



Joint Council 7 TEAMSTER

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

Volume 71, Number 2

April/May/June 2026

Teamsters strike CSU campuses statewide Pressure builds on CSU to honor contract

After four days of powerful, state-wide action – including walking the picket line in the pouring rain and even hail at some Northern California campuses – Teamsters Local 2010 Skilled Trades workers’ strike across 22 California State University (CSU) campuses has delivered a clear message: CSU workers are united and will not accept CSU’s broken promises.

Beginning February 17, 1,100 skilled trades workers — electricians, plumbers, mechanics, painters, locksmiths, and other essential tradespeople — walked off the job across every CSU campus. The strike disrupted campus operations, delayed maintenance and facilities work, and generated an extraordinary wave of public support and political pressure on CSU leadership.

“I’m incredibly proud of the strength, determination and leadership our members showed during our historic strike last week. We had virtually universal compliance with our strike,” said Jason Rabinowitz, Secretary-Treasurer of Teamsters Local 2010. “Our members stood strong and ran effective, disciplined pickets at every location – even in the face of CSU’s lies and intimidation, in the face of rain, wind, cold, snow and even hail. We showed CSU power like they have never seen before and exposed CSU’s greed and mistreatment of workers for the whole world to see. With the power we have built through our strike, we will continue our fight for fair



Teamsters General President Sean M. O'Brien joined the Local 2010 picket line on February 17 in San Francisco.

pay at CSU until we win!”

Nearly two dozen state and local elected officials sent letters directly to CSU Chancellor Mildred García demanding the university honor its contractual commitments and immediately provide workers the raises they are owed. Students, faculty, labor allies, and community members joined picket lines and rallies from the Bay Area to Los Angeles to the Central Coast.

The strike has energized and empowered workers across the CSU system. Members returned from the picket lines more united than ever and determined

to secure the raises they earned. Lawmakers are also working to hold CSU accountable with newly introduced legislation to close a loophole in the Higher Education Employer-Employee Relations Act (HEERA) that CSU has exploited to withhold the raises workers earned.

Teamsters Local 2010 began negotiating a successor contract with the CSU in March. With momentum building and worker solidarity at an all-time high, members are prepared to continue the fight for fair pay, respect, and dignity on the job.



Joint Council 7 Local Unions joined 1,100 Local 2010 CSU Skilled Trades members on their four-day statewide strike in February.

Periodicals postage paid at San Francisco, CA (USPS 395-880)



Follow us on our socials
@TeamstersJC7

 Facebook:



 Instagram:



& at www.TeamstersJC7.org

Teamsters Joint Council No. 7 Executive Board

Peter Finn, President
Jeff Berdion, Vice President
Felix Martinez, Secretary-Treasurer
Don E. Garcia, Recording Secretary
Tony Delorio, Trustee
Dale Wentz, Trustee
Steve Beck, Trustee



The Joint Council 7 Teamster is published four times per year (January, April, July, October) by Teamsters Joint Council 7: 7730 Pardee Lane, Oakland, CA 94621; 415-467-7768.

Periodicals Postage Paid at the San Francisco, CA mailing office.

POSTMASTER: Please send address changes to:
Joint Council 7 Teamster
7730 Pardee Lane
Oakland, CA 94621



Teamsters push to pass pro-worker bills at capitol

The new year means new opportunities to elect Teamster-friendly candidates to elected office. Our Locals throughout the Joint Council have been hard at work interviewing candidates, from local school boards to Congress to state offices in California and Nevada. If the office impacts Teamster jobs, then we want a candidate who will stand with us on issues that impact our livelihood—no matter their party affiliation. This year is our opportunity to find candidates who will support workers over AI and never be afraid to say they support saving jobs.

Our past work to elect worker-friendly politicians has paid off in recent months. A number of current elected officials have shown up for our members when we have needed them most.

Congressman Thompson joined Local 853's picket line at Westlake Stone and wrote letters demanding that Westlake come to the table. The Congressman even requested to sit in on bargaining! Congressman Huffman called the CEO of MarinHealth to push back on their heavy-handed negotiations with Local 856, calling on the health-care system to bargain in good faith. At CSU campuses, Lt. Governor Eleni Kounalakis, State Treasurer Fiona Ma, and Superintendent of Schools Tony Thurmond joined striking Local 2010 members to demand CSU pay workers' negotiated step increases. Assemblymember Juan Analis, hearing of the closure of one of our canneries, rallied his Senate and Assembly colleagues to help workers at that facility get support through workforce development and other government agencies.

The help doesn't stop with state and federal officials: the Boards of Supervisors in Contra Costa County, Napa County, and San Francisco County have worked with our Locals to save public health-care from federal cuts, put forth resolutions in support of our striking workers, and take on Amazon and Waymo.

Every candidate we have endorsed has stepped up to the plate. Katie Porter, endorsed for Govern-

or by Teamsters California, uses her platforms to support worker issues, especially against AI and the automation of our jobs. Congressional candidate Dr. Jasmeet Baines has not only supported all of our core issues in the State Assembly, she has also been on the forefront of the fight to bring good blue-collar jobs back to the Central Valley.

It's through our vetting process that we can find worker-friendly candidates like these who can win their seats and support our union. Visit our website at www.teamstersjc7.org to see our endorsed candidates for the June 2 primary election. We might not have as much money as Big Tech to spend in elections, but we have something they don't—we can use our collective action as Teamsters to vote our endorsed candidates into office!

In addition to our electoral work, we have a big push this year to pass pro-worker bills in Sacramento. Those bills include AB 1776, which would strengthen anti-trust laws that allow us to hold companies like Amazon accountable. SB 1371 would prohibit solid waste franchise agreements from including force majeure provisions that excuse service providers from performing their duties during work stoppages related to labor disputes. AB 1818 would require the CSU to comply with their collective bargaining agreements regardless of how much funding they receive in the state budget.

We are also supporting a package of AV and AI bills with the California Federation of Labor Unions that include AB 33, our commercial safety operator bill; SB 947, which would require human oversight evidence if an algorithm is used for disciplinary or termination decisions at work; AB 1331, which would ban the use of surveillance tools in the bathroom or private spaces; AB 1883, which would prohibit employers from using potentially biased, invasive, and exploitative forms of AI surveillance at the workplace; and AB 1898, which would require employers to give workers advance notice before they implement AI technology tools that collect worker data.

TEAMSTERS CALIFORNIA

We are Teamsters California — the united voice of 250,000 workers across dozens of industries that power our state's economy and our communities every single day. Teamsters California is leading the fight on public policy and at the ballot box to advance the core economic issues that matter most to everyday Californians:

- Uplifting good jobs
- Ensuring fair wages
- Securing our right to raise families in the communities we serve

Join us on socials!



Outsourcing is bad business

When we hear the term “outsourcing”, we might only think of offshoring—the practice of shipping American jobs out of the country. But outsourcing is much more than that. It also includes the subcontracting of jobs that were once done in-house to the lowest bidder and the privatization of our public services. And increasingly employers are attempting to outsource work through automation or replacing jobs with artificial intelligence (AI). Outsourcing in all its forms is the result of poor management and destroys middle-class jobs, our communities, and the quality of products and level of services.

The decision to outsource, is man-

agement's decision to chase excessive corporate profits at the expense of people, the local economy, and the quality of goods and services provided to the public. Offshoring jobs overseas and the outsourcing of work to AI outright eliminates good middle-class jobs. Domestic outsourcing transforms quality jobs into independent contract work that lacks a decent salary, benefits, and retirement security. Outsourcing through the privatization of public services cuts wages, lowers access to health care, and increases turnover.

When jobs are sent overseas or outsourced to robots, the community suffers as money is stripped from the local economy. When good jobs are outsourced domestically by employers

attempting to boost profits, pay and benefits decrease and the end result is a shrinking middle class. Privatization of public services worsens inequality by creating a race to the bottom on labor costs and undermining critical public services needed by the most vulnerable members of our communities.

Put simply, outsourcing is bad business. Chasing cheap dollars to pad the bottom line through outsourcing sacrifices longterm quality of products and services. Giving up local operational control to a sub-contractor interested more in maximizing their own company's profits over providing quality output has a negative impact on customers. Outsourcing the skill, knowledge, and experience of dedicated in-house

employees that are committed to quality work leads to a poor product and reduced service levels. The end result is that customers and the public suffer.

As Teamsters we fight with full force against outsourcing of all forms and are committed to standing up to these bad business practices. Local Unions across Joint Council 7 are working every day to protect Teamster work and keep good middle-class jobs in our communities.

Whether at the bargaining table, in the legislature, or on the streets — the fight for good family supporting jobs is at the heart of what we do as a Union.

Teamsters demand answers from Waymo

In March, Teamsters Joint Council 7 was joined by Service Employees International Union Local 1021 and the International Association of Firefighters Local 798 at a press conference outside San Francisco City Hall calling for good jobs and safe streets.

The press conference was followed by a hearing before the Board of Supervisors Land Use and Transportation Committee, where Waymo was compelled to testify about its operational failures during a widespread power outage in December.

During the outage, Waymo vehicles froze in place, causing significant traffic jams and public safety threats. Autonomous vehicles (AVs) blocked first responders and delayed firefighters who were responding to the electrical substation fire that caused the blackout.

“Waymo's excuses about why fire trucks continue to be blocked en route to



Joint Council 7 President Peter Finn speaks at a rally calling for AV accountability.

emergencies, or what will happen to the workers they are trying to displace will persist until we force real change,” said Peter Finn, Teamsters Joint Council 7 President.

Since 2022, when Waymo was first approved to operate without a human driver in California, threats to public safety have grown by the day. A child was struck by a Waymo outside of his school, and another one killed a bodega cat in San Francisco. AVs also have a history of driving through construction zones and active crime scenes. In Texas, a Waymo

blocked an ambulance that was responding to a mass shooting in March.

“We are in the streets every day, navigating steep, narrow roads to keep our neighborhoods clean and safe. AVs continually cause route disruptions that delay garbage and recycling collection,” said Quentin Booker, a member of Teamsters Local 350 and sanitation driver in San Francisco.

OBITUARIES

Jack Bookter, dedicated Teamster leader

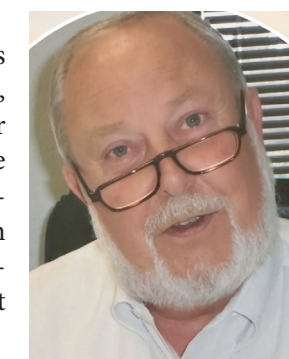
The Teamsters mourn the loss of a steadfast leader in our union, Jack Bookter.

Jack began his Teamsters journey in 1967 at UPS, where he started his career as a feeder driver. In 1977 he became the principal officer for Local 278, a role in which he served with distinction until his retirement in 2012.

Jack was a dedicated leader who always prioritized rank-and-file members. Throughout his career, Jack helped improve working conditions for UPS Teamsters nationwide, serving as a chairman for both the UPS Nor-Cal

Committee and the Western Region of Teamsters Committee. In these roles, he was responsible for multiple decades of bargaining strong language into the UPS National Master Agreement.

Jack made a huge impact on the lives of the Teamsters he worked so hard to represent. He was the kind of leader whose presence you felt even if you did not see him. He will be profoundly missed. We will honor his memory by continuing to build on the legacy he left for us. Our heartfelt condolences go out to his family.



IN MEMORIAM

LOCAL 350
Reginald Cummings
Javier Leon
Joseph Reggiardo

LOCAL 517
Luis Covian
Louis Davis
Ruben Garcia
Robert Gonsalves
Arturo Gutierrez
Jorge Laurel
Cora Jones
Lovell Jones
James (Rocky) Jones
Jesse Lopez
Jesus Moreno Jr
Sonia Sarkisian
Gilbert Smith
Ron Turner
Jack Willingham

LOCAL 856
Gregory Beard
Connie L. Bell
Peggy Cheung
Violet L. Gondkoff
Evelyn Haynes
Ruthie M. Idencio
Rashad F. Isaq
Derrick L. Johnson
Julia Lopez-Garcia
Enrique Navarro Rodriguez
Joseph Roy Sales
Peyton Simmons
May Voong
La Tasha T. Washington

LOCAL 2785
leti Afoa, Jr.
Alejandro Cruz Renderos
Nelson Navas
Webster Rosboro
Shawn Ruffin

LOCAL 150

Strong contract enforcement halts outsourcing

Contract enforcement by Teamsters Local 150 recently led to a major victory for members at Alum Rock Unified School District in San Jose.

Business Agent Rocio Richards filed a grievance after the District improperly contracted out work that should have been performed by Teamsters Local 150 Maintenance and Grounds members. The work involved duties regularly assigned to bargaining unit employees, yet the District chose to hire outside contractors instead of assigning the work to the skilled workers already employed by the District.

Working alongside Steward Trevor Emmett, the union pursued the grievance and held the District accountable for violating the collective bargaining agreement. As a result, Teamsters Local 150 secured \$68,125 in compensation for affected members.

The victory did more than recover lost wages. It also ensured that the work is now being per-

formed by bargaining unit employees moving forward. Since the grievance was resolved, Maintenance and Grounds members have taken on the work themselves, creating additional hours and significant overtime opportunities for Teamsters members at the district.

“This is work our guys can do, and it should never have been contracted out in the first place,” said Emmett. “We stood up, filed the grievance, and now our members are doing the work and getting the overtime.”

Teamsters Local 150 continues to actively enforce contract protections and defend bargaining unit



Alum Rock Unified School District Maintenance and Grounds Teamsters stopped outside contractors from taking their work.

work. Victories like this demonstrate the importance of strong stewards, engaged members, and a union committed to protecting jobs and holding employers accountable when they attempt to bypass the contract.

Solano County Teamster Public Defenders on strike



Solano County Public Defenders went on strike in late February.

Solano County Public Defenders represented by Teamsters Local 150 went on strike in late February in response to the County’s failure to bargain in good faith.

The County has failed to deliver a proposal that offers a necessary equity increase to ensure experienced, highly skilled public defenders and district attorneys can stay in the county and provide quality services to the public.

The nearly 100 attorneys, whose contract expired in October of last year, are not new to the fight. After decades of unfair, disrespectful contracts delivered by the County, the members won a strong agreement in 2022 and have continued to build the unit into a force to be reckoned with. Prior to 2022, the

County was losing talented attorneys to nearby jurisdictions that had better pay and benefits. That contract win put the members in a position to further prevent the unit from falling behind on wages and benefits compared to neighboring counties. However, the fight continues as the County is trying to go back to its old tricks. The members have pledged to continue to hold the line until they receive a fair contract.

“We do this because we have all taken up the charge to defend the people who are powerless, who are most vulnerable,” said Mardin Malik, a 13-year Solano County public defender and bargaining team member. “The time is now—we will continue to stand up for ourselves and for the community.”

LOCAL 439

Local increases industry density with wall-to-wall organizing



Cemex negotiations led by Local 439 Principal Officer Sal Lomeli and President Rick Buzo, Business Agent Ed Speckman and Business Agent Gilbert Gomez resulted in a victorious strong contract that was ratified by 99% of the membership.



Local 439 continues expanding in the waste industry by organizing the clerks at Waste Management — making this site wall-to-wall Teamsters. Under the leadership of Principal Officer Lomeli & President Buzo, the Local is committed to organizing every segment of the waste industry in its jurisdiction.



Principal Officer Sal Lomeli and President Rick Buzo do it again: securing another major organizing victory in the waste industry as the Shred-it warehouse goes union. The drivers organized two years ago. Now the entire facility is officially wall-to-wall Teamsters. Momentum. Growth. Power.

LOCAL 853

Latinas Contra Cancer members ratify first contract

The women of Latinas Contra Cancer (LCC) do the kind of work that rarely makes headlines yet changes entire lives: they walk alongside people facing cancer when the system feels cold, confusing, or impossible to access. They confront the real-world barriers that force families to choose between care and survival—language, lost wages, lack of insurance, immigration-related fear, and the daily weight of inequity—by making sure patients are seen, heard, and supported with culturally rooted care and unwavering dignity.

What makes their work extraordinary is how practical and personal it is at the same time. Their patient navigators, promotoras, advocates, and community health workers help schedule appointments and follow-ups, coordinate transportation, connect people to interpretation, and guide families to free or low-cost care and social services—while also building commu-



Local 853 Latinas Contra Cancer members ratified a strong first contract.

nity through support groups and survivorship resources. They are not just helping someone “get through” cancer; they are helping families reclaim power in a healthcare system that too often overlooks them and pushing toward a future where health is treated as a right.

“Latinas Contra Cancer (LCC) is a group of members unlike any in other Local 853’s membership. Guiding people through cancer is a critical and

tough job. Local 853 will be there in the years to come for our members at LCC and to make sure the organization thrives. We are proud that the objective of a first contract has been achieved,” said Teamsters 853 Recording Secretary Mike Henneberry.

These new members approved a three-year agreement that includes a pension and Teamsters health care. The vote was unanimous.

“I’m excited to welcome them to Teamsters Local 853,” said Teamsters Local 853 President Steven Lua at a recent meeting. “But even more importantly, I’m excited to support the work they do. Their mission is meaningful and valuable, and it inspires me personally to keep working hard for those who need it most. They are a very welcome group to our Teamster family.”

Statement by Teamsters Local 853 Secretary-Treasurer, Steve Beck: “Teamsters Local 853 is dedicated to enriching the lives of these members and honoring their unique role within our union. They are the ones who take care of our mothers, grandmothers, and great-grandmothers in a way that is hard to replace. We will continue to ensure these workers thrive by securing the support and protections they need to keep doing their essential work.

Learn about their special work at: www.latinascontracancer.org

LOCAL 665

San Francisco Teamsters pull the plug on TESLA site

A zoning appeal filed by Teamsters Local 665 heard in February at San Francisco City Hall soundly rejected a proposal by TESLA for a new robotaxi fleet charging station.

“TESLA won’t be opening for business,” said Local 665 Principal Officer Tony Delorio.

Following the unanimous 11-0 vote by the San Francisco Board of Supervisors to uphold the Teamster appeal,

Delorio said in a statement: “E.V. fleet charging is a direct threat to Teamster jobs. When these proposals attempt to move forward, without work for union members, we’ll be there with a Stop Sign”.

Delorio noted that the threat to Teamster jobs includes standard wages and conditions for on-site fleet charging workers as well as drivers employed in logistics and parcel delivery.

The rejected fleet charging site was slated for San Francisco’s busy North Beach neighborhood.

To oppose TESLA’s development plan, Teamsters built alliances with community groups.

“Residents in the neighborhood didn’t realize that TESLA’s plans would increase traffic on already congested streets during much of the day. They appreciated the information and joined our fight,” Delorio said.

Noting that the “the juice won’t be flowing” at TESLA’s proposed North Beach location, Teamsters say the fight is not over.

“TESLA wants to get into the fleet charging end of electric vehicle service. Our members are ready and able to do this work, immediately. But there needs to be the protection of a union contract before any development moves forward” Delorio said.

SFO Shuttle Teamsters ratify new four-year agreement



SFO Shuttle Local 665 members ratified a strong new four-year agreement.

Over 100 Teamsters Local 665 drivers employed at SFO Shuttle on the San Francisco International Airport have ratified a new contract that brings wage increases and benefit improvements through a new four-year deal.

The shuttles are an integral part of SFO daily operations by delivering a safe and reliable option for over 4,000 airport employees to commute to work from around the Bay Area.

“Every aspect of this new contract is an improvement. Wages, retirement and health benefits all contain increases and protections,” Principal Officer Tony Delorio said.

The four-year collective bargaining agreement, which runs through December 31, 2029, includes a total 17% wage increase, with 7% in the first year.

The Western Conference of Teamsters Pension contribution will increase by 22% through the life of the agreement.

The vacation schedule includes an extra week, and an additional holiday and sick day were added to the new contract.

The union-administered health plan continues maintenance-of-benefits provisions for medical, dental and vision.

SFO Shuttle shop steward Severino Angeles expressed satisfaction after the ratification vote.

“This work at the airport is difficult, maintaining schedules during traffic congestion, and changing weather. This new contract provides security for our families and respect for the job we do,” Angeles said.



No Tax on Overtime Pay?

Not quite. Prior to being enacted and signed into law last year on July 4, the One Big Beautiful Bill Act (“OBBA”) was touted for its provisions calling for “No Tax on Tips” and “No Tax on Overtime,” but these tax benefits are not as sweeping as they sound. This article focuses on the parameters of the overtime pay tax deduction in particular.

Eligible employees are able to claim the tax deduction on their federal tax returns beginning this tax season for tax year 2025, and through tax year 2028. Overtime will still be taxed and taxes deducted from employees’ paychecks; workers will not see any change on the taxes deducted in their paychecks. The deduction is made at the time of tax filing, and there are several conditions that apply.

What overtime qualifies for the deduction? Qualified overtime compensation is overtime paid to an employee that is:

- ▶ Required by federal law in section 7 of the

Fair Labor Standards Act (“FLSA”) (i.e., 1.5 times pay for hours over 40 per week); and

- ▶ Exceeds the employee’s “regular rate” as determined by FLSA.

Qualified overtime compensation is NOT:

- ▶ California’s daily overtime for over 8 hours;
- ▶ On-call pay; or
- ▶ Overtime required by a collective bargaining agreement that is not required under FLSA, such as an 8-hour minimum guarantee. Hours not actually worked do not count toward the calculation of qualified overtime.

An eligible employee can take a deduction on their individual tax return of up to \$12,500 (or \$25,000 if married and filing jointly) in qualified overtime compensation received during the applicable tax year. The deduction is not available if you are married and filing separately and also phases out for those with a modified adjusted gross income

(MAGI) that exceeds \$150,000 for single filers or \$300,000 for joint filers. Employees must also have a valid social security number to claim the deduction.

For the 2025 tax year, employers are not required to report overtime on employees’ W-2 forms. Some employers are sending employees a separate statement reporting their overtime pay for the year. If the employer does not provide either of these, employees will have to determine their qualified overtime amount themselves using earnings or pay statements, invoices, or other documentation using one of the “reasonable methods” prescribed by the IRS in Notice 2025-69: <https://www.irs.gov/pub/irs-drop/n-25-69.pdf>.

To claim the deduction on qualified overtime compensation, employees should use the new IRS form – Schedule 1-A (Form 1040) which can be found at: <http://www.irs.gov/Form1040>, and follow the instructions.



AROUND THE LOCALS

LOCAL 856

500 MarinHealth Teamsters hold Unfair Labor Practice strike



500 MarinHealth Local 856 members held a 24-hour Unfair Labor Practice strike in February.

On February 18, 500 Local 856 members at MarinHealth Medical Center (MHMC) held a 24-hour Unfair Labor Practice Strike after nearly a year of bad-faith bargaining by the hospital.

Teamsters marched on MHMC in the rain, wind, and cold, day and night, in response to the employer’s repeated Unfair Labor Practices, such as canceling multiple bargaining sessions, and refusing to provide necessary, relevant, and correct information needed to understand the costs of the hospital’s healthcare proposal.

Susanna Farber, Teamsters Local 856 Vice President and chief negotiator said, “MarinHealth, we are out here today sending a unified message. It is well overdue that you come to the table with a proposal that respects the workers that deliver premier patient care to everyone who walks through those doors.”

The Teamsters were joined by 700 nurses represented by the California Nurses Association who were also on strike. Additionally, maintenance workers and engineers who are represented by Operating Engineers Local 39, held a sympathy strike in support of their colleagues at the hospital.

“We’re on the street today for one simple reason: to send a message to this hospital that it’s the people that wake up every day and go into the hospital and provide care for our community that make this hospital run,” said Local 856 Principal Officer Peter Finn.

Steven Batson, Anesthesiology Technician at the hospital and Teamsters Local 856 member said, “The lies MarinHealth has painted for the public will continue unless we continue to stand together and not back down until we have a fair contract.”

Joint Council 7 Harry Polland/Robert Morales Scholarship

Now accepting applications!
Scan for more info

Deadline May 4, 2026



Teamsters Horsemen Annual Bike and Car Blessing

April 11, 2026

11 a.m.

Church of the Visitation
785 Sunnysdale Ave., San Francisco

