anniversary program recalled the formation of Local 665 by 200 stablemen servicing horse-drawn carriages and later automobiles. The early formal name of the IBT included Stablemen, later changed to Warehousemen.

Public remarks during the celebration noted the expansion of represented crafts and jurisdictions through both organizing and mergers. Originally representing automotive industry workers, Local 665 now represents parcel delivery, bus transportation, solid waste and construction members among others.

Stated Local 665 President Mike Yates: “It’s important to honor our history. So many members fought for the benefits we enjoy today.”

Continuing the anniversary honors, the evening concluded in San Francisco with City Hall illuminated with blue and gold Teamster colors, with the Teamster truck in the foreground.



Teamsters Local 665 celebrated its centennial at San Francisco City Hall in January.

LOCAL 386

Local continues organizing, negotiating strong contracts

Local 386 had a busy 2024 and start of 2025. The business agents and the Executive Board led by Secretary-Treasurer Jeff Berdion have been negotiating record contracts and steadily growing the Local membership by organizing both new members and within our core industries.

In 2024, Local 386 welcomed new members from a company known as Delaval. This group produces chemicals that are used in the dairy industry. We were able to negotiate a first-time

contract that included recognition of seniority, a grievance procedure and the largest raises ever received by these members and improved their lives by negotiating them into a union health and welfare plan.

Two separate locations of linen company Emerald Textiles was another victory this year, in which the employer tried to buy the employees’ favor with as much as \$3.50 per hour to keep them from becoming Teamsters. The Local staff was persistent and stayed

in contact with these employees and ultimately, they voted to be represented by Local 386 and are currently in negotiations for their first contract.

We have also been growing by expanding the bargaining groups within several of our bus contracts by getting the mechanics, washers, and dispatchers included. These new members are now working under our Valley-leading transportation agreements. This strengthened these units as we headed into negotiations with TransDev.

The Local staff have been busy improving our members’ lives by leading hard-fought negotiations at California Dairies Inc., WinCo Foods Distribution and Americold Logistics, which have resulted in industry-leading contracts that have been overwhelmingly ratified by the members.

I.B.T. Local 386 is proud to show the Central Valley what the TEAMSTERS are all about!

LOCAL 431

New business agent joins Local’s staff; robust representation continues

Local 431 would like to welcome Pablo Cordova as a new business agent. Pablo will be representing over 850 members from Sun Maid Growers of California to OK Produce, and Valley Fig, with a focus on packing houses.

Pablo has been a Teamster since 1995 and 10 of those years as a shop steward. Pablo started three years ago as a business agent with Local 439 representing UPS and was part of the negotiations of the current UPS contract. His knowledge of negotiations, member relations, and company contract language is a valuable asset to Local 431. Pablo commented that, “Transitioning to Local 431 has been an exciting and welcoming experience.” We are incredibly happy to have Pablo aboard!

With the persistence and knowledge of I.B.T. Representative Peter Lamb, and Local 70, Local 431 ratified the Reyes Coca-Cola contract with outstand-

ing results in pension and wage increases. Chris Garlick stated, “We saw large increases to pension contributions and a five-year contract versus the previous three-year contract.”

The employees also voted to go to a component-based pay structure that included important safeguards built into the contract, including a one-year opt out to go back to hourly. The two-tier wage scale in the warehouse was eliminated in this contract.

Business Agent Mike Pratt organized Flowers Bakery, the number one competitor of Bimbo Bakeries. With a landslide vote in both the Fresno and Visalia facilities, Local 431 welcomes Flowers Bakery members. Mike states, “We are currently in negotiations with Flowers, which will be the first contract in the United States.”



LOCAL 2010

1,000 administrative workers at University of California join Teamsters 2010

Following favorable rulings from the state labor board, Teamsters Local 2010 has added nearly 1,000 more workers at the University of California (UC) who were previously misclassified as non-union. In September, more than 670 Financial Services Analysts joined Local 2010's Clerical and Allied Services CX Unit, and in January 2025, the state Public Employment Relations Board ordered that 320 Financial Analyst 1 and 2 workers be added to the CX bargaining unit.

These new members immediately began to receive all the rights and raises in the current Teamsters contract, and began bargaining for higher pay, reduced benefit costs, overtime pay, job security, and respect in the workplace.

Our Teamsters Bargaining Team for Financial Services Analysts sat down for the first bargaining session with the UC Feb. 18-19. UC made their initial proposal on wages during this first session, proposing unacceptable salaries well below what hard-working FSAs deserve! Most FSAs took their positions as promotions or reclassifications, taking on more responsibility and higher levels of work, but the UC continues to insist that FSAs are only worth clerk pay.

"I believe in building bridges, not walls—and this

team is the foundation of something greater!" said Mark Ahmadi, a UCLA FSA 2 and member of the Teamsters FSA Bargaining Team.

At press time, the 670 Executive Assistants who were previously accreted into the CX Unit in 2024 were voting on a tentative agreement that included increased starting pay of almost 17% on average for EAs at every UC campus and medical center.

Lynn Matevosian, an executive assistant at UCLA, volunteered for the bargaining team to get first-hand experience with unions and how they operate.

"This is my first experience working in a union. I am excited about being part of the Teamsters because my perception is that most union members have positive experiences with their representation," Matevosian said. "I'm looking forward to seeing how our pay structure will evolve through negotiations from a salary range with no concrete structure on how to move up the pay scale, to a step system based on longevity and experience."

Local 2010's member power campaign has translated directly into higher wages for our members. The Teamsters difference is clear: the CX unit went from five years of no raises and no contract under its previous representation to winning the best contracts in the unit's history. By the time our current CX unit



(L) Lynn Matevosian, Executive Assistant 3 at UCLA, and (R) Mark Ahmadi, Financial Services Analyst 2 at UCLA—both members of their Teamsters Bargaining Teams!

contract expires later this year, Teamsters will have won a compounded 83 percent in pay increases since 2011.

"We are thrilled to welcome more than 1,000 new workers to our fast-growing union," said Jason Rabinowitz, Secretary-Treasurer of Local 2010. "We are proud of all we have achieved building the size and strength of Local 2010. Together, we have built the member power that has won strong contracts and unprecedented raises for our members and their families."

LOCAL 856

Teamsters reject United Airlines' insulting contract proposal

United Airlines Teamsters have overwhelmingly rejected the greedy carrier's latest disgraceful economic proposal with a 99.5 percent "no" vote, rebuffing the company's attempt to cut their wages and send their work to China.

The Teamsters Union represents over 10,000 United Airlines aviation maintenance technicians (AMTs), nationwide, including 2,000 members at San Francisco International Airport (SFO).

In mid-March, hundreds of United Airlines AMTs, joined by Teamsters from across Joint Council 7, rallied outside the United Airlines Maintenance Base in San Francisco as part of their fight for a contract that reflects their contributions to the company's record-breaking profits.

"Every day, we take on the huge responsibility of ensuring the safety of United's customers and keeping planes in the air," said Fred Wood, a United technician at SFO and member of the United Airlines Teamsters National Negotiating Committee.

"United would not be the airline it is today without our highly skilled labor. Industry-leading profits demand industry-leading contracts, and we won't rest until we win the agreement we have earned," Wood continued.

The members are demanding a contract with top-tier pay, a faster wage progression, and job security. "United Airlines' executives think they can strong-arm 10,000 Teamsters technicians into accepting a terrible deal. Instead, our members just sent a clear message that this company can't ignore," said Teamsters General President Sean M. O'Brien and Team-



United Airlines Teamsters rallied outside of the company's SFO maintenance base in March.

sters Airline Division Director Chris Griswold in a joint statement. "United raked in \$4 billion in profits last year off the backs of highly skilled, hardworking Teamsters who keep planes flying safely. Rather than reward them, United wants to gut good American jobs and gamble with safety," they said.

"United needs to get serious and fairly compensate

the workers who have made the company a success and bring critical safety work back to the United States," said Local 856 Principal Officer Peter Finn.

"The Teamsters Union isn't just fighting for a fair contract—we're fighting for the future of the American aviation industry. We won't back down," O'Brien said.



LOCAL 439

Martin Brower, Sygma Foods employees join union; bakery members ratify contract



Local 439 Aspire Bakery members ratified a strong contract with a 94% yes vote.

Teamsters Local 439 is thrilled to announce another successful organizing victory with the transportation clerks at Martin Brower joining the Local.

"Our ongoing mission is to achieve wall-to-wall representation for all workers at Martin Brower," said Local 439 Secretary-Treasurer Sal Lomeli. "This commitment not only strengthens our bargaining power but also ensures that every worker has a voice. This win is a testament to the hard work and dedication of the Local 439 team."

"The strong contracts we negotiate not only benefit our current members, but also serve as a beacon for non-union employees," said Local 439 President Rick Buzo. "When they see the advantages and protections afforded to their colleagues, it encourages

them to stand with us and become part of the Teamsters," he said.

Sygma Foods employees also have joined Local 439. "The employees at Sygma made an empowering decision to join the movement, and we couldn't be prouder," said Lomeli.

"Despite the significant efforts and nearly a quarter of a million dollars spent by Sygma corporate on union-busting tactics, their resolve and commitment to standing together have triumphed. This victory is a clear message that solidarity and unity among workers will always prevail against intimidation and fear," he continued.

"President Buzo and I look forward to negotiating a strong first contract for the new unit," he said.

Teamsters Local 439 has also successfully ratified another strong contract with Aspire Bakery with 94% approval. "This achievement is a testament to the hard work, dedication, and resilience of our members," said Lomeli.

"Sometimes these companies want to be difficult and test the process, but it's clear that they are realizing that our commitment to standing together is unwavering," Lomeli said. "The recent strike showcased our determination and unity in the face of challenges."

President Rick Buzo emphasizes that negotiating strong contracts for our members remains our top priority, and we will not settle for anything less than what our hardworking members deserve.

LOCAL 350

Recology Teamsters ratify historic agreement after strike vote

Workers from Recology Mountain View and Recology South Bay have overwhelmingly approved a new collective bargaining agreement (CBA) after contentious negotiations, with only one vote in opposition during the ratification meeting held on January 2, 2025. Representing nearly 100 members across the two units, the contract delivers historic gains in wages, pensions, and working conditions.

The ratification follows a unanimously approved strike vote on December 12, 2024, as workers stood firm in their demand for a fair agreement. The strike vote sent a powerful message not only to Recology management but also across to other Teamsters Local 350-represented Recology yards, where workers expressed their readiness to stand in solidarity if the situation escalated. Ultimately, the Local Union, led by Business Representative Sergio Arranaga and a dedicated three-person bargaining committee comprising Shop Stewards Sean Baxter, Joseph Stuart, and mem-

ber Sean Hicks, achieved a tentative agreement that secured the key demands of the membership.

The new agreement includes historic increases in wages and pensions, recognition of Juneteenth as an additional holiday, and the establishment of new practices that benefit the membership while ensuring industry standards are upheld.

Sean Hicks praised the negotiation efforts, stating, "The Union went above and beyond in our contract negotiations. John and Sergio kept the lines of communication open with us during negotiations, were patient in listening and responding to our concerns, and got us a great new contract we can be proud of."

Sean Baxter reflected on the process, saying, "The Negotiation Committee and our Union Reps worked long and hard to get what the Bargaining Unit wanted. In my 31-plus years, this is definitely the best contract of my career. Thanks to everyone involved."

Joseph Stuart added, "It was a great



Local 350 Recology Mountain View and Recology South Bay members achieved a momentous contract victory after strike threat.

experience to be a part of this contract negotiation and to accomplish all that we did as a collective. It was a back-and-forth drawn-out process that came down to the wire. But with strong support from all members and a possible strike, we were able to get what was asked for, setting us all up for the present and future."

Business Representative Sergio Arranaga highlighted the significance of the membership's unity, stating, "Our members made their voices heard loud and clear. It was crucial that they would not allow the company to keep them from progressing. Our members insisted that an industry standard be upheld and that their

working conditions not be diminished in the process. The membership, through its elected committee members, sent a strong message via a strike vote, demonstrating their willingness to fight for what is right. Ultimately, we were able to deliver a proposal that the membership approved because it met their key demands."

Recology Mountain View provides organics, recycling, and trash collection services to residential and commercial customers in Mountain View, while Recology South Bay serves Cupertino and incorporated East Santa Clara County, along with residential recycling services for Santa Clara.



Be prepared: Know your rights at work in an emergency

California workers entitled to time off in case of disaster

Devastating wildfires in Southern California and a tsunami warning in the Bay Area are recent reminders that Teamsters should know their rights at work in an emergency.

In 2022, the Workers' Rights in Emergencies Act became law in California, defining an "emergency condition" as caused by either a natural disaster or a criminal act:

"Conditions of disaster or extreme peril to the safety of persons or property at the workplace or worksite caused by natural forces or a criminal act" or "an order to evacuate a workplace, a worksite, a worker's home, or the school of a worker's child due to natural disaster or a criminal act."

If an employee has a reasonable belief that the worksite is unsafe because an emergency condition occurs, the employer is forbidden from taking adverse action against any employee for refusing to report to—or leaving—a worksite. However, a "reasonable belief" means that there must be a real danger of death or serious injury.

The law also forbids an employer from blocking employee access to a cell phone or other communications device when the employee is seeking emergency assistance, assessing the safety of the situation, or communicating with a person to verify their safety.

Note that the law does not cover workers who may be called upon to provide emergency services, such as employees of residential care facilities, transportation employees participating in evacuations, and others listed in § 1139 of the Labor Code.

Compensation

If employees choose to take time off due to emergency conditions, the employer does not have to provide paid leave. However, vacation or other paid leave could be usable depending on the employer's policies. Under Labor Code § 246.5, an employee may be able to use paid sick leave if avoiding hazardous conditions like wildfire smoke.

If the emergency results in an injury or illness to the employee, State Disability Insurance (SDI) may be available. An employee may also use paid family leave to care for a family member who has suffered a serious injury or illness.

Remedies

An employee who is retaliated against for exercising rights under the Labor Code should file a retaliation complaint with the Labor Commissioner. Additionally, union members who are acting on a reasonable belief of real danger are protected under union contracts with a just cause for discipline or discharge clause.

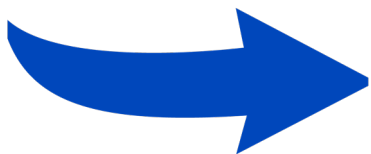


Teamsters Scholarship Opportunities

Children and financial dependents of active Teamsters who are entering or attending a four-year college, vocational school, or technical school may be eligible for the below Teamsters scholarships.

The Teamsters Scholarship Fund

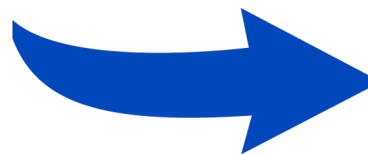
Scan the code to find out more about eligibility requirements and to access an application.
(Please use program key: TSF)



DEADLINE MAY 1, 2025

Harry Polland/Bob Morales Scholarship

The Joint Council 7 Harry Polland/Bob Morales Scholarship Fund is now accepting applications. Please scan the code for more information and to access an application.



DEADLINE MAY 19, 2025

In Memoriam



LOCAL 431

Mike Aiello
Eddie Cazares
Harold Elvington
Ken Fleming
Mary-Louise Garcia
James Garrido
Wes Johnson
Lawrence Kirkendoll
Eddie Macagba
Thomas Ortega
Jesse Travis
John Padilla
Andrew Pena

LOCAL 431 (cont.)

Jim Quintana
Joseph Torres
Jose Zuniga

LOCAL 948

Marcy Ernest Rodriguez, Sr.

LOCAL 2785

David Quinn
Retired Local 85 member

LOCAL 856

Sherwin Ancheta
Jaime Chavez Jr.
Javier Arredondo
Dale Elderken
Brian K. Goldberg
Vincent Huey
Maria Loza
Alfredo Noriega Lopez
Anicia Rickard
Maria Robles
Barbara Segebert
Chad Walsh