



# Joint Council 7 TEAMSTER

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

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## Local 439 Teamsters at Republic Services win strike Strong first contract achieved with Joint Council local union support



Local 439 Republic Services Teamsters in Manteca struck the company in July, ultimately prevailing and winning a strong first contract.

Over 500 Republic Services Teamsters from five locals nationwide—including a unit of Joint Council 7 members in Manteca, Calif., represented by Local 439—were forced to launch an enormous sanitation strike this summer after the multibillion-dollar waste corporation committed unfair labor practices.

Prior to the strike, landfill workers at Local 439 were battling for a fair first contract to meet the area industry standard. But Republic refused to give them the agreement they deserved.

Finally, the workers had enough, and on Monday, July 7, they were pushed to the picket line. Thankfully, they knew they weren't alone in their fight. Besides the more than 500 other Republic Teamsters striking at the same time, hundreds of Republic workers in Joint Council 7 also had the contractual right to honor extended picket lines.

Local 439 members used this strong language to their advantage. Soon after launching their strike, they extended to Locals 70, 315, and 350, where rank-and-file Teamsters proudly stood in solidarity and exercised their right to withhold their labor.

This resulted in a work stoppage for over 800 Teamsters in Northern California alone—hugely increasing Local 439's leverage at the bargaining table. In turn, residents in the impacted areas became outraged at Republic's refusal to respect their workers and to service their communities.

On Sunday, July 20, Republic finally buckled and offered Local 439 members a strong first contract as public pressure mounted and the costs of the strike soared.

Thanks to their militancy and to the support of their brothers and sisters at Joint Council 7, the Local 439 Teamsters ratified an agreement that vastly improved their quality of life. Over the life of the agreement, these hardworking men and women will see raises of \$8 an hour. They will now receive Teamsters health and welfare benefits, saving them up to \$1,000 every single month. And they also locked in improved vacation policies and strong labor protections.

In short, Local 439 showed Republic Services what the Teamsters are made of: strength, militancy, and solidarity.



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& at [www.TeamstersJC7.org](http://www.TeamstersJC7.org)

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**Teamsters mourn UPS member killed on the job**

Local 315 Member Shelma Reyna lost her life after tragic incident at work



Teamsters gather at the Richmond North Bay UPS facility to honor the life of Local 315 member Shelma Reyes.

Teamsters Local 315, family members and rank-and-file Teamsters participated in a prayer vigil on October 5 in memory and honor of a UPS Teamsters part-timer who tragically lost her life on the job in September.

The vigil, held outside the Richmond North Bay UPS facility, commemorated the life and labor of Local 315 member Shelma Reyna, a mother of five who passed away following a tragic incident inside a UPS trailer on Sept. 21. CAL-OSHA, the California Department of Industrial Relations, is continuing an ongoing investigation.

Sister Reyna's family and co-workers were in attendance to pay their respects and mourn the loss of a beautiful life cut far too short.

*For information on how to make a donation to support Sister Reyna's family, including her 5 children, please contact Teamsters Local 315 at 925 228-2246.*

**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



**NOTICE OF NOMINATIONS FOR INTERNATIONAL UNION DELEGATES**

**Locals 70, 87, 137, 150, 315, 350, 386, 431, 439, 517, 533, 665, 853, 856, 896, & 2785**

**Eligibility to Run**

To be eligible to run for delegate or alternate delegate, a member must:

1. Be a member in continuous good standing of the Local Union, with one's dues paid to the Local Union for a period of twenty-four (24) consecutive months prior to the month of nomination with no interruptions in active membership due to suspensions, expulsions, withdrawals, transfers or failure to pay fines or assessments;
2. Be employed at the craft within the jurisdiction of the Local Union for a period of twenty-four (24) consecutive months prior to the month of nomination; and
3. Be otherwise eligible to serve if elected.

It is strongly recommended that each prospective nominee request advance verification of his/her eligibility to run for delegate or alternate delegate. The request should be made in writing to the Election Supervisor as soon as possible, but in no event less than five (5) working days prior to the nomination meeting. The Election Supervisor will not be able to verify eligibility of any prospective nominee who requests verification less than five (5) working days prior to the nomination meeting.

**Method of Nomination**

Delegate candidates will be nominated and seconded separately from alternate delegate candidates.

All nominations for delegate and alternate delegate shall be at large.

Any member may:

1. Be nominated and seconded orally from the floor by members in good standing other than the nominee; or,
2. Be nominated and seconded in writing by members in good standing, other than the nominee. The use of Election Supervisor Form 44 (available under "Official Forms" at [www.ibtvote.org](http://www.ibtvote.org)) is encouraged but not required. Written nominations and seconds must
  - Be submitted or mailed to the Local Union Secretary-Treasurer so as to be received no later than 5:00 p.m. of the day before the day of the nominations meeting (if the meeting is scheduled to occur after 5:00 p.m., the written nomination or second must be received by the Local Union Secretary-Treasurer no later than 5:00 p.m. of the day of the meeting);
  - State whether it is a nomination or a second;

- Identify the name of the person being nominated or seconded;
  - Identify if the nomination or second is for delegate or alternate delegate;
  - Be signed by and include the full street address of the nominator or seconder (an email with a scanned or smart-phone-photographed signature is acceptable). Nominators or seconds may include, at their option, the last four digits of their SSN/SIN and;
  - Be treated by the presiding officer as if it had been made from the floor.
3. Nominate or second more than one candidate;
  4. Be nominated or seconded by more than one member;
  5. Decline to be nominated or seconded by a particular person or persons.

Any member who intends to nominate or second a candidate may also request that the Election Supervisor verify his/her eligibility to do so. All such requests must be in writing and must be received by the Election Supervisor no less than five (5) days prior to the nomination meeting.

**Acceptance of Nomination**

A nominee may accept either:

1. In person at the meeting, or in writing.
2. If acceptance is made in writing, the acceptance document must include the nominee's name, position for which he or she is accepting nomination, full street address and signature. Acceptors may include, at their option, the last four digits of their SSN/SIN.
3. The acceptance document must be presented to the presiding Local Union officer no later than the time the member is nominated. Any member present at the meeting may produce the written acceptance at the time the member is nominated. If no member is to be present at the meeting, a written acceptance may be mailed or emailed to the mailing address or email address listed above or faxed to the office of the Secretary-Treasurer, to be received no later than the time the meeting is scheduled to begin.
4. For written acceptances, the use of Election Supervisor Form 44 (available under "Official Forms" at [www.ibtvote.org](http://www.ibtvote.org)) is encouraged but not required.

No member may accept nomination for both delegate and alternate delegate.

Any candidate for delegate and alternate delegate

is permitted to run as a member of a slate, which is defined as any grouping by mutual consent of two or more candidates. To qualify on the election ballot as a slate, a Slate Declaration Form (Election Supervisor Form 10, which is available from the Secretary-Treasurer or the Election Supervisor at [www.ibtvote.org](http://www.ibtvote.org)), must be completed and submitted to the Secretary-Treasurer, with a copy to the Election Supervisor, no later than three (3) days after the Local Union's final nominations meeting.

**Any attempt by a person or entity to limit, interfere or retaliate against any IBT member for exercising the right to nominate, second or run as a delegate or alternate delegate, may result in disqualification of a candidate who benefits from the violation, imposition of criminal penalties under federal law and/or other consequences or remedy.**

For additional information relating to the nomination or election process for IBT International Delegates or Alternates, please contact your Local Union Secretary-Treasurer, the Election Supervisor, or the Election Supervisor Regional Director.

**The Election Supervisor may be contacted at:**

Office of the Election Supervisor for the International Brotherhood of Teamsters  
1750 K Street, N.W., Suite 200  
Washington, D.C. 20006  
844-428-8683 Toll Free  
[ElectionSupervisor@ibtvote.org](mailto:ElectionSupervisor@ibtvote.org)  
[www.ibtvote.org](http://www.ibtvote.org)

**Contact the OES Regional Director at:**

Name: Deborah SchAAF:  
Address: 342 Fuller Ave. Suite C4  
Helena, MT 59601  
Phone: 607-227-6474  
Email: [dschaaf@ibtvote.org](mailto:dschaaf@ibtvote.org)

**Important Note:** If the nomination meeting occurs in the period immediately after the holiday season (January 5-16, 2026), eligibility review should be requested before December 17, 2025. Requests made during the last weeks of December may be delayed due to employer office closings or holiday schedules. Any member seeking OES review of eligibility to be a candidate for delegate or alternate delegate or to nominate or second candidates for either office is urged to submit a request for review to the Office of the Election Supervisor as soon as possible.

**Véase las página 4 para los avisos en español**



**Sindicatos Locales 315, 431, 439, 856, y 896**

**Elegibilidad para Presentarse como Candidato**

Para que tenga derecho a presentarse como candidato a delegado o a delegado suplente, el miembro deberá:

1. Ser un miembro que haya cumplido continuamente con sus obligaciones en el Sindicato Local por un periodo de veinticuatro (24) meses consecutivos antes del mes de la nominación, sin interrupciones en sus obligaciones como miembro activo debido a suspensiones, expulsiones, retiradas, transferencias o incumplimiento en el pago de multas o recargos;
2. Haber trabajado en el gremio dentro de la jurisdicción del Sindicato Local durante un periodo de veinticuatro (24) meses consecutivos antes del mes de la nominación; y
3. Ser elegible para desempeñar su función si resulta elegido.

Se recomienda enfáticamente que cada posible nominado solicite por adelantado una verificación de su elegibilidad para presentarse como candidato a delegado o delegado suplente. La solicitud deberá hacerse por escrito al Supervisor de la Elección lo más pronto posible, pero en ningún caso no más tarde que cinco (5) días hábiles antes de la junta de las nominaciones. El Supervisor de la Elección no podrá verificar la elegibilidad de cualquier candidato que solicite verificación menos de cinco (5) días hábiles antes de la junta de las nominaciones.

**Método de Nominación**

Se nominarán y secundarán las candidaturas para delegados independientemente de las candidaturas para delegados suplentes.

Todas las nominaciones para delegados y delegados suplentes serán en general.

Todos los miembros pueden:

1. Ser nominados y secundados oralmente en el momento de la junta por miembros que hayan cumplido con sus obligaciones sindicales que no sean los nominados; o
2. Ser nominados y secundados por escrito por miembros que hayan cumplido con sus obligaciones sindicales, que no sean los nominados. Se insta a que se utilice el Formulario del Supervisor de la Elección 44 (disponible en "Formularios Oficiales en [www.ibtvote.org](http://www.ibtvote.org)), pero dicho formulario no es requerido. Las nominaciones por escrito o secundados por escrito deberán:
  - presentarse o enviarse por correo postal al Secretario-Tesorero del Sindicato Local
  - a fin de ser recibidas no más tarde que las 5:00 pm del día anterior al de la junta de nominaciones (si la junta de nominaciones está programada para celebrarse después de las 5:00 pm, la nominación escrita o la propuesta para secundar escrita debe ser recibida por el Secretario-Tesorero del Sindicato Local no más tarde que las 5:00 pm del día en que se celebre la junta);
  - Indicar si la nominación es una nominación o

un secundado;

- Identificar el nombre de la persona a la que se nombra o se secunda;
  - Identificar si se nombra o se secunda la candidatura para un delegado o un delegado suplente;
  - Estar firmadas e incluir la dirección completa del nominador o de la persona que va a secundar el nominador (un correo electrónico con una firma escaneada o fotografiada con un teléfono móvil son aceptables). Los que nominan o secundan, pueden incluir, según lo deseen, las últimas cuatro cifras de su número de Seguridad Social SSN/SIN y;
  - Ser consideradas por el oficial que presida la junta como si hubieran sido hechas en el momento de la junta.
3. Nominar o secundar a más de un candidato;
  4. Ser nominados o secundados por más de un miembro;
  5. Rehusar a ser nominados o secundados por una o varias personas en particular.

Cualquier miembro que tenga la intención de nominar o secundar a un candidato puede también solicitar al Supervisor de la Elección que verifique su elegibilidad para hacer eso. Todas esas solicitudes deben hacerse por escrito y el Supervisor de la Elección debe recibir las no más tarde de cinco (5) días antes de la junta de nominaciones.

**Aceptación de la Nominación**

Los candidatos nominados pueden aceptar la nominación ya sea:

1. Personalmente durante la junta; o en caso de ausencia, por escrito.
2. Si la aceptación es por escrito, el documento de aceptación deberá incluir el nombre, el puesto para el que acepta la nominación, la dirección postal completa y la firma del nominado. Los que aceptan una nominación pueden incluir, según su deseo, las últimas cuatro cifras de su número de Seguridad Social SSN/SIN.
3. El documento de aceptación debe presentarse al funcionario que preside el Sindicato Local no más tarde que en el momento en que el miembro sea nominado. Cualquier miembro presente en la junta puede producir la aceptación por escrito en el momento en que el miembro sea nominado. Si no habrá ningún miembro presente en la junta, una aceptación por escrito puede ser presentada por correo electrónico o correo postal a la dirección postal o dirección electrónica listada arriba o enviada por fax a la oficina del Secretario-Tesorero de modo que sea recibida no más tarde que en el momento en que la junta esté programada para comenzar.
4. Para nominaciones escritas, se insta a los miembros a que usen el formulario del Supervisor de la Elección 44 (disponible en "Formularios Oficiales" a [www.ibtvote.org](http://www.ibtvote.org)), pero dicho formulario no es requerido.

Ningún miembro puede aceptar a la vez la nomi-

nación a delegado y a delegado suplente.

Cualquier candidato para delegado y delegado suplente puede presentarse como miembro de un grupo electoral, que se define como cualquier agrupación por consentimiento mutuo de dos o más candidatos. Para tener derecho a ser considerado como grupo electoral en la votación, se deberá rellenar el formulario de la Declaración de Grupo Electoral (Formulario del Supervisor de Elecciones 10 que se puede obtener del Secretario-Tesorero o del Supervisor de la Elección en [www.ibtvote.org](http://www.ibtvote.org)), y ser enviado al Secretario-Tesorero, con una copia al Supervisor de la Elección, no más tarde de tres (3) días después de la junta final de nominaciones del Sindicato Local.

**Todo intento por parte de una persona o entidad de limitar, interferir o tomar represalias en contra de cualquier miembro de la IBT en el ejercicio de su derecho a nominar, secundar o presentarse como candidato a delegado o a delegado suplente, puede resultar en la descalificación del candidato que se beneficie con la infracción, imposición de sentencias penales conforme a las leyes federales y/o otras consecuencias o recursos.**

Para información adicional sobre el proceso de nominaciones y de elecciones de delegados y delegados suplentes internacionales de la IBT, favor de comunicarse con el Secretario-Tesorero de su Sindicato Local, o con el Supervisor de la Elección, o con el Director Regional del Supervisor de la Elección.

**El Supervisor de la Elección puede contactarse en: Office of the Election Supervisor for the International Brotherhood of Teamsters**

1750 K Street, N.W., Suite 200  
Washington, D.C. 20006  
844-428-8683 Toll Free  
ElectionSupervisor@ibtvote.org  
[www.ibtvote.org](http://www.ibtvote.org)

**Contacte al Director Regional de la Oficina del Supervisor de la Elección en:**

Nombre: Deborah SchAAF  
Dirección: 342 Fuller Ave. Suite C4  
Helena, MT 59601  
Teléfono: 607-227-6474;  
Correo-E: [dschaaf@ibtvote.org](mailto:dschaaf@ibtvote.org)

**NOTA IMPORTANTE:**

Si ocurre la junta de nominación en el periodo inmediatamente después de la antes temporada de vacaciones (5-16 enero de 2026), se debe solicitar una revisión de elegibilidad del 17 de diciembre de 2025. Las solicitudes realizadas durante las últimas semanas de diciembre pueden retrasarse debido al cierre de la oficina del empleador o los horarios de vacaciones. A cualquier miembro que desee obtener una revisión de la Oficina del Supervisor de la Elección sobre su elegibilidad para ser candidato a delegado o delegado suplente o para nominar o secundar candidatos para cualquier cargo, se le exhorta a enviar una solicitud de revisión a la Oficina del Supervisor de la Elección tan pronto como sea posible.

**Local Union 70**

Nomination of candidates for 6 delegates and 5 alternate delegates to the June 2026 International Brotherhood of Teamsters Convention in Las Vegas, NV, will be held on:

Date: Saturday January 10, 2026  
Time: 7:00 p.m.  
Location: Teamsters Local 70  
400 Roland Way  
Oakland, CA 94621

The expenses of sending the 6 delegates and the 5 alternate delegates to the IBT Convention will be paid by the Local Union.

**Eligibility to Nominate**

To be eligible to nominate or second, a member must have paid dues through December 2025.

**For nomination meeting:** Written nominations or seconds must be received by 5:00 p.m., and dues and arrearages must be received by 3:45 p.m. on 1/9/26 at Teamsters Local 70: 400 Roland Way, Oakland, CA 94621.

**Local Union 87**

Nomination of candidates for 1 delegate and 1 alternate delegate to the June 2026 International Brotherhood of Teamsters Convention in Las Vegas, NV, will be held on:

Date: Wednesday, January 14, 2026  
Time: 6:00 p.m.  
Location: Teamsters Local 87  
2531 "G" Street  
Bakersfield, CA 93301

The expenses of sending the 1 delegate and the 1 alternate delegate to the IBT Convention will be paid by the Local Union.

**Eligibility to Nominate**

To be eligible to nominate or second, a member must have paid dues through December 2025.

**For nomination meeting:** Written nominations, seconds, dues and arrearages must be received by 5:00 p.m. on 1/14/26 at Teamsters Local 87: 2531 "G" Street., Bakersfield, CA 93301.

**Local Union 137**

Nomination of candidates for 4 delegates and 1 alternate delegate to the June 2026 International Brotherhood of Teamsters Convention in Las Vegas, NV, will be held on:

Date: Friday, January 9, 2026  
Time: 7:00 p.m.  
Location: Meeting Hall of Teamsters Local 137  
3540 S. Market Street  
Redding, CA 96001

The expenses of sending the 4 delegates and the 1 alternate delegate to the IBT Convention will be paid by the Local Union.

**Eligibility to Nominate**

To be eligible to nominate or second, a member must have paid dues through December 2025.

**For nomination meeting:** Written nominations and seconds must be received by 5:00 p.m. on 1/9/26; dues and arrearages must be received by 5:00 p.m. on 1/9/26 at Teamsters Local 137: 3540 S. Market Street, Redding, CA 96001.

**Local Union 150**

Nomination of candidates for 10 delegates and 4 alternate delegates to the June 2026 International Brotherhood of Teamsters Convention in Las Vegas, NV, will be held on:

Date: Wednesday, January 7, 2026  
Time: 7:00 p.m.  
Location: Teamsters Local 150  
7120 East Parkway  
Sacramento, CA 95823

The expenses of sending the 10 delegates and the 4 alternate delegates to the IBT Convention will be paid by the Local.

**Eligibility to Nominate**

To be eligible to nominate or second, a member must have paid dues through December 2025.

**For nomination meeting:** Written nominations or seconds must be received by 5:00 p.m., and dues and arrearages must be received by 4:30 p.m. on 1/7/26 at Teamsters Local 150: 7120 East Parkway, Sacramento, CA 95823.

**Local Union 315**

Nomination of candidates for 6 delegates and 6 alternate delegates to the June 2026 International Brotherhood of Teamsters Convention in Las Vegas, NV, will be held on:

Date: Monday, January 5, 2026  
Time: 8:00 p.m.  
Location: Teamsters Local 315  
2727 Alhambra Avenue  
Martinez, CA 94553

The expenses of sending the 6 delegates and the 6 alternate delegates to the IBT Convention will be paid by the Local.

**Eligibility to Nominate**

To be eligible to nominate or second, a member must have paid dues through December 2025.

**For nomination meeting:** Written nominations, seconds, dues and arrearages must be received by 5:00 p.m. on 1/5/2026 at Teamsters Local 315: 2727 Alhambra Ave., Martinez, CA 94553 or 445 Nebraska Street, Vallejo, CA 94590.

**Sindicato Local 315**

Nominación de candidatos para 6 delegados y 6 delegados suplentes para la Convención Internacional de la IBT de junio de 2026 en Las Vegas, NV, se llevará, a cabo en:

Fecha: Lunes, 5 de Enero, 2026  
Hora: 8:00 p.m.  
Lugar: Teamsters Local 315  
2727 Alhambra Avenue  
Martinez, CA 94553

El Sindicato Local cubrirá los gastos para enviar a los 6 delegados y a 6 delegados suplentes a la Convención de la IBT.

**Elegibilidad para nominar candidatos**

A fin de calificar para nominar o secundar, el miembro deberá haber pagado sus cuotas hasta Diciembre 2026.

**Para la reunión de nominación:** Nombramientos escritos y las cuotas y los atrasos deben ser recibidos antes de las 5:00 p.m. del 1/5/26 en las oficinas de Teamsters Local 315: 2727 Alhambra Ave., Martinez, CA 94553 o 445 Nebraska St, Vallejo, CA 94590.

**Local Union 350**

Nomination of candidates for 3 delegates and 3 alternate delegates to the June 2026 International Brotherhood of Teamsters Convention in Las Vegas, NV, will be held on:

Date: Friday, January 9, 2026  
Time: 5:30 p.m.  
Location: Executive Park Properties  
Ground Floor Conference Room  
150 Executive Park Blvd.  
San Francisco, CA 94134

The expenses of sending the 3 delegates and the 3 alternate delegates to the IBT Convention will be paid by the Local Union.

**Eligibility to Nominate**

To be eligible to nominate or second, a member must have paid dues through December 31, 2025.

**For nomination meeting:** Written nominations, seconds, dues and arrearages must be received by 5:00 p.m. on 1/9/26 at Teamsters Local 350: 150 Executive Park Blvd, Suite 2800, San Francisco, CA 94134.

**Local Union 386**

Nomination of candidates for 4 delegates and 2 alternate delegates to the June 2026 International Brotherhood of Teamsters Convention in Las Vegas, NV, will be held on:

Date: Thursday, January 15, 2026  
Time: 5:30 p.m.  
Location: Teamsters Local 386 Union Hall  
1225 13th Street  
Modesto, CA 95354

The expenses of sending the 4 delegates the 2 alternate delegates to the IBT Convention will be paid by the Local Union.

**Eligibility to Nominate**

To be eligible to nominate or second, a member must have paid dues through December 2025.

**For nomination meeting:** Written nominations, seconds, dues and arrearages must be received by 5:00 p.m. on 1/15/26 at Teamsters Local 386: 1225 13th Street, Modesto, CA 95354.

**Local Union 431**

Nomination of candidates for 3 delegates and 1 alternate delegate to the June 2026 International Brotherhood of Teamsters Convention in Las Vegas, NV, will be held on:

Date: Thursday, January 8, 2026  
Time: 7:30 p.m.  
Location: Local 431 General  
Membership Meeting Hall  
1140 W. Olive  
Fresno, CA 93728

The expenses of sending the 3 delegates and the 1 alternate delegate to the IBT Convention will be paid by the Local Union.

**Eligibility to Nominate**

To be eligible to nominate or second, a member must have paid dues through December 2025.

**For nomination meeting:** Written nominations, seconds, dues and arrearages must be received by 1/8/26 by 5:00 p.m. at Teamsters Local No. 431: 1140 W. Olive, Fresno, CA 93728.

## Sindicato Local 431

Nominación de candidatos para 3 delegados y 1 delegado suplente para la Convención Internacional de la IBT de junio de 2026 en Las Vegas, NV, se llevará, a cabo en:

Fecha: Jueves, 8 de enero de 2026  
Hora: 7:30 p.m.  
Lugar: Local 431 General Membership Meeting Hall  
1140 W. Olive  
Fresno, CA 93728

El Sindicato Local cubrirá los gastos para enviar a los 3 delegados y a 1 delegado suplente a la Convención de la IBT.

### Elegibilidad para nominar candidatos

A fin de calificar para nominar o secundar, el miembro deberá haber pagado sus cuotas hasta Diciembre 2025.

**Para la reunión de nominación:** Nombramientos escritos y las cuotas y los atrasos deben ser recibidos antes de las 5:00 pm del 1/8/26 en oficina de Teamsters Local 431: 1140 W. Olive, Fresno, CA 93728.

## Local Union 517

Nomination of candidates for 2 delegates and 2 alternate delegates to the June 2026 International Brotherhood of Teamsters Convention in Las Vegas, NV, will be held on:

Date: Thursday, January 15, 2026  
Time: 5:00 pm.  
Location: Teamsters Local 517 Union Hall  
512 W. Oak Avenue  
Visalia, CA 93291

The expenses of sending the 2 delegates and the 2 alternate delegates to the IBT Convention will be paid by the Local.

### Eligibility to Nominate

To be eligible to nominate or second, a member must have paid dues through December 2025.

**For nomination meeting:** Written nominations, seconds, dues and arrearages must be received by 5:00 p.m. on 1/15/26 at Teamsters Local 517: 512 W. Oak Avenue, Visalia, CA 93291.

## Local Union 853

Nomination of candidates for 15 delegates and 6 alternate delegates to the June 2026 International Brotherhood of Teamsters Convention in Las Vegas, NV, will be held on:

Date: Thursday, January 8, 2026  
Time: 5:00 p.m.  
Location: Teamsters Local 853  
7750 Pardee Lane  
Oakland, CA 94621

The expenses of sending the 15 delegates and the 6 alternate delegates to the IBT Convention will be paid by the Local Union.

### Eligibility to Nominate

To be eligible to nominate or second, a member must have paid dues through December 2025.

**For nominations meeting:** Written nominations and seconds must be received by 5:00 p.m., and dues and arrearages must be paid by 4:00 p.m. on 1/8/26 at Teamsters Local 853, 7750 Pardee Lane, Oakland, CA 94621; or 22 East 5th St., Watsonville, CA 95076; or 5988 Silver Creek Rd., Suite 55, San Jose, CA 95138.

## Local Union 896

Nomination of candidates for 4 delegates and 1 alternate delegate to the June 2026 International Brotherhood of Teamsters Convention in Las Vegas, NV, will be held on:

Date: Saturday, January 17, 2026  
Time: 9:00 a.m.  
Location: Teamsters Local 896  
2050 Lincoln Avenue  
Pasadena, CA 91103

The expenses of sending the 4 delegates and the 1 alternate delegate to the IBT Convention will be paid by the Local Union.

### Eligibility to Nominate

To be eligible to nominate or second, a member must have paid dues through December 2025.

**For nomination meeting:** Written nominations and seconds must be received by 5:00 p.m. on 1/16/26 and dues and arrearages must be received by 5:00 p.m. on 1/16/26 at Teamsters Local 896: 2050 Lincoln Avenue, Pasadena, CA 91103.

## Sindicato Local 896

Nominación de candidatos para 4 delegados y 1 delegado del alternante para la Convención Internacional de la IBT de junio de 2026 en Las Vegas, NV, se llevará, a cabo en:

Fecha: Sábado, 17 de enero de 2026  
Hora: 9:00 a.m.  
Lugar: Teamsters Local 896  
2050 Lincoln Avenue  
Pasadena, CA 91103

El Sindicato Local cubrirá los gastos para enviar a los 4 delegados y a 1 delegado suplente a la Convención de la IBT.

### Elegibilidad para nominar candidatos

A fin de calificar para nominar o secundar, el miembro deberá haber pagado sus cuotas hasta Diciembre 2025.

**Para la reunión de nominación:** Nombramientos escritos y las cuotas y los atrasos deben ser recibidos antes de las 5:00 p.m. 1/16/26 y las cuotas y los atrasos deben pagarse antes de las 5:00 p.m. del 1/16/26 en oficina de Teamsters Local 896: 2050 Lincoln Avenue, Pasadena, CA 91103

## Local Union 2785

Nomination of candidates for 2 delegates and 2 alternate delegate to the June 2026 International Brotherhood of Teamsters Convention in Las Vegas, NV, will be held on:

Date: Monday, January 5, 2026  
Time: 7:30 p.m.  
Location: Local 2785 Union Hall  
1440 Southgate Avenue  
Daly City, CA 94015

The expenses of sending the 2 delegates to the IBT Convention will be paid by the Local Union. The expenses of sending the 2 alternate delegates will not be paid by the Local Union.

### Eligibility to Nominate

To be eligible to nominate or second, a member must have paid dues through December 2025.

**For nomination meeting:** Written nominations and seconds must be received by 5:00 p.m.; dues and arrearages must be received by 4:30 p.m. on 1/5/26 at Teamsters Local 2785: 1440 Southgate Avenue, Daly City, CA 94015.

## Local Union 439

Nomination of candidates for 7 delegates and 2 alternate delegates to the June 2026 International Brotherhood of Teamsters Convention in Las Vegas, NV, will be held on:

Date: Wednesday, January 21, 2026  
Time: 7:00 p.m.  
Location: Local 439 Union Hall  
1531 East Fremont St.  
Stockton, CA 95205

The expenses of sending the 7 delegates and the 2 alternate delegates to the IBT Convention will be paid by the Local Union.

### Eligibility to Nominate

To be eligible to nominate or second, a member must have paid dues through December 2025.

**For nomination meeting:** Written nominations, seconds, dues and arrearages must be received by 5:00 p.m. on 1/21/26 at Teamsters Local 439, 1531 East Fremont St., Stockton, CA 95205.

## Local Union 533

Nomination of candidates for 3 delegates and 3 alternate delegate to the June 2026 International Brotherhood of Teamsters Convention in Las Vegas, NV, will be held on:

Date: Thursday, January 15, 2026  
Time: 6:00 p.m.  
Location: Teamsters Local 533 Union Hall  
1190 Selmi Drive, Suite 100  
Reno, NV 89512

The expenses of sending the 3 delegates and the 3 alternate delegates to the IBT Convention will be paid by the Local Union.

### Eligibility to Nominate

To be eligible to nominate or second, a member must have paid dues through December 2025.

**For nomination meeting:** Written nominations, seconds, dues and arrearages must be received by 5:00 p.m. on 1/15/26 at Teamsters Local 533: 1190 Selmi Drive, Suite 100, Reno, NV 89512.

## Local Union 856

Nomination of candidates for 21 delegates and 21 alternate delegate to the June 2026 International Brotherhood of Teamsters Convention in Las Vegas, NV, will be held on:

Date: Tuesday, January 6, 2026  
Time: 5:30 p.m.  
Location: Teamsters Local 856  
453 San Mateo Ave.  
San Bruno, CA 94066

The expenses of sending the 21 delegates and the 21 alternate delegates to the IBT Convention will be paid by the Local Union.

### Eligibility to Nominate

To be eligible to nominate or second, a member must have paid dues through December 2025.

**For nomination meeting:** Written nominations or seconds must be received by 5:00 p.m., and dues and arrearages must be received by 4:30 p.m. on 1/6/26 at Teamsters Local 856: 453 San Mateo Ave., San Bruno, CA 94066.

## Sindicato Local 439

Nominación de candidatos para 7 delegados y 2 delegados suplentes para la Convención del IBT de junio de 2026 en Las Vegas, NV, se llevará, a cabo en:

Fecha: Miércoles, 21 de enero de 2026  
Hora: 7:00 p.m.  
Lugar: Teamsters Local 439  
1531 East Fremont St.  
Stockton, CA 95205

El Sindicato Local cubrirá los gastos para enviar a los 7 delegados y los 2 delegados suplentes a la Convención de la IBT.

### Elegibilidad para nominar candidatos

A fin de calificar para nominar o secundar, el miembro deberá haber pagado sus cuotas hasta Diciembre 2025.

**Para la reunión de nominación:** Las nominaciones escritas o los segundos deben recibirse antes de las 5:00 p.m. del 1/21/26, en Teamsters Local 439, 1531 East Fremont St., Stockton, CA 95205. Las cuotas y los atrasos deben pagarse antes de las 5:00 p.m. el 1/6/26 en 1531 East Fremont St., Stockton, CA 95205.

## Local Union 665

Nomination of candidates for 5 delegates and 5 alternate delegates to the June 2026 International Brotherhood of Teamsters Convention in Las Vegas, NV, will be held on:

Date: Tuesday, January 27, 2026  
Time: 5:00 p.m.  
Location: Local 665  
150 Executive Park Blvd.,  
Ground Floor Conference Room  
San Francisco, CA 94134

The expenses of sending the 5 delegates and the 5 alternate delegates to the IBT Convention will be paid by the Local Union.

### Eligibility to Nominate

To be eligible to nominate or second, a member must have paid dues through December 2025.

**For nomination meeting:** Written nominations or seconds must be received by 5:00 p.m., and dues and arrearages must be received by 4:30 p.m. on 1/27/26 at Teamsters Local 665: 150 Executive Park Blvd., Ste. 4400, San Francisco, CA 94134 or 1371 Neotomas Avenue, Santa Rosa, CA 95405.

## Sindicato Local 856

Nominación de candidatos para 21 delegados y 21 delegados suplentes para la Convención del IBT de junio de 2026 en Las Vegas, NV, se llevará, a cabo en:

Fecha: Martes, 6 de enero de 2026  
Hora: 5:30 p.m.  
Lugar: Teamsters Local 856  
453 San Mateo Avenue  
San Bruno, CA 94066

El Sindicato Local cubrirá los gastos para enviar a los 21 delegados y los 21 delegados suplentes a la Convención de la IBT.

### Elegibilidad para nominar candidatos

A fin de calificar para nominar o secundar, el miembro deberá haber pagado sus cuotas hasta Diciembre 2025.

**Para la reunión de nominación:** Las nominaciones escritas o los segundos deben recibirse antes de las 5:00 p.m. del 1/6/26, en Teamsters Local 856, 453 San Mateo Avenue, San Bruno, CA 94066. Las cuotas y los atrasos deben pagarse antes de las 4:30 p.m. el 1/6/26 en 453 San Mateo Avenue, San Bruno, CA 94066.



## LEGAL UPDATE

# FMSCA takes hundreds of drivers off the road for inadequate English skills, wants California to crack down harder

In April, President Trump issued an executive order instructing the Federal Motor Carrier Safety Administration (FMCSA) to start enforcing English language requirements for drivers by imposing English Language Proficiency (ELP) tests and taking drivers out of service if they fail these tests.

The executive order directed FMCSA to act within 60 days and FMCSA has prepared its regulations and started enforcement.

FMCSA data for June and July shows that the FMSCA is aggressively language testing and has begun taking drivers who fail the test off the road. In 2024 only one driver was taken out of service based on inadequate English proficiency. In 2025 over 7,000 inspections have already been conducted with over 1,200 drivers taken out of service for failure. Over four hundred of those drivers were in Western States including California and Nevada.

This test is not part of Homeland Security/ICE immigration law enforcement practice: it is a regulation of drivers enforced by FMCSA inspectors and—like other DOT regulations—drivers can prepare for these new tests and avoid being taken out of service.

ELP tests are performed in two parts: conversational English and reading English signs. ELP FMCSA inspectors are authorized to test when they suspect drivers do not understand their English questions or instructions. This is a subjective test based on the inspector's intuition and it should be assumed that inspectors' "intuition" will be influenced by

racial profiling and FMCSA is not providing specific guidelines regarding who will be subject to ELP tests.

However, a driver does not have to be fluent in English to pass the test—the test is only for the basic English deemed necessary to read and understand road signs and fill out basic reports and records related to their truck and its load.

If an FMCSA inspector suspects the driver does not understand English they may ask the driver questions about where they are coming from, where they are going, how long they have been driving, what their driver's license says, what their shipping papers say, or about vehicle equipment subject to inspection. Drivers must be prepared to comfortably answer these kinds of

questions in English if approached by an inspector. Using notes, cue cards, or smartphone apps to assist in talking to inspectors is not permitted so drivers need to be ready to talk without reading off anything.



More than 400 drivers in the Western States were taken out of service for failing the FMCSA English language proficiency test.

If a driver passes the first phase of the ELP test, FMCSA inspectors will proceed the second phase: English road signs. The exact sign test is not publicly disclosed, but expect questions about signs with more English words on them like Slower Traffic Keep Right, Road Closed Ahead, or Yield to Uphill Traffic.

Drivers should expect FMCSA inspectors to ask more questions when they think a driver's English skills are limited.

What can drivers whose first language is not English or who struggle with reading English do to prepare for this testing and avoid being pulled off the job? Work on your spoken English fluency on your own or, better yet, in a class. Learn how to read English by starting with books written for children. However, don't wait: your job as a driver depends on your ability to show an inspector that you can speak, read and understand basic English.

# Teamsters-backed California Workers' Union rights bill signed into law

## Sweeping labor-law reform protects workers from federal attacks

California made history in September when Gov. Gavin Newsom signed Assembly Bill 288 into law.

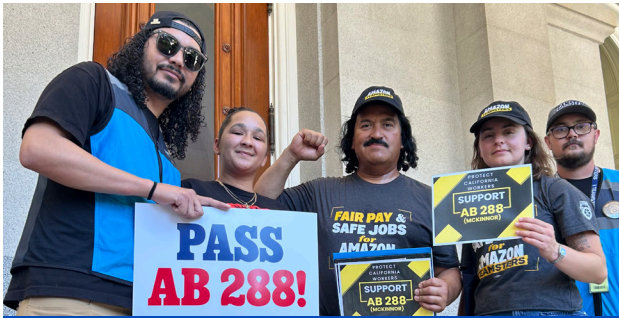
AB 288, sponsored by the California Federation of Labor Unions, AFL-CIO and Teamsters California is a landmark piece of legislation that guarantees a real right to a union for California workers, marking the single biggest victory for the labor movement since the National Labor Relations Act of 1935.

With this law in place, workers who lose coverage or are unable to get a timely remedy at the federal level can petition the California Public Employment Relations Board to enforce their right to a union.

"We commend Governor Gavin Newsom for standing up for California workers and our fundamental right to collectively bargain," said Lorena Gonzalez, President of the California Federation of Labor Unions, AFL-CIO, representing 1,300 unions with 2.3 million members.

"This is the most significant labor law reform in nearly a century. California workers will no longer be forced to rely on a failing federal agency when they join together to unionize."

"AB 288 is a game-changer for workers in California," said Peter Finn, Co-Chair of Teamsters California and president of Teamsters Joint Council 7. "More than 70 percent of workers want to be in a union, but Big Tech corporate billionaires like Jeff Bezos are flouting federal law and trampling workers' organizing rights. With the right to organize guaranteed under state law, we can show the nation that a



Amazon Teamsters rally at the state capitol in support of AB 288.

strong economy is built through solidarity, not CEOs' arrogance."

The signing of AB288 comes amid a push by Jeff Bezos, Elon Musk, Howard Schultz, and other billionaires to undermine the federal law by having the NLRB declared unconstitutional.

Decades of underfunding have made it nearly impossible for workers to get justice through the NLRB when bosses violated their rights. This year, NLRB operations have been further hindered by legal challenges to its constitutionality and the lack of a quorum after one member was fired.

"Amazon's refusal to comply with federal orders to bargain — let alone the demands of its workforce — is all the proof we need that it's more urgent than ever to enact AB 288," said Vanessa Valdez, an Amazon Teamster at DAX5 in the City of Industry, Calif. "The only way this greedy company will negotiate a fair contract with workers like me is if it's forced to."

"Gigantic multinational corporations routinely

retaliate against workers, and they're usually left with no recourse after waiting for years before decisions are even issued in their cases," said Chris Griswold, Co-Chair of Teamsters California. "We have a responsibility to protect working people whenever their rights are violated. AB 288 ensures those protections are enforceable."

"I commend California for stepping up to fill the void and using its police powers to protect and safeguard the rights afforded its citizens in the U.S. and state constitutions," said Jennifer Abruzzo, General Counsel of the National Labor Relations Board 2021-2025.

"AB 288 protects fundamental constitutional rights of Californians at a time when the federal government is failing." Said Catherine Fisk, the Barbara Nachtrieb Armstrong Professor of Law at UC Berkeley Law School. "It is a commonsense measure that builds on the established practice enabling unions and employers to come together under a stable and predictable set of rules to bargain collectively. And it reflects our state's commitment, enshrined in the California constitution, to protect fundamental rights of freedom of speech and freedom of association, and freedom to assemble for the common good."

AB 288 is a bipartisan bill, with both Republican and Democratic co-authors, and it passed the Legislature with overwhelming support with votes from members of both parties. Because protecting California workers is not, and should never be, a partisan issue. AB 288 will go into effect on January 1, 2026.



POLITICS AND YOU BY TRISH SUZUKI BLINSTRUB

## Teamsters continue to push workers-first agenda

Teamsters Joint Council 7 has been showing up in force and flexing our political power on a local and state level in support of our membership. In July, Republic Services waste management workers represented by Local 439 went on strike to get their first contract. They extended the strike lines throughout our Joint Council at other Republic sites. Elected officials in Stockton and throughout the Bay Area stood with our members and put pressure on Republic to resolve the strike. That included filing against Republic for violation of their local contracts and making multiple phone calls to the company to demand a resolution.

Local 439 was successful in winning their first contract, a victory that wouldn't have been possible without the political power and involvement of all our Locals.

Joint Council 7's lobby day for AB 288, our Right to Organize Bill was a success with Amazon members testifying on behalf of this important bill and every Local in the Joint Council participating in support of these workers. We had over 100 members come from across the state and were successful in getting this important bill moving through the legislative process. It passed with flying colors in the Assembly and through its first two Senate committees and was recently signed into law by Governor Newsom.

Lastly, the hard work of our movie industry members who went to every budget hearing at the Capitol were successful in getting the Film and Television Tax Credit passed, which was then signed by the Governor.

In our efforts to push our workers-first agenda in California, we also held our first ever Teamsters California candidate interviews. Teamsters Joint Council 7 and Joint Council 42 collectively represent 250,000 Teamsters in California. This was an opportunity for us to gather together to meet with candidates who are seeking to run for statewide office. We were able to ask questions about automation and AI and the impacts it has to our jobs, education and funding issues, how to hold companies like Amazon accountable, and how candidates would make California more affordable for everyday working people. We had real conversations about how decisions made



Teamster leaders from across California met in Sacramento for statewide candidate endorsement interviews.

at the state level have lasting impacts on working people and emphasized the important of Teamsters workers to the California economy. These interviews allow us to collectively vet candidates and endorse those who value the importance of working people and will advocate and push for policies that protect our jobs and support pro-worker policies.

As we continue the endorsement process for local level candidates, stay tuned with your Locals for opportunities to participate in DRIVE, volunteer with endorsed candidates, and—of course—vote!