

Southern California Teamster

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

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85 Hanging Tough in Vistar Strike



Some 85 Vistar workers in Ontario have been in a tough strike since August 16, picketing and fighting for a first Teamster contract and equality and equal pay on the job.

The truck drivers and warehouse workers, employees of Performance Food Group's Vistar division, first conducted an

Unfair Labor Practices strike in June. Among the issues are the company's refusal to provide pay equity for the women working in Vistar's warehouse. The women earn on average 26% less than the men doing similar work at Vistar.

"Vistar Performance Food Group (PFG) is a highly profit-

able company that dominates the industry in this region," Los Angeles Teamsters Local 630 Secretary-treasurer Villalvazo said. "They can easily afford raises for these workers, especially the women whose labor is openly devalued by the company. The company is acting like it's the 1950s."

As this edition of the Teamster newspaper went to press, Local 630 leadership got the Vistar strikers back on the job to protect against a negative decision at an upcoming National Labor Relations Board hearing on Unfair Labor Practices. In the meantime, management has agreed to return to negotiations for a contract, 631 Secretary-treasurer Lou Villalvazo reported.

individuals' posting on social media accounts, and a "coupon" for theatre-goers to hand over at theatre concession stands. Also, an accountability petition has been available at www.JusticeAtVistar.org. All Teamsters are urged by Villalvazo to access and assist the effort to pressure the company.

What is galling to the striking new Teamsters is that another PFG company, Roma Foods, was organized under the Local 630 umbrella and the Local Union was able to negotiate a labor agreement.

There are two ways for Teamsters to contribute to the welfare of the strikers throughout the action. First, visit the "Go Fund Me" website and donate under "Vistar Foods Relief Fund". Second, make a check payable to the "Local 630 Striking Workers' Solidarity Fund" and mail to Local 630, 750 So Stanford Ave., Los Angeles CA 90021.

All materials and access available at the Local 630 website: www.teamsters630.org

Vistar provides popcorn, candy and other concession items to movie chains operating as AMC, Regal, United Artists and Edwards. Also, it provides food items to California state prisons, hospitals and other facilities.

Local 630 has been spearheading the strike in a variety of ways. A Vistar action kit has been developed which includes a flyer, a sign for a "selfie" for

**CONVOY
PHOTOS
PAGES
2-3**

631's Blitsch Elected Nevada AFL-CIO VP



Las Vegas Teamsters Local 631 Secretary-treasurer Tommy Blitsch has

been elected to a vice president's position on the Nevada State AFL-CIO's executive board.

The election, by the executive board, was taken at the State Fed's recent constitutional convention and is for an at-large office.

Previously, Blitsch was appointed to and still serves as a member of the Governor of Nevada's Workforce Development Board Industry Sector Council.

"I am very proud to serve on the Nevada State AFL-CIO Executive Board as one of the vice presidents," Blitsch said. "To receive a unanimous vote from the Southern Nevada Central Labor Council and the Nevada State AFL-CIO Executive Board is a reflection of the membership of Teamsters Local 631. Our membership continues to move forward in the labor movement here in Southern Nevada like never before. I am proud to serve them."

It Was 'All Hands on Deck' in JC 42 for Houston Relief Effort

Shortly after Hurricane Harvey devastated the greater Houston area, Teamsters Joint Council 42 President Randy Cammack and the Council's executive board ordered up "all hands on deck" to help Teamsters in the Lone Star state.

Calls from Houston-based Teamsters Local 988 to Cammack detailed the needs, wants and logistics of helping. Local 988 had secured a huge warehouse in Houston which it was splitting with the city to receive, house and distribute donated supplies.

In short order, five Teamster trucks owned by Teamster affiliates in Joint Council 42 were fueled up and attended to for, first, loading up donations from all over Southern California and Southern Nevada, and second, to meet up and convoy as a six big rig trip to Houston.

The Teamster show trucks that made the trip are owned and operated by Rialto Teamsters Local Union 63, Los Angeles Local 630, and Joint Council 42. Las Vegas Locals 14, 631 and 986 jointly own a big rig and it headed to SoCal to load up. San Diego and Imperial counties Locals 481, 542, 911 and 2010, proud joint owners of a bright blue rig, loaded up donations down south, made purchases, and headed north. Teamster Joint Council 7's truck out of the Bay area of northern California headed south to join the Joint Council 42 convoy.

In a matter of about five days since the "go signal" flashed, the six trucks staged on Friday morning, Sept. 8 at Teamster Local 63's huge parking lot at its Union headquarters on Valley Blvd. in Rialto.

A few last minute donations were loaded aboard the few trailers that still had a little room, in the parking lot.

Joining the throng of volunteers for staging and sendoff were a trio of supportive Rialto police officers and a quartet of California Highway Patrol officers. The CHP cooperated extensively with Teamster requests for multi-car CHP escort to the Arizona state line. Law enforcement also got the Arizona highway patrol (known and marked as Arizona Dept. of Transportation on their cruisers) to grab the convoy and escort the six rigs all the way to New Mexico, where Land of Enchantment officers took over. In Texas, they were on their own.

The six trucks had been granted FEMA status through a request by Teamster activist Robert Turner, who drove in the lead Local 63 truck as convoy boss. That meant no weigh station stops, no normally required drivers' log books, and no driving hours limitation.

The convoy departed Local 63 close to 10:30 a.m. on Friday and arrived at the Houston warehouse Saturday evening. After unloading, the fleet repaired to a Best Western, with not enough rooms, but plenty of truck parking. After several hours the trucks departed for home on a staggered basis.

The only stops on the trip out were for fuel (three times) and one sit down in a truck stop restaurant. Otherwise, grab and go meals eaten while driving, in conjunction with restroom breaks.

"This operation was quick and had lots of moving

continued next page

parts," JC 42 President Cammack said. "All you have to do with our Local Unions is impart the purpose and the timelines, and it gets done comprehensively and correctly."

When the relief effort was announced, Hollywood Teamsters Local 399 immediately offered its offices as a drop-off point for donations emanating in the San Fernando Valley. Donna Culwell made the 399 pickup in the JC 42 truck. Local 63's truck hit a Local 63 Teamster employer for donated bottled drinks. A receiver at the Houston warehouse was ecstatic when he saw the pallets of drinks. "We received nothing but water for people to drink until now. This is terrific."

Several Local Unions served as drop-off points in their respective areas.

Big Five sporting goods stores, whose employees are represented by Teamsters Local 986, donated thousands of pairs of badly needed socks. 986 business agent Art Loza made the pickup at the company's Riverside County distribution center with the Vegas Teamsters' truck.

Each of the six trucks had two CDL-licensed volunteer Teamster drivers. They included (with their Local number), Alvin Mitchell and Dwayne Garrett, 542; Robert Turner, 63; Ralph Black, 848; Tim Nijhof and Hugo Juarez, 630; Robert Manno, 952; Greg Bashem and Art Loza, 986; Donna Culwell, JC 42; Steve Bender and Ron Valdez, JC 7.

Cash donations for Houston relief work may still be offered. Checks should be payable to JC 42 Charity, with the memo line: Harvey Relief, mailed or dropped off at Teamsters Joint Council 42, 981 Corporate Center Dr., suite 200, Pomona CA 91768.



Most of the 12 drivers who drove 6 big rigs gather before departing Local 63 in Rialto.



First fuel stop at Triple T in Tucson, Arizona.



Seasoned drivers Robert Turner and Ralph Black piloted the lead truck in the convoy.

Southern California Teamster

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Two of the 4 California Highway Patrolmen taking the first leg on escorting the convoy out of Rialto gather with donor and Huntington Beach City Councilman Billy O'Connell (second from left), convoy boss Robert Turner from Local 63, and Teamsters Joint Council 42 President Randy Cammack.



A trio of Rialto's finest showed up to support the Teamster relief effort.



Media outlets showed up early to get the scoop from JC 42 President Randy Cammack.

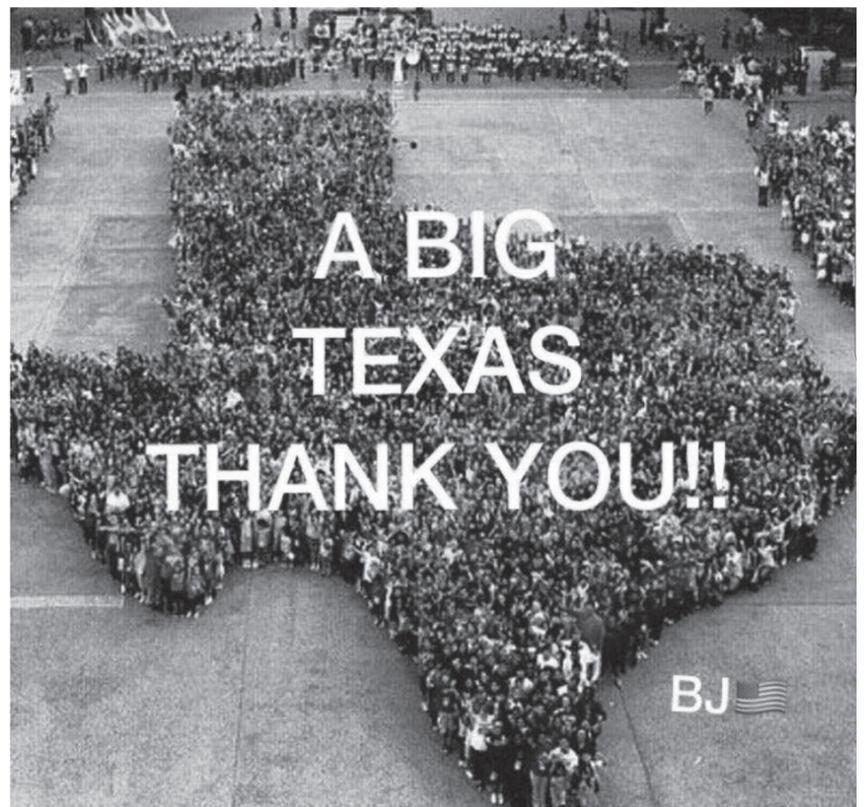
Photos continue on next page

Southern California Teamster

Quick Looks at Items of Interest

The Eye

United States chicken companies process about **170 million chickens a week**.....only **42%** of 65-and-overs own a **smartphone**.....**5.3 million** people filed **unwanted phone call** complaints last year at the FTC.....American consumption of **avocados** has **quadrupled** since 2000..... OSHA is already downsizing its public reporting of **workplace fatalities**, thanks to Chamber of Commerce pressure & new D.C. administration.....number of hackers who play **golf** at least once a year has **dropped** from **30 million** in 2005 to **24 million** in 2016.....the Mexican poverty rate, **52%**, is virtually unchanged in NAFTA's 23 years..... average age of **pastors** has risen to **54** from **44** in the last 25 years.....**1/3** of all cars made in 2025 will be **electric or hybrids**, up from 4% last year.....Democratic senators intro'd legislation to crack down on employers' **wage theft**, which is at least **\$15 billion a year**, Economic Policy Institute (EPI) says.....Trump's Sec'y of State, Rex Tillerson, got a **\$180 million** golden parachute from **Exxon/Mobil** when he left to go to D.C.....EPI also says average worker with a **Union contract** makes **13.2% more** than workers in non-Union workplaces.....go figure: Trump's **Dept. of Labor** decides to put Ronald Reagan in its **Labor Hall of Honor**---in 1981 **Reagan** permanently fired **14,000 Union** air traffic controllers.....Americans drink **48% less orange juice** than in 2005.....government union, in defending the VA, says the **civilian medical system** kills **450,000** people a year in preventable medical errors.....



Teamsters Affected in LV Massacre

Many Teamsters were severely affected at the vile massacre in Las Vegas at the first of the month.

From San Bernardino County Teamsters Local 1932, member Dana Gardner, 52, was gunned down. The late Teamster, 52, worked for San Bernardino County for 26 years and was a deputy recorder in the Assessor/Recorder/County Clerk's office.



Dana Gardner

From Bellflower CA-based Public Employee Local 911, Rachael Parker, a City of Manhattan Beach police records technician, was killed.

Retired Local 848 business agent Bill Radtke, now living in Las Vegas, reported that his grandniece, Hannah Ahlers, was killed at the concert.



Rachael Parker

In Las Vegas, Local 14's Ted Karant, chief shop steward for the city of North Las Vegas, said two Teamsters in his unit drove two wounded young ladies to Desert Springs Hospital; one was shot in the head, the other on the backside. And Local 14 President Al Ghilarducci said that member Rodney Hosack at Nevada Beverage's Cheyenne facility, was wounded.

911 Transit Cops Okay Pact

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 in July.

The five-year deal includes guaranteed yearly wage increases, yearly increases to the health and welfare cap, and an increase to the uniform allowance.

"We've represented the Transit security officers for over 30 years," said Ray Whitmer, Teamsters Local 911 Secretary-treasurer. "These workers deserve their wage increases and this strong contract. Their invaluable work keeps our community safe."

Southern California Teamster

Nevada Teamsters Urged To Shun Recall Petitions

Working people and Teamsters have worked hard the past several years in southern Nevada to elect state representatives responsive to middle class interests and the needs of Union members.

Now, with Democrats enjoying a majority in the state senate, Republicans have fostered a nasty recall campaign against three labor-supported politicians. The Republicans filed recall petitions against senators Joyce Woodhouse, district 5, Nicole Cannizzaro, district 6, and Patricia Farley, district 8.

"This is just a naked, scurrilous attempt to steal seats from good representatives who care about people," the three Las Vegas Local Union secretary-treasurers,

Larry Griffith, Tommy Blitsch and Chris Griswold, said in a joint statement.

Labor is now urging everyone to jump aboard the "Decline to Sign" campaign. Activists are knocking on doors imploring citizens to decline to sign recall petitions against the senators. Phone banking is also reaching out to spread the decline to sign message.

Teamsters who may have already signed a petition and want their name removed, call 702.580.4952. Also, anyone feeling coerced or threatened into signing, call the number and leave a message for investigation. More information is available at stopherecalls.org.





IT PAYS... to be a Teamsters Union member. Here, Teamsters Local 186 member Alex Perez (right) receives his backpay check of almost \$42,000 from Secretary-treasurer Abel Garcia. The Union pursued the seniority issue with United Parcel Service to secure the award.

Link to Famed Memphis 1968 Strike, Alvin Turner, Passes



Leach, participated in numerous rallies and events for the Teamsters over the years. Both men delivered stirring speeches at the Teamsters 29th International Convention in 2016.

"On behalf of the 1.4-million-member Teamsters Union, I express condolences to the family and friends of Alvin Turner," Teamsters General President Jim Hof-

The Teamsters Union is mourning the death of Alvin Turner, who participated in the 1968 Memphis sanitation workers' strike and who has stood with the Teamsters over the years to help raise standards for workers in the waste industry.

Turner, along with Baxter

fa said. "Nearly a half century ago, Turner and other sanitation workers had the courage to stand up for justice and respect for all waste workers. They held signs that read, 'I Am a Man,' and those iconic images will live on in our memories and hearts forever."

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."

Canadians: New NAFTA Should Include End to U.S. RTW Laws

By Mark Gruenberg
PAI Staff Writer

TORONTO (PAI)--Prodded by the president of Unifor, Canada's largest private sector union -- which includes its auto workers -- Canada is formally demanding, in talks on a "new NAFTA," that any such pact **force the U.S. to eliminate so-called "right to work" laws.**

Not only that, adds Jerry Dias, the Unifor president, but our neighbors to the North also want any new "trade pact" between the U.S., Canada and Mexico to force all three countries to sign and enforce all eight International Labour Organization conventions specifying workers' rights worldwide.

Canada has signed eight, Mexico has signed seven, and the U.S. has signed two, he said. The convention on the rights of woman workers is not one of them, Dias noted.

Dias outlined Unifor's position on the "new NAFTA" talks, and top Canadian officials' agreement with it, in September. He raised RTW and other worker rights issues late in August at the second round of the talks, in Mexico City.

Both Canadian Foreign Minister Chrystia Freeland and its chief trade negotiator, Steve

Verheul, agree with the union's stand, he said. They've "formally put that position in the talks" on a new NAFTA.

"This is a once-in-a-lifetime opportunity to fix the worst deal, for Canadian and U.S. workers, that has ever been signed," said Dias, who got his union start with the Canadian Auto Workers. "I don't know why they signed a deal that cost half a million manufacturing jobs in Canada and even more in the U.S."

Economic Policy Institute calculations put U.S. factory job losses alone to Mexico due to NAFTA at between 770,000 and 1 million since the so-called "free trade" pact took effect 23 years ago. Thousands more have been lost in other industries, such as call centers.

And Canada and the U.S. are still shedding jobs to south of the border, Dias added, due to the combination of low Mexican wages and company-sponsored and company-controlled Unions there, or no Unions at all.

Dias made clear in talks with Freeland, Verheul and their labor negotiating team that Canada should walk away if it doesn't get changes in labor laws in both Mexico and the U.S. **The U.S. changes could include scrapping the RTW section of the 1947 Taft-Hartley Act,**

a GOP-passed labor law that trashed workers' rights.

"This is 70 years later!" he exclaims. "The U.S. has to get out the Stone Age in its labor laws. We've got a race to the bottom," which cuts U.S. workers' wages, makes their jobs more unsafe, denies them the right to organize and more. Statistics show the U.S. private sector is 6.4 percent unionized, one-fifth of Canada's union density of 31.8 percent.

But it's not just U.S. Republicans who are at fault for U.S. labor laws and right-to-work statutes. "Even when a Democrat defeats a Republican" for a governorship "he doesn't have the guts to repeal right to work," Dias said.

Because of weak U.S. labor laws in general and RTW, Canada finds itself at the new NAFTA bargaining table battling both the U.S. and Mexico over worker rights, Dias added. "I wouldn't mind if we walked away," he commented, adding that would also let both nations impose higher tariffs on Mexican-made cars.

Canada is also pushing hard for changes in Mexican labor laws, again under a "new NAFTA" to ensure unions there are truly independent and not tools of the government and its corporate allies.

Compton Unified Classifieds Vote in First 911 Teamsters Pact



Over 600 classified workers at Compton Unified School District voted to accept their first Teamster contract with 95% voting in favor of ratification on June 29.

The three-year agreement ends years of stagnant wages with guaranteed increases and significantly drops the cost of healthcare allowing hundreds of new members to obtain health coverage for the first time while saving others thou-

sands of dollars.

"We are proud to have an agreement that will benefit all our Compton Unified School District members and their families," said Ray Whitmer, Local 911 Secretary-Treasurer. "It was a tough road but the members of the Compton Unified School District stood strong and never gave up."

The CUSD classified workers joined the Teamsters in August of last year.

"We deserve respect and fairness in the workplace," said Ladonna Swinton, CUSD IT Help Desk Technician. "I believe we have found it with the Teamsters."

The workers serve the more than 20,000 students that attend Compton public schools.

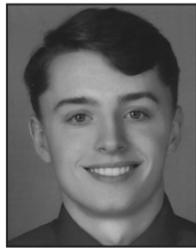
Teamsters Local 911 represents over 10,000 public and private sector workers throughout Southern California.

The Best & the Brightest: JC 42's 2017

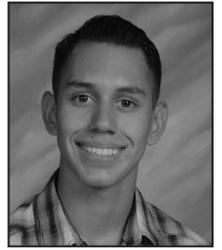
Scholarship Winners



Las Vegas **Local 14** had two scholarship winners, twins **David** and **Sara Tegtmeyer** who matriculated at Valley High School. David was number one in his 598-student graduating class with a 4.80 GPA; sister Sara was close behind at 4.70. David's looking forward to earning an engineering degree and Sara will study chemistry. Teamster mom is **Kathleen Tegtmeyer**, a dispatcher/communications specialist with city of Henderson.



Local 630's JC scholarship winner is **Gus Sausedo** from California High in Whittier where he played football and excelled as a musician. The Condor stated his greatest accomplishment was playing for 3 years in the Tournament of Roses Honor Band. His 3.88 GPA is taking him to study electrical engineering. His father **Jesus Sausedo** is a driver at Gelson's.



Las Vegas **Local 631's** outstanding scholar is **Julian Sarabia**, who graduated with a 4.54 GPA from Northwest Career & Technical Academy, and was pondering enrollment at either the Reno or Las Vegas campus of the University of Nevada, to study business-economics. He was a champion debater who qualified for the national tournament in Alabama in April. His Teamster father is **Alfredo Sarabia**, a driver at UPS.



Rialto **Local 63's** scholarship recipient is **Garrett Mueller**, a 4.72 student out of Palm Desert High who ranked seventh in his 479-member senior class. By now he is studying biochemistry and molecular biology. His father is UPS driver **Donald Mueller**.

613 students, and **Emily Lam** was ranked first at Helix Charter High in La Mesa, with a 4.86 GPA. The daughter of San Diego **Local 683** member **Henry Lam**, who works at Coca-Cola, plans to study chemical engineering at either UC San Diego, Berkeley or Los Angeles.



Bloomington **Local 166** stipend winner **Zachary Wallace** is the son of Young's Market Co. Chino warehouse lead **Brian Wallace**. Zachary played water polo and managed the girls' polo team at Notre Dame High in Riverside while compiling a 4.56 GPA. He plans to major in neuroscience.



The winner from **Local 848** is **Adrian Robles**, a 4.07 GPA outstanding student from Diego Rivera Learning Complex in Los Angeles. His collegiate field of study: bio-chemistry. His father **Reinaldo Robles** is a driver at A & A Ready Mixed Concrete.



William Pena is the Ventura **Local 186** JC 42 scholarship recipient. He graduated from St. Joseph High in Santa Maria and compiled a 4.0 GPA, and plans to earn a degree in communications. Teamster father is **Gil Pena** who works at Sysco Foods in Oxnard.

The scholarship winner from Los Angeles **Local 896**, **Stephanie Lutz**, is another first-in-her-class student. She was number one out of 480 at Bonita High in La Verne with a 4.43 GPA. She will continue her studies with an interest in biological science. Her father is **Timothy Lutz** who is a bottler at Miller Brewery.



Local 396 scholarship winner **Isis Rivera** is planning on earning a college degree in natural and agricultural science at UC Riverside, following her stellar high school education which netted her a 3.87 GPA. She was a National Honors Society member for 3 years at Katella High in Anaheim. Her Dad **Chris Rivera** works at Republic Services in Anaheim.



Local 911 stipend winner **Sarisha Daugherty** will be studying pre-med in college after racking up a 4.32 GPA and still starring on Hilltop High's softball and volleyball teams. Her father is **Donald Daugherty** who works at the Port of San Diego.



Hollywood **Local 399** Teamster daughter **April Ball** emerged as the Local Union's Joint Council scholarship awardee. She graduated with 4.72 GPA honors from Westlake High while playing varsity volleyball throughout. She is anticipating earning a sociology/psychology degree. Her Pop is **George Ball**.

Orange County **Local 952** winner **Autumn Ray** scored a 3.90 GPA and will pursue studies in business-communications-marketing. She played volleyball and pursued lots of volunteer work while at Calvary Chapel in Downey. Her father is **Danny Ray** who works at CVS Caremark.



San Diego **Local 481** produced scholarship winner **Laisha Flores** looking to major in criminal justice. She played varsity softball while studying at King-Chavez Community High. Her Teamster Mom is **Maricela Flores**, a shuttle driver at Ace Parking.



The scholar honoree from **Local 986** is **Ashley Pelayo**, a 4.32 student who is one of two awardees from California High in Whittier. She will study biology at her sole choice of school—UCLA. Her father is **Frank Pelayo**, a Linde driver.

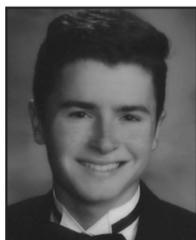


Rachel Slender is the outstanding Teamster student out of **Local 495**. Her 4.41 GPA at Marina High in Huntington Beach propelled her to graduate summa cum laude, and she expected to study biology at UC Berkeley. She also excelled in golf and soccer. Her father **Jay Slender** is a starter at Santa Anita Park racetrack.

The Hawaii **Local 996** winner is another first-in-her class of 398 students. **Abigail Calara** scored a 4.08 GPA at Waianae High and will study graphic design at the next level. Her Dad is **Alvin Calara** who works at Honsador Lumber.



San Diego **Local 542's** scholarship winner is **Garrett Wesley**, a 4.42 scholar from Olympian High in Chula Vista, who will be studying computer science in his collegiate career. He was a varsity swimmer for 4 years and a water polo player. He won the Sweetwater School District Science Fair for his android app. His mother is **Lisa Wesley**, a Costco administrative clerk.



Local 1932's winning scholar is **Seth Bloomer**, yet another first-in-his-class student out of 436. The senior class president was a 3-sport athlete—baseball, football, wrestling—at Sultana High in Hesperia while compiling a 4.42 GPA. Aerospace engineering is his interest in college. Father is **Keith Bloomer**, a code enforcement officer for San Bernardino County.



Samiya Washington accrued a 4.10 GPA as a La Habra Highlander and is **Local 572's** scholarship winner. The soccer player will pursue a degree in social work and is proud to have established a community service club on campus. Her Teamster father is **Eric Washington** who works at Ralphs.

Local 2010's scholar winner is 3.80 GPA student **Grace Brekke** who planned to attend Cal Poly San Luis Obispo and study construction management. She was student body president and junior class president and played volleyball, softball and basketball. Her Teamster parent is **Annemarie Vaughan** who works at University of California.



Justices Wrestle: Mandatory Arbitration vs. Labor Law

WASHINGTON (PAI)—When a company forces a worker into mandatory arbitration of everything from unsafe working conditions to unpaid overtime, does that trump the worker's rights under federal labor law? And how about a group of workers?

The Supreme Court wrestled with those issues on their opening day, October 2. Their decision will impact all workers, nationwide.

That's because studies show, lawyer Daniel Ortiz told the court, that 55 percent of employment contracts covering non-Union workers force individual workers to take disputes to arbitration and 23 percent of those pacts ban class actions, too.

That means 60 million workers who have individual disputes with their bosses have mandatory arbitration as their only avenue for complaint. And 25 million of those workers can't even sue as class members, either, Ortiz told Chief Justice John Roberts and Justice Anthony Kennedy, the court's "swing vote."

The three cases involving arbitration and labor law, called the Murphy Oil case for convenience, were all rolled into one argument at the High Court. They are important to workers for two reasons.

One is workers are more likely to win class action suits – and get higher damages – than in

arbitration. The other is if the court says the 1925 Federal Arbitration Act overrides the 1935 National Labor Relations Act's protection of workers when they take "concerted action" to help themselves, labor law won't cover individuals or worker groups, either.

The National Labor Relations Board has been tossing out mandatory arbitration clauses left and right ever since a prior Supreme Court ruling, D.R. Horton, five years ago, NLRB General Counsel Richard Griffin told the justices. He said the clauses break labor law. The four Democratic-named justices agreed with him. That even applies in cases where only one worker sues, and others join to make a class later, Griffin told Justice Elena Kagan.

"The board's law is that if an individual takes action to initiate, to induce or to prepare for group action, that is concerted activity" which labor law protects, Griffin explained.

"From the beginning of the National Labor Relations Act, individual agreements could not be used to require employees to proceed individually in dealing with their employers," Griffin, a former union chief counsel, told Kennedy.

But lawyers for the three companies arguing for mandatory arbitration, and for the Trump administration Justice Department – which reversed course

from the Obama administration and left the NLRB and the workers to fend for themselves – said the law ordering mandatory arbitration overrides virtually everything.

The only exception, they conceded, is if another federal law explicitly says it takes precedence over arbitration. And they contended the NLRA doesn't say that.

Labor law's protections are "directed to the workplace, not the courthouse," said attorney Paul Clement, a former Solicitor General – the government's top lawyer – under GOP administrations. "What it protects is their right in the workplace to decide they want to get to the courthouse, but once they get to the courthouse..." he said before Justice Ruth Bader Ginsburg cut him off.

"The courthouse is not an issue here, as I understand it," said Ginsburg, who kept emphasizing the practical impact of imposing mandatory arbitration on workers. "These employees say 'We don't object to the arbitration, but what we do object to is the one-on-one, the employee against the employer.'"

"And the driving force of the NLRA was the recognition that there's an imbalance, that there was no true liberty of contract. So that's why they said in the NLRA (that) concerted activity is to be protected against employer interference."

Janus Case a Threat To Workers' Clout

SPRINGFIELD, ILL. (PAI)—The state and local workers Union that is the target of the right wing's pro-free rider case said the right "aims to take away the freedom of working people to join together in strong unions to speak up for themselves and their communities."

"The billionaires and corporate special interests funding this case view unions as a threat to their power, so they are trying to get the U.S. Supreme Court to rig the system even more in favor of those already at the top," adds AFSCME Council 31, which represents approximately 40,000 state and local government workers in Illinois.

The Supreme Court decided on September 27 to hear the case, Janus v AFSCME Council 31. It set no date for the hearing. The radical right anti-worker so-called National Right to Work Committee found dissident union-represented worker Mark Janus to be its front man.

They had to bring Janus in after lower courts ruled that anti-worker GOP Gov. Bruce Rauner was not personally hurt by the law that lets AFSCME collect "agency fees," which

are less than union dues, from non-member workers it represents. The fees cover the costs of collective bargaining and contract enforcement, but that's all.

Rauner, Janus and the right-to-work crowd argue the fees violate dissident workers' rights of free speech. If the court rules for Janus, all seven million state and local workers nationwide would become "free riders" and wouldn't have to pay one red cent to unions representing them – even though federal law bars unions from not doing so.

Council 31 has its own representative state worker arguing for the fees. "My work as a Child Protection Investigator for the Illinois Department of Children and Family Services is vital to the safety of our state's most vulnerable children and families," said AFSCME Local 2081 member Stephen Mittons on the union's website

"This court case is yet another political attack on the freedom of my colleagues and I to speak up to ensure we can safely and adequately manage our caseloads, which reflects our commitment to safety and public service to our communities."

2018 Elections Key for Workers

The nation's unions face a concerted assault from the radical right, its business backers and its political handmaidens, from Trump through the GOP-run Congress, state governors' mansions and legislatures and big rich "dark money" in politics.

That coalition has ganged up to push so-called "right to work" laws through GOP-run states, hamstringing organizing and enacting other anti-union measures – such as denial of teacher tenure and abolition of Project Labor Agreements – on the state and

local level.

And when pro-worker cities have rebelled, the GOP-run states have tried to strip them of power. The most notable example was in Missouri: St. Louis approved a citywide minimum wage hike, and the GOP-run state government repealed it and barred other cities from acting.

It also aims to kill unions nationally.

2018 is a key election year for workers and their allies, as most governors' mansions and state

legislatures will be up for grabs, as will all U.S. House seats and one-third of the Senate. The GOP holds 52 Senate seats and must defend only eight. The Democrats and independents, most of them pro-worker, must defend 25 of their total of 48 seats.

Governors' chairs include open seats in the mega-states of California and Florida, along with Ohio, Illinois, Wisconsin, Michigan, Maryland, Pennsylvania, New York and other states.

JC 42 Sends Transpo Expert to P.R.

Local 63 retiree and Joint Council 42 activist Robert Turner has been dispatched to volunteer his driving abilities and logistics services to aid the island of Puerto Rico, Teamsters Joint Council 42 President Randy Cammack said.

Joint Council answered the International Union's call for expert volunteers and Cammack conducted an executive board

poll to fly Turner to the east coast October 3. From there he joined Teamster volunteers from across the country to journey together to Puerto Rico. Turner recently spearheaded the Joint Council 42 Local Union trucks relief convoy to Houston (see separate story, photos).

These Teamster experts will be aiding the 3.4 million residents on the island.

Meanwhile, a right-wing website pumped out fake news that the island's Local 901 Teamsters refused to truck goods from the Port of San Juan in an effort to get raises from the government.

IBT President Jim Hoffa blasted the attempt. He said the lies were generated to "further an ideological anti-Union mindset."

New NWA Info

For Teamsters covered by Northwest Administrators (NWA), please be advised the Health & Welfare Dept. has re-located to the 12th floor, Suite 1200, from the first floor. All Southern California NWA administrative functions will be conducted out of this location. The address is:

**Northwest Administrators, Inc.
225 S. Lake Avenue, Suite 1200
Pasadena, CA 91101**

This address change is already in effect. Telephone numbers remain the same.

Northwest Administrators	(626) 463-6097 (626) 463-6048
Teamsters Miscellaneous Security Trust Fund	(877) 214-8928
Local 495 Teamsters Race Track Employees Supplemental Welfare Trust	(877) 304-4289
Western Teamsters Welfare Trust	(800) 872-5439
Teamsters Local 986 Convention Trades Training Trust	(877) 214-4289
Printing Specialties & Paper Products Trust	(800) 525-1817
Teamsters Death Benefit Trust	(877) 304-4289

CHECK OUT YOUR LOCAL'S WEBSITE

Another Fox in the Henhouse

WASHINGTON (PAI)—By a strict 49-47 party-line vote – all Republicans for, all Democrats against – the GOP-run Senate approved Los Angeles management-side labor lawyer William Emanuel to the open fifth seat on the National Labor Relations Board.

Emanuel's ascension gives the board, which governs labor-management relations in the private sector and in some parts of the public sector, a 3-2 GOP majority, at least for now. Board Chairman Philip Miscimarra, a Republican, will leave at the end of the year.

That tilt excites the right wing and its business backers. They anticipate Miscimarra and the Trump-named duo of Emanuel and Marvin Kaplan – noted in his Capitol Hill service for GOP-run committees for hating unions -- will reverse prior

pro-worker NLRB rulings.

And business interests, who welcomed Emanuel to the board, may have even more reason to cheer: Days before the Emanuel OK, Trump nominated former federal management-side labor lawyer Peter Robb to be NLRB's general counsel, its top enforcement officer.

Robb wrote the briefs and made the arguments to get GOP President Ronald Reagan to fire the Professional Air Traffic Controllers Organization (PATCO) members forced to strike on safety grounds in 1981. Trump did not mention PATCO when he nominated Robb.

If confirmed, Robb, now an attorney in Vermont, would succeed Richard Griffin, whose term expires in November. Before entering the NLRB post during the Obama administra-

tion, Griffin was general counsel for the Operating Engineers.

Debate during the late-afternoon September 25 Senate session confirming Emanuel was unavailable, but Sen. Elizabeth Warren, D-Mass., aggressively questioned him and challenged his ability to objectively enforce labor law at the July 13 hearing for him and Kaplan.

Warren noted Emanuel's Los Angeles law firm, Little Mendelson, where is he a senior partner, is notorious for union-busting. She quoted his extensive academic writings against worker rights. Emanuel argued for limiting picketing, for having mandatory arbitration override labor law and against what the GOP derisively calls "microunions," where unions can organize a group of workers in a workplace, rather than the whole plant.

Sign Up Now for 2018 Pre-Retirement Seminar Hosted by SCTRA

It's never too early to sign up for Free Stuff! And now is the time to call to get registered for next year's free, highly-acclaimed and valuable Teamster pre-retirement seminar.

On Saturday, June 23, 2018, the seminar will meet at Teamsters Local 952 in Orange County. Prospective retirees should call the Southern California Teamster Retiree Assn., now, to get signed up--first come, first served. The number: 909.629.2539. Phil Zamora and Gil Martinez, Retiree Assn. officers, will take your reservation and fill you in on all the details. They answer live from 9 a.m. to 1 p.m. (Assn. office hours) Monday through Thursday. Other times leave a message for callback to confirm your reservation.

The annual seminar typically has a Social Security representative on hand to impart the ins-and-outs of choices, representatives of several Teamster insurance funds, Western Conference of Teamsters pension reps, living trust lawyers, dental programs aimed at seniors, and more.

The seminar typically runs about a half day, beginning in the morning. Teamster spouses are welcome. Local 952 is located at 140 So. Marks Way, Orange CA 92868.

Your Uplifting Canuck Labor News

Canadian Union membership is growing.

In 2015, 31.8 percent of workers were under a Union contract, higher than the all-time peak in the United States.

Why? Canadian legislation encourages Unionization to counterbalance powerful corpo-

rations.

In some Canadian provinces, corporations are prohibited from hiring replacements when workers strike. Among other things, corporations are required to submit to binding arbitration when failing to come to agreement on a first contract

with a newly formed Union.

Canada has 20,000 Mounties--Royal Canadian Mounted Police--and they have recently filed papers to Unionize. The filing came after the Canadian Supreme Court overturned a 1960s-era federal law that barred them from organizing.

Labor Disaster Course at Tech

An excellent and timely "Labor and Disaster Relief" labor studies class will be held Oct. 21 and 28 at the Labor Center of Los Angeles Trade Tech College.

Veteran Labor official and in-

structor Armando Olivas will be instructing the class, which comes with one unit of college credit.

Get all details online or call 213.763.7129

RETIREE ROUND-UP

SO. NEVADA: Several of us trekked to Virginia City for the annual Labor Day parade, and we proudly carried our club banner. We took the opportunity to meet with the AFL-CIO and the Nevada Alliance of Retired Americans (NARA). We've been busy this summer with the NARA and AFL conventions here in town. The AFL presented Teamster lobbyist Fran Almaraz, for the second time, their Teamwork award for her 2017 NV state legislature work. Recording secretary Barbara and club trustee Jim are on the mend. Our new retiree shirts are in! Thanks to Local 986 for continued support, they never let us down. We'll be asking Locals 14 and 631 for new retiree hats and a club banner.

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. 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. Had a good summer--our August annual luncheon was fun--good food, nice gifts. Labor Day parade in Wilmington was fun, with food and music. Thanks to all who put it together. Special thanks to Catalina and her co-workers at Super A Foods in South Gate for their donations to our relief truck convoy to Houston. 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: Working people should know that Right-To-Work (known as RTW) is not for us. We urge you to oppose anything that will harm the benefits we worked so hard for as Union members. Our next meeting will be October 21. Hope to see you there. If you have any questions, call John Maggio at 323.257.4264. Stay well!

SAN DIEGO: It is with great sadness that because of declining health I have to step down as president of the chapter. The new president is brother John Norman. John was a long time Roadway steward. I am asking you to stand

behind him and support his efforts as he moves forward with the club. It is also with a sad heart that I report to you that former vice president and friend Ed Ricca has gone to be with the Lord. My thoughts and heart will be with all of you as you continue to meet and carry on the role as the foundation of the present-day Teamsters. Our next meeting dates are: October 19 & November 16. Meetings are held at the Meeting Hall of Teamsters Local 542 located at 4666 Mission Gorge Pl., San Diego, CA 92120. The meetings are the third Thursday of every month (unless otherwise reported) Meetings begin at 10:00 a.m. Before the meeting begins there is a social hour. 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. Our annual dues are \$15.00, the club is partially supported by our caring Union Locals here in San Diego. Sincerely & Fraternal-ly, Phil Saal.

MONTEBELLO: We held our SCTRA annual luncheon at Teamsters Local 952 for our 5 retiree chapters. There were 100 retirees and everyone received a door prize, thanks to JC 42 and the Local Unions who donated money and gifts to make a great event. Everyone enjoyed the food provided by Lascari's Italian Restaurant. Our Montebello chapter meetings

are held on the 4th Thursday of the month except November and December. Thanks to our member George Garcia for grilling chicken and ribs for our September meeting, it was finger-lickin' good, thank you George. We started a collection to buy Christmas bikes for children in the Pico Rivera area along with VFW Post 7734. We ask our members to donate \$5, we do this every year. The speaker for October 26 will be Rodney Au Yeung, a Medicare consultant. If you want to change your Medicare provider, see Rodney. Our chapter's annual luncheon is November 16, please call Gil Martinez (626) 991-4332 for more information. December 7 meeting speaker will be a representative from the Western Conference of Teamsters Pension Trust, come and hear how our pension is doing. We invite all retirees to our meetings. We meet at 1 p.m. at VFW Post #7734, 9138 E. Bermudez St., Pico Rivera 90660, come and see old friends and make new ones. Thank God for the Teamsters. Happy Holidays and be safe.

HIGH DESERT: We meet on the last Tuesday of the month, at the Golden Corral in Hesperia CA 92345 (off I-15 @ Main St.). Doors open at 8 for breakfast, meeting begins at 9. We have guest speakers, and normally the rep from Kaiser Permanente is available. Northwest Administrators reps will be available to update our members. Thanks to members at our last meeting; our collection taken for disaster relief will be matched

from our coffers and sent to Texas as soon as possible. All Teamsters invited to our meetings. 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. Remember, "You retire from your company, NOT your union; join a Retiree Chapter.

ORANGE COUNTY: Meetings are the second Saturday of the month, from October to May. 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 is October 14. I hope you have stayed as cool this summer as you could. Bring your wife, husband or a friend. Everyone is welcome. The benefits to belonging to the Southern California Retiree Association are: great luncheon every August with great food and lots of gifts, a newsletter for retirees with news that will interest you as seniors. The office will always help you with your questions. We can always help out our working brothers and sisters, with picketing, handing out flyers and phone banking. Once a Teamster always a Teamster. As a retiree you have 5 different chapters to visit. You may go to any one of the five, or all five.

Break (Teamster) Bread

Support Teamster bakery drivers by trying to only purchase bakery items delivered by Teamsters. This list of products is for Southern California only!

Bimbo Bread
Bimbo snack cakes
Boboli Pizza Crust
Cinnabon Bread
Entenmann's
Francisco
Frisco
Gold Coast
La Brea Bakery
Marinela snack cakes
Milton's
Old Country
Oroweat
Pioneer
Puritan
Thomas Muffins
Western Bagel

Support Vegas Teamsters at Union Hotels

Teamsters Local 986 members work at these

Las Vegas hotels—
stay Union:

Bally's
Caesars Palace
Circus Circus
Excalibur
Flamingo
Four Queens
Golden Gate
Golden Nugget
Harrah's
Las Vegas Hotel (The LVH)
Luxor
MGM Grand
Paris
Planet Hollywood
Rio
Stratosphere
The Cromwell
The Elara
The Linq
The Plaza
Tropicana

Use Union Concrete

This is a list of Teamsters Union concrete companies. Use Union mud when you order concrete!

Greater

Ventura area:

National Ready Mixed

Hanson Aggregates

Southern Nevada:

Nevada Ready Mix

Aggregate Industries

Greater L.A. area:

A&A Ready Mix

Bonanza Concrete

Catalina Pacific Concrete

National Ready Mixed

Greater

San Diego area:

Hanson

Cemex

DISTRICT COUNCIL 2

By **Clark Ritchey**
Secretary-Treasurer



In the past few months, District Council 2 has ratified contracts for members in California, Nevada, Colorado

and Washington.

In Southern California, members at WestRock, Cerritos overwhelmingly ratified a four-year agreement with significant general wage increases and shift differential improvements in each year of the contract. The agreement maintained the current health insurance for the remainder of the contract and improvements were made to the 401(k) pension plan. An allowance for safety equipment was also included in the agreement.

Negotiations were completed at DeFrance Printing and at the House of Printing. DC2 will soon begin negotiations at Republic Bag, Sonoco Paper in Industry, and The Neil Jones Food Co.

In Northern California, MPP Products in Union City ratified a five-year contract with increases to the SIP 401(k) pension plan and an average of general wage increases for each year of the agreement. The contract also included adjustments to some classifications and shift differentials, as well as improvements to the Printing Specialties health & welfare plan. Increases to safety equipment and cash out on accrued vacation were included in the agreement.

Community Printers ratified a one-year extension with improvements to the defined benefit pension plan. While at Nevada Dental,

a two-year agreement was ratified.

We continue bargaining in Northern California at Goldenwest Envelope and UC Berkeley. Upcoming negotiations, up through the end the year, include Lodi News Sentinel, KNG Visual Solutions, Pacific Printing Services Corporations, Papyrus Printing, and Custom Paper Products.

We are saddened to announce the plant closure at Graphic Packaging in Santa Clara. The Santa Clara Mill Division was a specialty plant that made paper for folding carton plants since 1954. The original company, Mobil Oil, had Union members since the start of operations.

Members at PCA, Denver recently completed negotiations and ratified a six-year contract which included significant wage increases each year of the agreement, increases to the 401(k) pension plan, as well as maintaining the status quo to the Printing Specialties health & welfare plan.

Upcoming negotiations includes FC Printing, Inc. in Utah; and in Omaha, NE, Design 4 and PCA.

In the Northwest Region, K/P LLC recently ratified a three-year agreement with wage increases during the term of the agreement. Increases were made to shift differentials, the life insurance policy was increased by \$15,000, and the company increased their contribution to the Printing Specialties Health & Welfare Plan. The contract was ratified unanimously.

Tacoma Rubber Stamp is scheduled to start negotiations this month. Upcoming negotiations, up through the end of the year, includes Johnson Cox, K & H Printers and CoPrintCo Business Forms.

We recently settled grievances for employees' classification violation at Tomatek. Members were not being paid the correct amount of wages and were not classified appropriately. Adjustments to rates and retro pay for several months were awarded to those affected members.

Members with 30 years plus of continuous service with Teamsters District Council 2, or any affiliated Local Union, will be honored at special meetings in the Fall, which have already started. 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.

DC2 started training with representatives and stewards for newly hired members and supplied them with presentation packets. 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:

Timothy Hendricks - member on LOA from PCA San Lorenzo Local 388M, Ronald Facio - retired member from Royal Paper Box Lo-

cal 388M, Antone Brazil - retired member from Local 388M, Irene Gallegos - member terminated from Calmar Local 388M, Edward Gavigan - retired member from Local 388M.

Visit the District Council 2 website at 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 **Larry Griffith**
Secretary-Treasurer



On October 1 here in Las Vegas many innocent people's lives were forever changed by the events that took place

across from the Mandalay Bay. Many of the people affected were family members or friends of Local 14 members. We want to let you know that our thoughts and prayers are with you and Local 14 will assist you in any way possible.

Congratulations to Kathleen Tegtmeyer, one of our City of Henderson shop stewards. Her twins were the recipients of three different scholarships. They received the James R. Hoffa scholarship, the Teamsters Joint Council 42 scholarship and the Teamsters Hispanic Caucus scholarship. Our thanks to the committees that make this possible to benefit our Teamsters' children and families.

Local 14 is pleased to welcome two new groups to the Teamsters family. Airgas and Brady Industries recently held elections to determine representation and voted overwhelmingly for Local 14. We are looking forward to beginning negotiations with both companies.

In other organizing news, we are currently in an organizing drive with the Metro Civilians group. This has been a continuing effort with 1200 potential new members. Nevada Supreme Court briefs were filed recently in the case with the CCSD Support staff. We are waiting on the Nevada Supreme Court to make their final decision. We are very hopeful the decision comes soon. We have filed with the EMRB for recognition of the "blue collar" employees in the town of Pahrump.

We negotiated re-opener pay increases for our employees at the city of Caliente and are working on increased benefits.

We recently held a contract proposal meeting with the members from Pepsi. We will hold a contract review meeting the second week in December and hope to begin negotiations early in January, 2018. Please check your bulletin boards for updates.

We have scheduled a wage deferral meeting for Coca-Cola Bottling Group on October 14 and will have an informational meeting the same day regarding the transition to Reyes Brothers Co.

We recently ratified new CBA's for KA Fleet, Library District and Albertsons. We have ongoing CBA negotiations with Meadow Gold and hope to have a ratified CBA shortly.

Check your mail for information from the Teamsters Local 14 Trust Fund regarding some significant changes to the health care. The fund is instituting an enrollment period, a spousal insurance policy and changes to the dental plan. It is very important that you read and respond to the information that you will be provided. The Trustees for the fund will continue to strive to provide our members with the best available healthcare at a reasonable cost.

As a reminder, we have general membership meetings on the third Thursday of every month at 6:00 pm. Please come mingle with other members and get the latest updates.

Congratulations to Harry Steffler on his retirement from Nevada Beverage after 33 years.

We still seem to have problems with beneficiary updates. This is creating hardships to those that try to receive benefits.



By **Randy Cammack**
Secretary-Treasurer



Ron Seaman, BA: ABF: contract proposals will be sent to the IBT for review on October 16. The IBT

and the company are scheduled to meet in December and negotiations to begin in early January. As negotiations progress, we will get all information out to all terminals. Again, we have members receiving discipline for not informing the company when they are issued a citation for driving either a company vehicle or personal car. Under Article 35, Section 2 of the National Master Freight Agreement, you are required immediately upon receipt of a citation to notify the company, not after you go to court. Don't let a possible warning letter turn into a termination for not reporting it.

Tony Villegas, BA: dear brothers and sisters at Ralphs Riverside. It is very important to shop Ralphs and Food 4 Less to help maintain your Union benefits with Aldi opening more stores and both Walmart and Target selling more groceries, as well as all the Spanish markets. These companies do not pay the great Union benefits that people take for granted. So, we must remember to protect our great Union benefits. They do not come cheap. Great Union workers must show up to work a fair day's work for fair day's pay to maintain great benefits with all this competition out there of non-union/3rd party logistics. Remember to save your money for 2020. Believe me, we did not get this far because employers were

continued next page

Southern California Teamster

nice guys, we got to this point because of sacrifices and hard work of Union members and officials who often put their jobs on the line. Remember and uphold the Union tradition. We are also addressing the issue of disability on Workers Compensation. We have members who are filing grievances regarding Workers Compensation reduction of benefits.

Organizing Department: volunteer organizers - we have our next training on October 14 9:00 a.m. at Teamsters Local 1932. Contact organizer Scott Berghoefer at (626) 859-4005, ext. 1090 for more information. We are currently working organizing campaigns in the freight, food and trucking industries. We have had several organizing victories over the last few months: Golden State Overnight-77 drivers, United Natural Foods Inc.-9 office clerical, H&M Intermodal-147 hostlers and Goldstar Foods-127 warehouse workers. I want to thank all the volunteer organizers that helped us win their elections. Volunteers are the life blood of our Union.

UPS Agents: it's that time of year, peak season. We sat down with the company to review the peak season work rules. There's going to be plenty of extra work opportunities, so make sure you sign up for any shift or work you would like to perform during peak. Sign-ups will start mid-October. We would also like to update you on the continual growth we've be experiencing in our Local. In November, UPS will be opening a new Air Ramp and Sort Facility in San Bernardino. This is a permanent operation that will run with 200 new 63 Union members. Ontario Feeder continues to grow at a historic rate. Local 63 has negotiated additional training that will continue through November, and pick up again after peak. Please insure that you have taken the necessary steps if you are interested in this opportunity to promote into Feeder. Requirements include: (1) Member must sign-up on the "Feeder Intent List" (H/R); (2) UPS Feeder Application (H/R); (3) Background check (H/R); (4) DOT Drug Screen (through Package Center); (5) DMV CDL Permit, (valid for 6 months and scheduled through your local DMV office. Member pays \$74); (6) Attendance to Local 63 Feeder Orientation Course; (7) DQF Packet completed and signed; (8) Package Manager recommendation. 2018 schedule for Local 63 Feeder Orientation Course: (1) January 20, 2018; (2) March 24, 2018; (3) June 30, 2018 and (4) September 22, 2018. Please remember that the Orientation Course is one of the mandatory requirements for admission into feeder. Candidates will be offered the training opportunity based on seniority of members that have all requirements completed. If you are serious about feeders, get your obligations completed as soon as possible. For any additional questions or concerns, feel free to contact the Local at (909) 877-4760 ext. 120.

Lastly, contract negotiations have begun with the Teamsters National Negotiating Committee meeting and reviewing all of the contract proposals we've sent in at your request. October 30 & 31 and November 6 & 7, 2017 we will be meeting with the company to discuss the Western Supplement. November 1-3 & 8-10, 2017 we will

meet with the company and discuss the Southwest agreements. We will keep you informed as negotiations move forward with company and Union meeting to discuss our new bargaining agreement. Work safe. We will see you in the building.

Carlos Barnett, BA, dairy and miscellaneous: we recently completed the contract for Budget Rent-A-Car. It was overwhelmingly approved and had increases in wages, health and welfare, retirement plan and vacation. I would like to thank the committee members for working so hard with me. I couldn't have completed this improved contract without their help. I would also like to thank Local 495 Secretary-Treasurer Bob Lennox and his business agents who helped our committee stay together to force Budget to bargain in good faith. IFS (International Food Services) has undergone many changes and we are in the process of moving forward on grievances and problems at the company. I would like to thank all those stewards for their great help and input in putting together this transitional change in business agents. Dean Foods: we have worked through the meals and rest periods grievance with the company and I'm happy to say that we have enforced the labor contract. We are now trying to gather the information needed to correct the vacation accrual program that the company has unilaterally implemented. I'm sure we will be successful in that endeavor as well. The governor's race is coming up. It is important that we all vote to keep California strong. Please register to vote and remember to vote in November.



**By Mike Bergen
Secretary-Treasurer**



Recent contracts ratified by the membership are Chem Inc., Anheuser-Busch Pomona drivers, Wolverine-Ft. Irwin (which was taken over by Technica), Mission Lines, DA Defense (Ft. Irwin) and Westech (Ft. Irwin). At Planet, UNFI Moreno Valley, Arconic and Ardent Mills, the negotiations are ongoing with additional dates in the next month. Contracts at the printers are ATM dba Republic and Medico and Alta Dena Dairy. The ALSCO linen driver employees in Palm Desert have voted to be represented by Local 166.

At Anheuser-Busch Riverside the Local recently settled a number of grievances in favor of our members. We want to thank our shop stewards for all of their diligence and persistence in dealing with this most recent group of management and welcome steward Sal Aldama back to work. At Farmer Brothers Coffee, as a reminder to all members, when management presents documents that the company wants you to sign, please ask if that document has been presented to the Union, to protect yourself.

At Kaiser Permanente Fontana the first bid thru in MRI department went very well as it was handled by

Teamster seniority. The membership in the department, managers and HR were very pleased on the response from all parties. We are looking at two more departments in 2018. At the Ontario Radiation Dept., we trying to come up with some scheduling models for the department as they will be doing a remodeling of the rooms with newer equipment which may take up to a year to complete. Management and the Union are trying to see what will work best for the employees. We have had issues with getting management responses on some grievances, but just received noticed that the company will be paying two of our Teamsters members back pay at time and half.

The Local Union conducted a proposal meeting with the membership at Coast Dental and we are currently waiting for dates for negotiations. The Angelica Textile bankruptcy proceedings continue and as of this date all financial contractual obligations to members have been paid. At Aramark Uniform, the Union filed a class action grievance on behalf of drivers who were not being paid the correct premium wages owed. The pay adjustment has been corrected and we expect to have the back pay to those affected paid ASAP.

As a clarification to the last article, the AECOM contract at the Marine Base is still in effect; it was the AECOM Ft. Irwin contract that changed to Technica. At the Marine Base, our stewards have been doing a great job fighting for our members and were successful in settling 4 class action grievances in September. At Fort Irwin-DynCorp we were successful in having the Inspectors moved back into their own branch in getting the company to return the higher accrual rate after 5 years of seniority (60 months). We continue to fight to have those of you that came over from Westech with less than one-year seniority to be given the 2 weeks' vacation when you hit your one year. At DA Defense, there are 3 class action grievances for (1) a holiday overtime violation, (2) the company not providing supplemental Life and AD&D insurance and (3) forcing members to use their PPL when choosing to take the attendance point/event. At PULUA Range Control, the CBA extension remains in effect until December 31, 2017. Once we know which company will be awarded the contract we will finish the negotiation of a new CBA. We will be announcing a proposal meeting in the next few weeks so keep an eye on your Union boards. At SOI, the new job descriptions are out after the DOL audit so make sure you get a copy from your manager or steward. At NORCO DOD PD you have a new DCOP who will be meeting with your Business Representative in the next few weeks to go over outstanding issues. At JOI and ADE Weed Army Hospital, we have a good contract offer that will be voted in the next few weeks. At HDSS, BSTS and DRYKEF we held the annual wage diversion vote and the results will be posted.

Construction remains busy as we have members working all over Southern California. Coffman has started back up on Interstate 8 in Winterhaven. Security Paving started their job on the California-Arizona border on Interstate 8. With help from the IBT and our pipeline steward, Gordon Riggs, we finally

got Hinkles and McCoy to start using Teamsters on the pipeline job out in Essex. That project is working under the National Pipeline agreement.

The Local continues negotiations with Matich Bros. and will let you know when we have an agreement to vote on.

In San Diego, some of the employers are looking for new drivers. Hanson Aggregates is looking for more mixer drivers, Hazard Construction is looking for an experienced fuel truck driver and traffic control truck drivers. At the Palomar Energy Center Project, the crew has slowed down slightly until the turbines and other parts can make it here from Houston. Hurricane Harvey caused such damage that all the roads need to be inspected prior to transporting the equipment because of the extreme weight of the parts. At SONGS, things are starting to be reorganized to get everything in line for the start of the decommissioning.

If you have experienced friends or relatives looking for work, have them contact Ed Mattas in the San Diego office.

Congratulations to recent 166 retirees John Leon, construction; Terry Braden, Rancho Ready Mix; Salvador Rodriguez, Ralphs Creamery; Mark Krell, Anheuser-Busch; Kathy Hunt, Gallo Sales; Fernando Avila, Young's Market; Severo Garcia, HDSS (Ft. Irwin); Patricia Brooks, Fedco; and Jesse Hernandez, Cemex 10th Ave. May you enjoy many happy years of retirement.

Condolences goes out to the family and friends of long time steward and retiree Roy Sanks, of Cemex 10th Ave. terminal. RIP

Buy Union Made



**By Abel Garcia
Secretary-Treasurer**



Abel Garcia (Secretary-Treasurer): first off, congratulations to Local 186 Hispanic Caucus scholarship winner Jacob Lyle, son of Pepsi driver/steward Tom Lyle! Local 186 had another Day of Action at Pacific Beverage (Budweiser) in Oxnard. Pacific Beverage President Jeffrey Jordano is refusing to give Union Security Language and a pension to his employees that unanimously voted in favor of joining the Teamsters via a National Labor Relations Board election. With that being said-while Jeffrey was pouting, Pacific Beverage employees in Santa Maria recently voted in favor of joining the Teamsters (986) in a National Labor Relations election.

At UPS, package driver Blake Upton received a check for \$3,200 in backpay. Also at UPS, six full-time drivers have been promoted at Newbury Park Center. Saturday ground delivery went live at the Newbury Park Building Sept. 9. Teamsters 186 staff and stewards were on property in full force at 3:30 a.m. to police the contract making sure that supervisors did not perform bargaining unit work. As for UPS Feeder, two more backup

drivers will be promoted in Santa Barbara. A big thank you to steward Gilbert Echevarria. At MTD, we just wrapped up our annual Joint Area Labor meeting with stewards and management October 2 in Santa Barbara. Stewards William Paredes, Jack Nunez, Ernesto Cervantes, Marcello Pacheco and Terry Hinson represented the Teamsters.

Fernando Lara (business agent): ABF - first off, I would like to thank all ABF members for turning in their contract proposals ahead of time and best of luck to all ABF members throughout negotiations. Alta Dena - an open enrollment period has begun, and a representative will be at Alta Dena Oxnard October 16 to aid in any changes you may wish to make. Farmer Bros. - to all Farmer Bros. Coffee members, the company's new "Fleet Safety and Standards" was unilaterally implemented and a NLRB charge has been filed. Our stance is that this policy is unlawful, and we ask all Farmer Bros. members to err on the side of caution when driving until we resolve this matter. UPS Freight - we are currently in the proposal stage of negotiations. Please make sure to download the "UPS Rising" mobile application to stay informed regarding negotiation updates. I would especially like to thank Timmy Chifos, LU 186 Trustee and UPS Freight steward, for all his time and effort putting the freight proposals together. 7UP/Snapple - we are now in area wide negotiations with The American Bottling Co. We are hoping to finalize bargaining by the end of the year. Additional notes - we are currently in Federal Mediation with MV Transportation Oxnard, and we are working towards wrapping up negotiations.

Robert Padilla (organizer): I am always looking for leads. If you know of any persons wanting to Join the Teamsters and organize their place of employment, please call Local 186 (805) 644-0070. Ask for Robert. 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 number above. Se Habla Espanol.

Jedediah Johnson (business agent): At SGWS and Young's Market we are still in FMCS incentive negotiations with both companies. A grievance has been filed against SGWS "Cash And Carry" for unsafe and unsanitary conditions. Workers have been performing their duties with no air conditioning and heat exceeding 80 degrees on a daily basis. The company has approved a plan to rectify the situation. At MV Transportation in Santa Paula a grievance has been filed on behalf of "all affected" employees forced by management to take an unpaid lunch break exceeding 30 minutes in length - violating the contract. 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 been Joint Council 42 President Randy Cammack, Western Region Vice President Ron Herrera, Local 186 Principal Officer Abel Garcia, Local 848 Secretary-Treasurer Eric Tate and Local 630 Secretary Treasurer Lou Villalvazo. Just simply click on the What's Goin On Show link at the top of the page.



**By Ron Herrera
Secretary-Treasurer**



As most of you know our UPS contract is scheduled to expire July 31, 2018. In order to prepare for our upcoming contract negotiations, the Local Union has accumulated thousands of proposals that we solicited from our members at their individual work-sites. We compiled what issues are the most important to our Full Time and Part Time UPS members. Our Full Time members have consistently ranked health and welfare as their number one priority with pension second. Our Part Time members generally ranked wages as their number one priority. You can rest assured that the leadership of Local 396 listens to their members and that your priorities are our priorities. We have moved your proposals forward and they will be addressed at our upcoming UPS negotiations.

The International Brotherhood of Teamsters named three of our Local 396 leaders to sit on the UPS/Teamsters National Negotiating Committee. Secretary-Treasurer Ron Herrera, President Jay Phillips and Recording Secretary David Castro will be representing Local 396 in UPS/Teamsters National Negotiations. In addition to their duties on the UPS National Negotiating Committee, Brother Herrera and Brother Castro also sit on the Article 43/Feeder National Negotiating Committee while Brother Phillips sits on the UPS/Teamsters National Safety and Health Committee.

On September 25 your UPS/Teamsters National Negotiating Committee met to screen the national proposals that were submitted to the National Negotiating committee by UPS members across the nation. The next scheduled contract meeting is October 17. This is when the "Two Man Committees" will meet. This is where two representatives from each UPS Local in the country are invited to meet and conduct the final review of our national proposals, before submitting these proposals to the company.

From October 30 through November 3, the Western Region Supplemental Agreement and UPS/Teamsters Southwest Package and Sort Rider committees will meet to start up negotiations with UPS. Teamsters Local 396 has multiple Local 396 Officers and Agents that will sit on the Southwest Rider negotiations to represent your interests. The Western Region of Teamsters Supplemental Agreement covers 11 Western States. The UPS/Teamsters Southwest Riders are the area of the contract that covers UPS members who work in Southern California, Southern Nevada, Arizona and New Mexico.

Remember, we are determined to win our members the best agreement possible. Together, standing united as one, we are in the best possible negotiating position.

Your Local Union has also been busy with arbitrations, grievances and panel hearings. Here are some of the highlights: Business Representatives Mark King and

David Castro presented an expedited arbitration in September that concerned whether the company had just cause to terminate the employment of one of our UPS San Fernando members. The member was fired for unprovoked assault, pursuant to Article 28, Section 2 of the UPS/Teamsters Western Region Supplemental Agreement. The Local Union carefully investigated the facts of the case and determined that we would protest the termination and move it to our expedited arbitration venue. The arbitrator heard the matter and ruled that UPS did not have just cause to terminate the employment of our member. Our member was immediately returned to work.

The Local Union also presented several cases at our panel regarding unjust disqualification of part time members who were promoted into package and cover driving. We won three cases concerning this issue at our September monthly panel. A highlight of our victories was when our brother Joshua Ramirez was reinstated as a cover driver and awarded back pay for the time he was disqualified. Congratulations on your promotion to cover driver, Josh!

There have also been a lot of important issues moving forward with our Sanitation members as well. We are currently in negotiations with the Los Angeles Waste Management Compton, Long Beach and Sun Valley Divisions. We'd like to thank our Waste Management Committee members Hector Ramirez, Raul Lopez, Marcos Frias, Sylvester Anthony, Ramiro Rivas, Gilbert Ortiz, George Nammour, Henry Reyes and Arturo Rivera for the terrific job they are doing helping us represent the members of Waste Management. The Waste Management contract is scheduled to expire October 24, 2017.

We are starting the process of forming committees and soliciting proposals for the Los Angeles Area Republic Services yards in Gardena, Long Beach and Sun Valley. The Los Angeles Republic Services contracts are scheduled to expire January 14, 2018. We are eager to start up these negotiations, especially since our negotiating power is growing due to our efforts to turn the Los Angeles area sanitation market into a 100% Teamsters Union-represented workforce.

In a landmark achievement, three Los Angeles Area Athens Disposal yards have voted overwhelmingly to join Teamsters Local 396. Athens Disposal was the last big non-Union sanitation company operating in the Los Angeles Area sanitation market. We will be representing Athens Disposal workers as their bargaining representative in upcoming contract negotiations.

We also are in the process of negotiating a bargaining agreement with another company that used to be non-Union, Universal Waste Systems (UWS). The negotiations are proceeding well and we hope to have a contract in place for these workers soon.

We would like to thank our members for their support during our "Don't Waste LA" campaign. Because of your hard work and support, we are on the verge of leveling the playing field for our members in our effort to secure their careers into the future as proud Los Angeles Area sanitation workers. This also helps us grow stronger with

our Orange County Sanitation agreements.

We'd like to congratulate our recent Local 396 retirees Ron Nishijima, Eric Schnabel, Christopher Chavez, Clemente Godinez, Michael McClure, Jess Miranda and Enrique Sanchez. We wish you all the best as you enjoy your well-earned retirements!

In closing, please note that our next Teamsters Local 396 General Membership meeting is scheduled for Sunday, October 29 at 10 a.m. at the meeting hall of Teamsters Local 986 located at 1221 North Peck Road, South El Monte, CA 91733. We'll see you there!



**By Steve Dayan
Secretary-Treasurer**



Secretary-Treasurer Steve Dayan: I'm happy to report that the Local and our members have been very busy

this summer. As we head into Fall, we should remain busy until the holiday season thanks to our Tax Incentive Program. I was very sorry to hear that Julia Louis Dreyfuss is not well, requiring "Veep" to delay the start of their season. I wish her a speedy recovery and hope she is able to come back to work in the near future.

We held our annual Retiree Reunion at the Orleans Hotel in Las Vegas. More than 170 retirees and guests attended the event, which took place Sept. 25-27. We had a great time thanks to the hard work done by Randy White and Glenn Carter. Thanks to you both for organizing this great event!

I had the honor of being asked by the Los Angeles County Federation of Labor to be part of a six-person delegation that spent a week visiting China in September. Our delegation consisted of Rusty Hicks-Secretary Treasurer and Priscilla Cheng, Director of Operations for the L.A. Fed; John Acosta, the President of the American Federation of Musicians Local 47; Kent Wong, Director of the UCLA Labor Studies Center; and Mindy Chen from the Dolores Huerta Labor Institute. This trip marks the 10th anniversary of exchanges between the Shanghai Municipal Trade Council and the L.A. County Federation of Labor.

The purpose of these exchanges is to deepen the ties between our two countries and to understand issues confronting both labor movements. Shanghai and Los Angeles operate two of the largest ports in the world and there are many advantages to meeting with Union leaders in China. The Teamsters have many close relationships with Unions around the world realizing that the corporations we bargain with in the U.S. are global and we

must connect with Union counterparts in other countries to help each other bargain successfully.

We visited with Chinese labor delegations from three cities; Shanghai, Shenzhen and Guangzhou. I learned a lot about how Unions operate in China. There are 200 million to 300 million Unionized workers in China and 90% of public sector workers belong to a Union. In the U.S., that number is 11.4%. Those workers don't have the right to strike, but they do have a grievance procedure similar to ours. The Union leaders in China really care about their workers and strive to help them by pushing their government to make improvements for workers.

Since there were two members of the delegation representing the film industry, the Shanghai Delegation arranged a visit to Shanghai Studios. The studio was basically the same as any small independent studio lot might be in Hollywood. To date, there have been a few American-Chinese co-productions that have shot here. China is also the second largest consumer of American film and TV shows in the world with the U.S. being number one. The Chinese love American movies; that gives me hope that the Chinese will continue to support our industry which pays residuals to our plans.

Another bit of good news is that BYD, which manufactures electric buses, trains and cars-has opened a plant in Palmdale to build electric buses for the City of L.A. This has created 700 good middle class Union jobs for the IBEW and other Unions in Southern California.

I'm glad the labor movement in Los Angeles is being proactive and progressive in fostering communication that will ultimately benefit workers in both countries. Thanks to the L.A. County Fed for the commitment to bring workers together from around the globe.

Kenny Farnell: Step 3 grievances are pending with Universal Television over rates. Ernie Barraza and I are addressing golf cart use and safety issues on the upper and lower lots at Universal and grievances have been filed. Make sure your information is updated with Local 399, CSATF and the DMV so you don't lose out on work.

Joshua Staheli: grievances have been filed against Rattling Stick, Smuggler, Warner Brothers, Superprime, Cranetown, Knucklehead and Mssng Peces. Violations included a failure to employ a 399 Gang Boss, PA's in stake-beds, PA's shuttling and hiring drivers out of grouping. Previously filed grievances and NLRB charges against Tool were settled for \$35,000 for operating an Alter Ego in an attempt to avoid the terms of their Teamster contract. With the CHP doing enhanced enforcement and commercial companies choosing to become compliant, it's important that drivers remember to carry their current license and medical card - consider taking a picture of both. We're offering hands-on training in coupling/uncoupling and load securing for commercial drivers on October 28 and November 4. Contact jstaheli@ht399.org with questions.

Lindsay Dougherty: signed 75 film, television, and new media agreements since last report. Grievances have been filed and settled with several production companies regarding hiring of non-rostered

animal trainers. \$7400 has been collected in liquidated damages, because the companies failed to hire rostered animal trainers. New member orientation will be Sunday, November 12.

Ernie Barraza: we're getting ready to enter into negotiations with Cinelease Lighting Co. and P.R.G. In the last couple of months, our members have had the opportunity to elect and re-elect shop stewards in their respective companies. I've also had the opportunity to promote one of the Universal stewards, Jesse Jackson, to chief shop steward.

Chris Sell: I've collected liquidated damages on 2 grievances in the last month. If you don't know about new CDL requirements when renewing your license, go to www.ht399.org. Cover yourself and do a log book for your own record even if production doesn't require it.

Ed Duffy: location professionals in TV and features must take the current A and A-2 on-line refresher courses at CSATF as well as new online course P Hazard Communication to remain in good roster standing. With the losses we've had in San Francisco and Mexico City of our fellow location scouts, please remember to be aware of your surroundings when scouting. Casting directors and associates meeting is November 4.



**By Victor Torres
Secretary-Treasurer**



As we enter the Fall season and head towards 2018, there are more challenges facing us than ever before. Late

last month, the U.S. Supreme Court agreed to return to the issue of fees public employees pay to their Unions for collective bargaining and other representational matters. As it stands now, such public-sector employees must pay fair share fees to their Union for these services. This system has been upheld for over 40 years as a result of the 1977 Supreme Court decision known as Abood v. Detroit Board of Education.

The current case that the Court agreed to hear is known as Janus v. American Federation of State, County, Municipal Employees (AFSCME), Council 31. Those siding with Janus argue that the current system upheld by the Abood decision, unfairly infringes on their first amendment rights.

Organized labor fiercely disagrees with Janus' interpretation and argues that fair share fees prevent non-members from free-riding on the collective bargaining services from which they benefit. Earlier this year, AFSCME told the Court that, "...at its core (the) Abood (decision) acknowledged that certain labor relations interests justify the small intrusion on employees' First Amendment interests that fair share payments represent."

This same question which the 2015-2016 US Supreme Court

continued next page

Southern California Teamster

agreed to hear in the Friedrichs v. California Teachers Association case, ended in a 4-4 split as a result of the sudden death of Justice Antonin Scalia in February 2016. With the Supreme Court fully staffed with the appointment of Justice Neil Gorsuch to the Court earlier this year, the future of public sector unions as well as all of organized labor hang in the balance. A decision is expected to be rendered by the Court no later than June 2018.

As we have been reporting to you over the last several years, this is yet another example of the continuing War on Workers bankrolled by the wealthiest and most powerful business interests in our country. In this instance, it carries with it national implications for millions of public employees. The private sector will assuredly be their next target.

As you hear more about this topic which will be permeating through the media, consider what the workplace of the future would look like if the Abood case is overturned by the Janus case. In summary, Unions would become the only organizations or businesses in the entire country who are legally required to provide services to people who refuse to pay for them. Equal protection under the law as guaranteed by Section 1 of the 14th Amendment of the U.S. Constitution, would instantly transform into unequal protection. We are not going to stand by and let this happen.

As many of you know, Local 481, Teamsters JC 42, the International and Labor Unions throughout the entire country, both public and private sector, are mobilized against this alarming situation. We have been contacting politicians in Washington DC by letter, email and phone voicing our opposition to this attack and demanding that they stand with us. If any politician refuses to stand with us in this regard, they will face a well-funded and well-organized opposition campaign in their next election.

The labor movement has been resilient for countless generations. With your support, we will continue to represent all workers as the powerful political force that we are.

Stay tuned to this newspaper and our website (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 DC to City Hall. Our website (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, we are proud to announce the recipients of the Local 481 scholarship awards for 2017. They are Jake Brooks (Zoo), Julian Castellanos (Zoo), Michael Donnellon (Zoo) Marissa Engleman (parent: Edward Engleman-UPS), Karina Gomboa (Zoo), Jared Hayes (parent: Matthew Hayes (Safari Park)), Neiva Martinez (Zoo), and Kateri Wojcik (Zoo). Congratulations to all of these hardworking students and their families for participating in this valuable Local 481 program. The 2018 scholarship program will begin by mid-January. Stay tuned to this newspaper and

our website for details.

In additional scholarship news, the 2018 John S. Lyons scholarship program is now available. Interested applicants must be a high school senior enrolled in the San Diego or Imperial County school system, whose parent or legal guardian is a member in good standing of any local Labor Union. Students must have a 3.0 or better GPA and participate in community/extracurricular school activities. Contact Danielle Paukner at the San Diego Building Trades office (619) 521-2914 or our office for an application. Deadline to submit is January 26, 2018.

On behalf of the officers and staff of Teamsters Local 481, we wish you and your family an enjoyable and safe holiday season.

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 Ave. (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.



**By Bob Lennox
Secretary-Treasurer**



I have scheduled our next shop stewards seminar for Saturday, October 28. All stewards and alternates are urged to attend. We will be hosting a dynamic program with up to the minute updates on the ongoing full assault on organized labor, Right to Work efforts, legal and representational issues and challenges. The second half of the program will focus on the basic nuts and bolts of grievance handling and building membership support.

George Park: Penske negotiations are underway and one would think it might take a little more time than usual to complete these negotiations with the number of issues that need to be addressed. Watch the bulletin board for meeting notices. Thanks to the Penske mechanics committee: Manny Espinosa, Mike Martin, Daniel Rey and Ed Stenrud. Also to the hiker committee: Gabe O'Malley and Robert Sulsona, for being able and willing

to assist with the negotiations. At Ryder there continues to be the issue of T-2's performing T-3 work which only helps the company not having to promote. If they can utilize a lower classification employee to do higher-level work- why promote? Please remember to be careful of what you say! Anything that can be perceived as a threat can lead to disciplinary action up to and including termination - even if it is while just joking around. Be careful and stay safe.

Jim Lennox: Penske: Penske Truck Leasing Western Region Master Agreement negotiations are now in full swing while concurrently we are also bargaining over the Local 495 Penske Hiker contract. We expect these serious discussions to continue the rest of the year. Adesa: over the last few weeks we kicked off our initial negotiations with Adesa Auto Auctions for the mechanics, tire/lube and the clerical staff in the shop with the intention of achieving their first Union contract. LA Metro - Hertz rental reps: we finalized contract language and expect to print in the very near future. Sysco Riverside: contract booklets will be hitting the shop soon. Seven Up/Riverside: ratified an excellent new four year agreement loaded with improved job protection language, wage and pension increases. Special thanks to Brian Wood (Local 63) and Mike Morales (Local 542) for their exceptional work on this stellar agreement. Volkswagen of America: contracts and trust doc's are now signed and the booklets out soon.

Kevin Barrus: congratulations to Eddie Ortega, UPS Van Nuys and Ronnie Baldwin, Hertz RAC Burbank Airport on their recent retirement after long Teamster careers. We have pending arbitrations with Ryder Truck Leasing in Northridge and Avis RAC LAX and have reached settlement on two other arbitrations. The settlement reached with Hertz RAC LAX, paid over 200 VSA's 23.5 hours OT each for the violation of the "Transporters Side Letter". We also returned to work a transporter from Hertz Entertainment Service.

Johnny Espinoza: Adesa Auto Auction voted to be represented by Local 495 in a landslide vote. At WWL we were successful in arbitration and able to maintain a long outstanding practice referred to as "2 for 1" which allows our members to use one sick day for a continuous absence. With our arbitration victory we were successful in reversing the company's change in policy. Greg Emanuel's 3 day suspension was reduced to a one day. Maurice Smith was paid an additional 2 hours at shuttle driver rate. Kevin Cruz's 3-day suspension was retracted. Kevin Barnes' 3-day suspension will be reduced to one day. At Disneyland, grievances filed by Johanna Paz and Robert Lee resulted in both reduced from written warning to coaching counseling.

Art Carrillo: Jonathan Pacheco and Randell Monaco are both classified as shuttle drivers for Avis Rent-A-Car Santa Ana. They filed a grievance because they are performing other duties besides shuttle driving. The company agreed to pay them an additional premium while performing lot coordinator duties. Congratulations to Glenn Starr, retiring after 16 years at Bridgestone/Firestone Arcadia. Opening letter sent to Pittsburgh

Glass Work, LLC. Congratulations to our members at Amerit Fleet Solutions and Old Ranch Country Club, both ratified agreements.

Damascus Castellanos: YRC Pico Rivera: company failed to post shift changes by seniority for our janitor group. We were successful in getting the company to properly post open bids for our members. Toyota: successful in removing a warning letter which was issued to Alejandro Alvarez. Overtime claims filed by Danny Mandac, David Pak, Lorena Hernandez and Macedonio Sanchez were paid for all monies owed. After the company allowed Jose Urzua to work in higher classification on a premium day, we won Jose's grievance resulting him to be paid for time lost.

Carla Rodriguez: in the weeks past there have been numerous grievances filed which is great to see. Many have been settled in the Step 2 process thanks to the hard work and dedication of our Disney stewards. Recently we have successfully brought back to work Kimberly Lindsey, Joshua Muñoz, and Frankie Estrada. In addition, we successfully reduced disciplines for Brian Freeman, Robert Smith, Paula Hamshaw, Jose Shagun. Moreover, we were able to correct the wrongs for Michele Wade and Jennifer Valenzuela. Lastly, we successfully fought off the attempts to change the attendance policy and defended the Weingarten Rights for all our Disney members.

Mark Manning: great majority of recent issues stem from either Penske or Ryder as I am assigned to cover six locations of each employer. Recently I've had the opportunity to become acquainted with the California Horse Racing Industry, working with representative Damascus Castellanos. What a completely unique business, with members involved in a wide variety of interesting duties, some of which are extremely dangerous. The Local successfully organized an auto auction company, ADESA, a few months ago and I am happy to report I have been assigned, along with Jim Lennox, to negotiate a first-time contract. Just last week I was assigned to pair up with Art Carrillo, to handle the Toyota Logistics Services members at the Long Beach Port.

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**By Jaime Vasquez
Secretary-Treasurer**



Since this will be the last newspaper issue of the year I want to wish all of our Local 542 members and their families a Happy Holiday! It's been a very busy year for the Local, we participated in the port drivers strikes demanding for their employers to stop wage theft and recognize them as employees; negotiated several different contracts obtaining language improvements, salary and benefit increases. We presented shop steward seminars in

San Diego and in Imperial County as well as hosting a public sector shop steward conference where our stewards participated as well as stewards from Teamster Locals 572, 911 and 2010. We answered the S.O.S. call from victims of Hurricane Harvey and were part of a convoy of six tractor trailers that delivered donations to flood victims in Houston. Our San Diego picnic was a success and we're looking forward to the next picnic at Crummett Park in Calexico for our members in Imperial County and Yuma on Saturday, November 18. Nine of our stewards represented the Local at the 2017 IBT Women's Conference in San Antonio, Texas where they not only were empowered to lead the fight against the war on workers but also had an opportunity on learning what the Teamsters do for the working class. In order to see what we are working on at the Local I suggest you make our website your Internet's home page: www.teamsters542.org as well as following us on Facebook.

Mike West: Costco - the new RTV program should be in place in all of our locations. We have been trying to resolve any questions that were out there, and help direct members to language in the contract that would help them find a place that best fits their life needs. There may still be some adjustments needed in the coming months. Airgas - a 4-year contract was negotiated the end of July which included competitive increases and opened up some language for advancement in production areas. Thank you to our stewards Jesus Enciso and Benny Hernandez for their long days with us. Praxair - a new 3-year deal was reached which provided increases to wages, pension, and medical contributions. The deal was made in the eleventh hour and the brothers were ready to walk the line. Thank you to Rolando Sandoval for help at the table. Local 542 extends our gratitude to the brothers and sisters at Locals 848 & 986 by backing us. Canteen - I will be sending out notices to the membership for proposals. First meeting is in November.

Dwayne Garrett: Central Meats - we are close to wrapping up negotiations and we should have an offer to present by end of October. UPS Feeder - company is hiring and training in our area. For those of you that are in package and are thinking about going into feeder, make sure your names are on the feeder list with HR. Our next feeder seminar will be in January.

Alvin Mitchell: ABF - we have a proposal meeting coming up. Darling International - is hiring CDL drivers with great benefits and wages, apply on site. Reddaway - is hiring drivers as well. UPS Freight - we have panels coming up this month, we have several cases. YRC - panels are coming up in the next couple of weeks, they also hiring drivers.

Shelly Allsup: - Rural Metro just ratified a 4-year agreement, copies will be distributed as soon as the employer and Union finish the final draft. Steward Jason Healey did a tremendous job representing his co-workers in negotiations. Congratulations dispatchers! US Foods SD - a new resident yard was to open October 1 next to the La Mirada Division Resident Yard in Mission Gorge. We negotiated Resident Yard terms and conditions

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within your current agreement to provide answers to the members' questions. Additionally, the employer has been made aware that a restroom facility, water, etc. is required and arrangements are being made to provide these items during and after the route transitions. Tradeshow - please watch for daily casuals performing Class A work, these are hours that could very well employ another member. Iron Mountain Records - the Otay facility is still performing destruction work it doesn't always last long enough to substantiate full-time employment. Additionally, the member cost portion for health & welfare may increase soon so please watch your Union bulletin boards for updates. OMNI La Costa Resort and Spa - most recently new bids were completed and the employer is changing the hours of operation in some departments due to change in season. Members still continue to wait for negotiations to pick back up. Local 30 (HERE) and the employer are still negotiating.

Paul Samson - UPS contract negotiations are coming up and pre-screening of proposals has started. The National Negotiation Committee and Supplement/Rider committee will continue to meet through November and with the company after peak season. Some of the major issues that our members addressed were pension/health and welfare, part-time starting rate, excessive hours, over size/weight packages, full-time employment, subcontracting, and harassment. I congratulate our recent UPS retirees of 2017. We are very proud of the legacy they left behind for our young members to follow. Their knowledge and expertise in the transportation industry will be remembered by their co-workers. On behalf of Local 542, congratulations to R. Campuzano, R. Belknap, K. Bowdan, R. Perea, M. Crandall, R. Richardson, and R. Badcock. American Red Cross - in our San Diego manufacturing location we have six members that recently ratified their contract last year and were added to this national addendum. We have recently added a new steward Tracy Clayton who has demonstrated the leadership to represent this group. The collective bargaining agreement between the Coalition of American Red Cross Unions and the American Red Cross will expire next year on September 30. A survey was mailed by our International, please take a moment to complete and return.



**By Rick Middleton
Secretary-Treasurer**



Rick Middleton: I hope everyone had a great summer and that you were successful in finding time to relax and share our beautiful Southern California parks and beaches with family and friends. As usual, I want to remind everyone to drive safely, whether it's in your work or personal vehicle, and specifically, to follow the

law regarding cell phone usage. Please do not jeopardize your job over a phone call. I look forward to resuming our monthly general membership meetings this month and encourage you to attend and get involved in your Local Union.

Steve Badger: Star Fisheries - several grievances were filed to challenge numerous contract violations. I am happy to report all grievances were favorably settled with backpay. Ralphs Transportation - the Locals and the company negotiated a drive-cam agreement that includes progressive steps of discipline. The agreement will be posted on the Union bulletin board for your review and the stewards will have copies of the agreement made available to them. The company informed the Local that it has completed its time study at the Compton facility for the new driver pre-trip procedures. The IBT will now conduct its own time study on the new procedures. Stay tuned. All drivers need to check their attendance record every 30 days; you can do this by filling out an attendance form that requests your record. The form is available from the office clerk in the dispatch office. Last, but not least, congratulations to Enrique Delgadillo and Ron Collins on their recent retirements.

Grace Guitron: welcome back! I hope everyone had a wonderful summer. First Student Palm Springs & San Fernando, we had successful craft meetings at each location. More meetings will be scheduled throughout the school year. Student Transportation of America, John Taylor is our new shop steward at this yard. I'm looking forward to working with him. First Student Hesperia, congratulations to our Hesperia drivers. Two of them were recently recognized for their continuous safety practices - driver Seidy Morales for finding a sleeping child on her bus and driver Ernest Vannorsdell for preventing a child from choking on his bus.

John Flammia: UPS, I want to thank everyone who filled out a contract survey and attended our contract proposal meeting. I have tabulated all the surveys, written out the proposals, including those made at the meeting, and have sent them in. We have been working on the terms under which people will be moved to the new Compton building. Our goal is to insure our members' seniority is recognized and that none of our members face layoffs because of the movement of work. As of the time of this printing, jurisdiction of the Compton building has not been decided. The company's projected date for Compton to go on line is November 4, 2017.

Adriana Salazar Avila, Tom Beaty & Mike Ford: LAUSD, as many of you may know, our first healthcare bargaining session with the District was Wednesday, September 20. We went to the table with the other seven Unions that represent LAUSD employees. Here's what happened: after months of the District complaining that the cost of employee healthcare is unsustainable and threats of employee benefit reductions, the District failed to make a formal proposal at the bargaining table. According to the District, they did not want to provide a proposal that we could share with our members. Instead, the District told the Unions to identify our own healthcare cuts from a "menu" (provided to the School Board at their health-

care retreat) that includes employee/retiree monthly premium contributions of up to 20%, elimination of dependent coverage, elimination of plan options, and tiering of retiree healthcare. Ironically, during its presentation at the School Board retreat, the District repeated several times that the presentation was in no way a proposal. The District stated very clearly that it does not plan to continue funding healthcare at the current level and that it will not continue with the "status-quo." So, the fight that we expected, is on. The Unions proposed a six-year continuation of active and retiree healthcare, including a firm commitment from the District to continue its annual financial increases in its contribution to cover rising costs. Follow-up healthcare bargaining dates are scheduled for October 11 and October 26. We will keep you posted.



Local 630

*Food, Industrial & Beverage Warehouse,
Drivers and Clerical Employees*

**By Lou Villalvazo
Secretary-Treasurer**



It's with deep sadness that I report that Local 630 lost our brother James Alvarez, who was an 8-year member and shop steward at T&G. He passed away at the age of 48 from sudden death. Our thoughts and prayers go out to the Alvarez family. Also, our prayers for the family of Dave Wolthson who passed away Aug. 20. Dave was a 22-year member from Certified Grocers and a Marine who served his country proudly. We honor and thank you for both of your services brother, rest in peace.

QCD: the Union is currently contesting the new bids by the company where shifts, day off, and start times have been changed for both driver and warehouse.

Thrifty Ice Cream: the Union has filed a grievance on behalf of all members regarding overtime after 10 hours. The company claims any time worked between 10-hour days and 12-hour days will be paid at time and a half. The article under "Appendix B" that the company is quoting is driver language, not warehouse/production language. Under "Appendix A" our members receive double time after 10 worked.

US Foods: Mark Burstein is the arbitrator to hear the vacation pay grievance. The Union conducted four legal reviews for members that have been terminated by the company for various issues. The Union is also getting dates on when we can return to perform a time study on the fork lift. We have protested all writeups issued! We're still trying to get dates for our engineer to perform a time study on the fork lift. The company wanted to give our engineers only 3 days to perform a time study, which is not enough time, while the company's engineers were allowed over 2 weeks performing their study. The

Union made its final request to the company for information pertaining to the standards. The company refused and continues to stall, so we filed ULP charges with the NLRB. I am glad to announce that our representative Adam Methus and our stewards were successful in returning our brothers Robert Gomez and David Lopez back to work.

Super Valu: congratulations to Dry warehouse members in Commerce, as they made a significant and important decision that will benefit them and their families for their future. Two weeks ago they took a vote to divert their scheduled wage increase toward to pension. This will increase their pension payments when they retire. Special thanks to Jaime Collazo for getting the brothers organized.

Sysco: our representative Adam Methus and Local 630 engineers conducted a total time study at Walnut Sysco warehouse the week of Sept. 26 on the night crew for the selection, loading and replenish and continued through the 2nd week of Oct. 6, on the day shift receiving and replenish.

Gelson's: our brother Miguel Hernandez was terminated Aug. 7 for an accident. The company had no accident policy or specific procedures on what happens in relations to the discipline it issues to drivers, when employees get into an accident on the road. Our President Frank Afoa and our steward and Recording Secretary James Baruch were successful in getting Miguel back to work August 25.

Vistar: 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 back in June and have been out on strike since August 16. While we have a few (POS) scabs, we have 85% of the workers out on strike honoring the line! I would like to thank my staff, all the members, the executive boards and principal officers from the following Locals along with our Joint Council 42 for their donation to the relief efforts: Locals 63, 396, 481, 542, 572, 848, 952, 986, 1932, 2010 plus 853 in Oakland and 455 in Denver. Thank you for your support and solidarity of these workers. If anyone would like to help these workers with any relief please visit "Go Fund Me website" and you can donate under "Vistar Foods Relief Fund". Your help is greatly appreciated by these hard workers and their families.

GFF: congratulations to our members as they ratified a new 5-year agreement unanimously, which included a great wage increase over the life of the contract. I'm glad to report that after 8 years of no pension increases, and our members having to pay a portion of the medical out-of-pocket, we were successful in negotiating a full Maintenance of Benefits (MOB) from now on. We were successful in negotiating an increase to the pension over the 5-year term. A special thanks to long-time steward Calvin Lykes.

I would like to welcome our brothers and sisters from Wismetac Asian Foods to Teamsters Local 630. After a hard-fought campaign against three Union-busters, 145 workers achieved victory in a decisive election. We want to let these brothers and sisters know that Local 630 will fight on their behalf

to achieve a fair and just contract. Also, the leadership at Local 630 will continue to strategically organize in our core industries that we represent. Wismetac is the direct competition to JFC International and Mutual Trading, two Asian food suppliers and Local 630 Union shops. This administration will continue to organize direct competitors to help create a level playing field for those companies we have under contract.

Congratulations to Albert Haines of Youngs Market on his retirement after 15 years of service. Albert started his career as a driver and finished with the office staff; thank you for your service, brother.

Follow us on: Facebook@Teamsters630, Instagram@TeamstersLocal630 Twitter@Teamster630

Don't forget to register on our website for up to date information. www.teamsterslocal630.org



**By Tommy Blitsch
Secretary-Treasurer**



Please make sure to update your address with the Local Union if you have recently moved or are planning on moving. Call

702-453-6310 ext. 0 to verify your address with the front office staff. Mark your calendars for our Members' Holiday Party scheduled for Saturday, December 2 from 11 a.m. to 2 p.m. at Pavilion #3 next to the World Market Center.

ABF: we had a great turnout for our upcoming contract negotiations meeting; please fill out the negotiation survey online, and let your voice be heard. UPSF: we collected the contract proposals from our UPSF members and submitted them to the International. After reviewing all the proposals in the West, most of the Locals had the same concerns as us---subcontracting continues to be the number one issue.

Rinker Hydro: the plant is still very busy, management expecting business levels to stabilize in the next 6 weeks. Reddaway: we have a few open grievances. The August grievance panels got cancelled due to scheduling problems, if you have any questions regarding your grievance, please contact one of the stewards.

Cemex Block: company did not apply the August raise to the members' pay; we are working on getting this issue corrected and all back pay for our members. YRC: we recently had some long time members leave YRC, we wish them the best in their new jobs.

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. The airport air dock grievance has been settled for a substantial amount of money and will be paid to senior

continued next page

Southern California Teamster

part-time south local sort employees. Also, many feeder grievances have been settled with pay for violations of the local feeder work rules. 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 and will go through the panel system. I would like to welcome all the new feeder drivers--Jason Feldt, Angel Cuevas, Phil Collins, Eric Fisk, Joe Ly, Allen Ririe, Scott Puglisi, Brent Cook--to the feeder dept. The company will continue to train feeder drivers until the bench is staffed. The company will continue the promotion of people from part-time to full-time driving. Tuesday thru Saturday is going on in our area adding 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). We have received many contract surveys back and like the previous contract, healthcare and pension are the 2 most important issues to protect in the upcoming negotiations. As far as working conditions, subcontracting was the most important issue for feeder drivers and for package car drivers, excessive overtime was the most important issue

Government contracts: one year contract extensions have been ratified with wage increases for PAE Construction, M & O, Telecommunication, Dispatchers, and PAE/Fluor/C. Martin Wall to Wall at Creech AFB. We are currently in negotiations with NSTec firefighters.

Republic Services: once again congratulation to our Secretary-treasurer Tommy Blitsch and the Republic Services negotiating team lead by President Javon Jefferson on achieving a new 5-year contract. The contract which expires in 2022 has increased benefits including better wages, pension and more time off. We would like to give a big shout out to the membership for remaining Teamster Strong and united throughout the negotiations. New contracts which are pink in color are available at the Hall every day, 8 a.m. to 5 p.m. Any issues or questions, contact your B.A.'s Javon Jefferson and Tom Geraci. Contact information is on every Union board. As summer ends, remember to be safe, assume a camera is always watching, and stay hydrated.

CertainTeed Gypsum: capital projects around the plant continue and the arbitration settlement for the loading department is done, monies have been distributed. We continue to work on other disputes. First Transit RACC: currently in contract negotiations. MV Transportation Fixed Route: Labor Management meetings have started with to address issues. Transdev Paratransit: we have been working hard to resolve grievances, getting members' jobs reinstated, seniority violations paid and discipline removed.

Construction: the NFL stadium bids are underway. Interstate 11 in Boulder City is starting to come together. Asphalt has been laid down and the bridge sections are well under construction to tie it all

together. The 215 expansion on the west side of town has a majority of the concrete poured for the roadway. Future jobs of the Jean airport expansion, Resort World, and Convention Center expansion are on the horizon.

Ready Mix: I am happy to announce that we have agreed on a two year contract with no concessions with our Ready Mix contractors.

Conventions: as we near the end of another year, we congratulate everyone on a proud 2017. A year full of accomplishments and improvements in our industry. As we continue to build our strength through solidarity, we become closer as a Convention Teamster family. Individually and collectively, we have been standing stronger and more frequently, holding our contractors to do what's right and fair. Keep up the great work and continue to have each other's backs as we push forward to a better future. Go Teamsters!

Local 683 San Diego Sales Drivers

By **Todd Mendez**
Secretary-Treasurer



The summer has been busy with several key contracts negotiated and ratified: Sysco Riverside, 7-Up and Transdev - all of which kept the entire staff busy for a good part of the summer.

We want to thank the many members at these facilities who served on their respective negotiating committees. They include: Sysco Riverside shop stewards Alberto Morales, Robert Guerrero, Oscar Aldez, Keith Koke, and Ralph Sistos; Transdev South Bay maintenance members Joel Bojorquez and Cynthia Barajas; Transdev South Bay drivers Claudia Valley, Richie Ahumada, William Wimbish and Mary Gutierrez; and 7-Up members Rene Andrade (drivers), Daniel Escalona (merchandisers) and Pedro Garcia (warehouse).

At Pasha, a layoff of employees went into effect a few weeks ago as business has slowed down. Laid-off Pasha employees should have their address current with the company in the event of recall. If you are recalled, you have seventy-two (72) hours upon delivery of the recall to respond to Pasha in order to make arrangements for your return to work. During this time, we are also exploring the creation of some job classifications with Pasha shop stewards and management for implementation in the near future. Teamsters Local 683 inherited this contract in 2016 without classifications and the company realizes, after much discussion with the Union, that classifications are a vital part of any contract. We will keep you posted on the progress.

Congratulations to new retiree James Escalante. James worked at Aramark for more than 30 years and was wrongfully terminated in May. After a lengthy grievance process, the company agreed to return Mr. Escalante to work with back pay. Mr. Escalante however, decided to retire and received a substantial settlement check.

We would also like to congratulate Brother Gilbert Valladares as the new day warehouse shop steward at Sysco Riverside.

The Local is working on several grievances including Pepsi scheduling mandatory overtime for our drivers. We are waiting to meet with the company, which is not following the contract properly.

We've also filed a grievance with Farmer Brothers regarding their fleet safety and standard policy. We are currently working through this issue with the company and will keep members posted on any new information.

At Alta Dena Dairy, we are trying to get the drivers' lunch waiver implemented with the company. Additionally, the contract books are at the printer and should be delivered to the members in the near future.

Some of the members at Mission Linen have been asking about the Supplemental 401(k) included in the CBA. Enrollment booklets will be provided to your H.R. department.

The Local has been dealing with some issues at the Pepsi Warehouse and need the members to get involved so we can negotiate a strong contract with the company, which expires in April.

We are looking forward to 2018 as we have several contracts up for negotiations. In addition to Pepsi, we will be in negotiations with Waste Management El Cajon and Carlsbad, to mention a few. As we head into fall, Teamsters Local 683 General membership meetings will commence the second Thursday of each month at 6:00 p.m. at the Local Hall in El Cajon.

The Local 683 Holiday Party will be held on Thursday, Dec. 14. We will be sharing the event details in the near future. In the meantime, members are asked to mark their calendars and plan on attending.

From our Local 683 family to yours, we hope everyone enjoys a safe Halloween and a happy Thanksgiving.

Local 848 Wholesale Drivers Salesmen

By **Eric Tate**
Secretary-Treasurer



Congratulations to the following members on their retirement: Mark Swanson, Unified, 18 years; Michael Steel, Coca-Cola, 32; Adrian Higuera, YRC, 26; Pat Underwood, Vons, 30; Jimmy Tubb, Unified, 40.

Condolences: to the family of James Cast, CPC, on the loss of both parents within 8 days; to Floyd Brown, Shippers Transport, on the loss of his mother; to Charlie Lepins, Sysco, on the loss of his mother.

Louie Diaz - Tell Steel - the members ratified a new five (5) year agreement with full maintenance of benefits for the medical and wage increases for each new year of the agreement. I would like to send a special thanks to shop steward Bob McMahon for his participation in these contract negotiations. Mitsubishi Warehouse - the new agreement is signed and approved by the trust fund. Distribution

of the contracts is forthcoming. TABC - congratulations to the team members that have recently retired after many years of service at TABC: Enrique Ochoa, Javier Cervantes and Douglas Poore. Also, congratulations to TABC and their team members on the celebration of 45 years of successful manufacturing of Toyota parts for their cars and trucks -- 1972 to 2017. The anniversary picnic was a success, held September 30.

Preston Richie - Pasha/Sealogix - as you know ever since Horizon Lines was purchased by Pasha/Sealogix, we have been fighting to hold on to the work and to preserve jobs. I would like to report that we did get a favorable arbitration decision that will keep Sealogix tied to their ships. I would like to thank all of the shop stewards and our Local for the work everyone has been doing to go up against this company. ABF Freight - contract negotiations are scheduled to begin in mid-October - by now you should've filled out the proposal sheets that were mailed. YRC - there have been a lot of suspensions due to tardiness and absenteeism. If you're taking care of a family member or if it's a personal issue, file for FMLA. Remember, you need to have 1200 working hours to qualify. Also, as you all know they have been using a lot of cartage companies due to the fact that it's almost impossible to hire any drivers due to the 2-tier pay scale that was voted in and due to the fact that we have a lot of non-CDL members at that YRC-847 terminal. Shippers Transport - I would like to welcome Greg Baltazar as one of our new stewards and to thank all of the stewards for the work that they do. Also, as you know we have been in talks with the city of Carson and Torsoral on shippers having to move out of that yard. Toll - hey, brothers and sisters, hopefully we will be getting that Pasha/Sealogix work back for you, so we can get guys on layoff back to work.

Juan Medina/Ralph Black: Vons - for the mass majority of drivers who made the transfer over to Albertsons, we wish you all the best. It was truly an honor and privilege to have worked with you and to have represented you all. A special thanks to all the great stewards for all their great work. SGW & S/ Youngs Market - it was great getting to know you during our visits. We look forward to friendships and working side by side with you brothers. US Foods Corona - thanks to Steve and Luis for their patience in helping us resolve the outstanding grievances. We're looking forward to visiting with you brothers in the near future. BakeMark - the subcontracting grievance that was in the arbitration process has been settled in our favor. We have also achieved our goal in continuing our bid process as it's been for many years. DPI - just a reminder that we will be planning a contract proposal meeting very soon. Super Valu - we would like to thank Tino, Adrian, Johnny and Xavier for all their great work in representing our members and resolving issues at what is now SuperValu. By the time this goes to print, we hope to have addressed the concerns with the company over the new attendance policy. Gallo Wine - we have finally finalized the new CBA and hope to have copies for you brothers shortly. Ralphs - we have instructed the

company to forward the yard standard times once completed to the Union so we can have our industrial engineer review it. Sygma - we would like to thank shop stewards Art Martinez and German Olan on taking care of the day-to-day issues that arise. Aramark - as of print, we have had our first negotiating session and have other dates set. Once completed, we will schedule a date to vote. Farmer Brothers - the implemented GPS system has been challenged by the FBC Negotiating Committee chairman on behalf of the fifteen plus Local Unions who represent the members; we will inform you as to any updates. DHL - it was a pleasure meeting shop stewards Dennis Lillehaug, Rafael Martinez and Joe Zubia. There is a special-called meeting on October 15 for DHL at the Glendora office. Palisade Ranch - the company is interested in converting to bi-weekly pay, this Local Union is not in favor of this policy. We will keep shop steward Sergio Ortiz abreast of these discussions.

Local 896 Bottlers

By **Phil Cooper**
Secretary-Treasurer



We are so very lucky to belong to such a great organization. All of us should be so proud to be a Teamster! We have recently witnessed Teamster Joint Council and Local Union trucks filled with food, water, diapers, and other supplies headed to hurricane-ravaged areas of Texas and Florida. Some of those supplies were donated by companies we represent, but most of the supplies were purchased with monies donated by all the different Locals and our members that make up our fine organization. And yes, Local 896 was right there donating money to help with the cause. This money comes from each one of you, so feel proud that you are helping those in need of help. The Teamsters were one of the first organizations to mobilize disaster relief efforts for South Texas and Florida and now the Teamsters has sent volunteer members to assist Puerto Rico with transporting vital supplies to our fellow Americans.

Teamsters are now joining other Labor Unions across the country to identify skilled workers to travel to Puerto Rico in the very near future to provide much needed support, once again our Union makes us proud! I know that many of our members already donate much of their time and money to many different charity events and causes. For this I say thank you and rest assured that your Local Union will continue to do the same.

It is with a heavy heart that I mention the senseless killings in Las Vegas that we are all trying to process. At this time, we have been made aware that Teamsters from Locals 14, 495, 911 and 1932, all Joint Council 42 Locals, had members that were either wounded or died in this massacre. We know that this senseless taking of lives

continued next page

and wounding of so many others will never make any sense, no matter the motive, but I can assure you that your Local and Teamsters from all over the country, will be right there helping the families of the victims and helping those that were wounded. We are Teamsters, that's what we do! We help one another, sisters and brothers, friends, family and strangers. That is why you should feel proud to be a Union member, a Teamster Union member! For those of you that donated blood for those injured in Las Vegas, thank you for your unselfish act, giving blood saves lives.

I want to give a shout out to some of our Union sisters that represented our great Local at the recent Teamsters Women's Conference in San Antonio Texas. Darlene Bradley, Rachel Gomez, Michelle Jimenez, Janeen Beltran, Shelly Tackett and Sherry Tackett, thanks for doing such a wonderful job representing our Local; 896 was in the house! This was the largest group of women our Local has ever sent and we will be looking to send even more next year. These ladies were very busy attending workshops on things like the Art of Being a Teamster Steward, Right to Work, Teamster Women's History, how to deal with discrimination at work, social media and your Union, and so many other great classes. There were daily general sessions that included so many great and inspiring speakers. Over 1,100 Teamster Women from all over the United States, Canada and Puerto Rico to network with, made for a wonderful conference. Thanks again to our wonderful representatives.

October finds our Local busier than most of us can remember. We have four different contract negotiations going on this month. The first week of October sees us at the table with 7up negotiations, the second week finds us in Allied Beverage talks and the third week of October we will begin our Bud Carson negotiations. We also have Shasta Beverage Nor Cal negotiations going on this month.

We also have a shop steward seminar scheduled for October 15. This training class will be a little different than previous steward seminars as we also plan to talk about Right to Work and what impact it could have on our Local, and what the role of stewards and business agents are in a RTW shop. All stewards are encouraged to attend this very valuable training and for the first time, each steward in attendance will receive t-shirts that designate them as Teamsters Local Union 896 Steward!

I hope everyone will have the chance to attend the October 29 general membership meeting at the Union hall. I know that many of you only get one day off a week to spend with your family and that day is usually Sunday. Because of this, we are going to try and step up our game. One of the dental providers is going to attend and hand out free teeth whitening kits, additional raffle gifts will be drawn. Donuts, coffee and hot dogs and sodas are on the menu so please bring the family. This is also a great time to meet and talk with your business agents and executive board, and if you don't win some Teamster merchandise, you can always purchase that Teamster hat and shirt you love to wear.

Remember, if you attend three

or more Union meetings in a year, those attendance cards are added to the drawing for door prizes at our big December Holiday meeting. Last year's grand prizes went to members that had attended three Union meetings prior to the December meeting. So not only do you leave with valuable information about your Local Union, it increases your chances of winning some great gifts in December.

Our deepest condolences to the families of: Terry Lane (MillerCoors), Donald Dehart (Coca-Cola), George Scruggs (Anheuser-Busch), Mary Williams (Coca-Cola) and Robin Friedeck (MillerCoors).

Our congratulations on recent retirees: Ron Miller (MillerCoors), Robin Spicer (Anheuser-Busch), Andrew LaFuente (Anheuser-Busch) and Richard Murillo (Coca-Cola).



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: last week the Supreme Court agreed to hear a case called Janus that could have a heavy negative impact on Labor Unions. If they rule that public employees can free ride (not pay Union dues or fees) it will weaken many labor organizations, particularly those that represent public employees. Down the road it could lead to Right to Work for Less across the entire economy including all Union states. It is more important than ever to support DRIVE, register to vote and be an advocate for the Union cause.

The transition of Vons distribution over to Brea and Irvine is proceeding in a smooth fashion. The stewards and business representatives are doing everything they can to protect seniority. Remember to pay close attention with respect to the bidding that is going to take place this fall and early spring.

Local 952 is in negotiations with the Orange County Transportation Authority regarding coach operators. We are seeking strike authorization in the event that we have a problem that we can't take care of in the normal fashion. The Negotiating Committee is working very hard to achieve a fair and just bargaining agreement. It would be a mistake for any employer including OCTA to take our members' kindness and good work for weakness. We appreciate the support of our members and their families during this tough bargaining process. We had a strike 10 years ago and we do not believe we need another one to make our point.

The uberization of work and the push to turn employees into independent contractors is continuing across the economy. It's going to take strong political and direct economic action to make sure that all working people are treated with dignity.

President & Business Representative Grant Maertz: Capistrano Unified School District overwhelmingly ratified their contract, with healthcare and wage increases! Now we are trying to get this con-

tract in front of the School Board for the Oct. 11 meeting as we went to press. I'd like to congratulate our current shop steward Lisa Rial and her husband and former steward Bill Rial on their retirement this month. We wish them the best and thank you for all your hard work helping Teamsters! Bimbo: new routes from the restructure on the import operation have started and we are currently working and monitoring these routes. Many of the RSR's are getting new vehicles and the camera issue is being monitored closely. UPS: we met with the National Negotiation Committee in September to review the proposals and set the stage for the upcoming negotiations. The West and Southwest Committees will start negotiations at the end of October. We have won several large grievances on cover driver pay and seniority violations on the Saturday ground operation. The transfer list will be posted and anyone interested in transferring in 2018 make sure to sign up.

Recording Secretary & Business Representative Ruben A. Lopez: MV Transportation: we have started negotiations with all four agreements (drivers, maintenance, dispatch, and reservationists & quality assurance) and are concentrating on the drivers' agreement first. Updates will be posted as information is available. Please check your Union bulletin board. First Transit: more changes are coming; another change in the management team will bring with it more disruptions for operations. First Transit is continuing to hire more drivers so send your friends and neighbors.

Business Representative Dave McCaffrey: Prime Time: we have demanded bargaining on the current layoffs, both the decision and its effects. We are scheduled to meet with the employer October 30. Updates will be available then. Super Shuttle: several employees from Prime Time have been hired on at Super Shuttle--please make them feel welcome. UPS Laguna: we regret to report the untimely passing of brother Dane Stewart. Our prayers and heartfelt condolences go out to his family and loved ones. Dane will be missed by all. Congratulations to Local 952 President Grant Maertz for being named to the UPS National Negotiating Committee.

Business Representative/Organizer Bobby Block: we are building unity and power within the county of Orange. We successfully brought one member back after being discharged and reduced two severe suspensions. Some divisions have started the "boot truck" voucher program and we are receiving good feedback from the membership. Members have seen the pay increase on their paycheck that took effect in July. Eligible members will see a bonus in late December. Westside Building Material: Anaheim, Chatsworth and Hesperia ratified their new 3 year agreements giving them a pay increase, additional sick time and other incentives. We successfully saved one member's job and have started meeting with the stewards and the employer regarding worksite issues and grievances. This process has given the membership the power and confidence of being Teamsters and it is noticeable while walking the jobsite. Iron Mountain: the stewardship, myself and the employer met recently and

reviewed jobsite issues and also went over grievances. We want to thank Local 952 stewards for the hard work and dedication they put in every day. Teamsters fight, Teamsters win!

Business Representative Eddy Ronceros: CVS Health: I want to thank the stewards and members for welcoming me as their new business representative. We will continue to work together on issues and work with the employer to make sure improvements continue. Albertsons: we met with the warehouse stewards from Albertsons and Vons. We will continue to work closely on the transition of Vons members.

Business Representative Almata Carter: I would like to thank Patrick D. Kelly for giving me the opportunity to represent members and to be part of Local 952 staff. I will strive to represent the members to the best of my ability and will work hard to make sure they have strong representation. We are currently in tough negotiations with OCTA and our fight will not end until we have positive results. I am also representing Durham School Services and Letner Roofing Co. I can be reached at (714) 769-6753.



By Chris Griswold
Secretary-Treasurer



We want to thank the first responders to the terrorist attack in Las Vegas on October 1st-2nd. Many lives were lost, however so many were saved by the heroics of the Las Vegas Metro Police Dept. and Las Vegas Fire Dept. The doctors and nurses at the area hospitals were phenomenal and saved countless lives. We also want to recognize the employees at the Mandalay Bay, Luxor and other hotels on the Las Vegas strip for their part in protecting the visitors and guests and guiding them to safety.

MGM Resorts International, the parent company of Mandalay Bay, announced it would donate \$3 million to aid the victims of the shooting and organizations that provide support to first responders through its MGM Resorts Foundation.

The citizens of Las Vegas have come together to raise money for the victims and donate blood as there is a tremendous shortage of blood after the attack. Please go to www.local986.org for more information on how you can help.

Henderson, Nevada, a suburb of Las Vegas, is one of the safest cities to live in the entire country. We encourage people to continue to visit Las Vegas and remember to stay in hotels where the employees are represented by Teamsters Local 986.

As we as a country recover from this tragic event, let's not forget about those that are suffering from the hurricanes that hit Texas, Florida and Puerto Rico. The Teamsters Disaster Relief Fund needs your help in the aftermath of these hurricanes.

The fund, specifically designed to

assist members who have suffered a loss in natural disasters depends on the donations from our Local Unions and other affiliates.

A number of our brothers and sisters really need your help and support right now. Your tax-deductible donations will make a difference in the lives of a Teamster family. Please give generously!

Donation checks may be sent to: Disaster Relief Fund, c/o International Brotherhood of Teamsters, 25 Louisiana Ave. NW, Washington, DC 20001

I want to thank Art Loza and Greg Bashem from Local 986 for driving in the Teamster Convoy to deliver food, water and other supplies to the people in need after Hurricane Harvey hit Houston.

Despite these tragedies, Teamsters Local 986 has remained focused on negotiating contracts, providing outstanding representation and organizing new members throughout our Local Union. The negotiations with Parsec are well underway and we look forward to welcoming another 800 members into Local 986 when they ratify their first agreement.

Please remember that the policy of Local 986 is that you should get a response to all phone calls and emails as soon as possible and within 24 hours. However, keep in mind that your business representative may be in other negotiations, grievances or arbitration hearings. Our goal is to resolve grievances in a timely manner and our business representatives work diligently to enforce all of our collective bargaining agreements.

As this is the last issue before the holiday season, I want everyone to enjoy the holidays with your loved ones and please remember all those families that have lost their loved ones and are having a difficult time coping with the tragedies of 2017. Stay safe and let's hope for a better 2018!



By Randy Korgan
General Manager



Teamsters Local 1932 is entering Fall 2017 focused on progressing its multi-faceted strategy to transform the Inland region of California.

October 25 will mark a momentous date for our Local as we'll host dozens of elected officials for a discussion on what must change to turn our region's economy into one that is resilient, sustainable, and healthy. Our home communities can no longer suffer under the weight of irresponsible tax giveaways handed out to huge corporations and developers. Over the past few decades public funds, which could have been used to expand public services and raise the quality of life, have instead been set aside and given away by elected officials for corporate welfare.

continued next page

Southern California Teamster

Official Teamster Notices & Announcements

continued from back page

ance at 50% of the membership meetings shall not be invoked. Members whose place of employment or reporting point is more than 75 miles from the Teamsters Office at 1198 Durfee Avenue, South El Monte, CA, may nominate or second a nomination in writing submitted to Eugene W. Hulsey, Arbitrator at 525 Santiago Avenue, Long Beach, CA 90814. A written nomination or second must be received no later than 12:00 noon Friday, November 3, 2017. The writing shall state whether it is a nomination or a second, the name of the member being nominated or seconded and the office for which the nomination or second is being made. It shall be signed by the member submitting the nomination or second and shall contain his/her Social Security Number (last four digits of social security number).

There will be an election of officers in Teamsters Local 986 for the offices of President, Vice President, Secretary-Treasurer, Recording Secretary and three (3) Trustees for a three year term of office commencing January 1, 2018 and ending December 31, 2020.

The election will be held by walk-in balloting on the following date, time and place; any member in good standing may vote.

Thursday, December 14, 2017

11:00 a.m. to 5:00 p.m.

Teamsters Local 986

Meeting Hall

1221 North Peck Road

South El Monte, CA 91733

An observer, other than the candidate, and at the candidate's own expense, shall be allowed at the polling place. An observer or candidate may be present at the pick-up of the absentee ballots and the ballot count.

The ballots will be counted at Teamsters Local 986 Meeting Hall, 1221 North Peck Road, South El Monte, CA 91733 commencing at 5:00 p.m. on Thursday, December 14, 2017.

Absentee balloting by mail only will be permitted in this election upon written request mailed to

the following address: Eugene W. Hulsey, Arbitrator, 525 Santiago Avenue, Long Beach, CA 90814. Absentee balloting material will be mailed to the member's address after he/she mails in the absentee ballot request. An Absentee Ballot Request Form may be obtained from your Business Representative or at Local 986, South El Monte Office, 1198 Durfee Avenue, between 7:00 a.m. and 5:00 p.m., Monday through Friday. Absentee ballot requests may not be obtained after Friday, December 8, 2017, and in order to be counted, absentee ballots must be mailed in and received in the Post Office Box rented for this purpose, no later than 9:00 a.m. on Thursday, December 14, 2017. A member may vote by absentee ballot if it is more convenient for the member to vote by absentee ballot.

To be eligible to vote in the election, a member must have his/her dues paid through the month of November 2017. The Local Union office will accept dues for the purpose of being eligible to vote in this election up to 5:00 p.m. on Wednesday, December 13, 2017. West Coast Mailers, 5630 Borwick Avenue, South Gate, CA 90280, is the agency which has been chosen by the Local 986 Executive Board to process the mailing of campaign literature. Four criteria must be adhered to by all candidates seeking the use of West Coast Mailers facilities for electioneering.

FIRST: There must be a minimum of ten (10) days' notice regarding any mailing.

SECOND: All work must be paid for in advance, in the form of two checks; one for postage and one for labor.

THIRD: Work reservations and subsequent work submitted shall be processed on a "first come, first serve" basis.

FOURTH: West Coast Mailers utilizes first class and third class mail.

Questions, clarifications, reservations or notice may be directed to Ms. Donna Gomez at (323) 773-5391. Information on arrangements for bulk mailing can be obtained from West Coast Mailers.

Copies of the International Con-

stitution and Local 986 By-Laws, which are available on request, have additional rules regarding elections.

See box at the top of the last page for further details and rules governing Local Union elections. To the extent that the box at the top of the last page is in conflict with this Notice, this Notice will take precedence.

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Local 986 Aviso de Nominaciones y Elección de Oficiales

Nominaciones para el puesto de Presidente, Vice-Presidente, Secretario-Tesorero, Secretario de Actas o registros y tres Fideicomisarios del Local de Teamsters 986 serán recibidas en una Junta Especial de la membresía del Local de Union el domingo, 5 de Noviembre de 2017 a las 9:00 a.m. en el Salón de Juntas de Teamsters Local 986, 1221 North Peck Road, South El Monte, CA 91733.

La duración del periodo será desde Enero 1, 2018 hasta Diciembre 31, 2020. La regla, que requiere la asistencia del 50% en las juntas de membresía no será necesaria. Los miembros cuyo lugar del empleo o punto para reportarse es de más de 75 millas del edificio de la Oficina de los Teamsters en 1198 Durfee Avenue, South El Monte, CA, podrán nominar o secundar una nominación por escrito sometida a Eugene W. Hulsey, Arbitro, 525 Santiago Avenue, Long Beach, CA 90814. Una nominación o segunda por escrito deberá ser recibida no más tarde de las 12:00 del mediodía el viernes, 3 de Noviembre de 2017. El escrito deberá decir si es una nominación o está secundando, el nombre del miembro que es nominado o secundado y el puesto para el cual está siendo nominado o secundado. Está tendrá que ser firmado por el miembro de la unión que sometió la nominación o la segunda nominación. Debe incluir su número del seguro social (los últimos cuatro números de su seguro social).

Habrà una elecci3n de oficiales de Teamsters Local 986 para los puestos de Presidente, Vice-Presidente, Secretario-Tesorero, Secretario de Actas o registros y tres (3) Fideicomisarios para un t3rmino de tres a3os empezando Enero 1, 2018 y terminando Diciembre 31, 2020.

La elecci3n se llevarà a cabo requiriendo su presencia para la votaci3n en la siguiente fecha, hora y localidad; cualquier miembro al corriente con sus cuotas con la Uni3n puede votar.

Jueves, 14 de Diciembre de 2017
11:00 a.m. a 5:00 p.m.

Teamsters Local 986

Meeting Hall

1221 North Peck Road

South El Monte, CA 91733

Un observador, que no sea el candidato, y al costo del candidato, serà permitido en el lugar de votaci3n. Un observador o un candidato puede estar presente en donde recogen las boletas por ausencia y en donde se cuentan las boletas.

Las boletas seràn contadas en Teamsters Local 986 Meeting Hall, 1221 North Peck Road, South El Monte, CA 91733 empezando a las 5:00 p.m. el dìa jueves, 14 de Diciembre de 2017.

Boletas por ausencia por medio del correo solamente seràn permitidas en esta elecci3n. Deberà pedir esta boleta por escrito y enviarla al siguiente domicilio: Eugene W. Hulsey, Arbitro, 525 Santiago Avenue, Long Beach, CA 90814. En cuanto usted requiera su forma para boleta por ausencia, se le enviarà a su domicilio todo material tocante a la boleta por ausencia. Puede obtener una forma para una boleta de ausencia de su Representante de Negocios o en las oficinas del Local 986 en South El Monte, 1198 Durfee Avenue, entre las horas de 7:00 a.m. a 5:00 p.m., de Lunes a Viernes. Las formas no podràn ser obtenidas despu3s del dìa viernes, 8 de Diciembre 2017, y para que sean contadas, las boletas de ausencia tienen que ser enviadas y recibidas en el Apartado Postal de Correo, rentado para esta elecci3n, a mäs tardar a las 9:00 a.m. el dìa jueves, 14 de Diciembre

de 2017. Un miembro puede votar por medio de una boleta de ausencia si es mäs conveniente.

Para ser elegible para votar en esta elecci3n, el miembro tiene que tener sus cuotas pagadas hasta el mes de Noviembre, 2017. La oficina del Local aceptarà sus cuotas para el prop3sito de ser elegible para votar en esta elecci3n hasta las 5:00 p.m. el dìa mi3rcoles, 13 de Diciembre 2017. West Coast Mailers, 5630 Borwick Avenue, South Gate, CA 90280, es la agencia que ha sido seleccionada por la Junta Directiva del Local 986 para procesar el envi3o de propaganda de la campaa. Cuatro puntos de vista tienen que adherirse por todos los candidatos que buscan el uso de las facilidades de West Coast Mailers para el us3o electoral.

PRIMERO: Tiene que hacer un mìnimo de diez (10) dìa de aviso tocante a cualquier propaganda por correo sobre la campaa.

SEGUNDO: Todo trabajo tiene que ser pagado con anticipaci3n con dos cheques, uno para el costo de enviar la propaganda de la campaa y otro cheque por la labor.

TERCERO: Reservaciones de trabajo y trabajo subsiguiente sometido serà procesado a la manera de "el que llegue primero, es el primero que se atiende."

CUARTO: West Coast Mailers utiliza correo de primera clase y tercera clase.

Preguntas, clarificaciones, reservaciones o avisos pueden ser dirigidos a Sra. Donna Gomez at (323) 773-5391. Informaci3n en los arreglos de correo por volumen podràn ser obtenidos por medio de West Coast Mailers.

Copias de la Constituci3n Internacional y Reglas del Local 986 las cuales son proporcionadas si usted desea una copia, tienen reglas adicionales tocantes las elecciones.

Vea el cuadro arriba en la última pàgina para mäs detalles y reglamentos gobernando las elecciones del Local de Union. Hasta el extremo que la caja en la última pàgina este en conflicto con este Aviso, este Aviso tomarà precedencia.

Local 1932, continued

We will also be hosting academics from some of Southern California's top research institutions to provide them an outlet to present and release a policy brief, detailing how these unpopular tax subsidies have been abused by elected officials, as well as their negative effects on our economy. By providing comprehensive research on the matter, our Union believes that our guests in politics will ultimately be forced to realize that we will be changing the status quo.

Local 1932 is also expanding our Union's ability to communicate with our membership after this Fall's release of our official mobile and tablet app. Everything a member wants to know about our Union and how to get involved is at the tap of a button. After the launch of our Teamster Advantage mobile and tablet app in August was met with high praise and use, our Union

is expecting a response that is just as enthusiastic. Our Union will be more connected than ever.

Beyond the digital realm, however, we are growing in our ability to represent and fight for members with the addition of two business agents. First, Tizoc Arenas joins us after several years in the Labor movement as an organizer and Labor representative. Tizoc's fondest memory in Labor is his role in the fight for a fair contract for city of Houston employees in 2014, a fight they ultimately won. Second is Barbara Whittington, joining us after decades as a member of our Union -- all at the San Bernardino County Transitional Assistance Dept. Barbara was the winner of our Union's first Member Power award early this year, recognizing her for all her work over the years as a steward and fierce advocate for the interests of public employees

throughout our region. We at Local 1932 are excited to welcome Barbara and Tizoc into our staff.

Several Teamsters have followed Barbara since she was named our first Member Power award recipient in May. Marcie Larkin of the San Bernardino County Sheriff's Dept., Shane Stogorman of San Bernardino County Public Works, and Gina Jordan, police dispatcher at the city of Ontario, have been honored as Member Power award winners, too -- all for their unquestioned commitment and constant dedication to their Teamster brothers and sisters. They all organize and lead in a different ways and we are proud to have them in our Union.

Membership is continuously being presented with more opportunities to learn. Our comprehensive Volunteer Organizing training sessions are in full-swing this Fall, along with our steward training

sessions and arbitration training sessions. Members again have the opportunity to complete Labor Studies courses at our Union Hall for college credit from Los Angeles Trade Technical College. Hundreds of members have gone through these trainings and we are already seeing the impact in our organizing and contract campaigns. Take the city of Redlands for example -- several members used lessons from the trainings to win a strong contract in September, building member power along the way to show that when we stand together we win.

On September 28, as you all may know by now, the United States Supreme Court agreed to hear Janus v. AFSCME in the coming months. Janus is a case brought to life by well-funded anti-Union organizations, and, if they are successful, will result in "Right-to-Work" being

imposed on the public sector across the country. Our Union is ready to fight back. By the time a decision is reached for Janus, every single member of Teamsters Local 1932 will have been reached out to and asked to commit to Teamsters Local 1932. Already, we are seeing strong enthusiasm -- take the city of Redlands, again, as an example: their strong contract went hand-in-hand with their strong numbers in commitments to the Union. It's been less than three years since Local 1932 affiliated with Teamsters but -- regardless of any corporate-backed Supreme Court case -- our membership is proving to be Teamster strong.

**BUY UNION
MADE**

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:

November 9

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 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:

November 9
December 14

★★★

Local 631

Notice of Nominations and Election of Officers

Nominations for the Office of Secretary-Treasurer, President, Vice-President, Recording Secretary and three Trustees of Local 631 will be held at a special membership meeting on Monday, November 6, 2017 at the Local 631 Meeting Hall at 700 North Lamb Blvd., Las Vegas, NV at 7:00 p.m. The new term of office shall begin January 1, 2018, and end December 31, 2020.

To be able to run for office, a member must be in good standing in accordance with the IBT Constitution and Local 631 By-Laws and have been a member in good standing in Local 631 for twenty-four consecutive months prior to the month of nomination and have been actively employed at the craft within the jurisdiction of Local 631 for a period of twenty-four consecutive months and be otherwise eligible to hold office if elected.

In the event only one candidate is nominated for any office, 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 January 1, 2018.

For any contested offices, a mail referendum ballot election will be conducted. Ballots will be mailed to all active members on or about November 16, 2017. Ballots will be counted at the Union Hall on Friday, December 8, 2017. In order to be counted, your ballot must be in the Post Office Box rented for the election by 11:00 a.m., December 8, 2017, when the ballots will be picked up and brought to the Union Hall and counted. To be eligible to have your ballot counted, your dues must be paid through the month of November 2017. The last day you may pay your dues to ensure your eligibility to have your ballot counted will be 5:00 p.m. on December 7, 2017.

If you do not receive a ballot by November 28, 2017, or if you lose or deface your ballot, you may request a duplicate ballot by calling UniElect Election Services call number 1-855-240-0363. You will be required to provide identifying information.

In order to allow the necessary time for processing, no duplicate ballots can be requested after December 4, 2017. It is your responsibility to ensure 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 address. Please read the NOTICE ALL MEMBERS section in the Joint Council Newspaper for further details.

★★★

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.

Upcoming meetings are on:

October 29
November 12
December 10

★★★

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:

October 18

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 OFICIALES 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 acabo 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 acabo 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 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-Tesoroero 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 estan 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.

★★★

Local 952

Special Sunday general membership meeting will be held on October 15 at 10 a.m. at the Union Hall. Normal general membership meetings are held on the third Wednesday of each month at 7:30 p.m. at 140 South Marks Way, Orange, 92868. You can contact our Organizing Department at (714) 740-6200. For more information on upcoming events or updates please visit our website at www.teamsters952.org. "Like" us on Facebook at www.facebook.com/teamsters.local.952.

Organizing workshops:

When: Second Sunday of each month
Time: 8:30 a.m. - 11 a.m.
Where: 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.

**CHECK OUT
YOUR LOCAL'S
WEBSITE**

★★★

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:

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.

★★★

Local 986

Notice of Nominations and Election of Officers

Nominations for the Office of President, Vice President, Secretary-Treasurer, Recording Secretary and three Trustees of Teamsters Local 986 will be received at a Special Membership meeting of the Local Union on Sunday, November 5, 2017 at 9:00 a.m. at Teamsters Local 986 Meeting Hall, 1221 North Peck Road, South El Monte, CA 91733.

The ensuing term shall be from January 1, 2018 to December 31, 2020. The rule requiring attend-

continued on page 15

Moving? LET US KNOW

October 12, 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