

# Southern California Teamster

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

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## It's Antonio for Gov



Teamster California governor choice Antonio Villaraigosa has always supported the Teamsters' efforts to organize port drivers in the Los Angeles Long Beach harbors. Behind the former L.A. Mayor are (from right) Teamsters Joint Council 42 President Randy Cammack, Local 572 Secretary-treasurer Rick Middleton and Local 848 Secretary-treasurer Eric Tate.

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## 986 Steward Running Hard for Nevada Assembly

Susan Martinez, a Teamsters Union shop steward at the Flamingo Hotel in Las Vegas, is a candidate for State Assembly in Nevada's June 12 Primary. She is a member of Local 986.

"Local 986 could not be prouder that Susan Martinez is not only an activist shop steward, advocating for her fellow Teamsters day in and day out at the Flamingo, but is willing to run for statewide office to positively impact Nevadans statewide," 986 Secretary-treasurer Chris Griswold said.

Martinez first got the idea of running for political office at a Local 986 shop stewards training session late last year. A speaker warned of dangers facing Union members if anti-worker politicians gain power in the Carson City state legislature. She feared they would move to take away workers' ability to strike, pension protection, job security, and quality medical benefits – crucial issues that Unions have spent decades fighting to preserve for their members.

"I was incensed," said Martinez, a 30-year desk clerk at the Flamingo, "and after carefully considering the challenge, I decided to answer the call and run for the Nevada State Assembly." She joins a growing number of women who are entering races for political office at a

fast-increasing rate.

Martinez is joining the political contest because she wants change. Facing eight challengers in the June 12 primary, Martinez has gathered community support, excelled at fund-raising, and is criss-crossing the 12th district campaigning. A single mom, she makes sure to spend quality time with her teenage daughter, Victoria, no matter how busy her days get with the campaign.

Martinez, known to her friends as Suzie, has a history of involvement. "For more than ten years she has been one of the most active and effective shop stewards," reported 986 Business Agent Beverly Williams. "She knows her contract and is available from early morning to late at night to answer members' questions and resolve their issues."

The 12th District is a diverse working-class area on the east side of Las Vegas. She has been endorsed unanimously by the AFL-CIO Central Labor Council along with the Teamsters. In a mailing to all Union members in her district, the Union announced: "She is one of us. She will stand by us."

"My Teamster experience is excellent preparation for this journey," Martinez says. "I have always cared for people, but being active in the Union taught me how to do

2018 represents a critical year for Teamsters across the country. We must exercise our civic duty to vote in crucial elections at the local, state and federal levels. These elections will determine many things including the health of our economy and the creation of good jobs.

One of the most important races that Teamster families and working people face in California is the Governor's race. It is essential, particularly during current times, to elect a candidate with proven leadership who will continue to guide our state on a path that prioritizes creating good jobs that strengthen our middle class. Antonio Villaraigosa is a candidate that will fight for Teamsters across California because of his proven track record. That is why Teamsters Joint Council 42 has unequivocally endorsed Antonio Villaraigosa for Governor of California

Villaraigosa is no stranger to a Teamster picket line. For his entire adult life, he has been an activist, championing the rights of working people which inspired him to first run and get elected to public office. He stood shoulder-to-shoulder with Teamsters when we needed him the most.

As L.A. Mayor he championed the rights of truckers to combat the illegal misclassification of port truck drivers as independent contractors. He also began the process of trans-

forming Los Angeles' commercial waste and recycling system to provide recycling to all Angelenos and ensure that thousands of sanitation workers across Los Angeles had safe jobs and could provide a better living for their families.

Antonio Villaraigosa also updated critical infrastructure by leading the passage of several key project labor agreements that helped to create good, Union construction jobs that put money back into our communities.

He is also renowned for his fight for a cleaner environment and good jobs by passing the Clean Trucks Program, which helped to clean our air and improve our environment.

As Teamsters, it is crucial to support a candidate who stands up for the rights of working people regardless of their background, to organize and improve their standard of living. As the old saying goes, actions speak louder than words. Based on the actions taken by Antonio Villaraigosa, we are confident that he will be an excellent Governor, fighting for thousands of Teamsters across California, the backbone of vital industries that keep our state's economy strong. We encourage all Teamster families in California to do all possible to help get out the vote for Antonio Villaraigosa to secure a bright future for ourselves and future generations of Teamsters.



**SUPPORT:** Las Vegas Teamsters Local 986 business agent Beverly Williams (left) and President Sean Harren (right) present Nevada Assembly candidate Susan Martinez a campaign contribution. See story on the Teamster steward's campaign

something about it."

It is a difficult time for working men and women. Fortunately, union contracts protect the members with quality medical benefits and secure pensions. But Martinez is concerned about those who do not have Unions behind them – and

about the ways politicians can lash out to weaken Unions. Conservative politicians are determined to take away the gains that Unions have fought so hard for, over decades.

"It's time to give back." For Martinez, a committed supporter of Labor Unions, that is a real promise.

# CALIFORNIA Teamster Primary Election ENDORSEMENTS

## **US Senator**

Kevin de Leon (D)

## **Governor**

Antonio Villaraigosa (D)

## **Lieutenant Governor**

Ed Hernandez (D)

## **Secretary of State**

Alex Padilla (D)

## **Controller**

Betty Yee (D)

## **Treasurer**

Fiona Ma (D)

## **Attorney General**

Xavier Becerra (D)

## **Insurance Commissioner**

Ricardo Lara (D)

## **Superintendent of Public Instruction**

Tony Thurmond (D)

## **Board of Equalization**

District 1 Tom Hallinan (D)

District 2 Malia Cohen (D)

District 3 Scott Svonkin (D)

District 4 Ken Lopez-Maddox (D)

## **State Ballot Measures**

Proposition 68 YES

Proposition 69 YES

Proposition 70 NO

Proposition 71 YES

Proposition 72 YES

## **State Assembly**

AD 33 No endorsement

AD 34 No endorsement

AD 35 No endorsement

AD 36 No endorsement

AD 37 Monique Limon (D)

AD 38 Christy Smith (D)

AD 39 Antonio Sanchez (D)

AD 40 No endorsement

AD 41 Chris Holden (D)

AD 42 No endorsement

AD 43 Laura Friedman (D)

AD 44 Jacqui Irwin (D)

AD 45 Jesse Gabriel (D)

AD 46 Adrin Nazarian (D)

AD 47 Eloise Gomez-Reyes (D)

AD 48 Mike Eng (D)

AD 49 Edwin Chau (D)

AD 50 Richard Bloom (D)

AD 51 Wendy Carillo (D)

AD 52 Freddie Rodriguez (D)

AD 53 Miguel Santiago (D)

AD 54 Sydney Kamlager (D)

AD 55 No endorsement

AD 56 Eduardo Garcia (D)

AD 57 Ian Calderon (D)

AD 58 Frine Lore Medrano (D)

AD 59 Reggie Jones-Sawyer (D)

AD 60 Sabrina Cervantes (D)

AD 61 Jose Medina (D)

AD 62 Autumn Burke (D)

AD 63 Anthony Rendon (D)

AD 64 Mike Gipson (D)

AD 65 Sharon Quirk-Silva (D)

AD 66 Al Muratsuchi (D)

AD 67 No endorsement

AD 68 No endorsement

AD 69 Tom Daly (D)

AD 70 Patrick O'Donnell (D)

AD 71 No endorsement

AD 72 Josh Lowenthal (D)

AD 73 No endorsement

AD 74 Cottie Petrie-Norris

AD 75 No endorsement

AD 76 Tasha Horvath (D)

AD 77 Sunday Gover (D)

AD 78 Todd Gloria (D)

AD 79 Shirley Weber (D)

AD 80 Lorena Gonzalez (D)

## **State Senate**

SD 16 Ruth Mosser-Lopez (D)

SD 18 Bob Hertzberg (D)

SD 20 Connie Leyva (D)

SD 22 Mike Eng (D)

SD 24 Maria Elena Durazo (D)

SD 26 Ben Allen (D)

SD 28 Joy Silver (D)

SD 30 Holly Mitchell (D)

SD 32 Open

SD 34 Tom Umberg (D)

SD 36 No endorsement

SD 38 No endorsement

SD 40 Ben Hueso (D)

## **U.S. Congress**

CD 8 No endorsement

CD 23 Tatiana Matta (D)

CD 24 Salud Carbajal (D)

CD 25 Bryan Caforio (D)

CD 26 Julia Brownley (D)

CD 27 Judy Chu (D)

CD 28 Adam Schiff (D)

CD 29 Tony Cardenas (D)

CD 30 Brad Sherman (D)

CD 31 Pete Aguilar (D)

CD 32 Grace Napolitano (D)

CD 33 Ted Lieu (D)

CD 34 Jimmy Gomez (D)

CD 35 Joe Baca (D)

CD 36 Raul Ruiz (D)

CD 37 No endorsement

CD 38 No endorsement

CD 39 No endorsement

CD 40 Lucille Roybal-Allard (D)

CD 41 Mark Takano (D)

CD 42 No endorsement

CD 43 Maxine Waters (D)

CD 44 Nanette Barragan (D)

CD 45 Dave Min (D)

CD 46 No endorsement

CD 47 Alan Lowenthal (D)

CD 48 Hans Kierstead (D)

CD 49 Douglas Applegate (D)

CD 50 Open

CD 51 Juan Vargas (D)

CD 52 Scott Peters (D)

CD 53 No endorsement

## **Local Elections**

### **L.A. County Assessor**

Jeffrey Prang

### **Riverside County Supervisor**

District 2 Penny Newman

District 4 Manny Perez

District 5 Alti Holcomb

### **San Bernardino County Auditor**

Oscar Valdez

### **Fontana Council**

Mayor Aquanetta Warren

District 4 John Roberts

### **Huntington Beach Council**

Billy O'Connell

Dan Kalmick

### **Long Beach**

Robert Garcia, Mayor

Rich Dines, City Council District 5

### **Superior Court Judge**

Seat # 4 Alfred Coletta

Seat # 20 Wendy Segall

Seat # 63 Malcolm Mackey

# Southern California Teamster

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# NEVADA State Teamsters Statewide Endorsements

## **U.S. Senate**

## **Assembly Dist. 8**

Jacky Rosen

## **Assembly Dist. 9**

Jason Frierson

## **Assembly Dist. 10**

Steve Yeager

## **Assembly Dist. 11**

Chris Brooks

## **Assembly District 12**

Olivia Diaz

## **Assembly District 13**

Susan Martinez

## **Assembly District 14**

Thomas Roberts

## **Assembly District 15**

Maggie Carlton

## **Assembly District 16**

No Endorsement

## **Assembly District 17**

Heidi Swank

## **Assembly District 18**

Tyrone Thompson

## **Assembly District 19**

Richard Carillo

## **Assembly Dist. 20**

Zach Conine

## **Controller</**

## Quick Looks at Items of Interest

# The Eye

**Inflation** in Venezuela is expected to hit **13,000%** this year.....ships spew about 13% of all sulfur-dioxide emissions.....**Detective Tom** reports that American **burials** each year put 20 million feet of wood and 64,500 tons of steel in the ground.....2016 saw **991 construction workers die** nationwide, 3% increase over 2015.....**800,000** live and work legally here under **DACA**.....there are about **300,000** cell phone **towers** across the USA.....CDC says **50.8%** of all households here **only** have cellphones.....average American eats 7 pounds of **avocados** yearly.....National Safety Council says **40,100** traffic-related deaths last year.....the 8 Hawaiian islands are No. 1 of all states with **88,000 cesspools**.....15,000 of us lost some \$200 million in **confidence scams**, FBI says.....**beer** was 46% of all U.S. alcohol sales last year.....China avoids **trade penalties** by sending its cheap steel first to countries like 'Nam, Malaysia, Sri Lanka and switching origin labels--it's called **transshipping**.....research in Chicago, L.A. and New York shows **12%** of tipped workers' **employers steal tips**.....no more "unfair labor practices" with the NLRB---now it's **labor law-breaking**.....**feds own** 79.6% of Nevada, only 1.8% of Texas.....20% own 86% of American wealth, **highest rate in history**.....U.S. **chocolate sales way up** now while other candy sales slump.....number of **U.S. bank branches shrank** by 1,700 in the 12-month period ending June, 2017.....yearly, **21 million** Americans go under via a **general anesthetic**, and redheads seem to require higher dosages than brunettes to stay under.....**Nevada's** state legislature boasts **38% women**, 3rd highest in the country.....

## 166 Bus Teamster a Hero on I-40

When Local 166 steward Morgan Anderson clocked in at 2:45 a.m. March 9, it started out as his routine once-a-week Friday run from Barstow to Needles, California.

One hour later he was sprinting 200 yards in the dark from his Transdev bus on Interstate 40 to check on a big rig truck and trailer turned over on its side on the east-bound shoulder.

"I went around a bend and saw a plume of dust and started to slow," Anderson said. "Then I saw it on the right shoulder, first the trailer lights and axles. I merged to the left and slowed. There was a sign in the middle of the road apparently the truck took out, so I swerved over and around to the right shoulder, about 200 yards in front of the rig."

Anderson is the Teamster shop steward at Transdev Barstow, 27 years old and holder of a Class B license. He has been a steward for five years. He previously was a three-year volunteer fire fighter in Newberry Springs, a remote outpost 25 miles east of Barstow, between Barstow and Needles.

Anderson sprinted back to the upended rig and found what turned out to be the driver standing on the driver's door. The driver seemed to be a little shaken, but did remember he was part of a two-man sleeper team. Anderson made contact with the co-driver, who had been in the sleeper berth, and was standing up in the cab but unable to exit. Anderson ascertained the trapped driver was lucid and asked him to stand back



as best he could.

"I was wearing my Globe fire boots, certified for tactical rescue, and kicked in the windshield and bent it over and pulled it out of the frame with the glass intact, and helped him out" Anderson recalled. "They both had minor scrapes and bruises."

The shop steward then called 911, then called his dispatcher for permission to stay and assist, who advised Anderson to stay until the California Highway Patrol arrived on scene. It was a chilly desert morning and Anderson walked the drivers to sit in his bus until the CHP showed.

Thirty minutes later he was moving on down to Needles for his weekly pickups. When he passed the accident spot hours later on his way back to Barstow, the truck was still on its side.

"Morgan's actions March 9 are totally in line with what we know of him as a working Teamster and shop steward," Local 166 Secretary-treasurer Mike Bergen said. "He is highly trained, prepared, methodical and responsive to any situation. And he happens to be a hero."

## 630 Walks the Walk with Citizenship Help

By Teamsters Local 630

On March 10 Teamsters Local 630 held its third annual citizenship workshop to assist our members and their families with a path to citizenship.

More than 50 Teamsters and family members applied for citizenship during the one-day workshop with the help of our immigration attorneys and volunteers from Local 630 and the National Association of Latino Elected Officials (NALEO).

A Union statement said: "we are proud to say we have helped about 300 members and their families achieve citizenship. We are committed to helping our community, our members and their families secure the rights of citizenship, including the right to vote and engage in the political process. It's about empowering workers and giving them a voice in our society."

About 10 immigration attorneys volunteered at the workshop to help members with applications;

these workshops are designed to serve the interest of all Teamster members and their families, by strengthening the collective rights and political power of immigrant and non-immigrant workers throughout our membership and the Los Angeles area.

Given the current political climate and anti-immigrant agenda that is terrorizing so many communities in this country, these workshops are a crucial part of the fight for the rights of all working families.

The Local Union thanks and commends NALEO and its staff, along with volunteers from Local 630 staff and executive board, members Juan Pimentel-Danone Wave Foods, Daniel Mendez-PFG Roma, Masiel Garcia-Torn & Glasser, Carlos Escobar-PFG Roma, Jorge Escutia-LA Cold, Miguel Acuna-Sysco and Federico Sandoval-Alta Dena South.

## Vegas Locals Doing it Again June 2

One great time certainly deserves another and that is why southern Nevada Teamsters are returning for their annual health fair to Wet-n-Wild this summer, after 2017's overflow event.

The three Las Vegas Teamster Local Unions jointly stage a health fair and outing for their members' families and Saturday, June 2 will mark this year's return to the popular water park.

Locals 14, 631 and 986 have disseminated complete event information to their members.

Nevada Endorsements continued

### Clark Co. Commission Dist. F

Justin Jones

### Clark Co. Commission Dist. G

Jim Gibson

### Clark Co. Sheriff

Joe Lombardo

### Clark Co. Clerk

Lynn Goya

### Clark Co. Assessor

Briana Johnson

### Clark Co. Recorder

Debbie Conway

### University Regent Dist. 1

Jack Mallory

### Trustee, Clark Co.

### School Dist. D

Jack Mallory

### Trustee, Clark Co.

### School Dist. G

Linda Cavazos

### Constable, Henderson

### Township

Kenny Taylor

### Constable, N. Las Vegas

### Township

Jon Martin

### Northern Nevada Endorsements

### Senate Dist. 13

Julia Ratti

### Senate Dist. 14

Wendy Boszak

### Senate Dist. 16

Tina Davis Hersey

### Assembly Dist. 24

Sarah Peters

### Assembly Dist. 25

Jill Tolles

### Assembly Dist 26

June Joseph

### Assembly Dist. 27

Teresa Benitez-Thompson

### Assembly Dist. 30

Mike Sprinkle

### Assembly Dist. 31

Richard "Skip" Daly

### Assembly Dist. 32

Paula Povilaitis

### Assembly Dist. 40

Autumn Zemke

### Nevada Supreme Ct. C

No Endorsement

### Nevada Supreme Court G

Lidia S. Stiglich

### DCJ Justice Court

Dixie Grossman

### District Attorney

Chris Hicks

### Reno Mayor

Hillary Scheive

### Reno Ward 2

Naomi Duerr

### Reno Ward 4

Paul McKenzie

### Reno City Attorney

John Kadlic

### Washoe Co. Commission 2

No Endorsement

### Washoe Co. Commission 3

Kitty Jung

### Washoe Co. Commission 5

Greg Smith

### Washoe Co. Assessor

Wendy Jauregui-Jackins

### Washoe Co. Clerk

Nancy Parent

### Washoe Co. Recorder

Lawrence Burtress

### Washoe Co. Treasurer

Tammi Davis

### Washoe Co. Sheriff

Darin Balaam

### Washoe Co. Public Administrator

Verita Black Prothro

### Constable, Incline Village

Hans R. Keller

### Sparks Mayor

No Endorsement

### Sparks Ward 2

No Endorsement

### Sparks Ward 4

Rudy Viola

### Washoe Co. School Dist. B

Dian Vanderwell

### Washoe Co. School Dist. C

Andrew Benjamin Caudill

### Washoe Co. School Dist. At Large

Ryan Gonda

## 500 Preschool Workers Enjoy First Contract

Teamsters Local 1932 members at the San Bernardino County Preschool Services Department (PSD) ratified a strong first-time agreement with the county. The February 20 vote brings much-needed salary adjustments and a grievance procedure to these 500 people working in early childhood education.

"We never had a voice before this Teamster contract. We now have a voice," said Toi Waddles, a Fontana Citrus Head Start teacher. PSD Teamsters ratified the agreement unanimously – a first step in turning back the tide against years of high turnover rates throughout PSD facilities due to low wages and unstable work conditions, Local 1932 said.

Jorgina Garcia, also of Fontana Citrus Head Start, says she's "very happy" with their first contract. "I've been with the county for 10-plus years, and I've never gotten a raise like that, so it motivates me to stay and keep doing a good job."

PSD Teamsters had been in negotiations with San Bernardino County since March 2017. In December 2017, thousands of community members and parents to PSD students showed their support for these working people by signing postcards addressed to county

officials demanding they help create "Stability for PSD Families" with Local 1932. PSD Teamsters led the way, making one-on-one connections with the public about their daily struggles trying to make ends meet while teaching home communities' youngest students. The push led to significant progress at the negotiating table.

"We can not win strong contracts like this one by coming into things alone," said Sean Segal, a program generalist at Westminster Head Start. "We stood together with the community and the results were fantastic. I know it's just the start."

Local 1932 also secured a first contract for 28 employees in the supervisors unit on March 15, 2018.

As part of the landmark agreements at PSD, Local 1932 and the county agreed to work together to secure additional funding currently lacking in early childhood education. "Every day, these new Teamsters at PSD care for thousands of our region's most vulnerable children," Local 1932 General Manager Randy Korgan said. "Going forward, we will ensure that these children and the working people that care for them have the resources they need to truly thrive."

## RETIREE ROUND-UP

**EL MONTE:** We have changed our meeting location and date! We now meet the third Thursday of the month at 10:30 a.m.--Am. Vets Post #133 at 14910 East Los Angeles St., Irwindale. Thanks to Robert Murrietta Jr. for his help on this. Join us for speakers, pension updates and coffee and donuts. Any questions, call: John Maggio @ 323.257.4264, or the Fullers at 714.742.7557 & 714.742.2598.

**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 and get working with all our chapters and Local Unions. 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 have special events, luncheons, speakers and field trips. Any questions call Tony Mosqueda at 323.569.9127, or leave a call back number. God bless the Teamsters. Amen.

**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 gener-

al meeting. Any questions, call Howard Barrios, 805.268.2784.

**MONTEBELLO:** Our condolences to the family of Henderson Jones, may he RIP. We had pot luck at our meeting April 26, if you didn't make our meeting you missed out on some good food. Our bus trip to Pechanga Casino on Saturday, June 9 is now full, however we can sign you up on stand-by. Cost is \$15. Our speaker for Thursday, June 28 will be Cynthia Lopez, on having a Living Trust. All retirees and spouses are welcome to all our meetings and activities. We also meet every Wednesday at 8:30 a.m. for breakfast at Jack's Restaurant, 13221 Whittier Blvd., Whittier. Call Phil Zamora (562)505-1387 for more information. Thank God for the Teamsters.

**ORANGE COUNTY:** The Orange retiree meetings are the second Saturday of the month, from October to May. We are dark June, July, August and September. We meet at Local 952, 140 S. Marks Way in Orange, and start 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 meetings end in May and resume in October. However, on August 18 our Retiree Luncheon will start at about 11 a.m. with great food and gifts. Make sure you have your reservation in by filling out a slip found in our Retirement newsletter or calling the Retiree office at 909-629-2539, Monday thru Thursday.

OAKLAND, Calif.—A National Labor Relations Board officer will try Tesla Motors, the electric car firm of publicity-hungry so-called entrepreneur Elon Musk, on a wide

range of labor law-breaking charges on June 11.

The NLRB's General Counsel's office filed the formal complaint against the car company on April

## Pre-Retirement Seminar June 23 in Orange Co.

Now is the time to call to get registered for June's free, highly-acclaimed and valuable Teamster pre-retirement seminar.

On Saturday, June 23 the seminar will convene 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. Teamster spouses are welcome. Local 952 is located at 140 So. Marks Way, Orange CA 92868.

## Anti-Union Chamber of Commerce Gets Republicans to Do Their Hateful Work

By Mark Gruenberg  
PAI Staff Writer

**WASHINGTON (PAI)**—Using a bill almost literally written by the U.S. Chamber of Commerce, the anti-worker Republican majority on an ideologically polarized House Education and the Workforce subcommittee launched yet another attempt to trash the nation's basic labor law.

The business lobby's attempt was so brazen that its representatives, from the notorious anti-worker anti-consumer Berman PR firm, handed out press packets touting its bill. Several Republicans referred to that measure by its number — though not naming the lobby or Berman — during a staged hearing on rewriting the 83-year-old National Labor Relations Act.

"I don't think there's anyone here at this witness table who wants to ban unions," said Ford auto worker Terry Bowman of Ypsilanti, Mich., a former Auto Workers member who is now a "free rider" on the UAW's back, since Michigan is now a right-to-work state.

None of the other witnesses disagreed with him, nor did the panel's ruling Republicans. The tenor of the hearing from both lawmakers and the GOP belied that statement.

Lawmakers and the three GOP-named witnesses spent their time blasting the National Labor Relations Board, demanding the Labor Department treat worker centers like unions — complete with cent-by-cent reporting requirements and compliance with other edicts — and declaring all unions should lose their rights to represent workers unless they were recertified, by absolute majority votes, every year. And that's for starters.

A spokesman for panel chairman Tim Walberg, R-Mich., said in conversation before the April 26 hearing began that his boss doesn't expect immediate action. This hearing, the aide said, was "for information-gathering from stakeholders." Unions were not represented.

The NLRB, which enforces the NLRA for most private-sector labor-management relationships, wasn't invited to defend itself, either. Nor was the GOP Trump ad-

ministration, "because there are so many vacancies at the top of the Labor Department," the aide added.

That left panel Republicans free to pontificate against unions and worker centers and the three GOP-named witnesses — Bowman, anti-union Teamster Tommy Jackson, an Hermiston, Ore., trucker, and pro-management labor law attorney Stefan Marculewicz — to join in the assault.

A typical comment came from Rep. Joe Wilson, R-S.C. He touted the chamber's requirement that unions stand for recertification every year, and get it only with a majority of all

members, not of those voting. He called such a system "real representation." Wilson previously became infamous for yelling "You lie!" at then-President Barack Obama during Obama's speech for the Affordable Care Act.

The AFL-CIO has pointed out before that if lawmakers had to be elected by a majority of all voters, not just those voting, Congress would have a majority of empty chairs.

Only the fourth, Democratic-invited, witness, West Virginia law professor Anne Lofaso, was left to defend the board and the law while demanding its penalties against law-breakers become stronger and more consistent. Lofaso, a former NLRB employee, championed the pro-worker bill to improve NLRA, the Workplace Action for a Growing Economy Act, which the AFL-CIO and panel Democrats unveiled earlier. It's going nowhere in the GOP-run Congress.

The business lobby's Employee Rights Act, which the ruling Republicans touted, would not only hobble unions through the annual recertification elections, but would virtually ban union support

for what it called "liberal advocacy groups" ranging from think tanks to political parties to Planned Parenthood. The Chamber's fact sheet listed union payments, over 2010-16 to "promote a left-wing agenda."

It did not have any figures on business spending on politics or advocacy, but it listed "more than 50 free-market organizations" as

supporters, including notoriously secretive right-wing American Legislative Exchange Council, the Tea Party, the Heritage Foundation, Michigan's Mackinac Center and the so-called Americans for Tax Reform, headed by rightwing GOP heavyweight Grover Norquist.

The Chamber's "labor law" also would ban card-check voluntary recognition and let businesses withhold now-mandatory employee contact information they must turn over to unions during organizing drives. Both are polar opposites of sections of the pro-worker bill.

"The remedies under current labor law" for when firms break the law "are cease-and-desist orders, and affirmative orders to bargain," Lofaso told Rep. Gregorio Sablan (D), the non-voting delegate from the Northern Mariana Islands. If a firm is convicted of unfair labor practices — the formal name for labor law-breaking — the remedies are "a notice posted, net back pay or a bargaining order," she noted.

That's not enough to get firms to obey labor law, Lofaso said. Asked about such things as corporate one-on-one meetings with workers during organizing drives, or threats to close, or spying or other illegal activities, Lofaso replied: "Corporations are the most coercive source of power, outside of government."

Committee Democrats spent much of their time ineffectively. They attacked conflicts of interest of NLRB GOP member William Emanuel, who voted to reverse a prior board's joint employer decision even though his anti-worker firm, Littler Mendelson of Los Angeles, represented the management's subcontractors who lost that case and won in the reversal. Marculewicz, a Littler Mendelson D.C. lobbyist, spent his time attacking the worker centers.

After NLRB's Inspector General raised the conflict issue — and alerted Congress — the board, minus Emanuel, had to take another vote. It upheld the prior Obama-era ruling, where the board held corporate headquarters of franchise firms — like McDonald's — and their local franchises jointly responsible for obeying, or breaking, labor law.

## Board Targets Musk

range of labor law-breaking charges on June 11.

The NLRB's General Counsel's office filed the formal complaint against the car company on April

3, following documentation by the Auto Workers, who are trying to organize the 5,000 workers at Tesla's Fremont, Calif., plant. NLRB's Oakland regional director, Valery Hardy-Maloney, signed the formal notice, which included all the charges.

Charges include illegal harass-

ment of pro-union workers, illegal intimidation of workers and Tesla's firings of workers — also illegal — based on bias against their pro-union stands.

The union has been trying to organize the plant, a former joint venture between General Motors and a foreign auto firm, for months. Musk,

who also gained notoriety for his private space exploration company — and its failures on the launching pad — and his top managers broke the law while resisting, the NLRB complaint says. It names them, Musk included.

*Southern California Teamster*

# The COOKOUT is Back!

For the eleventh fabulous year the Teamster National Black Caucus southern California chapter's cookout and health fair is back.

The good stuff begins at noon on Saturday, June 9 at Teamster Local 63's grand outdoor park-free food and drink, health screenings, demonstrations, entrepreneurs, gifts, prize and cash raffles, and more!

No reservations required, just show up at Local 63, 379 West Valley Blvd. Rialto, 92376.

Exhibit information available by calling Robert Turner at 323.394.1910.

## No Espanol at Albertsons

**SAN DIEGO** – After the big grocery chain, Albertsons, Inc., refused all federal attempts to mediate and solve the case, the U.S. Equal Employment Opportunity Commission (EEOC) sued the firm on May 3 for harassing and creating a hostile work environment for 13 Hispanic workers at one of the grocer's San Diego stores.

The case, filed in U.S. District Court in San Diego, says managers at Albertsons' Lake Murray store "prohibited Hispanic employees from speaking Spanish around non-Spanish speakers, including when they spoke to Spanish-speaking customers and during breaks."

"The EEOC alleges the managers publicly reprimanded Hispanic employees caught speaking Spanish. The EEOC also contends no corrective action was taken, despite numerous employee complaints, forcing employees to transfer," the agency's statement said.

Managers' conduct violates Title VII of the 1964 Civil Rights Act, which bars discrimination on the basis of race, sex, nationality, religion, gender, disability and other factors.

## Check your local's website

**Local 631**  
Vegas Teamsters,  
Chauffeurs & Helpers

By Tommy Blitsch  
Secretary-Treasurer



Teamster Day at Wet-n-Wild is Saturday, June 2. To register send a text to 797979 and type: teamsters631. Once we've confirmed your membership, you'll receive an email regarding the details. Each member can bring up to three guests. If your family is larger, additional tickets will be available at the gate for \$25.00 each. We hope

to see you there

CertainTeed Gypsum - currently in contract negotiations: grievances, federal mediations and arbitrations have addressed many issues with job reinstatement, seniority violations, subcontractors with settlements and pay.

First Transit RACC - another wage increase was due April 1, 2018 make sure you look at your check or pay stub to see if it is correct; new contracts are printed and are being handed out. MV Transportation Fixed-Route - for a new contract, you're doing a great job, stay strong. Transdev Paratransit - make sure you look at the bulletin boards for upcoming contract proposal meetings and other updates and events.

ABF: We had a good turnout at the craft meeting, going over the tentative agreement, every vote counts. YRC: welcome new hires. UPSF: To get contract updates download the UPS Rising app on your smart phone or text "UPS" to 86466. Reddaway: the company is still having a high turnover with their supervisors. Thanks to the stewards for keeping them in check.

Rinker Hydro: Remember to stay hydrated this summer. Cemex Block: contract negotiations are coming up. We will have a proposal meeting soon.

Government contracts: renegotiation opening letters have gone out for the following CBAs: URS/dispatchers, URS/telecommunications, URS/firefighters, URS/Chugach/Arcata & Vectrus wall-to-wall M & O, URS flight attendants and operation mechanics & inspectors, Simplot Silica Sand & MSTS construction (wages).

We ratified a new CBA for the TTR Airfield Teamsters, effective April 16. We are currently still in the process of negotiating the Pilots' CBA, which has been going well.

UPS: attendance is an ongoing issue. Be at work and at your work station on time, unless you're on approved time off. Many more feeder grievances have been settled with pay for violations of the local feeder work rules and for violating the law. The company will continue to train feeder drivers in 2018 until the bench is staffed. Contract negotiations are still ongoing with UPS, right now we are trying to define the current language that we have so that the company has the same understanding as the Union before negotiating new language. Negotiations continue in May and possibly June for the SWPR, SWSR and Western Region Supplement. The village porter subcontracting grievance was settled for pay and an agreement to have a UPS employee do the work in peak of 2018. All SPVD grievances were deadlocked to the West and will be tied to the same issue from another western Local. Download the UPS Rising app on your smart phone to stay connected to these important negotiations. Please make sure you have a good address on file with the Local Union call--702-453-6310 to verify your address with the office staff.

Construction: the Las Vegas 51's stadium is taking shape in Summerlin. The mass excavation is just about completed. The Raider Stadium excavation for the main floor is nearing completion as well. The infrastructure projects, such as the 215 expansion, I-11, and Railroad

Pass bypass, are progressing ahead of schedule. Resorts World project on the Strip is also in full swing.

Ready Mix: work for Nevada Ready Mix and SilverStar Ready Mix has picked up. As construction work picks up, so does ready mix. SilverStar is hauling the concrete on the Raider Stadium from the onsite batch plant. Things are picking up in the summer months.

Republic Services: when you get a traffic citation whether driving a personal vehicle or the company's make sure you let the company know about it. If you don't know where you are with your attendance occurrences, please check with your HR manager. The sheets at the time clock are not up to date. To check on your pension with Northwest, the number is 1-866-648-6878. The number to Benesys Administrators is 702-415-2185. The next raise will be June 1, 2018. Republic Services is cracking down on misses and GPS are being tested in some trucks, run your route honestly and the way the company has showed you. The company should have GPS in all trucks by the end of summer. Take a few minutes and read your contract.

Conventions: Las Vegas continues to experience tradeshow growth. We are offering new courses and ramping up training to provide our members the skills and knowledge necessary to stay competitive in the market. We are working to educate the membership on the forces that stand to profit from complacency and internal Union frustration and blame and plan on offering labor action seminars in the near future. It is crucial to keep the labor movement moving forward and never accepting the status quo, for that is when we regress.

## Buy Union Made

### Local 630

Food, Industrial & Beverage Warehouse,  
Drivers and Clerical Employees

By Lou Villalvazo  
Secretary-Treasurer



In February, the Supreme Court heard the case of Janus vs. AFSCME. A decision in favor of Janus is expected to be rendered by June. This will allow public employee union members not to pay their Union dues but still benefit from the contract negotiated and the representation provided by their Union. In congress we have Rep. David Phil Roe, (R-Tenn.), who introduced the GROW Act (H.R. 4997); this legislation if enacted will hurt multi-employer pension funds like ours in the Western Conference and our retirees. We have a petition that is circulating throughout the shops. If you haven't seen it, please stop by the Local and sign it or visit our website and print a copy and assist us by collecting signatures from your family and neighbors to "oppose" the GROW Act.

Every election counts, and politics is part of our American way of life, and this next election is not any

different. In this congress, there is a real threat to our way of life. As Union members, we live and work a certain way! We have Republicans in congress that are coming after you and your Union, by introducing and trying to enact legislation that will destroy collective bargaining, how we organize, and now they want to attack your retirement.

Proposed changes from some Republicans would rig the election system even more towards employers. Rep. Roe is the lead author of the "Employee Rights Act". The Employee Rights Act would ban workers from the current way employees unionize, through collecting authorization cards and securing voluntary recognition from their employers. The recently reintroduced Employee Rights Act by Roe would be a major blow to worker rights. It would go even further to ensure that employers have the upper hand when workers attempt to band together to improve their workplace.

The Employee Rights Act would require that more than 50 percent of all workers support the Union, rather than 50 percent of workers that vote in a Union election, and thus count non-voters as votes against unionization, and by doing so redefining a "majority". If all congress would use this formula, none of our reps in congress would have won their election. But they want these rules for unorganized workers. Some reform proposals, including the Employee Rights Act, would also require new Union elections every three years, or sooner upon the expiration of a collective bargaining agreement. If more than 50 percent of the bargaining unit did not vote in the original Union election, that would mean that instead of coming to the bargaining table to decide on the next contract, employers would be once again able to subject employees to an onslaught on anti-union campaigning and another election.

This is a clear demonstration of the conservative right to try and implement anti-union and anti-worker legislation. In other words, workers would face a higher electoral bar to form a Union than employers would face to break it or decertify, this would create an undemocratic process. The following laws are being proposed and would rig the system against workers: 1st, The Workplace Democracy and Fairness Act, introduced by Rep. Tim Walberg (R-MI). 2nd, The Employee Privacy Protection Act introduced by Rep. Joe Wilson (R-SC). 3rd, The Protecting Local Business Opportunity Act, introduced by Senator Lamar Alexander (R-TN). 4th, The Protecting American Jobs Act introduced by Rep. Austin Scott (R-GA). All these bills are moving in congress as we speak, research them and learn what the consequences will be if they pass into law. On top of this the expected new anti-worker appointees will join the NLRB and also the NLRB can also take administrative actions that would make the current Union election process harder for workers.

If you haven't registered to vote, we have registration forms at the Local and we will be setting up a link on our website to register to vote online. Because of conservative lobbyists like "Citizen United" and "ALEC", corporate interests like the Koch brothers and the Walton family can donate billions of dollars to buy these elections. If you

haven't registered for DRIVE, please do so, we must do our part as democracy isn't free! As you can see politics matter and elections have consequences!

We congratulate our retiree brothers Roberto Rivera, Chris Garcia, and Cliff Bigler from Ralphs for all their years of service.

Inviting all 630 members to come out with their family to our annual softball tournament. All team rosters and entry fees due by June 29, 2018. The event is July 28 at Big League Dreams in West Covina. Membership ID cards required for all softball players. Stop by the Local if you do not have one. Also, we are asking our members to please bring a gift card for food or gas to donate to Padres Contra Cancer. For more info contact VP Raymundo Gaytan (626) 715-0930

Annual Teamsters summer camp - I'm glad to announce that we will be sending 15 of our members' kids to participate in a week of team building youth engagement by disconnecting from TV and social media. The application is online, and the deadline is May 31.

I would like to thank all our members from Torn & Glasser, Gerard's Fine Foods, US Growers Area #9, Americold Vernon plant, At Work, Del Monte and all our produce members at the Los Angeles Central Market and Thrifty Ice Cream, as we enjoyed our visit and breaking bread with our members. It gives us a chance to register our members to vote, to register for DRIVE and sign the petition to oppose the GROW Act. We have plenty more scheduled and will be visiting soon.

Don't forget if you've recently moved please update your contact information with our front office and register to stay updated on our website and our phone app. www.teamsterslocal630.org Follow us on: Facebook@Teamsters630 and Instagram@TeamstersLocal630

**Local 572**  
Long Beach  
Sales Drivers

By Rick Middleton  
Secretary-Treasurer



Rick Middleton: I'm pleased to report that we have organized another Durham School Services yard. Negotiations for a first contract at this new location will begin soon. As usual this victory was the result of hard work by Local 572 staff, the affected workers, and Local 572 members who work for some of our other bus yards. Special thanks to Recording Secretary Lourdes Garcia, Organizer Laura Vasquez, and Lonnie Holmes who worked together in helping these workers become Teamsters.

To continue with busing, a three-week strike at First Student Pasadena was brought to a successful conclusion. Although there were no changes to wages, First Student finally agreed to several Union proposals that were important to our members.

Moving in a different direction, it's my privilege to announce that

continued next page

Business Representative Tait Skifstrom received the George Meany Award for his contribution to youth in our community through scouting. The purpose of the award is to recognize outstanding service to youth through programs offered by the Boy Scouts of America. What makes Tait's accomplishment that much more noteworthy, is the fact that he and Steve Badger work long days representing Teamsters employed at Ralphs Grocery.

In closing, I look forward to seeing you at our next membership meeting.

Adriana Salazar Avila and Mike Ford: LAUSD: Negotiations for the 2017-2020 Successor contract are well under way. Our 13-page proposal to the District contains, amongst other things, restoration of assignment basis for specific classifications, locations or divisions, salary realignment, and a healthy wage increase over two years. We still have a long way to go before we will come to an agreement on salaries. We firmly believe that several of our classifications are sorely underpaid, while other classifications are being diminished in stature. Some classifications are being closed and the work is disappearing or being given to others to perform. We are asking this of our members: stop working off the clock and do not perform duties that are outside of your classification! If you are not being compensated, you should not be performing the work. As you may know, SEIU Local 99's membership has authorized a strike. As supervisors, you should not ask your Local 99 subordinates or friends to give you details about their strike, their plan, and/or any meeting information. You should also refrain from giving them your opinion on whether they should strike. You cannot encourage or discourage them from participating. Additionally, if they do go on strike, you cannot be asked to perform their duties unless the work is generally included in your job description - and not under "other duties as assigned". As we gain more information or updates, we will be emailing members. If you have any questions about your role in a strike, please contact Adriana or Mike at [asalazar@teamsters572.org](mailto:asalazar@teamsters572.org) or [mford@teamsters572.org](mailto:mford@teamsters572.org).

Traci Smith: First Student - Avalon: Spring /Summer session is upon us. Make sure to sign up for extra charter work, especially if it's Long Beach Unified work. As a reminder, if you are called into the manager's office and reasonably fear discipline, exercise your Weinergarten rights. MST-Long Beach: we have had several transit routes added and are currently working on a transit rate for this location. Make sure you keep up with your transmittals and keep track of the hours you drive transit. Summer session is fast approaching. Continue to check bulletins for the date and time of the summer school bid. Also, as a reminder, you can pass up work during the summer bid but are required to work if all work is not covered. Uncovered routes will be assigned in reverse seniority order. If you have any questions please contact me or one of your stewards, Lois Webb or Shandra Harrell. MST-Los Angeles: I would like to welcome our new steward Juan Carlos Serrano. Summer session is fast approaching, and we don't know exactly how much work

will be available. Continue to check for bulletins regarding dates and times of interviews for camp route and the summer school bid. Also, a reminder, you will be allowed to pass up work during the summer bid, but if all work is not covered, routes will be assigned in reverse seniority order. Proxy bids must be given to a steward well in advance of the bid. First Transit -Dash: let's all welcome the utility workers unit. Mike Soria will serve as shop steward...congratulations! MVMTA: there will be a shake-up bid in June. I anticipate an increase in service. I will be giving out bid books that will take you through December. Check the bulletin board for further information.

Grace Guitron: First Student - Hesperia: I would like to thank Cindy Mitchell for her service as a shop steward. I also congratulate the two newly elected shop stewards, Quavona Simpson and Pablo Calderon. I'm looking forward to working with both of you. First Student Hesperia and First Student Palm Springs: we are gearing up and preparing for contract negotiations. I am in the process of having proposal meetings and will be meeting with our bargaining committees to prepare them for negotiations. Student Transportation of America: we will have a contract proposal meeting and select a bargaining committee in the near future. M.A.R.T.A., Big Bear and Crestline: Big Bear had a shop steward election on April 24.

John Flammia: UPS: we are continuing to negotiate with the company on the Southwest Riders and West supplement. The process has been very slow. You can go to [upsrising.com](http://upsrising.com) or download the app to get all the latest developments on the National Master negotiations. Additionally, I am collecting signatures opposing the GROW act which may negatively affect our well-funded pension here in the west. We believe that the Butch Lewis act is a much better option to help support pensions across the country that are in trouble.

Laura Vasquez: the Durham organizing drive was a success. The drivers stood united in their belief of a better future with Teamsters Local 572.



By Patrick Kelly  
Secretary-Treasurer



Secretary-Treasurer  
Patrick D. Kelly:  
Negotiations are  
continuing with  
OCTA regarding  
coach operators.

We hope to get this settled over the next few weeks and without a disruption in service. If you have any questions, please contact your stewards or your Business Representative Almeta Carter at 714-740-6235. We are conducting feedback and site visitations at the bases. This is very helpful to us in crafting an improved agreement.

There is a serious effort to rescind the Transportation Bill that provides funding for highway construction, infrastructure and transit services. We have a couple thousand members that work directly or indirectly

for OCTA. The type and quality of their collective bargaining agreements depend upon adequate transportation funding. We made serious progress last year and now some opportunistic politicians are attempting to repeal that transportation funding and disrupt the progress that is taking place in transit and highway and bridge construction. We have to do everything we can to make sure our members are registered to vote and in particular vote No on the recall of Senator Josh Newman in Senate District 29. We are conducting phone banking and precinct walking in his district. If you want to get involved please contact Doris at Local 952 at 714-740-6225. Remember, the last day to register to vote in the June Primary is May 22. If you want to get involved in political action or organizing call Jessica at 714-740-6218.

We are also conducting voter registration and mobilization as well as D.R.I.V.E. recruitment throughout the Local Union. The International Brotherhood of Teamsters has negotiated a very good tentative agreement with ABF and is working hard on getting a good settlement with UPS. If you have any questions, please contact your stewards or business representative.

Local 952 members and their families are invited to our annual car show held on Sunday, May 20 at 10 a.m. If you have any questions, please contact Jessica at the Local at 714-740-6218.

President & Business Representative Grant Maertz: UPS negotiations are in full swing at all levels. There has been progress on several important non-economic items such as Harassment, 9.5, and supervisors working. Economic items will be coming out in the next few weeks. Much more to come on these negotiations. CUSD: The school year is winding down and getting prepared for summer school. We are working on several of the economic items that are tied to our contract and looking to get retroactivity on healthcare caps and wages. The PARS program has been approved by the school board and we are moving through that process. Bimbo: the routes are stabilizing from the recent restructure and rebid from the Import RSRs. There has been several changes on warehouse side that has helped get drivers on their routes quicker.

Business Representative Jeff Sweet: American Bottling Company (7Up): we anticipated having an offer to vote for ratification early May. Pepsi: we have secured a Letter of Understanding regarding additional full day overtime for transport work ensuring that Union transport drivers have the majority of the full day overtime work. Coca-Cola: a request has been made for an engineering audit at the Orange and Rancho warehouses. UPSF: Negotiations are ongoing.

Business Representative Norma Lopez: City of Anaheim: congratulations to David Horner on his new full-time position. We thank you for the many years of service as steward. We are currently looking for a new steward in Security; if you're interested please call me at 714-740-6246. Angels Baseball: the Union has agreed to the new employee manual. We ask all members to review the entire handbook, emphasis on attendance as well as the seventh day of rest section. If you

have any questions, please speak to your stewards. Republic Services: contracts are printed, please see your steward for a copy. We are still working on the translation and copies will be available soon. Transdev: the employer and the Union have agreed to a federal mediator to ensure negotiations move forward. Unfortunately, the employer's attorney had a medical emergency. Negotiations will resume as soon as he returns. Please see Blanca Rodriguez or Jeremy Ladebauche for updates. FXi: We are still in negotiations. We have a contract extension with retro activity to June 30, 2018. Kraft-Heinz: on April 2, thirty-six (36) employees were laid off. As the employer continues to upgrade lines with automation, we expect more layoffs before the end of the year. It is important that all employees maintain all certifications. FXi: Todavía estamos en negociaciones. Tenemos una extensión de contrato con actividad retroactiva hasta el 30 de junio de 2018. Kraft-Heinz: A partir del 2 de abril, treinta y seis (36) empleados fueron despedidos. A medida que la Compañía continúa actualizando las líneas con la automatización, esperamos mas despidos antes del fin de año. Es muy importante que todos los empleados mantengan sus certificaciones.

Business Representative Eddy Ronceros: CVS Health: we want to thank the stewards and members as we continue to work together with your employer on issues to make sure improvements continue. CVS: there is a new system in the modules for selection and we've met with your employer and the stewards on the new process. We will continue to monitor the effects and report to the members at the DC. Albertsons: now that the Albertsons/Vons merger is complete, we are going through the Global Master rebid for both distribution centers. It was completed in the second week of April. Now we are meeting with the employer to work out the details of the members transferring from Brea to Irvine and Irvine to Brea. We'll keep you updated.

Business Representative Dave McCaffrey: Super Shuttle: there has been a turnover in management. Keep your steward informed of any issues that may arise. GKN: we continue to monitor the recent buy out. Congratulations to Sally Carlson on being named "Chief Steward". Meetings have been scheduled in order to resolve the open grievances. UPS Laguna: contract negotiations continue. Congratulations to Luis Aguilar on his upcoming retirement and 41 years of membership.

Business Representative Mike Bergen: Young's Market Co.: the company has changed their operating systems which have caused many problems and issues for warehouse employees, drivers, and salespeople. All Local Unions that are signatory to this contract have been communicating on a regular basis with the company regarding their concerns and we ask that you continue to report these concerns to the company, your shop steward and business representative.

At Yardney Water Management, contract proposal meetings have been conducted as we prepare for negotiations with the company. Watch your bulletin boards for further information.

At Boral - contract proposal meeting was held and we have begun negotiations with the company. The Local Union thanks the membership for their great participation and input into their contract renewal.

Costco will close the Montebello location and open a Monterey Park store in late May or early June, 2018 with all our Union members following to the new location. This new location will bring additional Teamsters Union members to the Monterey Park Costco. Teamster/Costco contract negotiations start this summer, so if you have moved in the last three years make sure your Local Union has your correct address on file.

At Alta Dena Certified Dairy, Teamster Locals 63, 166, 186 and 630 recently monitored movement of work from the "North" facility to the "South" facility and various locations, and it went smoothly. The collective bargaining rights of members were protected in this movement of work.

ALSCO Inc. and Teamster Locals 166 and 542 continue negotiations for a first time contract for the employees at Palm Springs and El Centro locations. Also, contract proposal meetings were recently held with our members at AmeriPride Services and Angelica Textile drivers. Negotiations will begin soon with the assistance of our committee members.

Construction: the San Bernardino County offices of MSHA will be conducting MSHA training at Local 166 on May 23, 24 and 25. The classes and certifications upon completion are of no charge to our construction members; all other construction Local members of Joint Council 42 are encouraged to attend. Please contact John Albaugh or Robert Stanley of Local 166 for further details. The three-day class will be held at Local 166. We have had calls from employers for work, but our members must be MSHA-certified or we can't dispatch them to the available work without the MSHA Certification.

Overall, construction has been a little slow over the last few months in most locations of Southern California, mostly due to winter weather and the completion of existing projects in our desert regions, but now that spring is here and summer just around the corner, work should be getting back to normal. The Vulcan production plants have also had some unwanted days off for wind and rain, but they took that opportunity to do equipment maintenance so they can be ready for the upcoming busy summer months. Granite has been working on the I-15 port of entry project and has moved a crew to L.A. to begin work for the BNSF railroad. Matich Corp. is expecting to be busy this summer and will be hiring more drivers as the new trucks they recently purchased begin to roll in.

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*Southern California Teamster*

Security Paving has almost completed the I-8 repaving in El Centro and is beginning more work in the Bakersfield area.

Coffman has moved most of the crew from Winterhaven to Phoenix AZ for their joint venture project with Granite Construction--this is for work from Victorville Airport to Travis Air Force base in Northern California. We have started dispatching work for a small gas pipeline hydro test in Hinkley CA with Abercrombie, and expect to see a few more Teamsters this summer as that job ramps up. If you're not currently working use this down time to get additional training at the Training School so you will be prepared when we call to dispatch you.

Congratulations to the following brothers and sisters who recently retired from Local 166: Fernando Silva and Russell Werner from Anheuser-Busch Riverside; Robert Goins from construction; Gerald Newman, Roberto Vera, Alfredo Carrarza and James Kwapiszeski from Hanson Aggregates-San Diego; Arthur Dominguez, Kiewitt Pacific; Robert Erb from Hazard Construction-San Diego; Cynthia Suchil and Sylvia Garcia from Costco; James Halpin from IAP, Ft. Irwin; Larry King from Mondelez; Hector Lopez from Monierlifetile; Artero Celis from Ralphs Creamery; and Shannon Ferguson from Young's Market Co. Our best wishes go out to you and your families for many wonderful years of retirement.

Condolences and our thoughts go out to the families of our members who have recently died: Tony Manno, Local 166 staff & Arrowhead Magazine; Anthony Hollis, Dyncorp, Ft. Irwin; and Louie Stiefel, formerly construction. Our thoughts and prayers are with you. Brothers, Rest In Peace.

## Local 1932 San Bernardino County Public Employees

By Randy Korgan  
General Manager



On the evening of April 3, 1968, Dr. Martin Luther King Jr. delivered a speech in support of Memphis sanitation workers that were on strike. Dr. King was shot and killed the next day.

Prompted by the poverty wages they received from the City of Memphis, and the dangerous conditions of their work, which led to the death of two workers in February 1968, Memphis sanitation workers went on protest that spring for their right to form a Union. Their picket line signs reading "I Am A Man" became iconic for its truth. Despite being maligned as un-American by a wide swath of the population for his commitment to progress, Dr. King supported the truth championed by these workers and the truth championed by all people fighting for freedom and dignity because he wanted the most powerful country in the world to live up to its stated values.

"I've seen the promised land," Dr. King told a packed audience in Memphis on the eve of his death.

Southern California Teamster

"I may not get there with you. But I want you to know tonight, that we, as a people, will get to the promised land. And I'm happy, tonight. I'm not worried about anything. I'm not fearing any man. Mine eyes have seen the glory of the coming of the Lord."

As this season marks the 50th anniversary of his death, we choose to honor Dr. King's life and the world he wished for all Americans yet to come. In this spirit, we push on in 2018 as a Union of working people ready for our home region to live up to its full potential.

Member power is at the core of our many victories this past season. The 500 San Bernardino County preschool employees who organized as Teamsters in November 2015, unanimously voted in favor of their first Teamster contract in February, after a spirited and strategic campaign to bring home long overdue adjustments in wages and benefits. In the city of Pomona, the same occurred – public displays of solidarity, and worksite-level leadership every single day by hard-working members pushed city officials toward movement and eventual settlement on a strong contract that undoes economic damage dating back to Great Recession-era cuts in public services. A contract at the city of Hesperia was also ratified, with levels of increases they haven't seen in years.

Members who were pivotal to building power needed to win preschool and Pomona contracts have been honored as the Member Power Award winners. At County Preschool, despite long days at work, helping the region's youngest students with the care and service they provide, the bargaining committee – Mary DuJon, Sean Segal, Jodi Jodd, Tōi Waddles and Tera Forshey – proved tireless in their pursuit of the stability that PSD families deserve. At Pomona, Brian Jeffers of the water department was an essential figure in rallying members to unite. Our Union thanks them for their service with this recognition.

Beyond worksites, Teamsters Local 1932 hosted another gathering of regional elected officials April 25 to discuss the problem with community voices being locked out when development and subsidy deals are made at the local level. Using a policy brief exploring one particularly noxious deal – the city of Ontario's agreement with QVC, Inc. in 2015 – our Union made great headway in spreading best practices at previous meeting on October 25, 2017. By utilizing Community Benefit Agreements that allow community stakeholders a say in what companies must provide in return for subsidies is key to transforming the Inland Empire from a race to the bottom status quo, and instead, into a place where working families thrive.

Now, as a U.S Supreme Court decision on Janus v AFSCME looms, we remain undaunted. While, anti-union groups staple words like "freedom" and "liberty" to their disastrous legislation, as a Union of working people, we know that true freedom comes from dignity at work and a fair return on the labor we provide to keep our home regions running. Currently, that's possible because we do stand together in Union, and it's that cause that led Dr. Martin Luther King to Memphis as his life came to end on April 4, 1968.

Our fight and Dr. King's fight in Memphis – one for all Americans to live free and prosper – is the same. This season, remember our fight, and what Dr. King did on the eve of his death. So long as we all stay involved as a Union and stay Teamster proud, we will not fail.

## Local 14 Las Vegas General Sales Drivers Delivery Drivers & Helpers

By Larry Griffith  
Secretary-Treasurer



Summer is rapidly approaching and that means it is once again time for our annual Health Fair. The Health Fair is going to be held again this year at the Wet n Wild waterpark. Everyone had a great time there last year and a few lucky members left with some great prizes. Don't miss out on the fun this year! Each member can get a maximum of 4 tickets for themselves and their family members. You must call Debbie Ledon at the Local to RSVP and guarantee your admission to the park. Please take advantage of this exclusive benefit for members.

Local 14 members in North Las Vegas recently voted overwhelmingly in favor of ratifying a one-year extension to the collective bargaining agreement. This extension includes a base wage increase for the first time in many years in the city of North Las Vegas. The city was affected as severely as any city in the nation by the Great Recession and we hope that this is a sign of things to come and the days of concessions and layoffs are a thing of the past.

Our members at Anderson Dairy and Pepsi also voted recently to ratify new 5-year collective bargaining agreements. As with most negotiations we had our difficulties in coming to an agreement and we would like to thank our committees for their patience and perseverance during the process. The negotiation committees are a valuable asset during the process. As a member you should consider volunteering for the committee when negotiations begin for your employer. As a member this is your opportunity to have a say in your future and see how the process works. The first step in doing this is to contact your business agent about being a steward at your job site.

We are currently in negotiations with several other employers. We have begun having meetings with the city of Henderson and hope to be able to reach a resolution within the next month. We will begin negotiations shortly for the road workers in Lincoln County and we are looking to come to an agreement on another five-year CBA.

We want to extend our condolences to the family and friends of longtime member and IATSE employee Jeri Morrison who recently passed away.

Congratulations to Bronson Alcover of Nevada Beverage on the birth of his baby girl, Tom Coruzzi of Bonanza Beverage on his retirement after 27 years of service and Terry Coulson of Breakthru Beverage on his retirement after 28 years of service.



By Ray Whitmer  
Secretary-Treasurer



Almost halfway into the year and we continue to push full speed as we build our member power to win fair contracts and protect the rights of our membership. Through the power and strength of our solidarity, we continue to fight for fairness and respect for all of our workers.

Teamsters Local 911 Scholarships – After overwhelming participation and success, we are proud to announce that we will continue with our new-found tradition. Our Annual Scholarship Program will award four \$2500 scholarships in honor of four of our former Local Union leaders that dedicated their working lives to making it better for our members. Please visit our website at [www.teamsters911.com](http://www.teamsters911.com) or contact your business representatives for more information.

Since 2016, the Teamsters Local 911 Scholarship Program has given \$20,000 to members of Local 911 and the children of our members who are working to pursue success in higher education. Congratulations to last year's winners: Amanda Lahham, Mohammed Rhaman, Raymond Alvarado and Lauren Wytrykus.

Classic Parking - Los Angeles County awarded the County Lots contract to Classic Parking with the new Union agreement commencing July 1, 2018. This contract has substantial wage increases and maintenance of the health and welfare benefits.

We have also reached an agreement with Classic Parking to represent the Stub Hub Center location in the City of Carson. We are in the process of representing the employees that will be employed at the new football/soccer stadium in downtown Los Angeles. More updated will be sent as things further develop.

Eudaimonia - we finalized our contract negotiations with Eudaimonia reaching a five-year agreement with wage increases and maintenance of the health and welfare benefits. Thank you to everyone who helped make this possible. SP Plus - we have finalized the negotiations of our Union agreement for Dodger Stadium. This contract has substantial wage increases for all our members. The Bob Hope Airport RFP process has not ended yet. The Airport Authority has not decided if they will re-award the contract to SP Plus or if they will choose another parking operator. We will keep you updated once more details become available.

City of Santa Monica - the city attorney's office is finalizing our MOU for signature. Once this is finalized we will distribute to our members. We are also planning a general shop steward election in the weeks to come. Redondo Beach - we have commenced negotiations for our contract that expires on June 30, 2018. We will be holding a chief steward election in the weeks to come. Robert Rivera, our current chief steward has decided to step down to give other members an opportunity to step up and serve

in the role. Robert will continue to serve as a Union steward. We would like to thank brother Robert for all of his contributions.

Manhattan Beach - we will begin MOU negotiations preparation. We will be making two appointments for steward so we may have a complete bargaining committee. After various years of serving as a steward, brother Dave Porter has decided to voluntarily step down in his role as a steward to give other members an opportunity to participate in negotiations. Thank you Dave, for all of your tremendous work.

City of Los Angeles Crossing Guards - we will commence MOU negotiations soon. We will be bargaining general concepts via the Coalition of City Unions and we will have a bargaining unit table as well as we have done in the past.

We would like to express our deepest and sincere condolences to the family and friends of sister Savannah Robinson on the loss of her husband. Savannah serves as a lead guard in the Western Area and is part of our steward team.

Occidental College - we have commenced our contract negotiations. We will keep everyone updated on our progress as it happens. Our team will be composed of Felipe Kosareff, Yolanda Martinez, Joseph Jordan, Raquel Sanchez, Rosario Rodriguez and Rojelio Navarro.

City of Palmdale - as we continue to finalize the classification and compensation study, we will keep everyone abreast of any progress. Our Joint Labor Management Committee will be in full action in the months to come. Our stewards are already putting in some work in order for this process to be as productive as possible.



By Bob Lennox  
Secretary-Treasurer



Bob Lennox: as we go to press our 2018 membership Picnic is right around the corner, as well as our deadline for our Scholarship awards for qualified graduating students from high school for 2018. Members who intend to have their son or daughter apply, be sure to completely fill out the application and include transcripts as requested.

George Park: Penske Truck Leasing is continuing to process the retroactive wage increase, as well as incorporating the wage increase into the payroll system. Ryder Truck Rental has agreed to resolve several open grievances by agreeing to pay employees who worked six and/or seven consecutive days regardless of work schedules or pay periods. A very large thank you to the 11 Disneyland stewards assisting in negotiations. The Disneyland Master Service Agreement involves four separate Unions, covering over 9,000 employees and is set to expire June 16. American Bottling, Dr. Pepper, Snapple Group, was recently overwhelmingly ratified. The new five year agreement includes

continued next page

improvements in seniority, wages and much needed increases in pension contributions. Steward John Jacksons deserves a well-earned "Thank You" for his assistance.

Jim Lennox: AVIS: Negotiations are continuing for the successor Avis LAX/Burbank Master agreement. Also, CBA proposals were taken in March for the Avis/Budget Ontario Airport facility. Disneyland Resort Master Service negotiations underway with the UFCW, SEIU and the Candy Makers. The bargaining will take some time to reach a final recommended offer-now, more than ever, stay united! Eaton Cooper Lighting: two very important cases recently won. First, John McCain contested the company's attempt to apply favoritism over seniority for job bidding purposes. All employees are once again allowed to bid into any position and shift that they are qualified for. Thomas Carter's unjust separation was reversed. Tom is now back to work with full back pay and seniority. Hertz: after six long months of battling Hertz Rent A Car to prevent them from incorporating an unjust attendance policy, we have prevailed in putting together a reasonable and fair policy that was rolled out in May. All employees' attendance points will be expunged to zero. I thank all stewards from every airport and classification. Penske Master Agreement and the 495 Penske Hiker negotiations are now fully ratified. We expect the wage adjustments and back pay will be rolled out before the end of May. VW of America: in March we reconvened the bargaining committee for our annual wage opener and we prevailed with both increased hourly rates and a new "Damage Reduction" wage bonus pay plan.

Kevin Barrus: Avis Rent A Car LAX: Terence Sims had his separation overturned.

Enterprise Holdings LAX: D'Rick Graham and Travers Lucas unjust suspension/pending termination cases have been heard and resolved in their favor. Hertz LAX: company's unilateral "Wasting Time" standards was reversed and every warning letter issued was removed. I am pleased to report Marseille Gent was returned to work with back pay. Greyson Alvarez's job promotion grievance has also been settled with full back pay.

Johnny Espinoza: at Disneyland the following grievances were won: Yosak Casiano brought back to work, Jovanni Belcazar was awarded back pay for a missed shift, Miriam Rodriguez granted proper seniority, Johnathan Bermun DDC Ontario written warning was removed, Frank Vasquez grievance was paid shift differential for improper scheduling, Joseph Elhashem written warning for safety rescinded. At Avis Long Beach, Marlene Alvarenga's grievance was won and she was paid for 8 at time and a half. At WWL with the help of steward Orlando Hendrix, Valerie Johnson's three day suspension was taken off her record card after filing a winning grievance.

Art Carrillo: Jesse Caloca from Bridgestone Retail Operations in Corona filed a grievance because his pay rate was wrong and it was not corrected. After discussing the issue, the company agreed to correct his pay and make him whole. Adam Howard from Bridgestone Retail Operations in Arcadia filed a grievance because he was not paid

his guaranteed flag hours. After discussing the issue with the company Payroll processed the hours that were missing and he was paid correctly. Congratulations to our members at Commercial Tire- they ratified a new one year agreement.

Damascus Castellanos: Medico Linen: brother Blandino, a 30+ year member was removed from his route and put in the office; we got him back on route with no loss of pay. YRC Pico Rivera: after an untimely death of our member in janitorial, the company was attempting to replace his position with a third party non-Union janitorial company. The company conceded and hired a person into the janitorial position that is now a proud member of Local 495. Satellite Wagering Facilities: Local 495 has scheduled negotiations with California Department of Agriculture for a renewed agreement. Racetrack: Local 495 has been informed of some discrepancies in wages due to the time clock system. I am working on getting this corrected. It is important all those effected should contact me. Ken Walker, Director of Federation of Racing, retired May 1. Taking Ken's place is Denise De Anda, Corporate Counsel, West Coast.

Carla Castro: congratulations to Selina Martin and Jordan Parks for sticking it out and fighting the good fight after two drawn out wrongful terminations through patience and perseverance we were able to get her job back. Also returned to work: Lilly Smith, Jessie Mayo, Jennifer Bernard, Sean Dorin and Maria Rodriguez. Currently we are at the table with the Walt Disney Company for our members who work at Disneyland and California Adventure, it will definitely be a tough fight.

Mark Manning: negotiations on behalf of the Mechanics and Administrative support employees at ADESA will continue into June, if necessary. We have tentatively agreed to most all language matters (including job descriptions), so the parties will be moving to wages when we reconvene. A Joint Arbitration Committee ruled in favor of the Union to return a discharged Ryder Technician to work with backpay just short of \$20,000. Negotiations with Avis Rent-A-Car Systems will resume for the Burbank and LAX agreements. Much work remains. Just Tires agreement is opening for negotiation this year. The Union is conducting contract proposal meetings.



By Jaime Vasquez  
Secretary-Treasurer



Secretary-Treasurer  
Jaime Vasquez:  
Brothers and  
Sisters, I want to  
remind you that  
general mem-

bership meetings for June, July and August are suspended per membership vote. Our next general membership meeting will be in September. We will have tickets available for Teamsters Local 542 Day at Petco Park by mid-June 2018. Game day will be Saturday, August 11. First pitch will be at

5:05 p.m. Ticket includes: Admission, (1) Friar Frank & (1) 24 oz. soda. All for \$20.00. We also want to thank all of our members that volunteer with the National Association of Letter Carriers Food Drive. Year after year Teamsters Local 542 has been a key component in the success of this event. We also want to remind you to follow us on Facebook. Have a great summer!

Business Representative Nicole Moreno: congratulations and welcome to our 2 new Republic Services locations that recently voted Local 542 to be their Union Representative. The Eastgate location as well as the Otay Mesa Landfill location voted by a vast majority to have Local 542 in San Diego represent them. I am honored to represent this great group of our newest members. Costco - do not forget this is our contract negotiation year! Be on the lookout for information and education to be given to our members via handouts, notifications on the bulletin boards and individual warehouse gatherings. If you have any questions or concerns about the contract, please contact me so we can have a meet and greet to hear your ideas.

Business Representative Michael West: Canteen - congratulations on your new three year contract! The new CBA will continue to provide increases each year, and will provide much better healthcare at much lower cost to our members. A special "thank you" goes out to my stewards Ryland Adams and Kelly Williams for their strong efforts during negotiations, both in and out of the meeting rooms. Costco - it's about that time again! We are quickly approaching negotiations again, and we are counting on your participation. Think of all of the things that you call and ask me about your contract. Now, think of all of the answers you didn't like. Write them down! Our proposal questionnaires will be mailed to your door in the next few months. Please fill them out completely and send them back. On a secondary note, if you have moved in the last 3 years and have not updated the Union with that information, please make it a point to do so. The company does not notify us of your changes in address.

Flavio Grijalva: ECRMC: We are coming up on contract negotiation time and look forward to getting some input from the members. We recently sent out questionnaires with the stewards to get your input. I am still collecting those questionnaires and will continue to hold meetings for more input and so we can get everyone involved. Remember, I am your Union representative, but this is your contract. Let me know what you are looking to update, upgrade, change, leave the same. This is your chance to have your voice heard. Don't let the opportunity pass you by.

In the last couple months, multiple grievances were filed and settled for the members. 3 wage affected grievances, out the OB department, were won by the members. Totaled over \$2500 in owed wages. Still working with hospital to address the over-ratio situations, so continue to fill out the ADO (Assignment Despite Objection) forms. We are still forwarding them to the state for review. Look forward to seeing you at our next scheduled meetings.

Shelly Allsup: North Comm dis-

patchers: many member issues have, or are in the process of being resolved, including the recent return to work of one member that was placed on administrative leave pending termination since October, 2017. Tradeshow: the current contract expires December 1, 2018, now is the time to start taking notes for discussion points for a proposal meeting that will be scheduled a couple months prior. OMNI La Costa Resort & Spa: after multiple negotiation sessions with a mediator present, the Union has received a new contract proposal for the members to vote on after many months of postponements and negotiation sessions. The scheduled vote date was May 9. Rural Metro/AMR: new contract booklets have been prepared for disbursement. US Foods, San Diego Division: more routes are being shifted to the employer's newly established resident yard. Due to the restructuring and elimination of several delivery routes, drivers will have an opportunity to re-bid prior to the schooled start date of May 15, 2018. US Foods, La Mirada: business as usual. US Foods, Corona Division: the employer has yet to inform Local 542 of its intent to relocate its resident yard. United Cleaners: business as usual. Iron Mountain Records: collective bargaining negotiations are still on-going with progress being made between the parties on behalf of the members.

Business Representative Michael West: Canteen - congratulations on your new three year contract! The new CBA will continue to provide increases each year, and will provide much better healthcare at much lower cost to our members. A special "thank you" goes out to my stewards Ryland Adams and Kelly Williams for their strong efforts during negotiations, both in and out of the meeting rooms. Costco - it's about that time again! We are quickly approaching negotiations again, and we are counting on your participation. Think of all of the things that you call and ask me about your contract. Now, think of all of the answers you didn't like. Write them down! Our proposal questionnaires will be mailed to your door in the next few months. Please fill them out completely and send them back. On a secondary note, if you have moved in the last 3 years and have not updated the Union with that information, please make it a point to do so. The company does not notify us of your changes in address.

As citizens, we see this happening in our divided nation today. As a Union, we frequently see companies using the same tactic, splitting up the membership by creating dissension, starting rumors and spreading half-truths or even all-out lies. Their goal: to undermine and conquer the surge of power they may be feeling from the Union and energized Union members so they may continue to do what they want to do no matter how unfit or unfair their actions may be to workers.

But companies are not alone in using this subversive strategy. When members buy into these tactics, they sadly become accomplices in helping dissension, rumor-mongering and lies grow! Perhaps the attention satisfies their own sense of ego and power, but these members are really just doing the company's dirty work! They don't stop to realize how they are hurting their

co-workers, the Union and the entire membership in more far-reaching ways.

Local 996 will be negotiating 14 labor agreements this year in addition to holding our Union election. We need to ensure that unity prevails within our Union and between our members. Consider your words and actions. Think about how they could affect our Union goals and the rights of the hardworking people who comprise our membership. Don't let the company or other people's agendas "divide and conquer" our great Union! United we stand. Divided we fall.



Local 996  
Miscellaneous,  
Warehousemen,  
Drivers & Helpers

By Chris Griswold  
Secretary-Treasurer



Congratulations to our new members from the MGM - Transportation Services. We have already begun

negotiations on first time contracts for over 200 limousine drivers and dispatchers. The employees at the Golden Nugget recently voted to become Teamsters and we look forward to contract negotiations for them as soon as we are certified by the National Labor Relations Board.

Thank you to all the members of Local 996 and other Local Unions who joined us on May 1 to protest against Parsec management to demand that they negotiate a fair contract for their employees. The employees deserve a quality health care plan that does not overburden them with high deductibles and copays.

Local 996 is actively organizing new members throughout our Local Union. Please contact your business representative if you know of anyone who is working non-Union that needs the benefits and protection of a Teamster contract.

Our last blood drive for the City of Hope collected over 120 pints of blood. Our members and their families have donated over 1,000 pints of blood over the last few years. Your efforts save lives and help researchers find a cure for cancer.

Don't forget that we have moved out of our main office in South El Monte and will be moving into our new building in Covina as soon as it is ready. The new address is 1430 E. Holt Avenue in Covina CA 91724 and our phone number will remain as (626) 350-9860.

Please understand that your business agents are very busy representing our membership in negotiations, grievance handling, arbitrations and routine visits so please leave messages clearly providing your phone number, place of employment and nature of the problem. The policy of Local 996 is that all phone calls should be returned within 24 hours.

Remember to register to vote... the Trump Administration has attacked Labor from many different fronts and workers are at risk of losing the rights that we have taken for granted. The NLRB has shifted with the new members on the board and they are issuing decisions that favor employers over workers. We

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Southern California Teamster

need to take back Congress and put representatives in office that will fight for working families over corporate greed. Like our very own Local 986 member, Susan Martinez, who is running for District 12 in the Nevada Assembly. Let's do everything we can as Union members to spread the word and get her elected. Register today, become informed on the issues and get out the vote in 2018.

## UC Local 2010

By Jason Rabinowitz  
Secretary-Treasurer



A few months ago, the U.S. Supreme Court heard arguments in Janus v. AFSCME, the case brought by anti-Union lawyers funded by billionaires like the Koch brothers, aimed at taking away fair share rights for public service workers and our Unions. In case there was any doubt, the goal of the case is to weaken Unions in order to reduce the wages and benefits of public service workers.

We've already seen it happen in one state after another, like in Wisconsin, where Gov. Scott Walker took away collective bargaining rights for public workers. Union membership dropped, and within five years pay and benefits of public workers is down 8-10 percent in Wisconsin. They followed a similar script in Iowa, and Florida, and Michigan, attacking workers' rights and lowering wages and benefits.

Now they want to take that script nationwide. The anti-Union lawyers in the Janus case want to take away fair share rights, which would force Union members to subsidize the costs of representation of those who choose not to pay dues. Since the Union is simply working people standing together for fair treatment at work, the obvious purpose is to weaken and divide us so that they can lower working people's pay and the rich can get richer. It's about greed, pure and simple.

Teamsters Local 2010 has been hard at work building our strength of membership. We've taken our membership from 29% five years ago to over 82% today, on our way to our goal of 90%. We've organized 2,300 new members in the skilled trades, magnifying our strength exponentially. Over 11,000 members have signed the Member Power form, committing to stand together as Teamsters. We've conducted powerful contract campaigns and taken action together by the thousands, winning significant guaranteed raises and many other victories in the face of tough employer opposition.

The choice is ours, and our future is in our hands. Let's continue to stand together as Teamsters, by making sure everyone in our workplace has completed the Teamster Member Power form. When we stand together as Teamsters, we win together!

Look Out for Your Member Power Form - all members who have not signed the Teamsters Local 2010 Member Power form received an email with a link to an electronic membership application to sign

online.

To make the process as easy as possible, we are working with DocuSign, the most widely used and trusted electronic signature company available. You may have used DocuSign in the past to sign real estate forms and other legal documents. The process is secure and efficient.

Those with an email on file with Local 2010 who have not yet completed their Teamsters Local 2010 Member Power form received an email with the subject: "Sign Your Teamsters 2010 Member Power Form". Make sure to check your inbox and click the yellow "Review Documents" button within the email to view and complete your membership form with your digital signature. After the form is completed with your digital signature, a copy will be sent to you for your records.

Remember, this is your personal membership form and should not be forwarded to anyone.

When workers stand together as Union members, we have the power to win better wages and benefits for our families. When we don't, we are weak, giving the University free rein to drop our wages and take our hard-earned benefits. Stand with us by signing the Member Power form once you receive it in your inbox. When we stand together, we win together.

CSU Teamsters Ratify Statewide Contract - congratulations brothers and sisters! We overwhelmingly voted to ratify our first CSU Teamster Skilled Trades Division contract with over 96% of the 721 votes in favor of the agreement.

It is amazing to see how much we have grown and accomplished in less than a year. Our members voted overwhelmingly to join Teamsters Local 2010 making us a powerhouse in higher education. And by standing together as Teamsters, we rallied thousands of people across the CSU through rallies, petitions, and actions demanding "Safe Campus, Fair Pay".

Although the contract provided the option for two years of re-openers, we were able to secure a total of three years of guaranteed raises, plus language addressing our critical issues.

Teamsters Protest Layoffs at UCLA - Teamster members and other UCLA workers rallied outside the UC Regents meeting on March 14 protesting the recent plans to eliminate 25% of the workforce at UCLA Extension (UNEX) by Dean Wayne Smutz hurting hundreds of workers and their families.

UCLA Extension employee and Union Steward Teresa Velez and Local 2010 President Catherine Cobb addressed the Board calling for leadership to hold Dean Smutz accountable. According to workers, Dean Smutz has had a history of mismanagement such as reckless spending on high-priced consulting firms and an internal service system whose malfunctions, coupled with student fee hikes, have caused a drop in enrollment at UCLA Extension.

The workers of University Extension deserve better from the University. We will continue to fight for the workers at UNEX whose work helps students attain their dream of graduating and brings education to the broader Los Angeles community.

## Local 481 San Diego

By Victor Torres  
Secretary-Treasurer



As we continue into the spring season, unfortunately we continue to be hit with rather unpleasant circumstances.

Last month, a person who represents the spirit that flows throughout our entire

Local 481 organization was taken away from us. March 7, 2018, marks the day that we lost our dear brother, Tom Miller.

Tom Miller began his Teamster membership with his employment as a keeper at the San Diego Zoo in 1970. After a brief break in service, he re-established his employment with the Zoological Society in 1977 at the WAP, now known as Safari Park, as a buildings and grounds attendant.

It was during his time at the Park that he became more involved with Local 481 and served in various capacities (Steward, Chief Shop Steward, bargaining committee member and Local Union Trustee).

In 1990 he left the Park and began working as a business representative at Local 481 and serving as the Local's Vice President.

In 1996 he became Secretary-Treasurer of Teamsters Local 481 becoming even more involved with the labor movement as a delegate to the San Diego-Imperial Counties Labor Council, Joint Council 42 delegate, IBT Convention delegate and trustee and co-chair of the San Diego Teamsters-Employers Insurance Trust Fund. He retired from Local 481 in 2008 after over 35+ years of Teamster membership.

Even though his professional accomplishments are many, the following are a few highlights in a career that had many firsts and breakthroughs for our Local 481 members in an array of industries that we represent:

First time yearly tool allowance benefits for our mechanics (in the car and truck rental industries, truck sales and repair industries, the Zoo/Park and at UPS), retiree health and welfare coverage for our Zoo members and an expedited grievance procedure standardized in our parking contracts.

It is with the heaviest of hearts that we send our sincere condolences to Tom's spouse Rosa "Rose" Miller, daughter Michelle and brother Don. Thank you for sharing your husband, father and brother with us. Please know that he will forever be missed, but never forgotten.

In our Union world, one of our main objectives and one of the cornerstones of our existence is based on getting a group of people to change from an individual identity mindset to focusing on what's best for the common good (this philosophy is particularly symbolized by the word "team" being part of our organization's name "TEAM"sters). This internal struggle to think and act collectively (and to reject thinking selfishly and individually) mostly goes against the grain of our fast-paced world, doesn't it?

However, as complex as our op-

eration is with all its moving pieces and over 3000+ people involved, sometimes the difference in being successful and not being successful comes down to one person (the right person) and the difference that they made.

For us at Teamsters Local 481, Tom Miller is that one person (the right person) that made all the difference in the world.

On behalf of the membership (both past and present) of Teamsters Local 481, their families and extended families, thank you Brother Tom Miller for looking out for us, protecting us and leading us through all these years. Rest in peace.

In scholarship news, the 2018 Local 481 Scholarship Program is available. This scholarship program is open to not only the children and grandchildren of our members who are enrolled in and attending an institution of higher learning, but also eligible are the spouses and domestic partners of our members. In addition, our members themselves are eligible to participate in this program, as well. The deadline to submit applications including the proper essay and all supporting documentation is September 7, 2018.

Concurrently, there are additional scholarship programs available with their specific qualifications, eligibility requirements and rules. There's the Joint Council 42 Scholarship Program and the California Teamsters Hispanic Caucus Scholarship Program (deadline to submit June 15, 2018).

For information on any or all of these programs, feel free to contact our office or visit our website ([www.teamsters481.org](http://www.teamsters481.org)) for further details or to obtain or download a scholarship application.

In event news, the 2018 Local 481 Picnic has been set for June 9 at Mission Bay's Tecolote Shores North location from 11 a.m. to 2 p.m. In addition, the 2018 Local 481 Night at Petco Park, a special night to watch the home team San Diego Padres play the Philadelphia Phillies, has been set for August 10 at 7:00 p.m.

Tickets for both of these events are now available. Purchase by cash or check will be accepted by making arrangements with our administration staff. For information on these events, contact our office or visit our website ([www.teamsters481.org](http://www.teamsters481.org)) for further details.

Our general membership meetings are usually scheduled at 7:00 p.m. on the

2nd Tuesday 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 meetings.

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.

## Buy Union Made

### Local 683 San Diego Sales Drivers

By Todd Mendez  
Secretary-Treasurer



The Local 683 leadership team and negotiating committees have been very busy this spring negotiating several contracts.

To date, we have had six sessions with Pepsi San Diego. Although we've had no takeaways, we still have some economic issues remaining and we'll head back to the bargaining table the first week of June. We want to thank our negotiating committee: Nelin Juarez and Mark Miller, drivers in transportation; Steve Forsythe, MEM shop steward; Tony Palm, merchandiser shop steward, and warehouse stewards Michael Leoni and Marcus Holder. Their input has been invaluable, particularly during discussions involving needed improvements and classifications for our merchandisers. The contract expired April 28, 2018 however we have an extension agreement in place with Pepsi ensuring retroactive wages and benefits.

The Local is still working on the DPI contract and we will have an update in the next newspaper.

Negotiations are nearly complete at DSL with the company agreeing to full maintenance of benefits for the first year which will save the members \$280 a month. When negotiations are complete we will post the date for the ratification meeting. Stay tuned.

A contract proposal meeting was held at Transdev El Cajon on March 4 and we are waiting for the negotiation dates from the company.

A contract proposal meeting was also held April 15 at Waste Management El Cajon. It was well attended by the membership. The contract expires July 13, 2018 and an opening letter has been sent to the company this week. Additionally, the negotiating committee has been selected and we will keep the membership updated as the talks progress.

Contract opener requests are also being sent to Domestic Uniform and Aramark. Although the Aramark current contract does not expire until September 7, the company is notorious for dragging its feet when scheduling negotiation dates. We will be posting a negotiation proposal meeting in the near future and will keep both locations updated as soon as possible.

A bargaining unit work arbitration has been scheduled for July 17 at Sysco Riverside. We also held a Pension meeting at the facility April 8. The meeting was well attended and a lot of information was shared. We want to thank all of the members who participated in this important meeting.

At Sysco Riverside the IBT engi-

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neer audits are complete and are ready for results from them. We will provide the full report once it's completed.

Local 683 recently held a panel meeting at Challenge Dairy and we got a few things resolved.

Young's and Southern sales reps should have received an email from the Local that explained the limitations of when management can contact you after hours. You are not required to respond to any phone call, text message or email before 8:00 a.m. or after 5:00 p.m. If you have any questions, please contact your business agent.

The use of cell phones and communication devices is becoming an increasing problem with members being disciplined, including terminations. Remember, during working hours driving while using a communication device or posting on social media while on duty can be considered a terminable offense.

On a lighter note, Local 683 would like to congratulate newly-elected Transdev El Cajon shop steward Jim Ramirez, and Pasha Automotive Services truck department's new shop stewards James Garcia and alternate Sergio Herrera.

## DISTRICT COUNCIL 2

By Clark Ritchey  
Secretary-Treasurer



During the past few months District Council 2 has ratified contracts for members in California, Utah, and Nebraska.

In Southern California, members at Republic Bag ratified a three-year agreement with significant general wage increases in each year of the contract and adjustments to some classifications. Improvements were made to PTO hours and vacation. At Sonoco Paper, they also ratified a three-year contract that includes general wage increases each year of the agreement and an increase to the company pension plan.

Upcoming negotiations in Southern California include International Paper, PCA, Westrock, Ennis Business Forms, Inc., American Red Cross, Graphic Packaging, Caraustar, and Gared Graphics.

Members at PCA, in Omaha, NE, ratified a five-year agreement with a general wage increase in each year of the agreement. Several improvements were made in the contract including increases to the company 401(k), S & A, and vacation bonuses. Language to the defined benefit pension plan, weekend overtime and funeral leave were also enhanced. FC Printing, in SLC, UT, ratified a three-year contract with general wage increases in each year of the agreement.

Currently in negotiations, in Northern California, are Pacific Printing Services Corp., Papyrus, KNG Visual Solutions, and Custom Paper Products.

We are awaiting dates for bargaining at Westrock, MTA Brown Mail, Wheeler Sonoma, Community Printers, Metro Mailing, Aabco Printing, Autumn Press, Chimes Printing, Dakota Press, Goldengate

Print, GW2 Print, In & Out Printing Services, Lama Books, National Printing Co., New Solidarity, RCA Superprint, Santa Rosa Printing, Service Press, Suburban Press, and Trade Litho.

In Omaha, NE, Design 4 and The Omaha World Herald will start negotiations soon. The Denver Post in Denver, CO also has upcoming negotiations.

In the Northwest Region, negotiations are upcoming for International Paper, Kapstone, Westrock, Kaye Smith, Rotary Offset Press, Cenveo, and the Daily Journal.

DC2 recently prevailed in an arbitration regarding seniority violations at The Neil Jones Food Co (aka Tomatek), where the company violated the contract when it created a seniority list for the Quality Assurance/Quality Control Department. Many mistakes and inconsistencies were made in the members' seniority records and the company improperly took account time that employees spent in previous positions when calculating job position seniority. The arbitrator ruled in the Union's favor and shall have the company correct any and all errors in its data base, and affected employees shall receive any benefits that were improperly withheld based on inaccurate seniority calculations.

There are several scholarship funds to take advantage of at this time. Go on to the DC2 website and look at the different opportunities to receive grants: DC2 Scholarship Fund, the James R Hoffa Memorial Scholarship Fund, and the Joint Council 42 scholarship program. Please make sure that you apply prior to the deadline designated. If you have any questions, please contact the DC2 office (800) 333-4388

Journeyperson postings have been mailed and posted on to your Union Bulletin Board. If you require a journeyperson application, talk to your shop steward or call the Union office for a form. Applications must be in no later than May 31, 2018.

Be advised that steward elections are ongoing at this time. Following the completion of these elections, Shop Steward Seminars will be scheduled in the fall. More information to follow in the upcoming months.

Our deepest condolences to the families of the following members who recently passed away:

Jose Rigoberto Villega - retired member from Local 388M, Salomon Cervantes - active member from Local 388M, Erik Mirafuentes - member on LOA from Local 388M, Johannes Jacobs - retired member from Local 388, Sydney Churgel - retired member from Local 388M (4N), Vincent Mazza -member on LOA from Local 388M, Joseph Kotulak - retired member from Local 543M, Frederick Vogt - retired member from Local 543M, Keith Nesemeier - retired member from Local 625S (440M).

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

Important Reminder: It is each

member's responsibility to ensure that DC2 has his/her current address. Please call the main office as soon as possible to provide us with any changes (800) 333-4388.



By Randy Cammack  
Secretary-Treasurer



UPS Agents: we are still in negotiations and it is going well. We should have some new updates that we will soon

be able to report to you. For anybody that would like to know the updates, you could go to [upsrising.org](http://upsrising.org). However, we would also like everyone to be aware of what is going on with our government trying to make a new legislation to take from us. We need the support from all members to be able to stop any and all legislation that will hurt our retirement funds. Finally, we have some news about the new portion of the Ontario building. It will be up and running sometime during the month of June. Feeder: the ONTCA feeder department will continue training through November. If you are planning to promote into feeders, please get with H.R. to ensure your name is on the "Feeder Intent List". The next Local 63 Feeder Orientation is scheduled for June 30 at 9 a.m. The "Orientation" is one of the mandatory requirements for admission into feeder. Candidates will be offered the training opportunity based off seniority of members that have all requirements completed.

Martin Perez, BA/Coordinator: Essendant: looks like the move from Industry to Perris is just about done. It is going to be a big month (May). We will be having a card check election to remain Teamsters. It is very important that you vote. The elections will be held the week of May 14th - 17th. The ballots will be counted on the evening of the 17th, so make sure your vote counts. GSF, CID, drivers and warehouse: the Union has notified the company that we will be ready to open these agreements for negotiations asap. Keep an eye on your bulletin boards for upcoming meetings.

Brian Wood, Scott Berghoefer and Robert Amaya: organizing report: brothers and sisters, we have had a great start to 2018 in organizing. In the month of March we won two elections. The first win was 21 drivers at Golden State Overnight. The campaign was run by Volunteer Organizer Big Pun. Thanks and great job! The second win was Kapstone Paper with 36 warehouse employees. The next Volunteer Organizing Training is June 7 at 6 p.m. The training will be held at Teamsters Local 1932. For more information, call Scott Berghoefer 626-859-4005, ext. 1090.

Tony Villegas, BA: Ralphs: good job to all the shop stewards from dry grocery, perishables and crate yard who helped with the petition to fight the Grow Act bill that will reduce benefits from our pension. Also, thanks to the members who also helped get signatures and

communicated with other members and family members. Ralphs turned in over 600 signatures from Local 63 to JC 42. Remember, 2020 negotiations are right around the corner, save your money.

Ron Seamans, BA: Freight Report. ABF: Voting instructions on the new contract were mailed April 19. Ballots were to be counted May 10 as we went to press. YRC: We are setting up a meeting on the recent OSHA citation requiring safety shoes. Smithfield: the arbitration for the overtime pay on holiday weeks will be heard June 7. The decision will be posted as soon as it is received.

Craig Quiroz, BA: Negotiations continue with LBC in San Diego. I will continue to keep the stewards informed of progress. Harris Ranch: the contract expires next month. An opener was sent out and we are looking at dates to meet. USF Reddaway: the plan is to have a proposal meeting late this summer in August or September. As soon as the date is determined, I will get that information out to the stewards.

Carlos Barnett, BA: Rockview joint labor management committee ruled plant employees will get extra work (overtime work which is not assigned, scheduled work on your days off) which will go to the most senior employees who can perform the work. Decision was prompted by a grievance filed by Jon Brown. Any questions? Call me. Stewards have been working hard fighting for seniority to prevail in all aspects of work assignments. Qualifications have hindered with seniority and this may help us in that direction. Dean Foods has been trying to use casuals to relieve the stress all companies are facing—shortage of drivers. The companies have agreed not to use casuals as it violates the CBA. Also discussed were poor work comp carriers which don't allow our injured drivers to get quick treatment for injuries which prolong leaves of absence. Foster Farms still in negotiations and the committee is holding strong for wage increases, improved med costs and pension increases. IFS still looking for drivers and new routes will be bid soon. Budget/Avis in arbitration over recent terminations. Hoping we can settle before arbs. Bus drivers needed and casual hiring is starting. If family members need jobs, LAX is booming. Use your vacation time to relax and get recharged. Studies show taking time off is beneficial to one's health.



By Abel Garcia  
Secretary-Treasurer



Abel Garcia: UPS National Negotiations are progressing, we have touched on several issues, including 9.5,

harassment, competition and improvements to Article 43. It has been a very busy year - all Locals are united across the country and ready to deliver a strong contract to 260,000 UPSers.

Organizing: we are currently in negotiations with Sunrise Set LLC

(a newly organized produce company). Cemex: we have all cards signed and are working with the International and will be in the area wide agreement which will include Ventura County, L.A. County, Inland Empire and San Diego. We are working with International Organizers on this project. Pacific Beverage: we are getting close, we are in the economic stage of negotiations. The NLRB has decided against Pacific Beverage in five different ULP charges. We will keep you abreast of the settlement for those charges. Gold Coast Transit: as we went to print we will be in our third round of negotiations with the supervisor group. So far negotiations are moving smoothly. Sysco: as 186 Business Agent Fernando Lara put in print below, I would like to congratulate Peter Allen and welcome him back to work! This is what we do, we stand together. An attack on one is an attack on all. Solidarity! -Abel.

Fernando Lara: 7up negotiations are in the final stages and I would like to thank all the membership for its patience and participation. ABF: we have reached a tentative agreement, being voted on as we went to press. Bimbo: I would like to congratulate the membership at Bimbo (North), on their ratification of a five year agreement, with increases to commissions, pension and preservation of health and welfare. MV Transportation (Oxnard): I would like to congratulate our newly elected stewards Karen Reyes and Robert Razo. We still have the pending grievance on quarterly bonuses and have filed a charge against MV with the NLRB. Sysco: after 18 months of fighting Sysco's Distracted Driving and Electronics Policy, I am proud to say the arbitrator has ruled in our favor and I would like to welcome back brother Peter Allen. Our ruling has revealed the power of Labor and Solidarity. Sysco Warehouse: the audit has been completed and I am awaiting the results of the engineer, and would like to thank the membership and stewards Jerome Peart and Eric Berrios for all their great input. UPS Freight: negotiations are still ongoing and for the latest information download the UPS Rising App. United We Stand, Divided We Fall. Solidarity

Robert Padilla (Organizer): 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 below. 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. Se Habla Espanol.

Jedediah Johnson: the Ventura Port District contract has been ratified with added language such as seniority and grievance procedure! At Young's Market, members are extremely frustrated with the new computer system. The new system is failing to accurately track orders (massive reships daily basis) and accurately track inventory. At SGWS, the Local Union demanded that the company cease and desist from calling members (per the CBA Article 27.1.1) before 8 a.m. and after 5 p.m. The company complied. Call me if you are in a similar situation and I will call your DM. At

continued next page

Southern California Teamster

Ferguson, members are happy and have a new manager. The previous manager had multiple complaints against him and was shipped off. Challenge Dairy is attempting to roll out a new employee handbook. I have requested that changes be made and both parties sit down for effects bargaining. Solidarity.

**Local 848**  
Wholesale Drivers  
Salesmen  
**By Eric Tate**  
**Secretary-Treasurer**



Congratulations to the following members on their retirement: Jerry Doubleday, Ralphs, 36 years; Victor Galvan, Ralphs, 29 years; Dale Whitten, Pepsi, 25 years; Bob Carrier, Pepsi, 25 years; Gus Ortiz, Pepsi, 24 years; Willem Hamel, Nissan, 40 years.

We are sorry to have lost the following: Kathy Burns, wife of Joe Burns, retiree of SGWS; Richard Guzman, retiree since 1981; the father of Dean Cochneuer, Ralphs.

Tom Tullius - Aramark Orange: this is a newly organized unit thanks to Jeremy Baltazar. Their contract was ratified by an overwhelming majority that includes major wage increases, better medical and, most important, Union security. No more At-Will. Thanks to committee members Kris Alvarado and Danny Canas for their valuable assistance in negotiating and explaining the offer.

**Local 399**  
Studio Drivers  
**By Steve Dayan**  
**Secretary-Treasurer**



Secretary-Treasurer Steve Dayan: we look forward to another busy year for our membership thanks to our Film and Television Tax Incentive Program. We're currently in the process of lobbying our elected officials in Sacramento to extend and expand the program beyond 2020. Vice President Ed Duffy and I, along with our staff, have been working together with elected officials and the Entertainment Industry Coalition (comprised of the major studios and organized labor) to make certain our tax incentives stay in place.

All of our major (and many white paper) contracts are expiring this year. We've begun bargaining the contract for Universal Studios Tours, and shortly we will begin negotiations for the "Black Book", Location Manager and Casting Director contracts. We've been meeting with the Tour's, Drivers' and Location Managers' steering committees in order to develop proposals for the 2018 negotiations. We'll also be sending out online surveys to get membership input.

Local 399 has partnered with the #TimesUp movement and I'm pleased to announce that David Rubin, a Local 399 Casting Direc-

tor, and I will serve as members of the industry commission. The vast majority of our members certainly need no reminder to be courteous and respectful to everyone on their crew but now is the time for us to come together to stamp out sexual harassment and discrimination in the workplace.

At our April general membership meeting Jon Cuite of the IBT was in attendance to talk about the importance of D.R.I.V.E. (Democrat Republican Independent Voter Education). Our focus has been to ensure our membership is united around issues that impact working families. Today, the concentration of wealth and power is in the hands of the few, and global corporations are building a new economy at the expense of working people and their families. Many groups funded by billionaires have intensified attacks on working people and Unions in an attempt to silence the political clout of the middle-class and dismantle our ability to achieve the American Dream. In past generations, working people stood together for the 8-hour day, to fight to ban child labor, for better wages, safer working conditions, benefits, vacation time and more. At this moment in time, it's critical for all of us to be politically engaged and come together to protect our own best interests, and what we in the labor movement have worked so hard for. D.R.I.V.E. is a great way to support our entire Teamster membership by contributing to candidates, policies, and measures that protect working people and make working families a priority. If you can, please consider contributing to D.R.I.V.E.

I'm pleased to announce that the Leo T. Reed Scholarship fund, JC 42 Scholarship Fund and the Teamsters National Black Caucus are accepting applications for 2018. Good luck to all the applicants. For more info, call 818-985-7374.

The 4th Annual Classic Car and Motorcycle Show will take place this summer. More details coming soon. Save the date for August 25 at Woodley Park.

I'd like to thank all our members who played in our annual Ralph Clare Golf Tournament. Special thanks to office manager Greg Karsen, our staff, sponsors and all other Unions that played this year.

Kenny Farnell: grievances were filed at ABC/Disney over jurisdictional duties and at HBO for non-rostered drivers operating equipment. The step 3 grievance at Universal over proper wage rates has been moved to arbitration. Make sure to check out www.ht399.org to see upcoming classes and events.

Ernie Barraza: we are very busy with multiple contracts being negotiated simultaneously, including: P.R.G., Scenic Expression, Tri-Scenic, Western Studio Services, and Universal Studio Tours. We've also been filing and winning huge grievances for our members while forcing the companies to respect and abide by our contracts. Thanks to all of my stewards for holding down the front lines and remaining Teamster strong!

Ed Duffy: California Film and Television job creation program, AB 1839, just announced the last feature allotment for year 3 of our 5-year program. The productions awarded the tax incentive included such large budget films as the sequel to "Coming to America",

"Scarface", and "Ford versus Ferrari". These productions, and the others included in this allotment, will create thousands of jobs for our members. For our location community, please remember to take your safety classes and refresher safety classes. As we approach negotiations for Locations and Casting Directors, please keep your eyes out for a survey for each craft. Your participation in these surveys is vital.

Joshua Staheli: filed grievances against "MJZ", "Anonymous Content", "Loud Whisper", "Framestore" and "Reset Content" for hiring out of grouping, using non-rostered drivers and late payment of wages. I want to remind Gang Bosses that they need to call the callboard and find out what group we are in before hiring. We've had Gang Bosses that hired out of grouping assuming we were in 3's because we had closed in 3's the night before, or because someone had told them we were in 3's. With the most recent numbers we have from MPI, the hours worked under the Commercial Drivers contract are up 5%, meaning we have had more Teamsters employed in commercials in 2017 than in 2016.

Lindsay Dougherty: since my last report, I've signed 70 film, television, and new media agreements. Grievances have been settled with Paramount Pictures on the production "Brighton Falls," for \$40,000 in liquidated damages. Thank you to all the stewards for attending the IBT Training April 14.

Chris Sell: in the last 2 months I've filed 7 grievances at Fox and Sony. I also took 4 members to get their passenger endorsements. I'm working on the retiree reunion in October and we are looking for retirees for the steering committee. If interested, email: CSELL@HT399.org. Please make an effort to attend at least one Union meeting a year. Participation in your Union makes us stronger! Cover yourself and do a log book for your own record and protection, even on productions that don't require it. Contact me for any questions about skills training or logging.

**Local 396**  
Package & Utility  
Drivers

**By Ron Herrera**  
**Secretary-Treasurer**



2018 is an important year for Teamsters across the country, including members of Local 396. This year presents us with challenges and opportunities at both the bargaining table and in the political arena. As we have learned, to continue building Teamster power across our industries, we must work hard, educate our membership and elect leaders who embody Teamster principles and values. We are excited to update you on the progress of our Local Union regarding our efforts to win good labor agreements for our members.

As the largest sanitation Local in the nation, we are hard at work bargaining with our current Teamster employers, as well as organizing new sanitation companies in order to lift area standards in the industry.

try. Statistics show that sanitation is the fifth most dangerous job in the country, however, sanitation workers who enjoy the benefits of a bargaining agreement work in much safer conditions than workers who are employed in a non-union shop. Through the efforts of Local 396 and other Local Unions across the country, we will continue organizing so that all sanitation workers can benefit from the dignity, respect, and safety provided by a Teamster contract.

Our Local Union leadership and rank and file bargaining committee are involved in ongoing contract negotiations with Republic Services in Los Angeles County. This contract covers sanitation workers at Republic Services' facilities in Long Beach, Gardena and Sun Valley. While negotiations have been tough, much progress has been made in securing better language to strengthen and improve our contract. Republic Services members are standing in solidarity with their brothers and sisters in Teamster Locals across the country who are also bargaining with Republic Services nationally.

On April 16 Local 396 Secretary-Treasurer Ron Herrera marched in the streets of Memphis, Tennessee with President Hoffa as well as labor leaders from across the country. Also participating in the march were the good members of Local 667 in Memphis who recently ratified a good contract with Republic Services. The march celebrated the 50th anniversary of the Memphis sanitation workers' strike in which Dr. Martin Luther King Jr. joined African-American sanitation workers striking to end dangerous working conditions, low wages, and second-class treatment, simply because of the color of their skin. While many sanitation workers still face similar challenges in their workplaces, we have made significant gains. These achievements are a testament to the commitment of working men and women to forming their Union regardless of their color or creed.

Negotiations are moving forward with Athens Services, a newly organized sanitation company in Los Angeles County. This achievement represents a significant step by Local 396 in continuing to organize new companies to lift industry-wide standards for sanitation workers. This new unit of workers is employed at Athens Services facilities in Torrance, Pacoima, and Peoria. Negotiations have also continued with Athens Services' subsidiary ARACO Enterprises. There are approximately 520 bargaining unit workers employed at these facilities. Employees at these four locations have made significant gains so far in negotiations. As you are aware, negotiating a first contract is difficult. Thanks to the strength and determination of these workers and the support of community groups and elected officials, workers at Athens Services are well on their way to securing their first Teamster contract, creating a solid path towards a better future for themselves and their families.

Local 396 is also involved in national and local negotiations with UPS. As the largest Teamster employer, it is crucial to win a strong contract at UPS that will provide security for both current and future generations of Teamsters at UPS. Last month, Local 396 alongside other Teamster Locals from across

the country concluded a sixth round of national negotiations with UPS. This most recent round of bargaining focused primarily on Feeder subcontracting. This is a particularly important issue to our membership since Local 396 has one of the largest Feeder jurisdictions in the nation. During the week of April 16, Local 396 was also involved in ongoing regional negotiations regarding the UPS/Teamsters Western Supplemental agreement, the Southwest Package Sort Riders as well as the Local 396 addendum.

Our members working at Genesis Logistics in San Diego and Santa Fe Springs will begin contract negotiations with the company on April 20 and 23. We would like to thank our bargaining committee members Billy Williams, John Brodrick, Alan Craig and Oscar Zaratate for their efforts and commitment to their coworkers. Our goal is to win a strong contract that will secure improved wages, medical benefits, and retirement security for both current and future Teamsters at Genesis Logistics.

2018 is also an election year, so it is important to remember to participate in the political process by voting and encouraging your fellow Teamster brothers and sisters to register and vote. In April, Local 396 Trustee John Rogers, Political Director Jim Smith, Business Representatives Ruben Duran, Mike Valdez, and Sam Cornejo attended the California Labor Federation Pre Primary Convention. This is where Unions across the California meet to discuss endorsements for individuals running for public office at both the local and national level. As Teamsters, it is important to endorse and elect leaders who support good jobs and safe communities.

We would like to congratulate the following Local 396 members who have retired: brothers Edward Chavez Jr., William Jurczak, Brenton Kemp, Ronald Spees, Don Yamaguchi and George Zendejas.

**Local 896**  
Bottlers

**By Phil Cooper**  
**Secretary-Treasurer**



Summer is right around the corner; may all our members have a safe and happy summer season. The month of May is upon us and we find the Local extremely busy. After many months of negotiating with 7up, we will finally be voting on the company's last, best and final offer. The vote was scheduled to take place on May 6 around the time we were going to press. These negotiations have been very tough, and praise goes out to our great committee for taking their demands to the company and staying on task. This is the best economic package that the members of 7up has seen since becoming affiliated with the Teamsters several years ago. Great progress was made in adding eighty cents to their pension over the next five years. This kind of pension increase is unheard of these days, and again, thanks goes out to the creativity of the committee for

continued next page

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# Official Teamster Notices & Announcements

## ★★★

### Local 166

Local 166's 2018 membership meetings are held at 7:30 p.m. at the Union Hall located at 18597 Valley Blvd., Bloomington 92316 as follows:

June 14  
July 12  
August 9  
September 13  
October 11  
November 8

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

August 11  
November 10

Holiday meetings of Local 166 will be held as follows:

**Barstow**  
Dec. 3 - 7 p.m.  
**Lower Desert**  
Dec. 4 - 7 p.m.  
**San Bernardino**  
Dec. 6 - 7 p.m.  
**San Diego**  
Dec. 8 - 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

Membership meetings of Local 399 are held from 8 a.m. to 10:30 a.m. at Pickwick Gardens, 1001 Riverside Dr., Burbank 91506 on the following dates:

July 22  
October 21

## ★★★

### Local 481

Local 481 general membership meetings are usually scheduled at 7 p.m. on the first Wednesday of the month (subject to change) and held at 3366 Adams Ave., San Diego (Normal Heights Masonic Lodge).

Several times a year, general membership meetings are held in North County, or on weekends. For details, check Local 481's website, Facebook page, sign up for email reminders or telephone the office.

## ★★★

### Local 495

Local 495 general membership and Initiation meetings are held on the second Thursday monthly at 10 a.m. and 8 p.m. at 225 No. Barranca St., 4th floor, West Covina 91791. There are no meetings in July, August and September.

2018 meetings will be held:  
June 14  
October 11  
November 8  
December 13

## ★★★

### Local 542

Local 542 general membership meetings are held variously at 542's Union headquarters at 4666 Mission Gorge Place in San Diego, or North County, or El Centro. Following is 2018 meeting information:

May 17, 7:30 p.m., 542  
May 19, 10 a.m., El Centro  
June 24, 10 a.m., No. County  
July 19, 7:30 p.m., 542  
August 16, 7:30 p.m., 542  
Sept. 16, 10 a.m., No. County  
Oct. 18, 7:30 p.m., 542  
Nov. 15, 7:30 p.m. 542  
Dec. 16, 10 a.m., 542

## ★★★

### Local 572

Membership meetings of Local 572 are held at 9 a.m. at 450 E. Carson Plaza Dr., Carson 90746, as follows:

May 20  
June 24

## ★★★

### Local 630

General membership meetings of Local 630 are held at 750 So. Stanford Ave., Los Angeles 90021, as follows:

June 3 - 10 a.m.  
July 1 - 10 a.m.  
August 5 - 10 a.m.  
September 8 - 10 a.m.  
October 7 - 10 a.m.  
November 4 - 10 a.m.  
December 2 - 10 a.m.

## ★★★

### Local 683

Local 683 membership meetings are held at 6 p.m. the second Thursday of each month at 1333 E. Madison Ave., El Cajon 92021 on the following dates:

June 14  
October 11  
November 8  
December 13

## ★★★

### Local 896

Special combined general membership meeting for Branch 3 and Branch 4 will be held May 20 at 9 a.m. at 3303 Wilshire Blvd., 2nd floor auditorium, Los Angeles CA 90010.

Voting will take place to go dark for the summer months of June, July and August.

## ★★★

### Local 911

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

June 20  
July 18  
August 15  
September 19  
October 17  
November 21  
December 19

## ★★★

### Local 952

Local 952's next general membership meeting/car show will be held Sunday, May 20 at 10 a.m. at 140 South Marks Way, Orange. Subject to an upcoming membership vote at the June membership meeting, and in accordance with the By-Laws of Local No. 952, Article XVII Section 1, the regular meetings may be suspended during the months of July, August and September and resume again in October.

Organizing workshops:  
When: Second Sunday each month

Time: 8:30 to 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.

## ★★★

### Local 986

Monthly general membership meetings of Local 986 are held at 7 p.m. at the VanLee Hotel & Suites, 1211 E. Garvey St., Covina CA 91724 on the following dates:

Thursday, June 7  
Tuesday, July 3  
Wednesday, August 1  
Thursday, Sept. 6  
Tuesday, Oct. 2  
Wednesday, Nov. 7  
Wednesday, Dec. 5

Local 986 conducts meetings for shop stewards and members in Covina, 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.

## Construction \$\$

Those listed below worked construction and have unclaimed vacation benefits due them.

If you find your name, contact your Teamster Local Union to begin the claim process with the trust fund.

Bill V Baghdana, Gustavo Burgos, Johnny Castro, Esteven Cazarez, Randy Dewberry, Rick M Fraijo, Glenn O Hayes, Manuel G Huerta, Doraine Jones, Manuel Lozano, Ellison Mendoza, Edgar A Meza, Javier Morales, Salvador Quiroz, Kenneth Rudenski, Christian E Sanchez, Julio Sanchez, Humberto Valdez, Eric Vela, Ray Verduzco, Jacob S Whall, Thomas J Wright.

making this happen.

On May 4 we began negotiations for our members working at the MillerCoors Brewery in Irwindale. The negotiating committee we are bringing to the table for these negotiations is by far the most experienced committee to ever sit in on these negotiations. With the exception of Brewing stewards Johnny Finger and Keith Body, who are in their first negotiations, Dan Smith, Rachel Gomez, Tony Marquez, Dave Gonzales, Joe Perea and Russ Kay have many negotiations with MillerCoors under their belt. I guarantee this committee with all their experience, will be able to bring back a very good contract offer to their fellow employees.

Bud Sylmar negotiations are right around the corner and Business Agent Lindy Gerbig and Bud Sylmar employee and Local 896 Vice President Cap Nicholas have already held proposal meetings with the members. This is the first contract for that facility after living under the company's new pay structure for the last five years. I know Lindy and Cap have some great ideas to improve the pay and benefit package for the members of this facility. These negotiations are scheduled to begin sometime in August, more information to follow.

Budweiser National Brewery

negotiations are just around the corner. As you know, our Local represents two Budweiser Breweries. These two breweries located in Fairfield and Van Nuys are already preparing for their negotiations. Bud members have already turned in their ideas and demands for the upcoming negotiations to the Union stewards and these ideas were compiled into proposals by these stewards and business agents and have already been sent to the brewery and soft drink division for approval. These negotiations affect over 650 of our members and though there are no dates confirmed to start with the individual local brewery negotiations, the national negotiations will begin in October of this year.

As if this isn't enough to keep us busy, we are moving the hall to a new location! After 20 years, our office on Wilshire Blvd will be no more at the end of May. The owners of the building decided to not renew our lease forcing us to find a new home. It's with immense joy we announce that we will be purchasing our own building. After renting our office space and being at the mercy of the landlords, having no input on increases on rent and parking, etc. we listened to our members' wishes of having our own building and will be moving to our new home in June. The

new office is located at 2050 North Lincoln Ave, right off the 210 Freeway. And though our address has changed, the Local will retain our same phone number we have had for the past 50-plus years.

Because the May 20 Union meeting will be the last one scheduled at our Wilshire office, we plan on having a little party to say good bye to the old hall. Many of us have fond memories of the building and it is only appropriate that we take a little time to say good bye by having a combined meeting with both Beer and Soft Drink members enjoying some food and prizes. The meeting is scheduled to begin at 9 a.m. I'm hoping you can make it. We will also be entertaining a motion to go dark for the next three summer meetings to give the Local time to set up our new facility. Most Locals go dark in the summer and our by-laws do allow us to do the same with a vote by the members present at the meeting when the motion is made. I am asking the members to please consider this, and we will also commit to having emergency meetings during this period if needed.

Congratulations to our recent retirees: Mary Breen, Jerry Lopez, Sr., John Gallegos, Ed Laskowski, Brian Christiansen & Sue Hassler.

## Moving? LET US KNOW

May 2018

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**  
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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