

# Southern California Teamster

Official Publication, Teamsters Joint Council 42

INFORMING 150,000 TEAMSTER FAMILIES IN CALIFORNIA, SOUTHERN NEVADA, GUAM, SAIPAN AND HAWAII

Vol. 77 - No. 3

(ISSN 0038-3953)



(USPS 505-440)

August 14, 2017

## We Want YOU in the RTW Fight!

Working people have been under attack by corporate interests for too long and they're not prepared to stop this attack.

In fact, the evil corporate forces are only getting more creative in their approach through so-called national Right to Work legislation.

Since the inception of Right to Work in 1941, this catchy slogan had as its only purpose to maintain the racial order of southern states' Jim Crow Laws to prevent workers of color from improving their working conditions.

As time has passed and protective laws have been introduced to protect working people,

Right to Work has evolved into different faces. Faces that have been funded by corporate interests like the John Birch Society (JBS), American Legislation Exchange Council (ALEC), and the U.S. Chamber of Commerce.

As working people, we must ask ourselves is the Right to Work of the 1940's, any different than the Right to Work of today? Unfortunately, just as the wealthy landowners and industrialists of that era cared only about making profits off the backs of hardworking people, the wealthy one percenters of today are no different. The purpose of right to work today is still to prevent all working people

from improving their working conditions, to go back in time so they can drive down wages, give fewer to no benefits, have dangerous working conditions and create the bottom line difference to have more profits for the wealthy.

The threat of national Right to Work is real and we can't afford to allow corporations to run their hidden agenda and turn the remaining 22 states into Right to Work states. Don't be fooled by this so called "Right to Work" legislation pending in Congress. You don't see corporations and politicians creating legislation to allow people to receive goods or services from

their companies without paying. So why are they so interested in creating legislations for people not to pay Unions, when there's already federal Labor laws that protect workers who don't want to join a union? The reality is, corporate interests want to eliminate workers' freedom.

We can't sit back and wait to see what happens next, we need to turn back the tide of corporate greed. Make sure we have a voice, get involved, educate the community, hold your elected officials accountable and help us organize workers. If we don't, they'll weaken America's middle class and strip everything away.

In efforts to continue leading this fight against Right to Work, Teamsters Joint Council 42 will be continuing to develop ways to offer assistance and training to the 23 Local Unions that comprise the Council. For more information regarding assistance, or if you want to dive in and get involved, contact JC 42's Anti Right to Work Communications Coordinator, Jacqueline Korgan. jacqueline@jc42.net

We can't afford to work for less and we certainly can't afford to lose our pensions or retirements. Make sure to call (855) 465-4694 to tell Congress to oppose Right to Work Legislation.

### SAN DIEGO LOCAL 1699

## Nurses Wrap Best Contract Ever

Remember the nurses and techs who work at Rady Children's Hospital in San Diego? The ones that affiliated their Association - United Nurses of Children's Hospital (UNOCH) - with the Teamsters Union a while back?

Well, last month the nurses ratified their first contract as Teamsters Union Local 1699 members and the wages negotiated exceeded their last two contracts combined!

An enthusiastic Katie Langstrass said "we're grateful

for the assistance from Teamsters Joint Council 42 and the International Union, a big part of why this new contract is so much better." She is the executive director of Local 1699.

The 9-member negotiating team also secured vital military

leave contract language, important for both nurse reservists and spouses, including child care workarounds.

Joint Council 42 President Randy Cammack said "this great, new contract personifies the bargaining strength of the

Teamsters, with all our resources."

Some 1,400 nurses, all R.N.'s and Teamsters, work at Rady. Previously a new contract was reached for Local 1699's hospital technician members.

## Port Truckers Hit the Bricks Again

Misclassification as "independent contractors" and corporate exploitation in the form of long hours, low pay, no worker rights and being forced to shoulder all the costs of operating, forced hundreds of Los Angeles-Long Beach port truckers out on strike again. Warehouse workers inland joined them.

The walkout, which began in the early morning hours of June 19 at one major firm, XPO Logistics, spread to three other firms in the two ports. The two ports handle approximately half of U.S. ocean-going freight.

The truckers, many of them minority-group members, demand they be recognized as "employees" under labor law, which would let them unionize with Teamsters Local 848. The Local is running the campaign, the strike and prior strikes over the same issues.

Without protection labor law provides, wage theft from the port drivers is so bad that "a

court recently found an XPO contract driver actually worked 4300 hours without getting paid. That's 537 days of work without earning a dime," according to Joseph Geevarghese of the Action Network.

California state officials and state and federal judges have repeatedly ruled the port truckers are "employees" with worker rights, not "independent contractors" with none. The trucking firms have alternated between paying fines and appealing those rulings, or both.

If truckers are labor law "employees," the port firms must also then pay the employers' share of Social Security and Medicare payroll taxes, plus workers' comp. And as "employees" unionized with the Teamsters, truckers could bargain with the firms over such practices as firms currently forcing them to pay for their tires, their gas, their insurance and more.

The port truckers began their

latest strike in front of XPO, one of the largest port trucking firms and also a federal defense contractor. It employs the truckers to transport cargoes and containers from LA-Long Beach to military bases. On June 20, the strike spread to three more shippers in the ports and to the inland warehouses.

"XPO and its subsidiaries face multiple legal and enforcement agency actions for alleged wage theft due to misclassification of their drivers. The California Labor Commissioner has awarded \$1 million to five drivers employed by XPO Logistics. XPO is appealing," Local 848 Secretary-treasurer Eric Tate said.

"American corporations have pushed tens of millions of American truck drivers, warehouse workers, and service sector workers into poverty through greedy subcontracting schemes designed to increase CEO pay... One of the most insidious corporate schemes is to classify

employees as 'independent contractors.'"

The truckers also are protesting "exploitation by greedy corporations using predatory subcontracting schemes, including misclassifying employees as independent workers in order to lower wages, deny them benefits such as health insurance, unemployment, and workers' compensation." USA Today ran a recent Page 1 story, entitled *Rigged*, about their plight.

Local 848 had a press conference on June 20 at Long Beach City Hall and another on June 23 at L.A. City Hall. Mayors Eric Garcetti of Los Angeles and Robert Garcia of Long Beach recently proposed solving one affliction truckers suffer: breathing in excessive exhaust from idling trucks. The mayors want zero-emission trucks at the ports by 2035.

continued next page

# Spending Giant \$\$ to Cripple Your Union

**MILWAUKEE, Wis. (PAI):** Move over, Koch brothers. You've got company - and had it even before you made the scene - as financial heavyweights in the Radical Right drive to destroy unions and workers.

Meet the Milwaukee-based Lynde and Harry Bradley Foundation, which has led a national effort to de-fund and wreck Unions, according to documents examined by the independent Center for Media and Democracy (CMD), a nonprofit advocacy group based in Madison, Wis.

The Bradley Foundation -- along with the Kochs -- is crusading to trash Unions despite overwhelming public support for workers. The average of Gallup Polls over the last 80 years - since passage of the National Labor Relations Act -- shows an average Union-approval rate of 64.2 percent of all respondents.

That hasn't stopped the Kochs, Bradley, or similar right wing individuals and groups. More significantly, by relying on its tax-exempt status to promote Republicans' goal of weaken-ing unions for political purposes, the Bradley Foundation indirectly uses public funds to do so.

The Milwaukee-based Bradley Foundation - with assets of \$845,139,789, according to GuideStar USA, Inc. an information service maintaining a comprehensive database on nonprofits - is a tax-exempt nonprofit private foundation.

Legally, such "charity" organizations with tax exemptions, called 501 (c) (3) foundations in the Internal Revenue Code, are prohibited from participating in partisan politics.

"There is no basis for the proposition that 'defunding labor unions' is a charitable purpose within the Internal Revenue Code," CMD was told by attorney Marcus Owen, who directed the Exempt Organizations Division of the Internal Revenue Service for 10 years.

Alone and through donations to similar anti-union groups, the Bradley Foundation's most significant labor targets include geographic areas, such as the state of Washington, along with public employees and teachers.

Organized labor has some financial resources to combat the Bradley Foundation, the Koch brothers and their allies and political puppets. But, more importantly, it has considerable "boots on the ground" to get out the vote. It also has campaign finance committees (PACs),

funded by voluntary contributions, to help candidates who support collective bargaining and allied social causes.

But back to the exploitation of tax-exempt to attack labor, what's "charitable" about union-busting? Nothing, said another lawyer involved in uncovering the ruse.

"Tax-exempt status is reserved for charitable, educational, and other genuinely non-partisan causes," commented Eric Havian, an attorney with the San Francisco firm of Constantine Cannon, which specializes in IRS and other whistleblower complaints. "It should not cynically be claimed for organizations whose mission is to boost the fortunes of one political party at the expense of another."

Technically, the Bradley Foundation isn't boosting political parties. But the investigation shows it assists high-profile pro right-wing and pro-Republican groups - several of them secretive, business-backed, or both.

One is the now-notorious or-radical right pro-GOP American Legislative Exchange Council (ALEC), which brings together Republican politicians and business lobbyists and moguls to write "model" legislation against workers, minorities and other dissenters. The Bradley Foundation contributed \$1.1 million between 1986-2015 to ALEC, CMD reported.

ALEC and the Heritage Foundation are among groups that pushed a new strategy and drafted model legislation to impose so-called "right to work" schemes by getting local governments to enact RTW ordinances in areas where states resist the anti-union measure.

RTW prohibits labor contracts requiring workers in unionized bargaining units to share in the costs of organizing and enforcing contracts. That lets tens of thousands of workers be "free riders," taking union services while not paying one red cent for them.

In Illinois, for example, right wing GOP Gov. Bruce Rauner, a former private equity executive, proposed such a scheme. The Lake County village of Lincolnshire followed his lead with their local ordinance, but a federal judge tossed that measure out in January.

The National Right to Work Defense Foundation - the legal and political arm of the National Right to Work Committee, and funder of lawsuits challenging union fees from "free riders" - was second in getting Bradley Foundation money,

at \$20.91 million.

Politically, the union-busting effort is a transparent attempt to benefit Republicans. In a recent opinion piece in The Hill, The Freedom Foundation's Jeff Rhodes attributed Republican presidential nominee Donald Trump's election to destruction of Unions in key states, calling on Congress to implement union-busting RTW legislation nationwide.

"Did the labor reforms enacted in Wisconsin and neighboring Michigan help Donald Trump win those states?" asked Matt Patterson, executive director of the Center for Worker Freedom at Grover Norquist's Americans for Tax Reform, another key right wing group. "No question in my mind."

Still, even with an onslaught of anti-Union propaganda in recent years, 56 percent of Americans continue to approve of Unions, according to Gallup's most recent poll, last year.

In the shadows, taking advantage of their 501(c)(3) tax-exempt status, are the following anti-Union nonprofits who received contributions from the Bradley Foundation, CMD showed:

- The Hudson Institute (\$39,904,608, GuideStar says)
- National Right To Work Legal Defense Foundation (\$20,910,465)
- Manhattan Institute for Policy Research (\$20,727,480)
- Freedom Foundation (\$11,333,627)
- Mackinac Center for Public Policy (\$11,123,297)
- Independence Institute (\$5,147,253)
- American Legislative Exchange Council (ALEC) and its partners (\$5,107,279)
- Barry Goldwater Institute for Public Policy Research (\$5,069,202)
- Wisconsin Institute for Law and Liberty (\$3,368,483).
- Opportunity Ohio (\$520,313)
- Education Action Group Foundation (\$454,135)
- Americans for Tax Reform and partners, including the Randolph Foundation (\$243,249)
- Liberty Foundation of America (\$138,951).

## Southern California Teamster

The Southern California Teamster (ISSN 0038-3953) is published monthly except for the months of January, February, April, May, July, September, November and December by Teamsters Joint Council 42: 981 Corporate Center Dr., Ste. 200, Pomona, CA 91768. Two dollars of membership dues goes towards a subscription to the Southern California Teamster for one year. Periodicals postage paid at Covina, CA and at additional mailing offices.

POSTMASTER: Send address changes to Southern California Teamster, 981 Corporate Center Dr., Ste. 200, Pomona, CA 91768.

Please address all communications to:

Editor: Paul Mihalow

Email: JCT42@aol.com

News service by Press Associates, Inc. (PAI).

## Port Truckers continued

That proposal harkens back to a prior Local 848 campaign to unify the truckers in the cause of cutting down the emissions. The Local got that commitment, 848 Secretary-treasurer Tate told local media. He was dubious about how the latest plan would work.

"We support clean air, but there was no mention on how this Clean Air Action Plan would impact the

drivers. We are concerned about who will end up paying for it.

"The last time they did this in 2008 with the Clean Truck Program, the corporations ended up passing on the cost to the workers by requiring them to lease a truck in order to get hired and illegally misclassifying them as 'independent contractors,' leaving very little for the workers to take home to their families. We don't want that to happen again."

## Teamsters, Other Unions Skeptical on "New NAFTA"

**WASHINGTON (PAI)**-Leaders of major industrial unions, and their allies in the war against job-losing so-called "free trade" treaties, reacted skeptically to Trump administration negotiating objectives for a "new NAFTA."

They said the objectives contain pro-corporate provisions lifted wholesale from the now-dead Trans-Pacific Partnership "free trade" pact, which Unions, their allies and congressional Democrats forced the Obama administration to dump last year. And the objectives are weak in other areas, the leaders added.

U.S. Trade Representative Robert Lighthizer, known for past skepticism towards free trade pacts, released objectives in July, so talks with Mexico and Canada on a new North America Free Trade Agreement can actually start in two months or so.

Lighthizer emphasized the new NAFTA's presumed benefits to busi-

ness, but his 17-page negotiating objectives document also includes several labor goals. Among them are:

- Writing worker rights into the texts of trade pacts.
- Requiring the U.S., Canada and Mexico to follow some internationally recognized "core labor standards," including freedom of association and collective bargaining, and
- Killing the pro-business trade court, called the Investor State Dispute System.

Other labor goals are notably absent. One omission: A strong domestic content requirement -- a specific percentage of U.S.-made goods -- for cars and trucks. Another: barring unsafe Mexican trucks and unqualified Mexican drivers from roaming all U.S. roads, endangering U.S. truckers and safety, which the Teamsters fight for.

Lighthizer said the objectives included decisions based on three days of public hearings - where the Teamsters, the AFL-CIO and the Auto Workers interrupted a constant stream of corporate witnesses - and 14,000 written comments.

Lighthizer's introduction said the new NAFTA would help farmers, ranchers, service providers and other businesses grow exports. He did not mention workers or their rights. "Most importantly, the new NAFTA will promote a market system that functions more efficiently, leading to reciprocal and balanced trade among the parties," he says.

**CHECK OUT YOUR LOCAL'S WEBSITE**



## Quick Looks at Items of Interest

# The Eye

Fast food and fast-casual **burger biz** is around **\$82 billion** in sales.....old Sawbones: almost a fourth of U.S. **physicians** are **65** or older.....more than **300,000** cases of **Lyme disease** here annually.....survey sez Americans spent more time **working** and less time **sleeping** in 2016 than the year before.....125,000 dead American **veterans** are in 26 American military cemeteries in 16 nations **abroad**---most from WW I and II.....**25,000 rhinos** in the world and we lose 3 a day to poaching.....about 37% of **Greeks smoke**, the highest percentage in Europe.....each year, more than **70 million** Americans travel **abroad**.....as of 2010, there were about **53,364** American **100-year olds** and up.....



**50 PLUS:** Members and staff at Local 63's last membership meeting surprised Secretary-treasurer Randy Cammack (center stage) with a plaque marking his over 50 years in the Teamsters Union. He joined in 1966.



**TOOTHY DEAL:** Recent collective bargaining agreement signing by Teamsters Local 63 and Aava Dental brings Union benefits and coverage to the southland chain's dental assistants. Here at the Union Hall are (front) dental assistant Evangeline Enriquez and 63 business agent Ron Seamans, and (rear) 63 President Sam Stewart and 63 member and Aava marketing director Jason Swanson.

## "They" are Really Out to Get You & Your Union Job

Republicans are pushing legislation in Congress to hobble Labor Unions and suppress your wages. One House bill would delay Union elections, giving corporations more time to bully and fire workers who consider joining. This proposed legislation would also stop workers from organizing small groups within the entire roster of employees.

Yet another GOP proposal would change the definition of democracy in a Union representation election. As it is now, a congressional candidate wins when he or she receives the highest number of votes cast. Candidates aren't deemed losers if they receive votes from fewer than half of all potential voters.

In the 2016 presidential election, 58 percent of potential voters exercised their franchise. That means neither Donald Trump nor Hillary Clinton would have won under the more-than-50-percent of eligible voters standard.

Even so, the bill under consideration in Congress would impose that standard on Unions. When workers want to form a Union, this legislation would require that they get positive votes from more than half of all eligible workers, not more than half of those who actually vote.

It is a standard no politician would want to be held to, but Republicans are willing to require it of workers to prevent them from organizing and bargaining for better wages and working conditions.

At the bidding of corporations, Republicans are working against workers because labor organizations succeed through concerted action in wresting from fat cat CEOs a more fair share of the fruit of workers' labor. Workers in Labor Unions receive higher wages, better health benefits and pensions and safer conditions.

When more workers were unionized, the space between rich and poor was more like a crack than the current chasm. In the 1950s, 33 percent of workers participated in labor organizations. Now it's 10.7 percent.

In the '50s, the ratio of CEO-to-worker pay was 20-to-1. That means for every dollar a worker made, the CEO got \$20. Now the ratio is 347-to-1. For every dollar a worker earns, the top dog grabs \$347. CEOs of S&P 500 corporations pulled down an average of \$13.1 million in total annual compensation in 2016, while their typical worker received \$37,632.

The high point of unionization in America, the 1950s, was the

low point in income inequality. It is called the time of the great compression. And a new study published by the National Bureau of Economic Research reaffirms that unionization produced better wages.

In a report titled "Unions, Workers, and Wages at the Peak of the American Labor Movement," scholars Brantly Callaway of Temple University and William E. Collins of Vanderbilt University analyzed new data and determined "the overall wage distribution was considerably narrower in 1950 than it would have been if union members had been paid like non-union members with similar characteristics."

They go on to say, "Our historical interpretation is that in the wake of the Great Depression, workers sought and policymakers delivered institutional reforms to labor markets that promoted unions, reduced inequality, and helped lock in a relatively narrow distribution of wages that lasted for a generation."

That time is gone. Unions have been declining for decades, largely as a result of onerous requirements legislated by Republicans. As Unions shrank, so did worker bargaining power. The result is that while workers' productivity increased, their wages stagnated for the past three decades.

Still, Republicans are squashing Unions even more by, for example, reversing a rule requiring corporations to report when they hire Union-busters to strong-arm workers into voting against organizing.

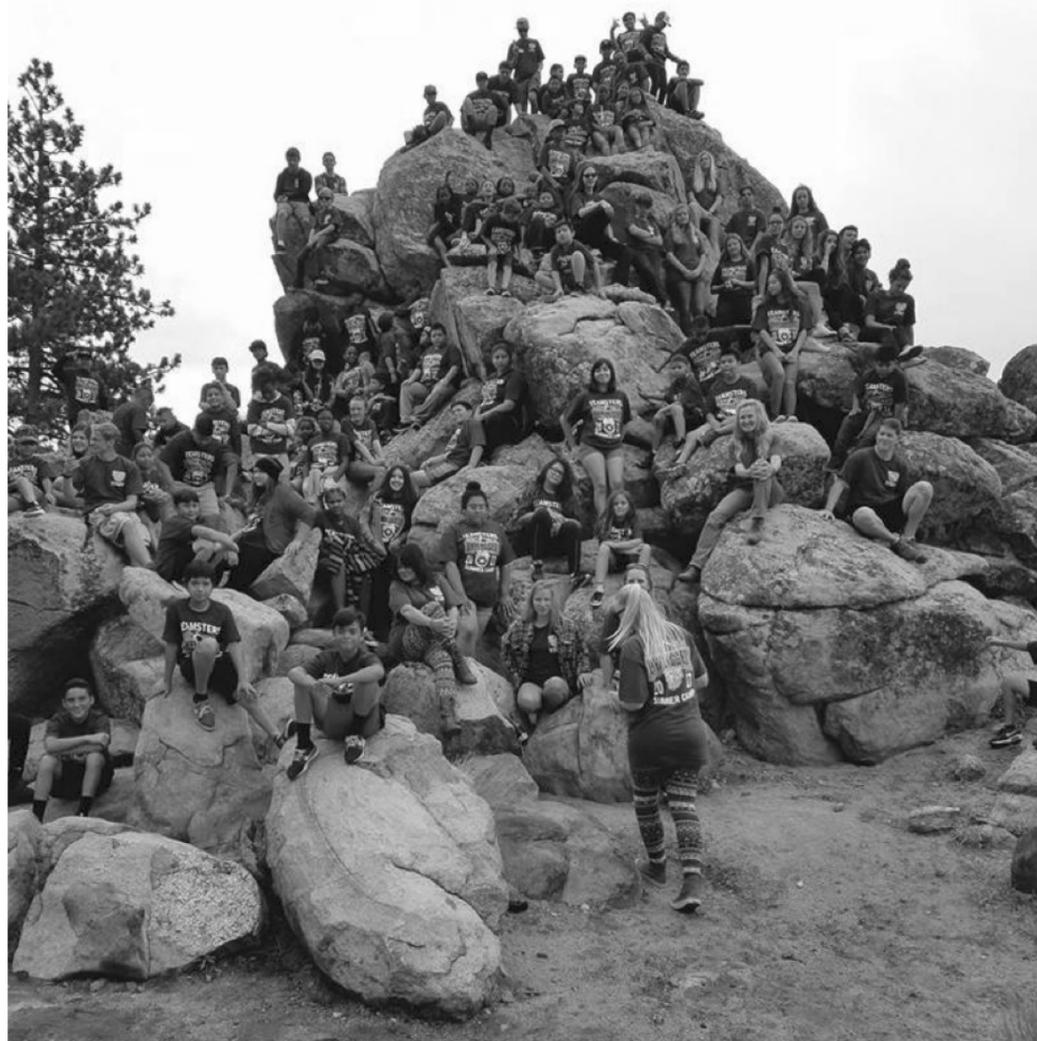
And Republicans are working hard on other measures to ensure workers make even less money. For example, Missouri Republicans reversed a minimum wage increase in St. Louis and prohibited the state's cities from requiring union-level wages on public construction projects. In addition, in Washington, the Republican administration refused to defend in court a new rule that would have made millions more workers automatically eligible to receive time-and-a-half pay when they work overtime.

If workers feel like the system is rigged against them, that's because it is. Republicans working at the behest of CEOs and the U.S. Chamber of Commerce have created a government by corporations for corporations. And none of the government welfare and benefits that corporations and 1 percenters got for themselves in this process ever trickled down to workers.

## Catholics Against Repeal

Catholic nun Sister Simone Campbell, and 7,000 other Catholic nuns have joined the fight against GOP efforts to repeal the Affordable Care Act, without replacing it. And on July 25, Catholic bishops added their voices to the anti-repeal chorus.

**CAMPERS:** hundreds of southland Teamster children have been treated to a week's worth of organized camping and activities in local mountains by Local Unions and Joint Council 42.



## WASHINGTON WINDOW DRAIN THE SWAMP?...NOT

On the stump last year, Republican presidential nominee Donald Trump declared he would "drain the swamp" in D.C., ridding the government of the corrupt influence of special interests that take for themselves while robbing the country blind.

The case of Patrick Pizzella is only the latest evidence that promise was a lie.

Ordinarily, few people would notice Pizzella, Trump's pick for the #2 spot, deputy secretary, in the Labor Department. Pizzella's a veteran of several GOP administrations, just like other Trump nominees.

But Sen. Al Franken, DFL-Minn., found out what Pizzella did between government gigs. And it isn't pretty -- especially considering the agency he'd be running day to day.

Pizzella worked for the notoriously crooked lobbyist Jack Abramoff, a right wing Republican who was so shady and so corrupt and so intent on partying with, schmoozing with, entertaining at fancy golf courses and, ultimately, bribing lawmakers that both Abramoff and at least one of his not-so-innocent victims, then-Rep. Bob Ney, R-Ohio, wound up going to jail.

More particularly, Pizzella lobbied for one of Abramoff's sleaziest causes, Franken and his staff found: The campaign by the government of the Commonwealth of the Northern Mariana Islands (CNMI), a U.S.-administered trust territory in the middle of the Pacific Ocean, to get away with extreme exploitation of foreign workers who made goods that were tariff-free and labeled "Made in the USA." Most goods were garments, and most workers were women.

Now, understand, lobbying is a perfectly legal profession. Indeed, lobbying could even be deemed constitutional: Lobbyists fall under the right of citizens and, by implication, groups of citizens -- including businesses -- "to petition the government for redress of grievances."

But there's lobbying, and then there's lobbying. Lobbying for a particular cause may be legal -- and lobbying for CNMI was -- but it sure smells like the miasma rising from the swamp Trump denounced. There's also bribery, but there was none in the CNMI case, just sleazy exploitation of extremely vulnerable workers.

What there also was, however, was lying, by Pizzella at the hearing.

Franken brought up the CNMI mess, cited prior investigations and revelations about it and demanded Pizzella explain his role in lobbying, while with Abramoff, for CNMI.

Pizzella flatly denied he had any role. Franken later introduced, for the record, the lobbying form for representing CNMI's government from Abramoff's firm. Guess who signed it.

Drain the swamp?

All this wouldn't matter so much, except for two problems:

- Pizzella, as the day-to-day administrative officer at the Labor Department, will oversee, among other agencies, the Wage and Hour

Division. That's the division that enforces minimum wage and overtime pay laws, such as the ones the CNMI government that hired him broke.

- Pizzella, according to a report from Sens. Elizabeth Warren, D-Mass., and Sheldon Whitehouse, D-R.I., is part of a pattern of not only not draining the swamp, but of hiring the alligators from it to infest the government. And Whitehouse, a former U.S. attorney and state attorney general, should know something about such corporate alligators.

The senators report that in his first six months in office, Trump hired 193 present or former "lobbyists and corporate insiders" for top jobs. That doesn't count Pizzella, by the way.

Many of those moguls and lobbyists came from the financial sector, who gobbled up the economy in 2008, eating your houses, your jobs and your pensions, while causing the Great Recession. Many of the financial sector lobbyists and corporate honchos, the two senators noted, are in posts regulating and monitoring financiers. They include Trump's Treasury Secretary and his National Economic Council chair.

Drain the swamp?

Then there are other notable insiders staffing the Trump government, Whitehouse and Warren report. Three more of the insiders they identified:

- Geoffrey Burr, Chief of Staff for Transportation Secretary Elaine Chao, who herself is a former Labor Secretary and board member of right wing think tanks. "Until September 2015, Burr was a lobbyist at Associated Builders and Contractors," the senators said. Left unsaid: ABC is virulently anti-worker and anti-union and pushes such issues as Davis-Bacon repeal.

"Burr also briefly served as Chao's special assistant at DOL, "where he worked to delay the Labor Department's silica rule, which aims to protect construction workers from toxic substances in the workplace," the senators said.

- Timothy Clark, the liaison between Trump's White House and the Health and Human Services Department -- which administers Medicare, Medicaid and the Affordable Care Act -- is former president of the Clark Strategy Group, "a lobbying firm that has represented the Pharmaceutical Research and Manufacturers of America," in other words, the drug companies.

- David Malpass, nominated as Under Secretary of the Treasury for International Affairs, is now a Wall Street consultant. But in 2007, he was chief economist at Bear Stearns right before the crash hit -- and said then that "housing and debt markets are not that big a part of the U.S. economy, or of job creation."

Tell that to construction workers left jobless by the sharp decline in new homebuilding, or the retirees left pensionless when the debt markets cratered and the banks crashed.

Drain the swamp? More like deepen the swamp.

# Martin Luther King, Jr. on Right to Work (For Less)

This is what Martin Luther King, Jr. said in 1961 about so-called right-to-work legislation:

*"In our glorious fight for civil rights, we must guard against being fooled by false slogans, such as 'right to work.' It is a law to rob us of our civil rights and job rights. Its purpose is to destroy labor unions and the freedom of collective bargaining by which unions have improved wages and working conditions of everyone...Wherever these laws have been passed, wages are lower, job opportunities are fewer and there are no civil rights. We do not intend to let them do this to us. We demand this fraud be stopped. Our weapon is our vote."*

## Arb Class at Trade Tech

Teamsters can pick up one unit of college credit toward a Labor Studies college degree by enrolling in a two-Saturday class "Labor Arbitration."

The class is at the Labor Center at Los Angeles Trade Tech College in downtown L.A.

Labor Studies 125 will meet Sept. 9 and 16., 8:30 to 5 p.m.

Registration and fee information available at laborcenter@lattc.edu, 213.763.7129.

## RETIREE ROUND-UP

**SAN BERNARDINO:** We meet the 4th Saturday each month October thru May, at Local 166, 18597 Valley Blvd. Bloomington. Meetings are at 10 a.m. to around 11. We have luncheons in June and December. Before our meetings starting at 8:30 a.m. we meet across the street from the meeting hall at Farmer Boys for breakfast. Come out and meet old buddies and make new ones. Questions? Call Dean Horne at 951.566.5049 or 909.217.1675.

**LONG BEACH:** All retired Teamsters in the Long Beach and surrounding areas: this is your invitation to join. We meet every first Saturday of the month at 9:30 a.m. at Local 848, 3888 Cherry Ave., Long Beach 90807. We will return October 7 after our summer hiatus. Keep our membership growing. We plan special events, luncheons, have speakers and host exciting field trips. Come have coffee and donuts with your brothers, sisters and friends. We thank all the Locals for their support. We are hoping to see everyone and new members at our chapter meetings. Any questions call Tony Mosqueda at 323.569.9127, or leave a call back number. God bless the Teamsters. "Right to Work" is wrong for everyone.

**CENTRAL COAST:** Our meetings are held the 2nd Tuesday of the month at Quarter Deck restaurant, 1500 West Branch St., Arroyo Grande. 9:30 a.m. is our Board meeting, 10 is the general meeting. Any questions, call Howard Barrios, 805.268.2784.

**EL MONTE:** Our next meeting is Oct. 21. Hope to see new members, like recently joined Frank and Lily Jimenez. Remember, Right-To-Work is bad for Unions, workers and retirees. We have sent letters to our Congresspersons and Senators telling them to vote No. Here's a huge shout out to Loretta Raasch, widow of late Local 396 President Gene Raasch, as she celebrates her 99th! She's a long-time chapter member. Condolences to Mike Padilla whose wife Julia passed. RIP.

**SAN DIEGO:** Our July guest speaker was from the Elder Abuse Center of San Diego. It was very informative. Next meetings are August 24, Sept. 21 & Oct. 19. Meetings are at Teamsters Local 542, 4666 Mission Gorge Pl., San Diego, third Thursday every month, at 10 a.m. Before the meeting begins there is an hour of coffee and donuts and good conversation with old memories shared (9 a.m. to 10). We have various speakers throughout

the year, monthly raffles and an annual luncheon. We are open to all new members and ideas for growing the membership. The club is open to all retired members of Locals 481, 542, 683 and the San Diego members of Local 166. There is annual dues of \$15 per year. We look forward to seeing retired Teamsters for comradery and fellowship. For membership information call Phil Saal, (619) 441-0353.

**ORANGE:** Meetings are the second Saturday of the month, October to May. We are dark June, July, August and September. We meet at Local 952, 140 S. Marks Way in Orange, and start the meetings at 10 a.m. We have coffee and donuts always, guest speakers sometimes, information always, pot luck often and bingo always after the meetings. If you are new to our meeting, please use the back door. That is where you park and enter the back door to the hall. Our next meeting will be October 14.

**MONTEBELLO:** Greetings to all, hope you are enjoying these summer days. If you are in our area please stop by and visit. Our chapter has meetings all year and we would like to meet you. We meet on the 4th Thursday of the month at the V.F.W. post #7734, 9128 Bermudez St., Pico Rivera 90660. We start at 1 p.m. and lunch is \$3. Wilmington Labor Day parade is Sept. 4. Join us, with our Retirees banner, in marching 1 mile if you can, or at the end of the parade in Banning Park for hot dogs & burgers. We enjoy meeting old and new friends. Hope to see you there. Our annual Montebello Chapter luncheon date has been change to Thursday, Nov. 16, instead of Nov. 2. Restaurant and cost TBA. For more info call Phil Zamora 562-505-1387. Thank God for the Teamsters.

**HI-DESERT:** We meet on the last Tuesday of the month. The new meeting place is Golden Corral in Hesperia 92345 (off I-15 @ Main St.). Doors open at 8 a.m. for breakfast with the meeting at 9. We have guest speakers and normally the representative from Kaiser Permanente is available. Northwest Administrators representatives will be available and update our members. All Teamsters are invited. See old friends and make new ones. We do Opportunity Drawings and raffle some gifts. We also have a Scholarship Fund for members and families. Please consider participating. "Thank You" to all Teamsters. Remember: "You retire from your company, Not your union; so join a Retiree chapter.

## Retiring Soon? Check Out The Seminar

The ever-popular free, pre-retirement seminar for Teamsters is back -- Saturday, Sept. 16.

Thousands over the years have attended these seminars hosted by the Southern California Teamster Retiree Association. Reserve your spot by telephoning the Association at 909.629.2539. President Phil Zamora and Treasurer Gil Martinez are standing by to take your reservation.

The seminar runs from 9 a.m. to 1 p.m. The location is Teamsters Local 952, 140 So. Marks Way, city of Orange 92868. Snacks and beverages provided.

A wide array of speakers and retirement experts will be on hand covering virtually every aspect of retirement life.

### Local 683

San Diego Sales Drivers

By Todd Mendez  
Secretary-Treasurer



It's been a very busy quarter with Local 683 finalizing negotiations and members ratifying several key contracts.

A new five-year agreement was unanimously ratified at 7-Up covering roughly 100 drivers, warehouse and merchandisers. Our members received a very good increase in wages, as well as a pension increase. We also negotiated a maintenance of benefits, and several significant language changes that are favorable to our members. The negotiations went fairly smooth and we want to thank the entire bargaining committee.

Negotiations at Sysco Riverside were a challenge and lengthy, but successful. A solid majority ratified a new 6½ year agreement that brings with it a competitive wage increase and major contract language and policy improvements. Most notable was negotiating the inclusion of over 100 employees into the fully covered health plan. Out of 240 driver and warehouse employees, 107 of the newer employees were contributing to their health premium. Now, all of our members will enjoy 100 percent of this benefit and no premium contributions. Additionally, the team negotiated a rare benefit where members have the option to divert some of their wage increase to their pension. We want to thank the entire negotiating team for staying diligent and bargaining a strong agreement.

Our members at Prudential Overall Chula Vista ratified a new 3-year agreement with the company paying full maintenance of benefits for the health and welfare, wage and pension increases.

We are also happy to report that members unanimously ratified a new economic agreement with Pasha Automotive Services in San Francisco. The contract went into effect in July and is an extension of the current Pasha National City five-year agreement.

Contract negotiations continue this month at Transdev. It is expected that the company will likely give us their last, best and final offer at that time. Stay tuned.

We have filed a grievance at Alta Dena Dairy addressing a new company lunch break policy for our drivers. We will keep you updated as this objection is dealt with.

On a more unfortunate note, over 1,000 Keebler/Kellogg drivers were put out of work when the company ceased direct store deliveries nationwide on July 28. We are asking all Local 683 affected members to please call the office to request a withdrawal card.

And the laundry service Angelica has been sold. With the help of the Teamster Bakery and Laundry Conference, members will maintain their current health and welfare plan and can continue contributing to the Western Conference of Teamsters pension.

### Local 848

Wholesale Drivers Salesmen

By Eric Tate  
Secretary-Treasurer



Congratulations to the following members on their retirement: Victor Robles, US Foods, 31 years; William Hedstrom, US Foods, 26 years; Oscar Velazquez, Vons 15 years. And congratulations to Business Agent/Coordinator Tom Tullius and his wife Suzie, on his retirement! We will miss him.

Condolences to: the family of Lloyd Coates on his passing, a Sysco retiree with 20+ years; the family of Vons retiree Burt Beech; William Williamson, Ralphs retiree; David Gregory, Vons retiree.

Erik Lagafuina - we recently ratified a five year agreement with Heavy Transport. Thank you to the committee, shop stewards Andy Prince, Dan Delgado, and Steve Saunders. Brothers and sisters I strongly advise you to know your contract and communicate with your steward or myself anytime you are reprimanded by management. Don't wait until you are waist deep in write-ups and on your last leg.

Gordon Ament - First Transit Pasadena - the grievance filed on behalf of all members regarding the company classifying passing up passengers as a class one infraction has been settled. The company has agreed that this is a class two infraction and has made all affected members whole. First Transit Cerritos - please be advised that we are on a day-to-day contract extension. The Local was assured we would be receiving the company's last best & final offer at the last negotiation session. This did not happen. I've been advised this was due to the unexpected departure of a key person on their team and should have new date to resume negotiations soon. Keep an eye on Union board for updates. Please welcome Susan Carter as your new steward. She will be taking Rita Soto's place until further notice. Keolis Pomona - as you are aware, the first bid Keolis conducted has lunch periods issues. The company is working with the Union to achieve short and long-term solutions. Any member who feels they did not receive a proper meal period should be notifying the employer at the end of their shift to receive a one-hour lunch penalty. Negotiations are moving along, keep eye on Union board for any updates. LA Regional Food Bank - please familiarize yourself with Article 16, grievance and arbitration. Issues brought up at JLM were grievances. MV Burbank Bus - please note all defects daily with the vehicles you drive. It's not OK to drive unsafe vehicles. MV Glendale Bee Line - please respect others on shake up day. You should only be speaking if it's your turn to bid. The bid is conducted jointly by the company and the steward. If any decisions need to be made during the bid the company and the steward will make such decision. MV Glendale (DAR) - Teamster t-shirt to the first person that contacts my office by the 30th. MV Thousand Oaks/Calabasas - there are open positions for shop stewards and alternates, please contact my office if interested. Transdev LACMTA

- there's openings for temporary shop steward and an alternate. If interested, please contact my office. Please contact me directly with any issues you may encounter.

### Local 630

Food, Industrial & Beverage Warehouse. Drivers and Clerical Employees

By Lou Villalvazo  
Secretary-Treasurer



Sisters and brothers, it was a pleasure for us to engage you and your families at our annual health fair and BBQ. Our members and

their families had a blast dancing, eating, playing games and winning prizes and interacting with all the health care providers. By far, this year's event has been the best one yet. I would like to acknowledge all our office staff, representatives, executive board and the many member volunteers and their children that assisted in making this event possible. We appreciate you and recognize you for your service. Thanks again brothers and sisters!

Driftwood Dairies, the company has hired two-part timers in logistics and two in production. This is what we negotiated to alleviate our members working twelve-hour days, six days a week. We will be scheduling a meeting with the pension dept., to come and answer all your questions.

White Wave Foods, we have been going back and forth with the company regarding the "habitual" and the "5-hour rule". The company continues to delay, we will keep you posted. We have an arbitrator selected for the preservation of work grievance and it is scheduled for February 2, 2018. In addition, we have come to an agreement regarding the "arbitration" language. Both the company and our labor attorney have made the final corrections and have reviewed it and we hope to have it ready for signature and sent to print.

Alta Dena North & South, your representative filed a grievance on behalf of all drivers regarding the "meals and breaks". Company seems to agree with the Union's intent, and we are working on a resolution. We were to meet August 8 with the company to discuss the remaining issues, as we went to press. In addition, we are waiting on the pension department to approve the pension language so we may send out the contract for print.

Torn & Glasser, we conducted an educational craft meeting June 10 and followed up with a JLM to address the members' concerns. We would like to recognize newly appointed steward Masiel. Since becoming shop steward, Masiel has been in regular contact with his business agent and has assisted in resolving several issues. Keep up the good work, brother. Foster Farms, we are currently in negotiations and on our 7th sessions. We will continue to push for a better contract that addresses our members' concerns regardless of the company's discomfort. We try to eliminate previously negotiated two-tier wages and benefits. I would like to thank our committee of Joe Torres, Leticia Rosales and Silvia Chavez.

Vons, payroll lawsuit is still in effect, whether you transferred to Albertsons or you retired. Mediation is scheduled for August 21. We will keep you updated. El Monte warehouse finished its transfer of work as of July 10. The SFS warehouse started transferring work July 31 and will continue until the first week of October. Congratulations to Charlie Watts who retired July 28. Gelson's, we have proffread the CBA and sent it back to the company for corrections. Once all the corrections are made, we will sign off and send it to print. Congratulations to Jeff Lee who is 55 and achieved 30 years

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of service and is retiring early with full pension thanks to PEER 80.

US Foods, our engineers have concluded a time study. The company is refusing to implement the positive changes that our engineers found. We have moved this forward to arbitration along with the vacation front loading and experience pay grievance. QCD, congratulations to Alejandro Portillo, as we were successful in returning him back from termination. Leveck Corp., we are scheduling a legal opinion regarding 12 members disciplined for an alleged work stoppage. We are making the final edits for the review of the contract before we send it to print.

Brentwood, congratulations to Bryan Figueroa and Kevin Figueroa. The company violated their seniority and laid them off! We were able to bring them back to work and make them whole for 2 weeks back wages. Ventura Foods, we have an arbitrator selected for the vacation front loading grievance scheduled for November 16. We met with the stewards and the company regarding grievances on the company change to the attendance policy. We are not in agreement with the changes and have another meeting scheduled for August 22, we will keep you posted.

Vistar, this company has taken the position of not respecting the equal right for equal pay, as the company refuses to pay women equally as men. Local 630 conducted a 3-day ULP/strike, and shut the company down. We had 85% of the workforce walk out and stay out! I would like to thank all the members from Ventura Foods, PFG, Alta Dena, and White Wave Foods, Locals 63, 186, 396, 848 and 1932 along with JC 42 for their full support and walking the strikeline in solidarity with our brothers and sisters at Vistar. Congratulations to Southern Glazier Wine & Spirits and Young's Market, both the hourly and cash & carry contracts. We are glad to announce that the medical increase came in below the negotiated cap. Our members will receive an additional 5 cents of the unused H&W amount and go to the pension. The remaining money of the unused H&W negotiated cap will go to the base wages of cash & carry or variable pay to hourly.

Congratulations to our members at Thrifty Ice Cream, as they unanimously ratified a new agreement with a new health and welfare under Labor Alliance, providing full maintenance of benefits, maintaining the retirees and putting \$200 a month back in our members' pockets. LA Cold Clerical, unanimously ratified a new 5-year agreement. The contract provides higher wages, \$.20 cents to pension & a new quality medical plan. We would like to recognize our steward Isaac for he's valuable contribution on the negotiating committee. Congratulations to our brother Rafael Villareal from PFG, as he completed 30 yrs. of service.

Don't forget to register on our website for up-to-date information. [www.teamsterslocal630.org](http://www.teamsterslocal630.org).

## Local 481 San Diego

### By Victor Torres Secretary-Treasurer



As we continue through the summer season, the temperature in political circles continues to heat up. Locally, several powerful groups attempted

to try and force two measures down our throats. The first was the SoccerCity proposal and the second was an increase to the San Diego TOT (Transient Occupancy Tax) including the expansion of the San Diego Convention Center.

Some background on these two measures; SoccerCity proposal was made public shortly after the defeat

of the Chargers Stadium measure last year. What is not as well known is that the Mayor's office participated in more than 2 dozen meetings and discussions with SoccerCity developers. Ultimately, the Mayor endorsed the SoccerCity proposal. The second measure, the TOT increase, would come from local hoteliers charging their customers higher rates to stay, and would be the funding mechanism for the ongoing need to expand the San Diego Convention Center.

Without going into the merits of either of these proposals, the problem is the timing of pursuing these measures and the timing for properly evaluating these measures. In both of these cases, unfounded urgency was utilized to try and gain support for these measures, support from the city's power brokers and support from the public.

For those of you who have lived in San Diego for any amount of time, how many times have we been told that we must pass this, or pass that, right away or else?

In response to this repetitive pattern of working us all into a frenzy, last fall by a margin of over 60%, San Diego voters put into place Measures K and L which relegated important measures and the election of local politicians to the standard election cycle for November of even numbered years and reserved special election processes for extreme and emergency situations where public health and safety are at risk. No matter what your thoughts or opinions are on either SoccerCity or TOT, by any reasonable definition, neither of them qualify as an extreme or emergency situation.

The purpose for bringing this to your attention is to let you know that the Labor Community played an instrumental role in having these questions decided during the standard November 2018 election cycle where voter participation is traditionally greater and not decided in a costly and unnecessary special election where less than 30% of the residents participate.

Even though certain aspects of both of these proposals would provide some short term positive outcomes for small groups of workers, the overall impact by these measures being rushed through so swiftly was that full vetting for both the short term and long term impact for workers and the community at large was not possible. The full vetting referred to includes not only being given enough time to analyze the proposals, but to also be included in the process to provide feedback, offer modifications and amendments and to possibly submit alternative proposals. The SoccerCity and TOT proposal processes provided no such community interactions. These proposals were put together with exclusive input from the rich and powerful.

Never an easy task, the challenge for all of us in Labor was to try and convince politicians who may not be in tune with our point of view that jamming these measures through was not in our collective best interest. The end result was that in June the San Diego City Council rejected all attempts to have these measures decided in a special election.

This positive outcome is a victory for not only Labor which was front and center in this battle, but for all of us. Matters of this importance should be decided when most of us are engaged in the process and only after we have all had a fair opportunity to participate.

Thanks to our local Labor Council and leaders like Jerry Butkiewicz and others, we will now have a chance to properly address these significant issues in November 2018.

Stay tuned to this newspaper and our website ([www.teamsters481.org](http://www.teamsters481.org)) for the most up-to-date and accurate information on all of these developing situations.

The Teamsters International has a network with regional and local resources to monitor all of these concerns. That is the benefit of being part

of an International Union. We possess the power to make a difference from Washington D.C. to city hall. Our website ([www.teamsters481.org](http://www.teamsters481.org)) has an array of resources tied in to all of these matters. Visit often and keep informed on these issues that are important to you and your family.

In scholarship news, the Local 481 scholarship program is available. This scholarship program is open to not only the children and grandchildren of our members who are enrolled in and attending an institution of higher learning, but also eligible are the spouses and domestic partners of our members. In addition, our members themselves are eligible to participate in this program as well. The deadline to submit applications including the proper essay and all supporting documentation is September 8, 2017. Contact our office or visit our website for details or to obtain or download an application.

Our general membership meetings are usually scheduled at 7:00 p.m. on the 1st Wednesday of the month (subject to change) and held at 3366 Adams Avenue (Normal Heights Masonic Lodge). Several times a year general membership meetings are held in North County or on a weekend. Check our website, Facebook page, sign up for email blast reminders or contact our office for more details. We serve refreshments at our monthly membership meeting.

As always, if you have a change of name, address or job status, it is important that you notify the Local Union at (619) 282-2187 and your pension/insurance Trust representatives. Members covered under the San Diego County Teamsters-Employers Insurance Trust may call (619) 849-1063. Members with insurance through Northwest Administrators may call (877) 214-8928. Members with benefits through Pacific Federal may call 1-800-753-0222. Members with pension through the Western Conference of Teamsters may call Northwest Administrators at (866) 648-6878.

## Local 631

Vegas Teamsters,  
Chauffeurs & Helpers

### By Tommy Blitsch Secretary-Treasurer



Tommy Blitsch: Teamsters Day at Wet 'n Wild was a huge success. We've already made the decision to do a repeat in 2018. I would like to thank all of the

shop stewards who attended the Steward Seminar on August 5. Hopefully you gained some valuable knowledge. A big thank you also to Fran Almaraz for all of her hard work and the great job she did during the Nevada legislative session. If you have moved or are planning to move, please make sure to update your address with the Union by calling 702-453-6310 and press 0. Updating your address with the employer does not update Local Union records.

Convention: we are proud of convention industry members for showing that solidarity is security and ratifying a four-year contract. Our members proudly wore their solidarity red shirts and awed the industry every Friday for 8 weeks. The sea of red was a strong reminder that we stand together. We are just finishing the slow summer and ready to face the heat to replenish our bank accounts and service our great city.

ABF: we welcome Mark Buttery back from termination. Make sure you notate any delays on your manifest, the company is monitoring the ELD's. YRC: we are looking for a shop steward, please contact business agent Dave Cutting if you're interested.

Cemex Block: welcome to the new

members, work safe and stay hydrated. UPSF: contract negotiations will be starting this fall. We are having a craft meeting soon to get contract proposals, please make every effort to attend. Drive safe. Rinker: the company has been issuing warning letters for attendance, make sure you have a legitimate excuse as to why you're off of work. Reddaway: planning a craft meeting soon, please watch for more information.

UPS: attendance is an ongoing issue. Be at work and at your work station on time, unless you're on approved time off. The company is really looking at the appearance of the drivers, do your best to be in compliance with the uniform and personal grooming standards established by the company. Some drivers have suffered heat-related injuries this summer—make sure you are getting plenty of good fluids in your system every day. Air dock arbitration has been rescheduled for September 14 and the feeder loss of work to Utah arbitration is scheduled for November. The feeder subcontracting case was heard for the violations ranging from 1/2/17 to 4/14/17—the case was deadlocked to the West even though the company had no rebuttal to the Union's presentation. A new grievance was filed on 4/17/17 and this grievance is ongoing for all the subcontracting of feeder work in our jurisdiction. This grievance will go through the panel system as well. The company will continue the promotion of people into feeder this year from package and people from part-time to full-time driving. Tuesday thru Saturday is going on in our area. This has added many new full time drivers to every center's roster. Anyone that was promoted into full time driving after August 1, 2011 can be forced onto that work week (section 10 subsection 2 (b) SWPR). You should have received a contract survey as this point please take the time to complete and send it back to the Local Union. The contract expires on July 31, 2018 so be checking the Union bulletin board for upcoming scheduled dates for contract/proposal meetings.

Government contracts: we are still in the process of getting ready for contract negotiations for PAE Construction, PAE M & O, PAE Telecommunication, PAE dispatchers PAE/Fluor/C-Martin wall-to-wall at Creech AFB and NSTec firefighters. Please reach out to your stewards with any information you might have for your upcoming negotiations.

Republic Services: we recently ratified a new 5-year contract which began on June 1, 2017. The new contract books will be done soon. We would like to thank the negotiating committee for the hard work they put into this CBA and the members that came to the craft meetings and voted. We would like to highlight Article 4, Section 2, Management/Employee Relations - "The employer and the Union agree that employees will work in a workplace environment which is free of intimidation and harassment during the performance of his or her duties. The employer, the Union, and the employees agree to treat each other with dignity and respect at all times. The employer agrees that no employee will be forced to sign or threatened if they don't sign any document(s) that he/she chooses not to sign relating to discipline". The shed, scale house, DE briefers, paper picker and totter drivers will be going into talks in August. Let them know you are standing united with them as we work on getting them added to the new CBA.

CertainTeed Gypsum: capital projects continue, the new management team is in place and the grievance, Federal Mediation and arbitration procedures are in motion protecting members. The shop steward committee is doing a great job observing the departments and violations at the plant, members are putting in long hours in the heat.

First Transit RACC: currently in contract negotiations, members are working long hours in the heat.

Transdev Paratransit: stewards are doing a great job, grievance, Federal Mediation and arbitration procedures are go-

ing well with many job reinstatements, seniority violations being paid and corrected, labor management meetings are being held, members are working long hours in the heat. Everyone needs to remember to drink plenty of water and be safe.

Construction: projects around the Las Vegas Valley are still going strong. PLA's for the upcoming projects of the Stadium and Convention Center are in final draft stages. Interstate 11 and the 215 West Expansion are progressing at a rapid rate.

Ready Mix: negotiations are ongoing and hopefully will wrap up soon. Both companies are expanding their work force.



### By Ron Herrera Secretary-Treasurer



Local 396 opened the Los Angeles Area Sanitation negotiations for the contracts expiring September 30, 2017. We have

formed our committees, screened proposals and met with Waste Management, CalMet and Recology/Athens. We are fortunate to enjoy the solid, united support of Los Angeles area sanitation workers in our efforts to win a good contract at these locations.

The Los Angeles Republic Waste agreements at Long Beach, Gardena and Sun Valley expire January 15, 2018. We are in the process of screening proposals, forming committees and meeting with members in preparation for these negotiations.

We will be setting up meeting points at each of the Republic yards so that the members can communicate directly with the Union leadership and discuss the economic and language proposals that are most important to them.

We recently finished ratifying all of our Orange County sanitation agreements. The message our Orange County and Inland Empire sanitation workers are sending to our Los Angeles area members is that they fully support our efforts to win a good agreement and that they stand united with their Los Angeles area brothers!

As most of our UPS members are aware, the National Master United Parcel agreement, the Western Region of Teamsters United Parcel Service Supplemental agreement, the International Brotherhood of Teamsters United Parcel Service Southwest Package Rider, the International Brotherhood of Teamsters Southwest Sort Rider and the Teamsters Local 396 Addendum expire July 31, 2018.

In order to best prepare for negotiations Local 396 started its contract campaign. Our message to the company is that Local 396 and its members are ready and prepared. Our campaign slogan, "One Union, One Fight!" sends a message to UPS that our members are united, strong and eager to take on the company so that we can win the best possible contract.

We launched our contract campaign July 24 at our downtown Los Angeles UPS Main Street facility. We were there all afternoon and into the late evening. We solicited contract proposals, answered questions and asked members to rank the contract issues most important to them. The response was overwhelmingly positive.

Since the launch of our campaign, we have visited our downtown Los Angeles Olympic Hub as well as our Cerritos, Bell, San Gabriel, San Fernando, Van Nuys, Grande Vista and Bay Center facilities. Our members have filled out proposal cards and provided us with valuable information to use.

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The surveys show that the most important issues to our full time Feeder, Package and Combo members is health care and pension. The most important issue to our part time employees, especially newer members, is wages. We are focused on these core economic issues as well as important language proposals that our members submitted.

We also started a series of conference calls to better inform our members as well as dispel false and negative rumors that have been circulated by a small handful of outside, anti-Union agitators. Our first conference call was July 22 with UPS stewards from our Antelope Valley Lancaster Center as well as our Mojave, Ridgecrest and Bishop centers. We received an extremely positive response with many excellent questions. We talked about issues such as health and welfare, pension and general contract enforcement. We thank the stewards for their participation.

On July 29 we had our second contract conference call, with our 396 Feeder stewards from San Gabriel, Cerritos, Grande Vista, Main Street, San Fernando and Van Nuys. Again, the participation and response was tremendously positive. We updated on our subcontracting grievances and pending subcontracting arbitrations. We also addressed general contract questions.

On July 30, we had a seminar at our Local Union meeting hall with our newer Feeder drivers. We invited 150 drivers who occupy spots from number 450 to 630 on our Feeder list. The purpose of the meeting was to talk to them about issues that are unique to our lower seniority Feeder drivers. We talked about our Feeder work rules and how the Local is fighting subcontracting with a focus on Coyote Logistics. The meeting addressed many questions and concerns that our newer Feeder drivers had regarding their transition into our Local 396 feeder group. We thank all of those in attendance for taking the time to meet with us.

At the June UPS/Teamsters National Panel hearing Local 396 presented 4 feeder subcontracting cases. They all deadlocked to national arbitration. This provides an opportunity to establish that UPS is in violation of Article 1, Section 4 of our National Master agreement where it is prohibited for UPS to own a company that is engaged in the same common carrier business as UPS. We are proud that our members made it possible by their vigilance for Local 396 to continue leading the fight against feeder subcontracting by Coyote Logistics.

By launching our contract campaign this early, we have made it clear to UPS that the "Fight is On" and that the leadership of Local 396 is united and strong and that we enjoy the full support of our members! If you would like more detailed updates and photos of our UPS contract campaign, we invite you to follow our 396 Facebook page. With over 10,600 followers, the 396 Facebook page is one of the most followed pages in the IBT. You will also see event information and more.

We'd like to thank all the Local 396 members who attended our 3rd Annual Teamsters Local 396 Night at the Lancaster Jethawks game July 29. Over 300 members and their families made it the best attended Jethawks/396 night ever. We are already looking forward to our fourth Jethawks event next July!

Congratulations to our recent 396 retirees: Rod Fukumoto, Nathaniel Hayes, Scott McIntire, Kevin Reed, Terry Wheeler, David Bunea, Rafael Contreras, Clemente Godinez, Robert Padilla, John Toyoda, Brian Yamami, Hector Chaparro, Steven Flores, Pamela Greenwood, James McMillin, Ranulfo Pena and Anthony Vasquez.

Next Local 396 general membership meeting is 10 a.m. Sunday, September 24 at the meeting hall of Teamsters Local 986, 1221 North Peck Road, South El Monte 91733.



**By Mike Bergen  
Secretary-Treasurer**



Congratulations to the 2017 Teamsters Local 166 Scholarship Awards recipients: Justin Law, son of Alex Law of RCP Block, San Diego;

Daniel Ruiz, Jr., son of Daniel Ruiz of Southern Glazer Wine & Spirits; Morgan Waterman, son of Bill Waterman of Kaiser Permanente; Zachary Wallace, son of Brian Wallace of Young's Market Co.; Lawana Williams, daughter of Kristin Hoyle of Costco; Aylssa Avalos, daughter of Sergio Avalos of Heritage Foods-Riverside; Anaisse Moreno, daughter of Vanessa Garcia Moreno of Kaiser Permanente; Cesar Ruano, son of Marilu Rosa of Costco; and Vanessa Derringer, daughter of Gloria Derringer of Kaiser Permanente.

Our members recently ratified renewal contracts at: R & S Beverage, Angelica drivers and mechanics, Desert Ambulance, Olson Precast, Chem Inc. and the Teamsters Construction and Upgrading School. These contracts are being prepped for signature and printing. When finished they will be distributed to the membership. ATM dba Republic and Medico new contracts are in the last stages before printing the contract booklets.

At rePlanet, Local 166 has started renegotiations. The G&K Services Inc. and Mission Linen negotiations continue, so keep an eye on your Union bulletin board for a meeting soon. Negotiations at Anheuser-Busch Pomona are ongoing. At Anheuser-Busch Riverside the Local Union continues to meet with the company regarding ongoing issues.

The Local Union has been working with Kaiser Riverside on staffing for the new MOB in Murrieta which opens in November 2017. The new manager in Ultrasound wants a re-bid in the department for scheduling purposes with all bids by seniority and in order of Full Timers, Part Timers and then Per Diems.

Kaiser Fontana has readjusted the 4x10 shifts back to 5x8 shifts. The Local Union will meet with management to insure that the new times are offered by location and seniority. Also, we had a meeting with our new committee of RAD techs and management to go over issues in the department with follow up meetings scheduled.

At Mondelez (Kraft), with the Buena Park merger completed, the buyout offer will be offered for five employees beginning in August. Costco continues to stay busy even through the non-coupon weeks and has increased the full-time ratio above the required bargaining agreement minimums. Full time positions have been posted throughout the warehouses. Our members continue to be challenged on efficiency, especially on the front-end. To avoid any issues, follow all the policies, work in a safe manner and do not take any short cuts.

At the National Training Center Fort Irwin, we have been busy with DynCorp and their sub contracts (DA Defense, WESTECH and VETS). We have been successful resolving the employer 401k mandated 3.75% contribution back to the start date of the contract takeover. The mandated online DynCorp training is now to be on paid time and a more reasonable cell phone and dress code policy. Issues still open are the PPL and vacation accruals for the first week on the new contract for DynCorp employees and the call in deadline of 2 hours call in prior to start. There will be an on-site craft meeting so keep an eye on your Union Boards. At Westech, the renewed CBA should be ready to vote within next few weeks. At HDSS, Bering Straits and DRYKEF we will be conducting the annual pension meeting to discuss your

optional diversion of wages to pension. At AECOM (now Technica - TMP). The Union settled 7 grievances for back pay on PPL and vacation cash out. At the Marine Corp Logistics Base Yermo Annex the Union resolved the modified duty et al grievance with the members affected receiving back wages. The issues of the forced tool etching et al grievance and the et al grievance on the violated seniority rights by moving our members to move from one CWC to another CWC are ongoing. At NORCO DOD police department, there is a JLM meeting so any issues should be forwarded to your steward to make the agenda.

Construction remains busy over the last few months. The Vulcan production plants have been in full production the last few months with projections going into early 2018. Matich Brothers and Matich Corp. have been overly busy throughout Southern California. The Granite I-40 job from Barstow to Ludlow filling the center medium is going to last until the end of 2017. Sukut is installing sewer lines for Yucca Valley's infrastructure improvement. Security Paving is moving to the new job location on I-8 in El Centro to do paving this fall. Coffman will be doing section #5 of I-8 as they finish up in El Centro at the previous I-8 job location.

Hazard is looking for drivers for a fuel truck and a traffic truck (experience needed). Cemex powder is staying busy at the port. The RCP Block employees are working lots of hours right now. Hanson Aggregate remains busy and looking for experienced drivers. The crew at Vulcan in the quarry remains busy as the call for aggregate has not slowed down. Currently, many of our members are in Northern Cal working the reconstruction of the Oroville Dam until mid-November.

Both out-of-work lists are at an all-time low so if you're not working use this down time to get additional training at the school and be prepared when you're called to go to work.

Congratulations to recent Local 166 retirees Albert Altenhof & David Slater, construction; James Stagner, Hanson Aggregates; David McVicker, Vulcan Materials; William McKinley & Jess Romo Jr., Anheuser-Busch; Russell Cossey, Bimbo-Oroweat; David Offutt, Bimbo; Delmar Blankenship, Irma Contreras & Richard Wopschall, Costco; Craig McFarland, Farmer Bros.; Debra Culverson, Robin Myers & Kenneth Owensby, Fedco; Jeffrey Melody, IAP Ft. Irwin; Arnold Regalado, Ralphs Creamery; Dennis Dixon, Tri-City Linen; and Collin Myers, Young's Market. May you enjoy many happy years of retirement.

**Buy Union Made**



**By Bob Lennox  
Secretary-Treasurer**



George Park: congratulations to stewards Jim Lenn and Jose Cedillos for their assistance in obtaining a strongly recommended multi-year agreement with Inland Kenworth in Montebello. The Union with their assistance obtained one of the best contracts with improvement in wages and pension while maintaining their level of health and welfare benefits. Thanks for the help! Thanks to all American Bottling employees of Locals 495 and 896 who supported those striking members of 848 on July 24 and 25. Your support and solidarity sent a very loud and powerful signal to the employer, one they should remember when our contract expires on October 1 this year. Negotiations on our Penske Truck Leasing contract is sched-

uled to get underway the last week of August with all nine Locals party to the "Master Agreement". Negotiations are scheduled throughout September. There are some difficult issues to be discussed and resolved. Watch your bulletin board for upcoming meeting info.

Jim Lennox: 2AM/BMW: we began full committee bargaining over a reasonable drug & alcohol policy. We should have this wrapped up before the end of summer. Avis LAX: Raul Mora Ponce's separation has been overturned and he has been now returned to work with full back pay. Avis LAX/BUR/LB/96th St. Shuttle: final draft of our multi-city shuttle agreement finally returned to us by the company and I have now signed off. Contract books are being distributed now by your BA's. Please be sure to get your copy. Hertz: the nation's largest Hertz rental rep contract negotiations have concluded with big improvements to new hire start rates, healthy percentage-based wage increases, 401k with match money, and a full conversion over to a Teamster health and welfare plan. This landmark settlement was overwhelmingly ratified with a 90% Yes vote. Hertz Ontario: Konny Michalowski and Daniel Medina's multiple "job performance" warning letters and grievances have resulted in all letters either being outright removed or reduced to notes to file. Sysco Riverside: we have reached a final offer that was ratified unanimously by our 495 members. This excellent deal includes solid wage increases, pension improvements and maintenance of health care along with several CBA language changes. Seven-Up Riverside: our Multi-Local Union negotiations are ongoing.

Kevin Barrus: we won our arbitration against Hertz RAC/LAX on the "Transporter Side Letter". We also achieved back pay of over \$107,000 for this violation! I want to thank all our members for standing in full solidarity with the Local to achieve this remarkable settlement. We adjusted all starting pay rates at National/Alamo at all five 495 airports. Welcome back to chief steward Lori Cazares at Avis RAC/LAX from medical leave.

Art Carrillo: steward Artemio Gomez - Hertz Vehicle Service Attendants/OC Airport, filed a grievance on behalf of all the VSA's because Hertz was using a non-union company to move cars. After meeting with Hertz they agreed to pay overtime to those affected and they also agreed to offer overtime to our VSA's to do the car movement. Congratulations to our members at Budget Rent-A-Car/Santa Ana and Avis Rent-A-Car Santa Ana/Shuttlers, both groups ratified 3 year agreements. We are currently in negotiations with Amerit Fleet Solutions and Old Ranch Country Club.

Damascus Castellanos: Vons: our members signed bids for the Albertsons position and moved over without incident. Any questions or concerns please feel free to reach out to us. Local 495 will see this through and support our members in every way. Thanks to our stewards for all the help. Braun Linen: Lindsey Bernal was disciplined for insubordination and theft. After 495 conducted a full investigation it was revealed the company improperly disciplined Mr. Bernal. The discipline was removed. Toyota: Danny Manac, David Park, Lorena Hernandez, and Macedonio Sanchez were not allowed to work on a sixth day for overtime. Local 495 discovered the company failed to follow proper procedure. Therefore, our members were compensated for all lost overtime wages. Racetrack: Hector Guerrero (Security) was accused of not following instructions and getting into a verbal altercation with his supervisor; grievance was filed and he will be returned to work at Los Alamitos Racetrack to finish out his 37-year career in the racing industry. Big thank you to steward Ben Denovel for assistance. The wage and overpayment of medical deductions grievance filed by Bruce Wussow at Los Alamitos resulted in compensation for all monies owed. Firestone: when our members showed up to work on 7/6/17 there was no manager there to open up. Our members waited around for a few hours then they went home. After some discussions Local 495

was able to get our members paid for the day with partial flag-time included.

Carla Rodriguez: I am happy to announce that I was able to get a last and final discipline reduced to a written for both Victor Jimenez and Claudia Bacerra. In addition, Tracey Miller not only had points removed but her pay was fixed as well. With the help and great steward skills of Phil Gentile, a member (unknownst to him) was able to avoid an unwarranted drug test. Moreover, there has been great success in getting our members back to work. Lindsay Clawson, Francisco Mendez, Juana Lara, Sebastian Peters, and Nicolas Garcia. are now back at Disneyland happily working. A new steward has been elected for the Disney team. Stephanie Esquivel is our newest steward for Fantasyland attractions. She is already making great strides and is showing herself to be a great asset to the team.

Mark Manning: numerous grievances have been filed recently, from terminations to overtime violations. Some issues can be resolved fairly easily while others test the limits of the working relationships your Union has with the various employers. Last month I was part of the negotiations committee to bargain a new agreement covering the Hertz Rental Representatives working at five airports around the region. We are looking forward to beginning negotiations for the Penske members at the end of August, which includes bargaining for the Hiker unit members to gain their own contract for the first time!



**By Ray Whitmer  
Secretary-Treasurer**



It has been a tremendous time for the members of Teamsters Local 911 in and out of the bargaining table. We have completed negotiations and ratified many contracts for members around our Local while preparing for bargaining in other units.

I would like to thank all of our stewards and bargaining team members who continue to fight for our membership. Your drive and commitment benefits not only our membership, but all of the working class.

LA Metro Transit Authority - the Transit Security Officers of the Los Angeles County Metropolitan Authority overwhelmingly voted to accept a new contract with 94% of those voting in favor of ratification on Thursday, July 6. The five-year deal includes guaranteed yearly wage increases, yearly increases to the health and welfare cap, and an increase to the uniform allowance. Congratulations to all of our members and a huge thanks to the negotiation team for helping us win this contract.

Compton Unified School District - the classified workers of CUSD overwhelmingly voted to ratify their first Teamsters contract with 95% of members in favor of ratification. The three-year agreement included guaranteed raises, ending years of stagnant wages, and helped make healthcare affordable for hundreds of members. The over 600 CUSD classified workers joined the Teamsters in August of last year.

City of Poway - the new MOU has been ratified and we are in the process of reviewing the changes to the new successor MOU. Once it has been reviewed, we will begin distribution to the membership. Updates will be sent once they become available. City of Temecula - our new MOU has been ratified and the changes have been reviewed. The new contracts have been distributed.

Escondido negotiations - Utility salary survey reopener is completed and equi-

continued next page

ty adjustments have been negotiated and implemented. Next year is a full MOU opener. We will start to prepare for negotiations with development of proposals in February of 2018. Updates will be sent once they become available. Oceanside Negotiations - the city council was dark for the month of July but management went to the council on August 8. Our upcoming negotiation session was August 14. Updates will be sent out as soon as they become available but be on the lookout for a ratification meeting notice.

Airport Authority negotiations - negotiations have become a real struggle as we hit our pivotal proposals. After nine full-negotiating sessions, very little progress has been made on economics. We will keep you posted as we continue with negotiations. Vista Irrigation negotiations - proposals have been submitted and we have completed one meeting to present these proposals. We will keep you updated as things progress during negotiations.

El Segundo supervisory and professional employees - we remain in contract negotiations with the city. Major issues to be resolved include employer-paid medical contributions and alternative work schedules. More updates to come as negotiations progress. Los Angeles County Association of Environmental Health Specialists - the county is studying our request for reimbursement of Registered Environmental Health Specialist license fees. The county is also preparing a response to our request to evaluate the efficacy of its Complaint Investigative Unit, which is currently under board review. We had our general member meeting in June, and conducted the Association Board of Directors elections. Thank you to everyone who came out and participated in our events.

City of Los Alamitos Employee Association - Teamsters and the city continue to address the impact projected PERS cost increase. We should have our general membership meeting at the end of August. City of Santa Monica - we would like to thank all of our members who attended the membership meeting held July 20. We covered various topics but concentrated on the negotiations update. As you know our contract expired on June 30, 2017 and we are continuing the bargaining process. Our contract is currently on an extension and all its terms and conditions are valid. We look forward to making progress and can hopefully reach an agreement soon which we will present to the membership for a ratification vote. We would like to thank our stewards for their continued commitment to the membership.

City of Palmdale - we are proud to inform you that the city council approved the recently negotiated contract. We have secured four years of terms and conditions for our members. We will provide copies of the contract in the next couple of weeks. Thank you to Chad Thomas, Paul Wood, Paul Ewing, and Michael Johnson for serving as bargaining committee members.

City of Manhattan Beach - we congratulate and thank steward Ada Wallace for her 17 years of service. Ada always advocated for the members and stood strong during contract negotiations. We will miss her very much and wish her the best in this new stage in her life. A stewards election will be conducted to fill Ada's vacancy sometime after her retirement date. We would also like to announce the temporary steward appointments of Alfonso Cano and Julian Borja in the Public Works Dept.

City of Redondo Beach - we would like to welcome and congratulate Sergio Zaragoza for being elected the Parks Division steward. Salvador Escalante will serve as an alternate steward in the Parks Division. City of Hermosa Beach - we reached an agreement with the city and the retroactive checks on the wage increase for the first year will be processed in the next few weeks. We would like to thank stewards Kambria Vint, John Cordova, Bradley Cocking, Chris Aviles and Luis Pineda for their commitment during the bargaining process.



**By Rick Middleton  
Secretary-Treasurer**



Rick Middleton: congratulations to our Star Fisheries members on returning to work from a long strike with a strong five-year contract that provides fair wages, excellent benefits and job security. These members are role models for what solidarity and Teamsters Pride looks like. While the summer is in full swing, many employers are already getting ready for the fall with many orientations and bids scheduled for later this month. Check your employer and Union bulletin boards to make sure you are informed of all meetings and bid and schedule changes.

Doug Brown: Graphic Communications: the Local is currently in negotiations with Continental Colorcraft Litho and Bindery; Orora Visual; KC Photoengraving; and ASAP Silk Screen. Trustees of the Inter-Local Pension fund have announced that they will be making changes to the accrual rates. I will be update you as information becomes available. Reminder: the PII Education Fund is up and running to educate eligible members in the Graphic Arts industry. Please take advantage of this benefit and contact me for additional information. You must have the PII language in your contract to qualify for this benefit. Costco: employees will receive a single week's pay check on September 8. The biweekly pay period will resume with the next pay date on September 22; bonus checks should also be deposited on September 22. Plan for the smaller check on September 8 and consider any automatic bank account deductions. The fiscal year needs to be adjusted every five to six years to adjust for the remaining day in each calendar year and leap years. On another note, please keep your eyes on the company bulletin boards for job postings and clerk hour reports. It is all our responsibility to keep the company accountable in following the contract in these areas.

Adriana Salazar Avila, Mike Ford and Tom Beatty: LAUSD: Your 2014-2017 negotiations team remains at the bargaining table and the last session focused on addressing those classifications that are underpaid based on our comparable wage and market research. Thus far, the response of the District has centered around three arguments: these members are not entitled to an adjustment; the Union is asking for a gift of public funds; and that the District simply does not have the financial wherewithal to increase the wage rates at issue. In addition to these efforts we are pursuing a fair wage increase for all Teamster members regardless of classification. The bargaining team responded in part by pointing out the 174% pay increase recently granted to the Board members. The District countered by stating that "it was only four people." Our position is that perhaps those four people would feel differently if they were on the receiving end of RIFs or fighting to be paid a living wage. We will continue to keep you informed of future developments. The Union challenged the Food Services Department's proposed bid process for sites and locations where Area Food Service Supervisors (AFSS) will be assigned. Our Union contract requires a bid process based on seniority, whereas the Department sought to preclude individuals from selecting their current area even when the contract language does not permit any such exclusion. In the process, we became aware of the District's plan to carve out one of the AFSS members to work out of classification. In both instances, we prevailed by having the bid conducted correctly, as well as preventing the working out of

class scenario.

Lonnie Holmes: First Student: collective bargaining agreements will be available at fall bids for LAUSD, San Fernando, Palmdale, and Hesperia. The First Student Pasadena negotiating committee is meeting weekly to prepare for the 2017-2018 negotiations. The membership will be notified of negotiation dates. The Local continues to work on several pending grievances at the St. Andrews and Pasadena yards. All stewards are asked to promptly forward the fall bid sheet assignments to me.

Jaime Villanueva: Gate Safe: the TSA is continuing to perform random inspections and planting items in trucks to test whether they will be detected. Congratulations to our members on passing all tests to date. Gate Gourmet: CSR members servicing international flights must use trash bins and red bags. If these items do not fit in your truck, inform a supervisor so that another truck can be sent to dispose of them. The USDA requires that proper equipment is used whenever handling international trash and they are conducting inspections to monitor compliance. Cooks who check out knives must keep them in sight at all times and are prohibited from loaning them to anyone. Congratulations to two members who returned to work after unjust suspensions. Remember to call in timely before the start of your shift if you are going to miss work.

Tait Skiftstrom: UPS: the Local resolved over 20 hours of supervisor-working grievances and was successful in reducing several terminations and suspensions for undependability. Ralphs: members who utilize FMLA or any other federal or state-approved leaves are reminded to communicate with the company or its representatives and to document your calls and retain all proof of communication—this can avoid unnecessary disputes with the company. There have been problems with Work & Well during their transition out of Ralphs.

**Buy Union Made**



**By Chris Griswold  
Secretary-Treasurer**



Congratulations to our new members from Parse! After several months, the National Labor Relations Board ruled in favor of Local 986 and the 800 workers that voted to become Teamsters. We are already in negotiations on an interim agreement to restore the dental and vision benefits and redirect their 401k plan contribution to a more secure administrator. The new members will be voting on the interim agreement in the very near future.

We also want to welcome an additional 250 employees from the Caesars Entertainment Call Center in Las Vegas. With the assistance of IBT Organizer Alma Koo, a majority of the workers made the important decision to sign authorization cards to be represented by Local 986. Negotiations have been scheduled and we anticipate that the employees will have the protections and guarantees of a Union contract within the next few weeks.

Local 986 is actively organizing new members throughout our Local Union jurisdiction. Please contact your business representative if you know of anyone who is working non-Union that needs the benefits and protection of a Teamster contract.

Strong representation and enforcing your contract is a priority for our members and we encourage you to notify your shop stewards whenever the con-

tract is violated. Stewards are the Union representatives at the workplace and are your first line of defense. Local 986 provides its stewards with all the resources to represent you with specialized training on the rights and responsibilities of being a shop steward.

The assigned business representative works with your shop stewards to make sure that the employer is abiding by the negotiated terms of your labor agreement. Your business representative is very busy negotiating contracts, processing grievances and organizing new members. However, it is the policy of Local 986 that the business representative should respond to all phone calls and emails within 24 hours. Please make sure to leave all pertinent information including your name, employer and your personal contact information for you to get a timely response.

Enjoy your Labor Day Weekend and don't forget the importance of the day to the Labor Movement by remembering the workers that sacrificed their lives fighting for the rights that we now take for granted. President Grover Cleveland signed into law the establishment of Labor Day as a federal holiday in 1894, following the deaths of workers during the Pullman Strike. Today, the rights of workers are under constant attack from lobbyists for corporations that want to repeal overtime laws, minimum wages and basic safety regulations on the job. Honor and remember those workers that took a stand for us decades ago as "Those who do not learn history are doomed to repeat it".



**By Jaime Vasquez  
Secretary-Treasurer**



Secretary-Treasurer Jaime Vasquez: as you are all well aware, the members voted to have no membership

meetings during June, July and August. Next meeting will be Sunday, Sept. 24 at 10 a.m. Please be on the lookout for meeting notice as it will include the location. Local 542 Night at Padres will be Saturday, Sept. 2, game starts at 7:10 p.m. Padres vs Dodgers. Tickets are on sale at San Diego and El Centro offices at \$20, each includes right field lower reserved admission, 1 hot dog and 1 drink. Wear your Union colors (Local 542 shirt). We're also getting ready for the annual San Diego Teamsters Picnic. Plan on attending once again at De Anza Cove in Mission Bay Saturday, Sept. 16. Picnic and reservation flyers are being posted on your Union bulletin board or download from our website: www.teamsters542.org. See you all there!

Nicole Moreno: Costco warehouses 401, 403, 460, 483 and 781 - grievances are being filed, wrong-doings brought to light, and you are making your voices heard. It is satisfying to see the members coming together and uniting as one, looking out for each other and not letting management take advantage of anyone. Again, I have to thank the stewards at all these locations for being the eyes and ears of the Union and empowering the members! Republic Services San Diego, Chula Vista and Main Street - an et al grievance has been filed and arbitration will be set for the reimbursement of the health & welfare overcharge from your retroactive checks the company took. The 3 San Diego drivers that filed grievances and were moved to arbitration will have their cases heard in September. There are some internal changes within management and new supervisors are being brought in to the various locations, remember: if given a directive, "work now & grieve later". I don't want management to suspend or terminate

anyone for insubordination. As the summer winds down, remember school will be back in session, use caution and extreme care. Remember, your stewards are always available to assist you with filling out grievance forms, being in disciplinary meetings and answering any questions you may have regarding your contract rights. Lastly, the Union contracts should be printed and handed out to everyone by the time this article goes to print.

Mike West - Airgas - a new 4-year deal was ratified July 29, after an extensive negotiation process. The deal includes wage increases, retroactivity, signing bonus, as well as new and improved sick time language. Special thanks to stewards Jesus Enciso and Benny Hernandez, for the long, hard hours put in on behalf of your fellow Teamsters. Praxair - your 60-day letter went out letting the company know that we are requesting to renegotiate your contract. At this time, I am requesting that all proposals be turned in to me immediately, especially from those of you who could not attend the proposal meeting. Costco - as you are aware, RTV is being reconfigured to streamline product to the depot for processing. We are working with individual managers to explain what the CBA states about reductions and discontinuations, and how to best address senior members from being shifted later in the day. Any affected members have rights under the CBA, and if you need them to be explained, please contact me at the office.

Mike Morales - Aramark Uniform - On June 20 members ratified a three-year successor contract. City of Brawley - the Union met with the Human Resource director and the city manager to inform them that the city was subject to a ULP charge for interfering with a member's right to seek Union representation. City agreed to post notice indicating that every member has the right to Union Representation at any time it feels necessary. Calexico Housing Authority - was a pleasure meeting the members, now that I will be overseeing this contract. Welcome to Bobby Urena as the appointed steward and am looking forward to working with all of you. City of Imperial - we have had one meeting with the city for negotiations and reached out and offered dates to meet again. City has not confirmed dates yet. First Transit - Union filed a grievance for a member being terminated and it is currently going through the grievance process. Transit Division Newspaper "Drive Up Standard" is seeking members to submit their stories of how being a member has impacted their lives. Oroweat/Bimbo Bakery - had a meeting with Locals of the Bakery division. Company has informed the Locals of changes to be implemented. Seven-Up - contract extension was in place until August 6. It has now been settled with the company agreeing to post notice for 60 days indicating the previous MVR form has been rescinded.

Shelly Allsup - Rural Metro/AMR proposal meetings are underway and negotiations begin last week of August. Omni La Costa Resort and Spa - 542 negotiations are still on hold as another Union bargains health and welfare. United Cleaners - business as usual. Iron Mountain - employer is short staffed as members continue to recover from work-related injuries and accidents. US Foods, SD - grievances moving forward and arbitration dates being scheduled. US Foods, Corona - daily route coverage and schedules are problematic. US Foods, La Mirada - business as usual. Tradeshow - Comic Con wrapped another successful year. Property authorization badges and security measures are increasing and building construction and repairs continue at San Diego Convention Center.

Alvin Mitchell - ABF - our steward Lexie Cash has moved on, we thank her and happy trails! We'll be meeting soon for proposals. Darling - we have a new 3-year contract with increases. We thank steward TK for taking part. Univar - Dan

continued next page

Campbell retired, happy trails my brother. UPS Frt. - we had proposal meetings coming 8/12 in El Centro and 8/13 in San Diego. Company has settled most open grievances. YRC - Otay 808, we have an open case coming up against the company for harassment. Reddaway & Darling Intl. looking for drivers.

## DISTRICT COUNCIL 2

By Clark Ritchey  
Secretary-Treasurer



In the past two months, District Council 2 continues several negotiations and has recently ratified contracts for members in California.

In Southern California, members at Commercial Lumber overwhelmingly ratified a three-year agreement with significant general wage increases in each year of the contract and a \$350 bonus at ratification. Improvements were made to the 401(k) pension plan and an allowance for safety equipment.

Upcoming negotiations in the Southern California area include DeFrance Printing, House of Printing and Westrock, Cerritos.

We are saddened to announce that Pacific Paper Box in Cudahy has shut their doors at the end of June 2017, after 50-plus years with the Union. They were a manufacturing company that handled quality rigid paper boxes in Southern California.

In Northern California, Firefighters Print & Design was ratified for another year with no changes from the previous contract. A 2-year agreement was also ratified for Insight Design, with a general wage increase each year of the contract. We continue bargaining in Northern California and Nevada at Goldenwest Envelope, UC Berkeley and Nevada Dental, LTD. Upcoming negotiations include MPP Products, Union City, CA, and Lodi News Sentinel.

Automatic Printing, in Omaha, NE, recently ratified a 2-year agreement with increases in each year of the contract with an improvement to the 401(k) pension plan. C & D Printing, Egan Printing and Gamino Printing, all in Colorado, ratified 3-year contracts. Wage increases in each year of the agreement were included to C & D Printing and Egan Printing, while Egan Printing also received a \$700 bonus, at ratification, and enhancements to their agreement with floating holidays and sick days.

Upcoming negotiations are scheduled in August for PCA, Denver; as well as in the Northwest region, at KP, LLC. We are awaiting dates for bargaining at Tacoma Rubber Stamp.

DC2 settled two seniority violation arbitrations at Georgia Pacific, Modesto. The company was not complying with the seniority provisions in the labor agreement. The company agreed that when it hires an employee, the date the employee becomes a regular employee will be the "date of hire" for all purposes. The company was hiring personnel as "summer relief" and not counting the time worked as "summer relief" when applying the "60 days of probationary period".

We recently settled an attendance policy grievance prior to arbitration at Tension Envelope.

At WestRock, Cerritos we settled an arbitration for violation of reporting pay. The matter was completely resolved and designated the affected employees to receive back pay.

Members with 30-plus years of continuous service with Teamsters District Council 2, or any affiliated Local Union, will be honored at special meetings in the Fall. Honorees will be presented with a special 30-year District Council 2 jacket. A mailing has gone out to those members who are in good standing and

have not previously been awarded an honoree jacket.

Congratulations to the winners of this year's 2017 District Council 2 Scholarship Award. They have been awarded \$1,000 each. We were very pleased to receive many scholarship applications and to see so many qualified applicants. DC2 is proud to assist in their quest of higher education! The five winners are: Madeline Estrada, daughter of Jaime Estrada of WestRock, Cerritos. Ms. Estrada will be attending Cal State University, San Bernardino; Adrian Lim, son of Jimmy Lim of Royal Paper Box, Montebello. Mr. Lim will be attending Cal Poly, Pomona; Manuel Marquez, son of Manuel Marquez, Sr., employed at International Paper, Camarillo. Mr. Marquez will be attending California Lutheran University; Sara Shateri, daughter of Nasser Shateri of IP, Moses Lake, WA. Ms. Shateri will be attending the University of Washington; Yajaira Velazquez, daughter of Jairo Velazquez of Tension Envelope, Temecula. Ms. Velazquez will be attending California Baptist University.

DC2 is currently in the process of completing presentation packets for newly-hired members. These packets include Teamster Privilege folders informing on everyday savings on cell phone plans, credit card offers, a variety of insurance programs, and even vacation discounts. It also includes DC2 office and representatives' information for contact, Weingarten Rights card, and some stickers to show off your Union pride! We are working diligently to educate our new members about our Union, the benefits of being a member, and what it took for us to get to where we are now.

Our deepest condolences to the families of the following members who recently passed away: Larry Hill - retired member from Newspaper Agency Local 28N; Frank Welch - member on LOA from Mondi Local 541S; Stanley Huhn - retired member from Local 388M; David Evans - member on withdrawal from Bay Cities Container, Local 388M

Visit the District Council 2 website at [www.Teamstersdc2.org](http://www.Teamstersdc2.org). You will find important information such as: available scholarships, the privileges of the Family Medical Leave Act (FMLA), Weingarten Rights (Your right to request Union Representation), etc. DC2 has a variety of items for sale, such as, tee shirts, baseball caps and beanies. Sign-up to make a purchase and show your Union spirit.

Important Reminder: It is each member's responsibility to ensure that DC2 has his/her current address. Please call the Main Office as soon as possible to provide us with any changes (800) 333-4388.



By Phil Cooper  
Secretary-Treasurer



Hope you are all enjoying your summer. This hot weather lends me to remind you that it is important to stay hydrated, watch children around pools, lakes and beaches, and remember how the dog days of summer (cats included) affect our pets--they need looking out after too.

We are all blessed to have such fine people, tireless and dedicated, working for the Teamsters, from top to bottom. Teamsters are not bystanders; Teamsters are still fighting for the American Dream. You have heard me repeatedly say this at every Union meeting, the consistent message that the war on the working class and Unions is real! I will continue to say this at each and every Union meeting because the threat is real!

Someone is trying to kill your Union!

The greatest threat to our Union is the National Right to Work bills. Currently, there are two bills proposing national RTW in both houses, the House of Representatives and the Senate, that if passed would change the way all Unions in California do business.

On October 15, we will be having a shop stewards training day which will include the usual topics of how to file grievances, how to conduct investigations to prepare for grievance hearings and arbitrations, etc., but this class will also include special training for stewards and how to operate in a shop that is now governed by Right to Work (for less) laws. If a national RTW law is implemented, some of our current members may opt out of the Union and stop paying the membership fees (dues) that are required in all of our shops. This will definitely weaken the shop you work in, and it will ultimately weaken your Union due to having less revenue to operate. Fewer members means less money which means less Union staff, which increases the work load which ultimately means less representation. All stewards, elected and appointed, are encouraged to attend this very important training seminar.

Every three months I get to write an article about our great Local for this publication. At this time, I want to take a little executive privilege and write something from my heart. In my opinion, I have one of the greatest jobs in our Union. I get to represent thousands of members that work in the industry that I worked in for over 30 years. This job allows me to fight for each and every one of you, by making sure your contract is better than the previous one. This is no easy task when we deal with companies that only worry about profits and the shareholders, rather than you, the worker. There was a time that companies took care of their employees. They provided health care at no cost to the workers. They had no problem putting money into defined pension plans, the kind of pension where you get a check every month for the rest of your life. Your 401k was never designed to replace your pension, it was there to help supplement it. And wages, I remember getting cost-of-living increases and raises that had three digits like \$1.00 per hour; signing bonuses were in addition to your wage increase, not instead of a wage increase. This Union is dedicated to getting you everything we can in each and every negotiation, and I thank you for giving me the chance to serve all of you, the awesome members of Local 896.

Every contract is a battle and your Union fights hard for everything you get. That's why it is so important that we send the message to the company that we are strong and united. They only take us seriously when they know we are one voice! On July 24 and 25, our 7up members in Vernon and San Fernando did exactly that! They stood strong and honored the picket lines placed by in front of their respective facilities, by another Local. Local 848 organized the workers of the sales department at 7up and these new Teamster members turned down the companies offer, they just want what you want. But the point here is that you sent a message to the company that you are united and strong! This is the kind of backing we need when we sit across the table from the company in negotiations, they know we mean business. There were just a few of our members that did not honor the picket lines, to these workers, you let your fellow employees down. We all work for the same reason, to support our families and give them the opportunities that we didn't have. But when you cross a picket line, you are ultimately taking food out of the mouths of your fellow workers family. You sent a message to the company that you are weak and will take any offer they try to shove across the table. For the few dollars you earned now, you will ultimately lose these dollars and many more in the long run. The members that honored the picket line want those that crossed brought up on charges in front of the Union Executive Board. The Un-

ion is addressing this, and again, thanks to all that stayed strong!

Negotiations update: Allied Beverage negotiations began August 14. 7up Vernon and San Fernando negotiations will begin sometime in late August or early September. Beach Cities negotiations will close out the year, no date has been set. And we are currently in contract negotiations for our Shasta Beverage facility in Northern California. President and Nor Cal Business Representative Brian Indelicato is the lead negotiator for our Union members of the Shasta facility.

Congratulations to recent retirees: Vera Thompson, John Brown, Steve Loop, Jesse Sandoval, Robert Mahan, Ron Miller, Jaime Arreola and Richard Muriilo.

Our deepest condolences to the families of: Dallas Portis, Terry Lane, Duane Jones, Robin Friedeck and Kenneth Sweet.

## Local 1932 San Bernardino County Public Employees

By Randy Korgan  
General Manager



Teamsters Local 1932 is taking the steps needed to transform the Inland Empire region. Our Union is organizing to lift standards and

remake the economy here at home into something that is resilient, sustainable, and prosperous.

Every day, we are fighting to improve the work conditions and quality of life for public workers throughout our communities. This summer, members have participated in the over 17 different contract negotiations -- each with their own story that highlights the importance of member power. We've made our voice heard at city council meetings and have turned out more people to rallying events like never before. Worksite leaders have taken on organizing and it's clear that, because of their efforts, Teamsters Local 1932's future holds nothing but progress.

Along the way, our Union has helped unravel the hundreds of millions in tax subsidies irresponsibly and needlessly given away to corporations. Although these corporations must operate here in the Inland Empire for strategic reasons, our elected officials are apparently giving away public funds for little (often nothing) in return but low-wage jobs. This must be stopped and the research done by Local 1932 and our academic allies at the University of California, Riverside, University of Redlands, and California State University, San Bernardino, aims to guide decision-makers toward decisions that will create a healthier economy.

Our Union has started a campaign around the protection of retirement security for public and private workers at home and across the state. At a local level, we've been a presence at meetings held by the San Bernardino County Employees Retirement Association. Left unchecked, and with the majority of the Board appointed by the county, decisions could be made here that will negatively affect the promise of a secure retirement for public employees. In the future, because of diligent and focused organizing by members, there will not be a decision made without the Board staring out into an audience full of the working people who will be affected.

In order to fully utilize our power to protect not only retirement security, but working people on every issue at home and at work, Local 1932 has helped create a coalition of 14 different Local Unions from throughout the region. Public or private, there is no difference in our aim to empower our members and unite against our well-funded anti-work-

er opponents. Our coalition has met, with hundreds in attendance, and will meet again August 24 to further build our plan. As anti-worker groups ready a campaign to place a measure on the 2018 statewide ballot that, if successful, will allow elected officials to unilaterally cut retirement benefits for public employees, a united labor movement is vital and Local 1932 is moving forward with our Unions' brothers and sisters to win.

Our strength in numbers can also translate to tremendous buying power. With Local 1932's Teamster Advantage program, our Union uses its buying power to partner with hundreds of local businesses and help build our home economy by shopping locally. Extensive research has concluded that by consuming locally, more portions of tax revenue is kept at home. Now, thanks to our brand new, official Teamster Advantage mobile and tablet app, shopping at businesses that value the hard-work of their neighbor Teamsters is as easy as tapping the screen on your smartphone. We look forward to fully unlocking the potential of our buying power with projects like Teamster Advantage.

Additionally, we're caring for our community by helping Teamster kids unplug and connect with one another. Recently, Teamsters Local 1932 helped sponsor the attendance of over 40 children, all related to Teamster members, at the annual Teamsters Joint Council 42 Summer Camp at Laurel Pines. By all reports, it's apparent that the kids had a great week in nature, with events and activities throughout that we are sure will prove to be unforgettable. Our Union can't wait to bring this opportunity to more Teamster children in the future.

Teamsters Local 1932 heads into Fall 2017 with further organizing to be done. Our Union will grow and will continue to stand together as 14,000 Teamsters proud and strong. Visit [Teamsters1932.org](http://Teamsters1932.org) to find out what we're doing to transform the Inland Empire every single day.

## Local 399 Studio Drivers

By Steve Dayan  
Secretary-Treasurer



Secretary-Treasurer Steve Dayan - I'd like to remind our "Black Book" covered members that your rates increased effective July 30, 2017. Your IAP rates increase also. Our Location Manager/Assistant rates also increased effective July 29, 2017, with an additional increase to the IAP. All the rates for every classification are posted on [www.ht399.org](http://www.ht399.org).

Since my last report we've participated in and hosted multiple events involving our members. Local 399 marched in the May Day March on May 1, we held our annual Ralph Clare Golf Tournament and our 3rd Annual Car & Motorcycle Show at Los Angeles Trade-Technical College. LA Trade Tech supports the Labor Movement by putting on many labor studies classes and educating their students in labor issues. I'd like to thank Joint Council 42, other Teamster Locals, the Basic Crafts and everyone who participated in our Classic Car & Motorcycle show this year.

We had a great Union meeting in July. L.A. Mayor Eric Garcetti came to speak to the membership about expanding and increasing our TV/Film Tax Incentives. His proposal is to increase the credit to \$500 million up from the current \$330 million today. Local 399 has committed to spend up to \$75,000 to lobby for the expansion of the tax credit beginning next year along with the coalition of Entertainment Indus-

continued next page

try Unions which includes IATSE, DGA and SAG-AFTRA. Mayor Garcetti also promised to do everything he can to stop National Right to Work legislation from ever becoming the law. I also had a meeting with Congressman Adam Schiff along with our JC President Randy Cammack and IBT Vice President Rick Middleton. Congressman Schiff also pledged to do everything he can to stop RTW legislation. Congressman Schiff is incredibly supportive of expanding our film industry tax credit. Meetings like these with powerful elected officials are important to all our members and we continue to lobby to better not only our industry, but also the labor movement at large.

We've rolled out our online membership survey. The purpose of the survey is to ask you what this Administration is doing well and where we can improve. We look forward to hearing from our members! If you're a Local 399 member and you didn't get the survey in your email, contact amy@ht399.org.

On behalf of the staff of Local 399, I'd like to wish you all a very happy and prosperous summer!

Kenny Farnell: settled Step 3 grievances against ABC/Disney with both members returning to work. Filed a grievance against Universal Television and asked that be taken directly to a Step 3 for a show to go from MOW Rates to Episodic Rates. I'm working on getting no hire letters rescinded at ABC/Disney. I'll be representing the Lower lot at Universal Studios as of August 1 when Wes Ponsford steps down. I'd like to thank Wes for his hard work, loyalty, and wisdom.

Chris: I have two Step 3 hearings scheduled for September. Remember, there is no such position as Wardrobe PA driver, this is a violation of our CBA. If you see this, please call a Union rep. Do a logbook for your own record and protection, even on productions that don't require it. Any questions on Skills Training or Logging, contact Chris CSELL@HT399.org. Please make an effort to attend at least one Union meeting a year. Participation in our Union makes us stronger! I'd like to thank Chris Bronsal for his time as the Sony Courier shop steward for 11 years.

Joshua Staheli: grievances have been filed against CMS, Humble and Tool. Previously filed grievances against Tool, A Common Thread, and Carbo Films have been settled. Violations included a failure to employ a 399 Gang Boss, PA's in stake-beds and hiring out of Grouping. Many drivers working in commercials are unfamiliar with the TV/Feature end of the business and seem reluctant to take calls in that area. If you're interested in hands-on skills training in hooking up all kinds of trailers, permitting, load distribution or air brake operation, contact me and we'll schedule a class. Corporate Coach is looking for 399 drivers with an Unrestricted Passenger Endorsement to drive for them. They are short drivers to dispatch on their studio jobs. If interested, please contact me at jstaheli@ht399.org.

Ed Duffy: it's very busy out there so please remember if you're working to remove yourself from the availability list at the Callboard either by email Callboard@HT399.Org or 818-985-7550. Associate casting directors: please remember there's an availability list at the Callboard to place yourself on when searching for work. Please remove your name from the list when you do find work so that casting directors see an accurate list when looking.

Lindsay Dougherty: since my last report, I've signed 85 film, television, and new media agreements. Grievances have been filed regarding non-rostered animal trainers. The next steward training will be in October and the next new member orientation in November.

Ernie Barraza: we're excited that the NLRB has sided with warehouse workers at Cinelease Lighting Co. and has issued a Gissel bargaining order. I've been busy filing and winning grievances for the members while transitioning into representing Universal Tours, mechan-

ics, Santa Clarita Tram Project, City Walk and HERC. I want to give a big Teamster welcome to the brothers at P.R.G. who overwhelmingly won their NLRB election to become members of Teamsters Local 399.

Wes Ponsford: the time has come to say goodbye to being a business agent of Local 399. I want to thank Steve Dayan for the honor of being a representative of Local 399. I also want to thank all of the business agents, office staff and our members for the support and confidence in this Administration. The good fight will continue. See you on the next show!



**By Larry Griffith  
Secretary-Treasurer**



We would like to thank everybody that attended the annual Teamster Day at Wet-N-Wild. The entire park was closed for the exclusive use of Teamsters and their families. It was a huge success and everyone had an enjoyable day. For those of you that were unable to attend, not only will we be doing a waterpark day again next year, we are planning other events that will be enjoyable for you and your family. Union membership has its privileges!

We have recently concluded successful negotiations with several of our bargaining units. Members at Coremark Industries ratified a 5-year collective bargaining agreement which included some very lucrative wage increases and benefits. Our members in Boulder City ratified a 5-year extension to their CBA. Library District members negotiated and ratified a new 5-year CBA. We also, after initially overwhelmingly rejecting the company's proposal, were able to complete negotiations on a 3-year CBA with the Albertsons Liquor Distribution Center. We thank all of the negotiating committee members that take it upon themselves to participate in this somewhat difficult process. These are your contracts and affect your workplace conditions. Even if you don't want to serve on the committee, please exercise your rights as a member and attend the proposal and ratification meetings.

We are currently in negotiations for a new CBA with K.A. Fleetone, Inc. An original proposed agreement was rejected and we will continue to negotiate with the company until we have an agreement that is in your best interests. We will be going to mediation with Meadow Gold Dairies after being unable to come to an acceptable agreement through negotiations.

We have upcoming negotiations for Pepsi, Johnson Brothers and Anderson Dairy. We will be post a notice for upcoming proposal meetings on the bulletin boards. Please check for dates and times.

We have won two elections recently with Airgas and Brady Industries. A big thank you to our supporters and activists at each location who made the victories possible despite strong anti-Union propaganda by the companies. We are currently in the process of meeting with these new members to prepare for the beginning of negotiations. We have several other organizing campaigns ongoing and will hopefully have positive news to report in the next newspaper.

Our Supreme Court case with the Clark County School District support staff is finally moving through the system. Briefs will have to be filed with the court by mid-August and then it will be in the justices' hands to make a decision. We are optimistic that a decision will be made and we will be the representative for the 11,000 employees in the bargaining unit.

Local 14 and ULAN (Untied Labor

Agency of Nevada), along with all Labor Unions throughout the valley, has assisted 20,469 individuals/members for emergency assistance and services. We will continue to do everything we can to assist our members in need.

We will have general membership meetings beginning again on September 21 at 6:00 p.m. at the Union hall. Please come and get updates about what your Union is doing for you.

Congratulations to Make Correa of Coremark Industries on the birth of his new daughter, Aria Rosaline Correa, who arrived in June. Congratulations to Joe Donato of Breakthru, as he became a first-time grandfather in July. And lastly, Greg Kelso of Johnson Brothers is retiring after 32 years. We wish him the best.

**UC Local 2010**

**By Jason Rabinowitz  
Secretary-Treasurer**



The last few months have been incredible for our membership. As we continue to build power by bringing in new members into the Teamsters, we continue to keep up the fight at the UC. Through the dedication of our membership, we helped win millions in back pay for our members, pushed back an attack on UC retirees, and built the strength of the Teamsters.

Teamsters stewards help win \$1.3 million for workers - once again, the hard work of our Teamsters Local 2010 stewards is helping all University of California workers! After an investigation that began when Teamster stewards discovered UC was shorting our members on overtime, the University reached a settlement with the United States Department of Labor (DOL) resulting in payment of damages to Teamster members and other UC workers totaling over \$1.3 million.

It all began in 2015 when Local 2010 stewards discovered UC was incorrectly calculating overtime by failing to include premium pay in the calculation. Triggered by our discovery, the DOL conducted an investigation and ultimately entered into a settlement agreement with UC under which back wages and liquidated damages are to be paid to all current and former employees whose lost wages exceeded \$20.

You may have received an email last week from the UC informing you about the settlement. If you received a notice, you will receive a payment of back wages based on the University's and federal government's calculations and settlement agreement. However, that amount may not necessarily be all that you are owed, and the Union is pursuing grievances on the matter. Accepting the University's payment does not waive your rights to recover any additional wages owed through the Union's grievance, or legal action.

Current employees should expect to see this payment in the pay period beginning August 13, 2017. Moving forward, the overtime premium rate shall be calculated at 1.501 times the regular rate until your work location has converted to UC Path.

Meanwhile, Teamsters Local 2010 continues to fight to ensure our members receive every penny of pay which we have earned!

Unions push back attack on UC retirees - Teamsters Local 2010, together with our sister Unions and other employees of UC, successfully prevented the Regents from voting on a proposal to degrade retiree health benefits for UC employees and retirees. The Regents planned a vote at their July meeting to eliminate the longstanding policy to fund the cost of retiree health benefits at the current floor of 70 percent. Fortunately, after the outcry from Unionized

and non-represented staff, as well as the Academic Senate, the agenda item was stricken from the meeting.

In addition to Local 2010 sending a letter as part of the University of California's Union Coalition - we felt that this issue is of such importance that we also gave public comment in front of the full Board of Regents on July 13. This fight to protect our benefits is not over.

The issue is likely to appear for discussion at the September Regents meeting. We will be working together with our allies in the coming weeks to mount a campaign against this shortsighted attempt to cut worker and retiree benefits.

Wage increases - make sure you received your latest negotiated wage increase which should have been reflected in your June 26 paycheck. The latest increase is effective from July 2, 2017. Remember, this is an across-the-board increase guaranteed to all members of Teamsters Local 2010 and was won by the collective effort of everyone in the Union. Through your vigilance and determination, we won better wages and benefits for all our membership. If you do not see the increase on your upcoming paycheck, please contact your Union representative.

Building member power with stewards trainings - on the heels of our historic victories, Teamsters Local 2010 finished June with jam-packed stewards trainings in both Northern and Southern California.

The two-day trainings focused on building strength within our Union through member-to-member organizing and worksite representation. These trainings are the foundation of our exceptional stewards program.

Attendees learned the important role of Union stewards from protecting the rights of our workers with on-site representation to building member power through organizing.

Our new stewards are ready to take on any issue. Whether a disciplinary meeting, bully boss, or simply a question, talk to your Union steward or Union representative. We also encourage anyone who is ready to make a difference to come to a Union meeting and become a full-voting member of the Teamsters. Together, we will create a better UC.



**By Patrick Kelly  
Secretary-Treasurer**



**S e c r e t a r y - T r e a s u r e r**  
Patrick D. Kelly: this coming Labor Day which is celebrated September 4 (38th Annual Labor Solidarity Parade see www.teamster952.org) is the time for all of us to consider the hard work and effort made by our retirees and senior members to establish the wages, hours and working conditions that are some of the best in the country. If not for the efforts of those who came before us we would not have what we have. The anti-Union forces of darkness are doing everything that they can to establish right-to-work-for-less throughout the United States and particularly in California. Because of the strength of the labor force in California, the state and many local governments have remained sympathetic to working people and their issues. We need to mobilize our members, families and friends to understand it is essential that we all register and vote. Tens of thousands of citizens have given up their lives to ensure that democracy prevails in the United States. We need to honor our veterans and their families by participating in the democratic process. Remember if "it's not ballots it's very likely to be bullets".

Recently, account managers from 7UP in Los Angeles went out on strike for a collective bargaining agreement.

The picket lines were extended to various parts of Southern California including Orange and all the members in Orange respected the picket lines as did 99% of the rest of the 7UP Teamsters. The master labor agreement is up within the next 2 months and we are going to fight hard for a good contract. We want to thank all of the members at 7UP and their families for their support of the cause. Strong Unions don't just happen accidentally. They are built and maintained. Our Local Union will continue to hold all members accountable with respect to our bylaws and constitution. The solidarity that exists within the Teamsters Union is a main factor in our effectiveness. We want to welcome the many Union members from Vons that are transferring into Local 952. We know they have and will help to strengthen and build the Teamsters. We need to mobilize our members to keep our Union strong. Please be sure to register and vote and support the DRIVE program.

We want to thank sister Donna Metcalfe for her many years of service to Local 952 and wish her a great retirement. Donna was replaced as President by Recording Secretary Grant Maertz and Business Representative Ruben Lopez replaced Brother Maertz as Recording Secretary. Both of these brothers are strong Teamsters and will help us lead our Local Union going forward. We want to thank our membership for their support and if you want to get more involved please contact your steward or business representative.

President & Business Representative Grant Maertz: we did our 3rd annual Angel game and Teamster Tailgate party and it was another great success! We have been building this event over the last 3 years and it doubles each year. On behalf of our members we want to thank Dave McCaffrey and all of our stewards and members who have helped make this a fantastic event. This event is a Teamster Local 952 event about family and Unity. UPS: we are one year away from the expiration of our contract. We have mailed out the contract proposal surveys, been at the hubs building up Unity and listening to all UPS Teamsters. Your voice and participation are absolutely necessary as we go through the contract negotiation process. Proposals are due to the IBT by August 31. The time is now to get engaged and get informed! CUSD: summer is just about over and this year we are back to an August bid. Negotiations are continuing this month and will be as long as necessary to get a contract. Bimbo: the import division has an upcoming restructure and details will be coming from the company in the near future. The August 9 meeting, as we went to press, will provide information on the contractual application of this restructure. I want to thank the Local 952 Executive Board for appointing me to fill sister Metcalfe's vacancy. It is an honor and a privilege to serve our members.

Business Representative Jeff Sweet: 7UP: At 7UP Local 848 has been in negotiations for the Vernon account managers for nearly a year. The company's offer and behavior has been unacceptable prompting the account managers to vote in favor of an unfair labor practices strike. On July 24 Local 848 struck 7UP. On July 25 picket lines were extended to Riverside and San Diego. We thank our Local 952 7UP members in Orange for fully honoring the picket lines of this very important strike. We have offered dates to the company to negotiate the 186, 495, 848, 896 and 952 contract. We will keep you informed as things progress. UPSF: we will be submitting proposals to the national bargaining committee by the end of August. Pepsi: the company's new attendance policy is currently on hold for now. We expect the company to bargain in good faith on the policy. Coca-Cola: we have 3 scheduled arbitrations this fall.

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# Official Teamster Notices & Announcements

continued from back page

Unión No. 396 localizado en el 880 Oak Park Road, Covina, CA. 91724. El candidato que reciba la mayor cantidad de votos será el ganador, a excepción de los fideicomisarios, en cuyo caso los tres (3) candidatos con el mayor número de votos serán los ganadores. En el caso de que ocurra un empate en la votación, los candidatos deberán resolver el empate al azar, con excepción del cargo de Secretario-Tesorero, en cuyo caso, deberá llevarse a cabo una reelección entre los candidatos que hayan empatado para el puesto.

Para ser elegible a votar, el miembro deberá estar en Buenos términos y tener su cuota de iniciación pagada en su totalidad, al igual que sus cuotas correspondientes hasta el lunes de Octubre 30 del 2017. Los miembros tendrán hasta las 5:00 p.m. del lunes 30 de Octubre del 2017 para pagar sus honorarios y cuotas en la oficina del Local 396, con el propósito de llevar a cabo el conteo de las papeletas. El miembro cuya deducción de cuotas es llevada a cabo por el empleador, no perderá sus derechos de estar en Buenos términos, debido a la falta del empleador de llevar a cabo dichas deducciones por cualquier mes en el que el miembro cuente con percepción alguna.

Las instrucciones para llevar a cabo el llenado de la papeleta serán incluidas en el paquete de la boleta de votación. Hacemos hincapié en que esta es una papeleta de votación secreta. Usted deberá marcar su papeleta de manera privada, y enviarla por correo, sellada y adentro del sobre secreto de la papeleta, al apartado postal designado en el sobre proporcionado. No le proporcione su papeleta a nadie.

Los miembros que no hayan recibido su papeleta por correo, o que requieran de una papeleta de reposición, deberán

comunicarse al Teamsters Local 396 a (626) 915-3636 para solicitar otra. Se les pedirá que proporcionen información que les identifique. Le corresponde a usted la responsabilidad de que la Unión cuente con su dirección actual en los archivos. Si se ha mudado recientemente, o en el caso de no haber recibido correspondencia del la Unión, la revista IBT, o el periódico del Consejo Conjunto, deberá notificar inmediatamente a la Unión sobre su dirección actual. Por favor lea la notificación en el apartado para todos los miembros en el periódico del Consejo Conjunto para obtener mas detalles.

Adicionalmente, todos los candidatos nominados podrán inspeccionar la lista de direcciones de todos los miembros elegibles para votar, por medio del prestador externo de servicios de la elección. Cualquier petición de envíos de la campaña por correo, deberán llevarse a cabo lo antes posible, con el fin de evitar interferir con el flujo normal de las actividades del local sindical, y por lo apremiante del envío por correo de las papeletas para la votación.

## ★★★ Local 399

Quarterly membership meetings of Local 399 will be held as follows:  
Sunday, October 22

The meetings are held from 8 a.m. to 10:30 a.m. at Pickwick Gardens, 1001 W. Riverside Dr., Burbank 91506

## ★★★ Local 481

General membership meetings of Teamsters Local 481 are held on the second Tuesday of each month at 1 p.m. and 7 p.m.

The afternoon meetings are held at

the Local 481 offices at 2840 Adams Ave., Suite 206, San Diego (Adams Ave., and Utah St.) and the evening meetings are held at the Normal Heights Masonic Hall, 3366 Adams Ave., San Diego (Adams Ave. and 34th St.)

## ★★★ Local 495

Membership meetings of Local 495 are held at 10 a.m. and 8 p.m. on the second Thursday at 225 No. Barranca, 4th floor, West Covina 91791, as follows:

October 12  
November 9  
December 14

## ★★★ Local 896

General membership meetings will be held on Sundays.

Branch 3 at 8:30 a.m. and Branch 4 at 10 a.m., at 3303 Wilshire Blvd., 2nd floor auditorium, Los Angeles CA 90010. Next meetings are:

August 27  
September 24  
October 29  
November 12

## ★★★ Local 911

Monthly membership meetings of Local 911 are held at 7 p.m. at Local 911 located at 9900 Flower St., Bellflower CA, as follows:

August 16  
September 20  
October 18  
★★★

## Local 911

### Notice of Nomination & Election of Officers

Nominations for the office of Secretary-Treasurer, President, Vice President, Recording Secretary and three (3) Trustees will be received at a special meeting of Local 911 on September 5, 2017 at 7:00 p.m. at Teamsters Local 911, 9900 Flower Street, Bellflower, Calif.

To nominate a candidate or otherwise participate in the nominations meeting dues must be paid through August, 2017. Prospective nominees are advised to verify, in advance of the nominations meeting, the eligibility of their nominators and seconders.

The election of Officers, if any, shall be held by mail ballot. Ballots will be mailed on October 2, 2017. All ballots will be counted on October 31, 2017 at the Local 911 Offices.

The ensuing term of office shall be from January 1, 2018 to December 31, 2020.

Please review the box on the last page for further details and rules governing Local Union nominations and elections, including, but not limited to, eligibility to run for office and to nominate candidates for office.

## ★★★ Local 952

General membership meetings of Local 952 are held the third Wednesday of each month, at 7:30 p.m. at 140 South Marks Way, Orange. Subject to a membership vote at the June membership meeting, and in accordance with the By-Laws of Local No. 952, Article XVII Section 1, the

regular meetings have been suspended during the months of July, August and September and will resume again Sunday, October 15, 2017.

Organizing Workshops:  
Second Sunday of each month  
8:30 a.m. - 11 a.m.

Local 952, 140 S. Marks Way, Orange  
Teamsters Local 952 provides a death benefit to our active members in good standing. Please be sure that your beneficiary information on record with Local 952 is accurate and up to date. If not, please contact Local 952 to submit a new Beneficiary Designation Form. Members who request a withdrawal card due to disability must provide additional documents which are required by the Plan Summary. Please contact our Local Union at 714-740-6200 if this pertains to you.

## ★★★ Local 986

Monthly general membership meetings of Local 986 are held at 7 p.m. at the Local Union meeting hall located at 1221 North Peck Road, South El Monte, CA, 91733 as follows:

Thursday, September 7  
Tuesday, October 3  
Wednesday, November 1  
Thursday, December 7

Local 986 also conducts meetings for shop stewards and members in South El Monte, Las Vegas, Santa Maria and Lancaster.

Please contact the Local 986 office nearest you to find the date, time and location of the next meeting.

Business Representative Donna Metcalfe: I will be retiring mid-September. I would like to thank all of those who have supported us over the years. Patrick D. Kelly has been an inspiration throughout my career at Local 952. He has graciously shared his knowledge and skills. I have learned so much and am so grateful that I have had the opportunity to serve on the executive board and to serve the members of our Local. Almeta Carter, once a coach operator and steward at the Orange County Transportation Authority, has been hired by the Local as a business representative. She will be assisting me until I retire. Afterwards, she will manage the accounts that were assigned to me. I wish all of you the very best in the years to come! Stay strong and united!



### By Abel Garcia Secretary-Treasurer



We will be having a special meeting to discuss the climate of the Brewery & the Soft Drink Industry on August 26 at noon (12:00 p.m.). We will have a special guest speaker-International Representative Dennis Hart. All Coke, Pepsi & 7-Up and soon-to-be new members---Pacific Beverage---will be attending. Please make every effort to attend this meeting. This is another first for Local 186 having all soft drink members together as one.

*Southern California Teamster*

At UPS package and UPS Freight - Local 186 had contract proposal meetings July 15. Members packed the house and were very excited about the upcoming contract. Members presented their proposals, and the proposals have already been submitted to the IBT.

Welcome back to Johnathon Harvey out of UPS Newbury Park! Jedediah Johnson and I were successful in returning him to work from an unjust termination at the July UPS JALM Panel. We were also successful in returning Ferguson employee Joel Doran to work for an unjust termination in less than 6 hours.

OST Truck and Crane overwhelmingly ratified their new contract on July 26. We are still in contract negotiations with Pacific Beverage and MV Transportation in Oxnard, and are about to open up negotiations with the Ventura Port District.

Local 186 is committed to getting monies owed to members by the companies they work for. At YRC, Business Representative Fernando Lara went to the JWAC Panel in San Diego in July and was successful in getting Lance May paid 40 penalties for monies owed at 8 hours per penalty, for a total of 320 hours backpay to Brother May.

At UPS, Alex Perez came to me in 2014 when I was rank-and-file and told me that he needed his seniority fixed and nothing was being done. I promised once in office I would rectify the situation. Now in 2017, after many months of perusing the issue, brother Perez has his seniority fixed and received just under \$42,000 in backpay.

Organizer Robert Padilla is always looking for leads. If you know of any persons wanting to Join the Teamsters, please call Local 186 (805) 644-0070.

In construction, Local 186 is alive and we are going to defend and claim our jurisdiction in the construction industry. Any potential experienced construction drivers please call the Local at the num-

ber above. Se Habla Espanol.

Congratulations to Local 186 Joint Council 42 scholarship winner William Pena, son of Gil Pena with Sysco Foods!

And last but not least - check out the "What's Goin' On Show"---Local 186 radio with host Jedediah Johnson. You can listen or download all shows (past and present) at Teamsters186.org. So far, guests have included Joint Council 42 President Randy Cammack, Local 186 Principal Officer Abel Garcia, Local 848 Secretary-treasurer Eric Tate and Local 630 Secretary-treasurer Lou Villalva. Just simply Click on the What's Goin On Show link at the top of the page.



### By Randy Cammack Secretary-Treasurer



UPS agents: brothers and sisters, we are in the last year of our contract with UPS which means we will start negotiating with the company very soon. Before we start negotiations, we are asking for our members' contract proposals. Please get proposal forms from your shop steward or business agent and return it right away. The Union will be having a proposal meeting at our Union Hall in Rialto on Saturday, August 19 at 9:00 a.m. We are asking for your participation. We will be posting information on our Union bulletin boards of any contract information as well as getting the word out with our

stewards. On another note, UPS continues to promote drivers into the feeder department and package centers in our area. Our jurisdiction continues to have many full-time opportunities along with combo jobs still being bid. Make sure you are on the appropriate list if you want to promote into combo, package, feeder, etc. Package drivers that are interested in going into feeder will need to attend the Union orientation prior to going to class. As always, we will see you in the building.

Creg Quiroz, BA: thank you to all my stewards that showed up for stewards' training in July. Ralphs Transportation Riverside: as this article goes to print, pre-trip procedures have been finalized and we are finishing up discussing our numerous concerns with regards to dash cams. As soon as those items are finalized, I will get that information out to the shop stewards. Within the next few weeks, we will have discussions with the company about having a PT global realignment bid. I will keep you posted. USF Reddaway Fontana: the company has rejected our request at Fontana to have our members vote to combine P&D and dock seniority boards. The company's response was to have us bring it up in negotiations. This just adds to the laundry list of other non-economic items that need to be fixed.

Martin Perez, Executive Coordinator/BA: BrassCraft: as you know by now, I have been assigned as your business agent. With the help of Carol and Nora (stewards) we have been able to work out most of the grievances that were outstanding. As we move forward, get your stewards involved and let them process your grievances in a timely fashion.

Ron Seamans, BA: Freight report - ABF: contract negotiations are scheduled to begin in mid-October. We will be sending out proposal sheets to all mem-

bers to fill out and a meeting will be called to discuss the contract. Remember when you go out on disability, be it state or workers comp., you need to call Northwest Administrators to get a lost time waiver form to extend your medical benefits. This is your responsibility. The company will not extend them. Huttig: your contract is completed and waiting on approval from pension. CMC Rebar: your contract is waiting on approval. As soon as they are approved, I will distribute contract books. Bellflower Dental Co. is in dispute of CPA findings and has requested a third-party audit. We will get back to negotiations as soon as the audit is complete.

Brian Wood, BA: Thanks to all my stewards who attended our seminar on fighting Right-To-Work. Please make sure you continue to educate your co-workers on the devastation RTW would wreak on our jobs, Union, families, health and welfare and pension! Volunteer organizer training is set for Saturday, Aug. 26! Want more info? Contact Scott Berghoefer at 626.859.4005, ext. 1090. Coke: arbitration of wage increase is moving, should be arbitrated in the next couple of months. Will keep you posted, of course. Have a great Labor Day holiday! You deserve it.



# Official Teamster Notices & Announcements



## Local 166

Following are Local 166 2017 membership meetings.

Bloomington meetings are held at 7:30 p.m. on Thursdays at the Union Hall located at 18597 Valley Blvd., Bloomington CA 92316, as follows:

September 14

October 12

November 9

San Diego meetings are held at 4666 Mission Gorge Place on Saturdays, as follows:

September 16

Holiday meetings of Local 166 will be held as follows:

### Barstow

Dec. 4 - 7 p.m.

### Lower Desert

Dec. 5 - 7 p.m.

### San Bernardino

Dec. 7 - 7 p.m.

### San Diego

Dec. 9 - 4 p.m.



## Local 186

Teamsters Local 186 general membership meetings are held at 8 p.m. on the second Thursday of each month at the Local Union Hall, 1534 Eastman Ave., Suite B, Ventura CA 93003.



## Local 396

### Notice of Nominations and Election

**NOMINATIONS:** Nominations for the offices of Secretary-Treasurer, President, Vice President, Recording Secretary and three (3) Trustees for a three year term, January 1, 2018 through December 31, 2020 will take place at a special membership meeting as follows:

Date: Sunday, October 1, 2017

Time: 10:00 a.m.

Place: The Meeting Hall of Teamsters Local 986 1221 North Peck Road South El Monte, California 91733

To be eligible to run for office in Local 396, a member must be in good standing in accordance with the IBT Constitution and Local 396 By-Laws and have been a member in good standing in Local 396 for twenty-four (24) consecutive months prior to the month of nomination and have been actively employed at the craft within the jurisdiction of Local 396 for a period of twenty-four (24) consecutive months prior to the month of nomination and be otherwise eligible to hold office if elected.

Good standing for twenty-four (24) consecutive months means that dues must have been paid on or before the last business day of the current month for twenty-four (24) consecutive months prior to the month of nomination, with no interruptions in active membership in Local 396 because of suspensions, expulsions, withdrawals, transfers or failure to pay fines or assessments.

Periods of unemployment during the twenty-four (24) consecutive months prior to nominations shall not be considered a break in active employment at the craft within the jurisdiction of the Local Union if the nominee was actively seeking and available for employment in the craft during such unemployment. Election rules are set forth in the Local 396 By-Laws, and the IBT Constitution, which are available to members upon request.

To be eligible to nominate or second a nomination, a member must have his or her dues paid through the month of September, 2017 by 5:00pm on Friday, September 29, 2017. Nominations shall

be made orally from the floor by a member in good standing other than the nominee, and shall be seconded orally from the floor by a member in good standing other than the nominee. Nominations must be accepted by the nominee at the time made, either in person or, if absent, in writing at the time such nomination is made.

**ELECTION:** The election of officers will be held by secret mail ballot in accordance with the procedures established by the Local Union Executive Board, which include the following:

To be eligible to vote, a member must have paid his or her initiation fee in full and have his or her dues paid through the month of September, 2017. Ballots will be mailed to the most recent current address contained in the Local Union records. All ballots must be received at the designated Post Office Box by 10:00 a.m. on October 31, 2017 in order to be counted. The ballots will be picked up from the Post Office on October 31, 2017 at 10:00 a.m. and counted immediately thereafter at the Teamsters Local Union No. 396 located at 880 Oak Park Road, Covina, CA 91724. The candidate receiving a plurality of the votes cast is the winner with the exception of Trustee, in which case the three (3) candidates with the highest number of votes win. In the event of a tie vote, the candidates shall resolve the tie by lot except in the case of office of Secretary Treasurer in which case there shall be a re-election between the candidates who have tied for office.

To be eligible to vote, a member must be in good standing and have his or her full initiation fee and dues paid through September 2017. Members will have until 5:00 p.m. on Monday, October 30, 2017 to pay their fees and dues at the Local 396 office in order to have their ballots counted.

A member on dues check-off shall not lose good standing as a result of failure by the employer to make a proper deduction for any month in which the member had earnings.

Instructions for completing the ballot will be enclosed in the ballot package. This is a secret ballot vote. You should mark your ballot in private and mail your ballot, sealed in the secret ballot envelope, to the designated Post Office Box in the envelope provided. Do not give your ballot to anyone.

Members who have not received their ballot in the mail, or who need a duplicate ballot, should call Teamsters Local 396 at (626) 915-3636 to request a ballot. You will be required to provide identifying information. It is your responsibility to ensure that the Local Union has your current address on file. If you have recently moved or have not received Local Union correspondence, the IBT magazine or the Joint Council Newspaper, you should immediately notify the Local Union of your current correct address. Please read the Notice to All Members section in the Joint Council Newspaper for further details.

All candidates nominated may inspect a mailing list of members eligible to vote by contacting the outside election service. Any requests for campaign mailing should be made as early as possible so as to not interfere with normal business of the Local Union and the necessity for the mailings of the ballots.

### Local 396 Notificación de Nominaciones y Sobre el Proceso de Elección

**NOMINACION** -Las nominaciones para los cargos de Secretario-Tesorero, Presidente, Vice Presidente, secretario de actas y tres (3) Fideicomisarios para un termino de tres años, del 1 de Enero del 2018 y hasta el 31 Diciembre del 2020, se llevaran a cabo en una junta de

## NOTICE ALL MEMBERS!

### NOMINATION & ELECTION RULES FOR LOCAL UNION OFFICER ELECTIONS

The following nomination and election rules for officers' elections apply to all local unions.

See your local union notice for time, date, place and further details.

Nominations for Local Union Officers shall be made orally from the floor at the nominations meeting by a member in good standing by motion seconded by a member in good standing. Candidates must accept nomination at the time made, either in person or, if absent, in writing and may accept nomination for one office only. A member eligible to nominate candidates shall be entitled to nominate one (1) candidate but only one (1), for each office open. Prospective candidates shall be entitled to nominate one (1) candidate but only (1), for each office open. Prospective candidates may not nominate themselves or second their own nominations. Only candidates who have been properly nominated and have accepted nomination are eligible for office since the International Constitution does not permit write-in votes.

To nominate a candidate or otherwise participate in the nomination meeting, your dues must be paid up through the month prior to the month in which the nomination meeting is held.

Prospective nominees are advised to verify in advance of the nomination meeting, their eligibility and the eligibility of their nominators and seconders.

Unless otherwise noted in your Local Union's notice of nominations, every member in good standing in accordance with

the International Constitution and the Local Union By-laws, who has been in good standing in the Local Union for twenty-four consecutive months prior to nomination and who has been actively 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 who is eligible to hold office if elected, is eligible to hold office. Good standing for twenty-four consecutive months means that dues must have been paid on or before the last business day of the month for twenty-four consecutive months prior to nomination, with no interruptions in active membership in the Local Union because of suspensions, expulsions, withdrawals, transfers or failure to pay fines or assessments.

In the event only one candidate is nominated for any office, or in the case of trustees, where the number of candidates nominated does not exceed the number of vacant offices, the nominees shall be declared duly elected at the nomination meeting, effective as of the conclusion of the term of the previous incumbent.

In walk-in ballot elections the Local Union shall provide for a system of absentee voting by mail only upon application to the Secretary-Treasurer not less than five (5) days prior to the

dates set for election. The application shall contain the grounds for the request for an absentee ballot. Absentee ballots shall be valid only if received by noon of the day on which the polls close. Only members who are ill, absent from the city or town where they are normally employed at the time of voting because of vacations or on employment tour of duty are eligible to receive absentee ballots. The Local Union may permit additional reasons for absentee balloting, so check your Local Union Notice of Election.

Elected officers of the Local Union shall, by virtue of such election, be delegates to Joint Council 42 as well as to any convention of any subordinate body which may take place during their term of office. Elected local union officers shall be delegates to such conventions in the order of priority set forth in Article III, Section 5(a)(1) of the International Constitution or as set forth in the Local Union Bylaws.

The Constitution of the International Union and your Local Union Bylaws are available upon request from your Local Union.

BE SURE TO READ YOUR LOCAL UNION NOTICE OF NOMINATION OR ELECTION AND THE INTERNATIONAL CONSTITUTION AND YOUR LOCAL UNION BYLAWS.

## ¡AVISO A TODOS LOS MIEMBROS!

### REGLAS DE LAS NOMINACIONES Y ELECCIONES PARA LOS ELECCIONES DE OFICIAL DE UNIÓN LOCAL

Las siguientes reglas de nominación y elección para las elecciones de oficiales, aplica solamente para todos los locales de unión. Vea el aviso de su local de unión para la hora, fecha, lugar, y para mas detalles

Los nominaciones para los puestos oficiales de su Local de Unión deben de ser hechas oralmente desde el piso en donde se lleve a cabo la asamblea miembro que este en bienestar con la Unión y secundado por un miembro que este en bienestar con la Unión. Los candidatos deben de aceptar la nominación en el momento en que la misma es hecha, en persona, o si esta ausente por escrito y solamente puede aceptar a la nominación de un puesto. Un miembro elegible para nominar candidatos tendrá el derecho de nominar un (1) candidato y solamente (1) por cada puesto abierto. Los candidatos prospectivos tendrán el derecho de nominar a un (1) candidato, pero solamente uno (1) por cada puesto abierto. Los candidatos prospectivos no se pueden nominarse ellos mismos ni secundar su propia nominación. Solamente aquellos candidatos que hayan sido propiamente nominados y que hayan aceptado su nominación serán elegibles para aceptar un puesto ya que la Constitución Internacional no permite votos por escrito.

Para nominar un candidato o participar en la asamblea de las nominaciones su cuotas deben de estar pagadas por el mes antes de que se lleve a cabo la asamblea.

Los respectivos aspirantes deben verificar con anterioridad a la asamblea de las nominaciones su elegibilidad y la elegibilidad de aquellos quienes las nominan y a los que secundan la nominación.

Si no hay otro aviso en el boletín de las nominaciones de

su Local de Unión, todo miembro que este activo de acuerdo con la Constitución Internacional y los Reglamentos de su Local de Unión y ha estado en bienestar con su Local de Unión por 24 meses consecutivos antes del mes de las nominaciones y que ha trabajado por un periodo de 24 meses consecutivos como miembro y bajo la jurisdicción del Local de Unión, es elegible para asumir un puesto si el elegido. Estarán en bienestar con su Local de Unión por un periodo de 24 meses consecutivos significa que las cuotas deben haber sido pagadas en o antes del último día de negocio del mes por un periodo de 24 meses consecutivos con anterioridad a la nominación sin ninguna interrupción el la membresía activa en el Local de Unión por causa de suspensión, expulsado, retiros, transferencia o faltar en pagar multas o cargos.

En el evento que un solo un candidato haya sido nominado para un puesto o en el caso de un fideicomisario, en el que el número de candidatos no exceda el número de puestos vacantes, los nominados serán declarados elegidos en la asamblea de las nominaciones efectivo al concluir la candidatura del candidato anterior.

En las elecciones en donde su presencia es requerida para votar, el Local de Unión proveerá un sistema para pedir una balota votante ausente por correo con un periodo de cinco (5) días antes de la elección al Secretario-Tesorero del Local de Unión. La aplicación debe de contener la razón del porque se desea una balota para votante ausente. Las balo-

tas para votante ausente serán validas solo si son recibidas antes de las 12:00 del mediodía de la elección antes de que cierren las casillas. Solo miembros que están enfermos, afuera de la ciudad en donde están empleados durante la votación o porque están en vacaciones son elegibles para recibir balotas para votante ausente. El Local de Unión puede permitir razones adicionales para balotas para votante ausente, así es que revise el aviso sobre la Elección de su Local de Unión.

Los oficiales elegidos del Local de la Unión deberán, por virtud de tal elección, ser delegados a Conclio 42 de los Teamsters así como a cualquier convención de cualquier cuerpo subordinado que pudiera tener lugar durante su posición del puesto. Los oficiales del local de la unión serán delegados a tales convenciones en el orden de prioridad asentado en el Artículo III, Sección 5(a)(1) de la Constitución Internacional o como está asentado en los Estatutos del Local de la Unión.

La Constitución de la Unión Internacional y los Estatutos del Local de la Unión están disponibles al pedidos a su Local de la Unión.

ESTE SEGURO DE LEER EL BOLETÍN DE SU LOCAL DE UNIÓN SOBRE LAS NOMINACIONES O ELECCIÓN, Y LA CONSTITUCIÓN INTERNACIONAL Y SUS REGLAMENTOS DE SU LOCAL UNIÓN.

miembros extraordinaria como se indica a continuación:

Fecha: Domingo 1 de Octubre de 2017

Horario: 10:00 a.m.

Lugar: En el salón del Local 986 de Teamsters 1221 North Peck Road South El Monte, California 91733

Para cualquier proceso de candidatura del Local 396, se deberá ser miembro en Buenos términos de acuerdo a la Constitución IBT y basados en los Estatutos del Local 396 durante un periodo de veinticuatro (24) meses consecutivos anteriores al mes en que se lleve a cabo la nominación, y de forma similar, se deberá haber sido empleado de manera activa en el oficio dentro de la jurisdicción del Local 396 durante un periodo de veinticuatro (24) meses consecutivos anteriores a la nominación, y de igual manera, se deberá contar con la elegibilidad para tomar posesión del cargo en el caso de ser electo.

El ser miembro en Buenos terminos durante veinticuatro (24) meses consecutivos significa que las cuotas han sido pagadas durante, o con anterioridad del ultimo día laboral del mes corriente, y durante veinticuatro (24) meses consecutivos anteriores al mes de nominación, sin interrupciones en la membresía activa al Local 396 debido a suspensiones, expulsiones, retiros, transferencias, o faltas de pago de las multas o castigos.

Los periodos de desempleo que tuvieron lugar durante los veinticuatro (24) meses consecutivos anteriores a la nominación, no deberán ser considerados como una interrupción del empleo activo en el oficio dentro de la jurisdicción del Local. Lo anterior será efectivo en los casos en que los candidatos hayan buscado o hayan estado disponibles para desempeñarse en el oficio, durante dicho intervalo de desempleo.

Las reglas de la elección se encuentran en los Estatutos del Local 396 y la Constitución de la IBT y están disponi-

bles a petición de los miembros.

Para ser elegible o secundar una nominación, el (o la) miembro debe de tener sus cuotas pagadas hasta el mes de Septiembre del 2017 a las 5:00pm el Viernes, Septiembre 29, 2017. Las nominaciones deberán ser hechas por un miembro que tome la palabra, el miembro debe de estar en buen término, y ser distinto al miembro postulado, y deberá de ser secundado por otro miembro que este en buen termino, y que sea diferente al postulado.

Las nominaciones deben ser aceptadas por el miembro nominado en persona, y en caso de encontrarse ausente deberá hacerlo de manera escrita en el momento en que dicha nominación se lleve a cabo.

**ELECCIÓN** -La elección de los funcionarios será hecha por correo, mediante una papeleta para votar secreta, de

acuerdo con los procedimientos establecidos por la Mesa Ejecutiva de la Unión, y que incluyen los siguientes puntos:

Con el propósito de ser elegible para votar, el miembro deberá haber pagado su cuota de iniciación de manera total, y deberá haber pagado sus cuotas del mes de Septiembre del 2017 en su totalidad. Las papeletas para votar serán enviadas a la dirección mas reciente que aparezca en los registros de la Unión. La totalidad de las papeletas deberán ser remitidas al apartado postal designado con el fin de llevar a cabo su conteo, a mas tardar a las 10:00 a.m. el 31 de Octubre del 2017. Las Papeletas serán recogidas de la Oficina Postal el 31 de Octubre del 2017 a las 10:00 a.m., y serán contadas inmediatamente después en el salón del Teamsters Local

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## Moving? LET US KNOW

August 14, 2017

Moving? Let us know at least 4 weeks in advance. Attach your newspaper mailing label in the space below (or print your old address if label is not available), fill in information and mail to:

**Teamster Newspaper**  
981 Corporate Center Dr., Ste. 200  
Pomona, CA 91768

Name \_\_\_\_\_

New Address \_\_\_\_\_

City \_\_\_\_\_

State \_\_\_\_\_ ZIP \_\_\_\_\_ Local Union \_\_\_\_\_

Last 4 digits of Social Security # \_\_\_\_\_

Employer \_\_\_\_\_

Are You Retired? YES \_\_\_\_\_ NO \_\_\_\_\_

Old Address or Mailing Label Here