

Southern California Teamster

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

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March 23, 2017

“Right-to-Work” is Wrong for Everyone!

A New Year and here comes a new assault on middle-class (and lower) working families. Union workers. Non-Union workers. All workers.

In February, legislation was introduced in Congress and the Senate in Washington, D.C., called “right-to-work” (RTW), which has nothing to do with your right to work. Its sole purpose is to drive into the ground workers’ pay, benefits, and legal protections, and raise profits and cede more control to corporate

bosses.

Over half of our country’s states operate under RTW (for less), under their state law. This new legislation, if passed, would impose mandatory “right-to-work” in all states.

Teamsters Joint Council 42 and its 23 Local Unions care for its members across three states—southern California, southern Nevada and Hawaii. Our Las Vegas members of Locals 14, 631 and 986 have been dealing with the negative strictures of RTW for decades. Now, Califor-

nia and Hawaii Teamsters are facing down this national RTW threat.

RTW legislation tilts the workers’ playing field even more in the direction of the employer, making it even tougher for workers’ Unions to represent members. This legislation guts the ability of Unions to fully budget and staff the best representation for working people.

This RTW situation is not about spin—it is about Facts! And here are some: Workers, Union or not, in RTW states earn \$6,109 less than

other states’ workers. In RTW states where Unions are handcuffed, the workplace death rate is 49% higher than non-RTW states. Private sector RTW state employers only offer 47% of their workers health insurance coverage, compared with 52.2% in other states. The tilt goes on and on—RTW states have higher poverty and infant mortality rates, invest less in education, and a higher percentage of low-end, dead-end jobs.

As you read this, every Teamster

representative from every Local Union in California and Hawaii is part of a comprehensive strategy program which will be rolling out to every member in every workplace, soon.

Teamster members will be the key in reaching out to every U.S. Congress district representative to urge and explain the importance of shooting down the House legislation amending the National Labor Relations Act and the Railway Labor Act. For starters.

Right to Work for LESS

In the last five years, the RTW movement has picked up considerable momentum as Michigan, Wisconsin, West Virginia, Kentucky and most recently Missouri have enacted RTW legislation. These five states join twenty-three other states that have enacted legislation that in effect hamstring organized labor’s ability to bargain on behalf of workers.

This legislation is not just dangerous for unions and their mem-

bers. Contrary to the economic boon promised by the RTW proselytizers, enacting RTW decreases wages for both Union and non-Union workers alike and jeopardizes worker protections.

According to a labor leader, “Numbers don’t lie. Workers in states with right to work laws have wages that are 12 percent lower. That’s because unions raise wages for all workers, not just our members.” And that is right, with organized labor at the table, workers across the board make more money.

Workers in non-RTW states like California, are over two times more likely to be a member of a Union. On average, they make an hourly wage 15 percent higher than their peers in a RTW state, according to a report issued by the Economic Policy Group in 2015 that tracked wages from 2010-2012. Once all possible variations and demographic differences are taken into consideration, this number gets adjusted to a conservative 3.1 percent across the board, but this equates to a meaningful difference in workers’ wages in RTW versus non-RTW states. Even looking at this through a conservative lens, over the course of an average working family’s lifetime this difference could mean hundreds of thousands of dollars.

The wage difference can be explained in three different ways. The first being that the average wage

of a union worker is higher than non-union because of the ability of organized labor to bargain on behalf of its membership. Second, the jobs that the RTW proselytizers claim are created by RTW, if created at all, tend to be low wage jobs. And third, and possibly most important, by maintaining a formidable Union presence, as evidenced by a high Union density, organized labor is at the policy table affecting the rights of every worker within the given jurisdiction. Meaning, in states that have RTW, union density is much lower. Therefore, organized labor is less powerful and wields much less influence, or is even silenced, in the various political bodies. This dilution of power translates to lower wages and an influx of low wage jobs, as well as less worker protections for both union and non-union workers. Beyond the low wages, states that have enacted RTW legislation have significantly less people with health insurance coverage and significantly higher rates of workplace fatalities.

By seizing the tag line “right to work” the ultra conservatives imply that this dangerous legislation grants workers rights that they don’t already have. This is a trap. The alleged rights that this legislation claims to confer are rights that we can all live without, the right to work for less and without representation.

Martin Luther King, Jr. on Right-to-Work

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

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

RTW’S Nasty Technical Side

Technically, Right-To-Work (For Less) legislation means pro-Big Business politicians want to prohibit employers and Unions from negotiating into a contract an “employment security clause” that has all workers contributing their share in their Union contract.

This scurrilous attempt to legally impose a “freeloader mentality” tilts the power away from working people even more than it already exists. RTW law is totally designed to chainsaw the Union’s ability to effectively and strongly enforce its contracts.

Who and what has been pounding away (read bankrolling) for years to effort to impose national RTW legislation? These middle class-working people’s enemies, including: the Koch Bros., John M. Olin Foundation, Castle Rock Foundation, Heritage Foundation, Cato Institute and—what a surprise, the Walton Family Foundation—spanning from the chain of stores that puts out holiday bins so customers can contribute to its beleaguered employees’ chance for Christmas goodies.

May Deadline for JC 42 Scholarships

The annual Teamsters Joint Council 42 Scholarship Program is back for 2017! Applicants must be children of active Teamsters Union members who belong to a Local Union affiliated with the joint council.

Applicants must be high school students graduating in 2017.

To obtain an application go to your parent’s Local Union office, JC

42 office at 981 Corporate Center Drive in Pomona 91768 or print one online at: www.teamsters-jc42.com. Requirements are listed on the application.

The deadline for submission of a completed application to the JC 42 office is Friday, May 12. If you have any questions, please contact your Local Union or JC 42 office at 626-974-4212.

**L.A. Election
Teamster Endorsements Inside**

Tell It To Your Member of Congress

The US Capitol in Washington, DC
To call your member of Congress:
U.S. Capitol Switchboard 202-224-3121

To locate your Member on-line:
U.S. House of Representatives: www.house.gov

To write your Representative:

The Honorable _____
United States House of Representatives
Washington, DC 20015

To find out who your Representative is, enter your zip code in the search function at
<http://www.house.gov/writerep/>

TEAMSTERS---Write your Congressperson
to get anti-RTW support! Use this sample:

Dear Representative:

I respectfully urge you to oppose "right-to-work" (RTW) legislation which has been intyroduced in the House. RTW is complicated, confusing and controversial legislation that is bad for workers, bad for the middle class, and bad for my family.

RTW legislation is an attempt by wealthy CEOs and corporate interests to tip the economic balance even more in their favor at the expense of the middle class. This legislation is little more than a power grab by the same billionaire special interests who outsource middle class jobs overseas and offshore their profits to avoid paying taxes.

The destructive anti-worker bill introduced by Reps. Joe Wilson (R- S.C.) and Steve Kink (R-Iowa) would amend the National Labor Relations Act and Railway Labor Act, and in the process devastate workers and their unions. Pushed by the American Legislative Exchange Council and wealthy billionaires, the painful consequences for workers and the middle class can be seen in the state level differences in RTW states compared to free-bargaining states.

Lower wages are foremost among the harms this legislation creates. The Economic Policy Institute noted wages are 3.1% lower in RTW states for both Union and non-Union workers, even after calculating differences in cost of living, demographics and the local labor market.

Healthcare insurance coverage is lower and costs are higher in RTW states. This legislation does nothing to create jobs, grow the middle class nor improve the lives of working families. It's shameful that some members of Congress have chosen to once again prioritize big business interests over the loud and clear voices of the American middle class.

I hope that you support me, my family, and all of your middle class constituency by opposing RTW in the House.

Sincerely,

Southern California Teamster

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Please address all communications to:

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Email: JCT42@aol.com

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Los Angeles City
Run-off Election
May 16

Los Angeles City Council
District 1: Gil Cedillo
District 7: Monica Rodriguez

Los Angeles Community College
District Board
Seat 2: Steve Veres

Los Angeles Unified School District Board
Seat 4: Steven Zimmer
Seat 6: Imelda Padilla

Member First Name	Member Last Name	District	Party	District Office Address	City	State	Zip	Telephone
Paul	Cook	8	R	14955 Dale Evans Parkway Apple Valley Town Hall	Apple Valley	CA	92307	760-247-1815
Kevin	McCarthy	23	R	4100 Empire Dr., Suite 150	Bakersfield	CA	93309	661-327-3611
Salud	Carbajal	24	D	360 S. Hope Ave., Suite C-301	Santa Barbara	CA	93105	805-546-8348
Steve	Knight	25	R	26415 Carl Boyer Dr., Suite 220	Santa Clarita	CA	91350	661-255-5630
Julia	Brownley	26	D	300 E. Esplanade Dr., Suite 470	Oxnard	CA	93036	805-379-1779
Judy	Chu	27	D	415 W. Foothill Blvd., Suite 122	Claremont	CA	91711	909-625-5394
Adam	Schiff	28	D	245 E. Olive Ave., Suite 200	Burbank	CA	91502	818-450-2900
Tony	Cardenas	29	D	9612 Van Ness Blvd., Suite 201	Panorama City	CA	91402	818-221-3718
Brad	Sherman	30	D	5000 Van Nuys Blvd., Suite 420	Sherman Oaks	CA	91403	818-501-9200
Pete	Aguilar	31	D	685 E. Carnegie Dr., Suite 100	San Bernardino	CA	92408	909-890-4445
Grace	Napolitano	32	D	4401 Santa Anita Ave., Suite 201	El Monte	CA	91731	626-350-0150
Ted	Lieu	33	D	5055 Wilshire Blvd., Suite 310	Los Angeles	CA	90036	323-651-1040
Vacant		34						
Norma	Torres	35	D	3200 Inland Empire Blvd., Suite 200B	Ontario	CA	91764	909-481-6474
Raul	Ruiz	36	D	445 East Florida Ave., 2 nd Floor	Hemet	CA	92543	951-765-2304
Karen	Bass	37	D	4929 Wilshire Blvd., Suite 650	Los Angeles	CA	90010	323-965-1422
Linda	Sanchez	38	D	12440 E. Imperial Hwy., Suite 104	Norwalk	CA	90650	562-860-5050
Ed	Royce	39	R	210 W. Birch St., Suite 201	Brea	CA	92821	714-255-0101
Lucille	Roybal Allard	40	D	500 Citadel Dr., Suite 320	Commerce	CA	90040	323-721-8790
Mark	Takano	41	D	3403 10 th St., Suite 610	Riverside	CA	92501	951-222-0203
Kevin	Calvert	42	R	400 S. Vicentia Ave., Suite 125	Corona	CA	92882	951-277-0042
Maxine	Waters	43	D	10124 South Broadway, Suite 1	Los Angeles	CA	90003	323-757-8900
Nanette	Barragan	44	D	Carson City Hall 701 E. Carson St.	Carson	CA	90745	310-233-4811
Mimi	Waters	45	R	3333 Michelson Dr., Suite 230	Irvine	CA	92612	949-263-8703
Lou	Correa	46	D	2323 N. Broadway, Suite 302	Santa Ana	CA	92706	714-621-0102
Alan	Lowenthal	47	D	100 W. Broadway, West Tower Suite 600	Long Beach	CA	90802	562-436-3828
Dana	Rohrabacher	48	R	101 Main St., Suite 380	Huntington Beach	CA	92648	714-960-6483
Darrell	Issa	49	R	1800 Thibodo Rd., Suite 310	Vista	CA	92081	760-599-5000
Duncan	Hunter	50	R	1611 N. Magnolia Ave., Suite 310	El Cajon	CA	92020	619-448-5201
Juan	Vargas	51	D	380 North 8 th St., Suite 14	El Centro	CA	92243	760-312-9900
Scott	Peters	52	D	4350 Executive Dr., Suite 105	San Diego	CA	92121	858-455-5550

Nevada

Member First Name	Member Last Name	District	Party	District Office Address	City	State	Zip	Telephone
Dina	Titus	1	D	50 East Charleston Blvd., Suite B	Las Vegas	NV	89104	702-220-9823
Jacky	Rosen	3	D	8872 S. Eastern Ave., Suite 220	Las Vegas	NV	89123	702-963-9500
Ruben	Kihuen	4	D	2250 N. Las Vegas Blvd., Suite 500	North Las Vegas	NV	89030	702-963-9360

Hawaii

Member First Name	Member Last Name	District	Party	District Office Address	City	State	Zip	Telephone
Colleen	Hanabusa	1	D	1132 Bishop St., Suite 1910	Honolulu	HI	96813	808-541-2570
Tulsi	Gabbard	2	D	300 Ala Moana Blvd., Rm. 5-104	Honolulu	HI	96850	808-541-1986



Quick Looks at Items of Interest

The Eye

Fed Labor statistics show 7 of the 10 states with highest **jobless rates** are **Right To Work** (for less) states..... survey sez: Feb. 2015 survey of 1,426 **fast food** workers showed 79% **burned** on the job in previous 12 months—58% more than once.....we have **45,525 airport screeners** on the job.....14 states still have bans on **switchblade** knives.....**Hawaii** has the highest per capita **homeless** rate in the nation.....about **half the parts** of a typical "American car" come from foreign sources.....the cost to **mint a U.S. penny** was 1.5 cents in fiscal year 2016.....there are about **14 million rifle hunters** in the United States.....Agriculture Dept. says married, middle income couples will spend **\$233,610** to raise a **child** born in 2015 to adulthood.....**IRS** manual dictates every sitting U.S. president's tax returns subject to **mandatory audit**.....feds haven't raised the minimum wage (\$7.25) since **2009**.....one quarter of America's 24 million golfers are **women**.....

MINIMUM WAGE HIKES RAISE INCOMES OF THE LOWEST-PAID WITHOUT CUTTING JOBS, HOURS

A new analysis by four economists, three of whom serve on the Council of Economic Advisers, shows the minimum wage hikes that 18 states and Washington, D.C., have enacted since the last federal increase a decade ago have raised the pay of the lowest-paid workers without cutting the numbers of jobs or hours they work.

The analysis, unveiled by economic advisers Sandra Black, Jason Furman and Wilson Powell, and University of Miami economist Laura Giuliana, puts paid to the oft-repeated claims by minimum wage hike foes that such increases cost jobs.

Minimum wage foes, led by the lobbies for restaurants and retailers contend the minimum wage hikes cost jobs.

The federal minimum wage, \$7.25 hourly, has not risen in a decade, and many leisure and hospitality workers work for the "tipped minimum" of \$2.13 hourly, which hasn't increased in more than 22 years. As a result, the states and 60 cities have raised their minimum wages.

But restaurants aren't installing robots in response, the analysis by the Council of Economic Advisers reports. The economists particularly looked at the impact of the wage hikes on the leisure and hospitality industry, which includes bars and restaurants. Federal data show that industry had 15.6 million workers in November, 34,000 more than a year before.

But the average leisure and hospitality worker toiled for only 26.2 hours weekly — unchanged from November 2015 and the lowest among all sectors. That average

worker earned \$394.57 a week in November, dead last among all the major sectors and more than \$160 weekly behind the next-worst sector, retail trade. The average paycheck for the leisure and hospitality workers in November was \$15.46 more than the prior November.

The poorest workers gained the most from the minimum wage hikes, the economists reported. While median average hourly earnings grew 1.4 percent for all workers since 2012, the median for the 10th percentile workers — the lowest-paid — rose 7.9 percent in 2014-15 alone, the fastest growth since 1968.

Meanwhile, "employment in the leisure and hospitality industry follows virtually identical trends in states that did and did not raise their minimum wage. Moreover, employment in this low-wage industry grew somewhat more quickly than employment in the private sector overall," the economists reported.

"This finding is consistent with a well-established empirical literature in which minimum wage increases are often found to have no discernible impact on employment. It is also supported by economic theory. In fact, when employers have sufficient market power" to unilaterally set wages "below what would prevail in a perfectly competitive market, there is scope for a higher minimum wage to raise both wages and employment," they said.

In the states and D.C. that raised their minimum wage, "the average minimum, weighted by the number of private sector workers in each state, rose from \$7.66 in December 2013 to \$9.34 in October 2016 — an

increase of 22 percent," they added.

"In contrast, in 22 states, the minimum wage has not risen at all in the years since the last federal increase. And of this group, only one state has a wage floor that is above the federal minimum of \$7.25," they noted.

The economists used federal Bureau of Labor Statistics data for the leisure and hospitality workers because they're "most likely to be affected by minimum wage policy."

"As of December 2013, the typical leisure and hospitality worker earned \$9.25 per hour — roughly the 17th percentile of the national wage distribution — and nearly half of these workers earned an hourly wage less than 120 percent of the minimum wage in their state."

When previously enacted state minimum wage hikes started to kick in in 2014, the leisure and hospitality workers' pay started to shoot up, the economists said.

"In states that took action, the average industry wage grew by 14.2 percent between December 2013 and October 2016 — resulting in wages that were 14.8 percent higher than they would have been had the downward trend prior to January 2014 continued.

"By comparison, the average wage in the comparison group of states" — the ones that didn't raise their minimum wages — "grew by 7.2 percent and was only 4.5 percent higher by October 2016. And by October 2016, the difference in weekly earnings growth for the leisure and hospitality workers in the minimum wage states was even more: 16.4 percent since 2014, compared to 4.7 percent in the other states.

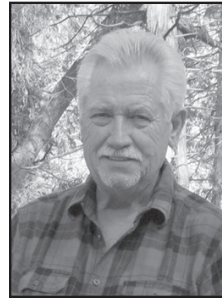
injuries for five years, or face federal penalties. That supersedes the current standard: Six months.

That five-year standard is too onerous on business, retorted Rep. Bradley Byrne, R-Ala. So he pushed through a measure using the Congressional Review Act — a little-used GOP-written measure that lets lawmakers kill any agency rule, permanently — to trash the OSHA rule. He calls it "a power grab."

"Republicans know full well that the consequences of repealing health, safety, consumer and environmental protections will be

painful and widespread," retorted Lisa Gilbert, director of Public Citizen's Congress Watch division. "But paying back their corporate donors appears to be their top priority."

The slam against keeping OSHA logs comes after the committee approved prior CRA resolutions trashing two other Labor Department rules. One would force "persuaders" — more-commonly known as union busters — to disclose their spending. The other would force pension and IRA advisors to put clients' interests first.



Mike Davis, 70

Longtime Teamster and Union official Michael B. (Mike) Davis passed away February 27 following a protracted illness.

He was 70.

The affable Davis retired from the Teamsters Union in 2011 following a long tenure as a Teamster and a representative. He joined Teamsters Local 578 three

months after graduation from Bell High School in 1964. In 1966 he enlisted in the U.S. Marines. He served most of his enlistment as a weapons instructor on Okinawa, training Vietnam-bound Marines. He was honorably discharged as an E-4 in 1968.

He returned from service to begin a Teamster job as a Local 578 member, driving truck for USCP Wesco. He served his Union co-workers as a shop steward and pursued college studies at night.

Davis subsequently was hired by Local 578 as a business agent, eventually being elected to the Local Union presidency. His father, Burrell, previously served as Local 578 president.

When Local 578 merged into Local 986, Davis continued his representational work as a business agent until he began retirement life in Corona..

Davis maintained his many Teamster ties, attending Union events throughout Joint Council 42. He was affectionately known for his many non-sequiturs, including "Let me tell ya what I'm gonna did," "Let me tell you what I would do if I was me," and "You say you will, but you won't."

Services were held March 10 at Rose Hills Cemetery followed by a graveside Marine/Navy honor guard ceremony.

He is survived by his wife, Annette; daughter Michelle Kinder, office manager of Teamsters Local 952; son-in-law Brian Kinder, an attorney; and grandchildren Kelli and Collin Kinder.

Memorial donations in his name can be forwarded to stjude.org.

John Harren, 76

Retired Teamsters Local 986 Secretary-treasurer John F. Harren passed away March 6 at the City of Hope after a long illness.

He was 76.

Harren began his distinguished 42-year Teamster career in 1965, by leading the organizing of his co-workers at the Sears warehouse in Los Angeles, into Local 986.

At 25 years old and fresh from five years in the U.S. Air Force, Harren's sincerity and optimism were infectious and an overwhelming majority of his 240 co-workers voted for the Union. He became the shop's first chief shop steward.

Local 986 leadership in 1972 plucked him from the warehouse floor and made him a business agent. He was subsequently elected to the 986 executive board in 1984, and in 1999 became the CEO as secretary-treasurer. He joined the Teamsters Joint Council 42 executive board in 2000.

He earned an associate's degree at East Los Angeles College and a bachelor's degree from California State University, Los Angeles. He studied politics, economics and history, incorporating his knowledge into his work.

Never reluctant to confront management, Harren negotiated landmark contracts and insisted that they be vigorously enforced. Protecting what had been won on behalf of the members were the highlights of his career.

Harren fostered the growth of 986's huge Stewards Council which



emphasized intensive training and advanced representation skills

He was a trustee of the 25,000-member Teamsters Miscellaneous Trust Fund. There, he was instrumental in developing educational programs to promote better health and reduce costs to the members. He helped pioneer and develop disease management and wellness care programs, as well as a communications program to help members be smarter medical consumers. He has helped expand benefits to include dental, vision and mental health.

"The challenges we have faced together could only have been successful with your full support," he told the membership in his final, pre-retirement news column in the Joint Council 42 newspaper. He was confident that Local 986 will "continue to build a better future for all members."

The Irishman was legendary in the Teamsters for his avowed liberalism and push to elect working people's friends, and punish those in government only concerned with the one-percenters.

Harren is survived by his wife Mary, sons Sean and Kevin and two granddaughters.

Donations in his name may be made to the City of Hope in Duarte CA.

EPI: U.S. TRADE DEFICIT WITH CHINA COST 3.4M JOBS

The skyrocketing U.S. trade deficit with China, starting in 2001, cost U.S. workers 3.4 million jobs, including jobs that disappeared and those that weren't created because firms faced low-cost Chinese competition, a new Economic Policy Institute analysis says. In addition, U.S. workers lost at least \$37 billion in wages due to Chinese competition, EPI adds.

Every single U.S. congressional district lost jobs, but losses were higher in heavy manufacturing states and high-tech areas, such as Silicon Valley and Portland, Ore. Three-fourths of the losses were in factories, EPI analyst Robert Scott calculated, using U.S. data.

"What is needed is a clear, comprehensive approach to deal with China's pro-

continued next page

Help Your Teamster Charity Fund Year-Round!

You can get money donated to the Teamsters Joint Council 42 charity fund by just doing your normal online shopping.

Just visit the JC 42 website for the details: www.teamstersjc42.com
The JC 42 charity fund provides college scholarships to Teamster children plus supports a host of local charitable endeavors. Visit the website today when you make your online purchases.



HOLIDAY CHEER: Back in December Teamster Local 63 staff and members secured, loaded up and delivered dozens of bicycles for use at the Ronald McDonald House, adjacent to Loma Linda University Hospital.

Black Caucus Cookout Coming June 10

The 10th annual Teamster National Black Caucus all-free health fair and cookout is Saturday, June 10 this year.

The merriment, and free eatin' starts at 12 noon at Teamster Local 63's beautiful park in Rialto, 379 West Valley Blvd., just off the 10 freeway.

Admission: free. Food and drinks: free. Also, a classic car show, live DJ, farmers' market, table vendors, and Kaiser Permanente will be on hand.

Raffle prize drawing will go on all day.

The annual event is undertaken by the Southern California chapter of the Caucus.

All questions on the event and vendor availability, and car show application can be handled by calling Robert Turner at 323.394.1910.

Reserve Now for 2017 Pre-Retirement Seminar

It's not too early to call and register for your spot at the Teamster Retiree Assn.'s famous, free, annual pre-retirement seminar.

The seminar, held this year on Saturday, Sept. 16 at Teamsters Local 952 in Orange, is vital info for Teamsters planning to opt for their Teamster pension in ensuing months. Experts from every field imaginable are available to expound on retirement life, choices and implications.

Reserve your spot by calling the SoCal Teamster Retiree Assn. between 9 a.m. and 1 p.m., Monday through Thursday. 909.629.2539.

EPI: U.S. TRADE DEFICIT

continued from page 3

tective and predatory trade practices," said a labor leader after reading the report.

Our government needs to recognize how its flawed trade policies damaged workers and their communities, while corporations and Wall Street have reaped profits. We need a new approach to trade that puts working families first," another labor leader declared.

California led in sheer job losses, with 589,100 jobs in the Golden State – 3.6 percent of all jobs – lost to China from 2001-15, Scott calculated. The largest losses were in Silicon Valley's congressional districts.

But in statewide percentages, California finished second-worst, behind Oregon. That state lost 65,000 jobs to China in the same era, or 3.82 percent of all its workers. Half the Oregon losses were in Portland.

The U.S.-China trade deficit is so large that it now accounts for 48.2 percent of the overall U.S. trade deficit, Scott reports. In several sectors – notably advanced technology – the U.S. had a trade surplus with the rest of the world through 2015, and a huge deficit with China.

"Growth of the trade deficit means the United States is both losing jobs in manufacturing -- in electronics and high tech, apparel, textiles, and a range of heavier durable goods industries -- and missing opportunities to add jobs in manufacturing, in exporting industries such as transport equipment, agricultural products, computer and electronic parts, chemicals, machinery, and food and beverages, because imports from China have soared, and exports have increased much less," he explained.

Scott's report notes U.S. exports to China increased from \$19.2 billion in 2001 to \$116 billion in 2015, the latest federal figures available. But imports from China rose from \$102.3 billion in 2001 to \$483.2 billion in 2015.

The biggest losses – 1.238 million jobs -- have been in computers and electronics. That includes factories that produce computers and their components.

"Some regions are devastated by layoffs and factory closings while others are surviving but not growing the way they could be if new factories were opening and existing plants were hiring more workers. This slowdown in manufacturing job generation is also contributing to stagnating wages and incomes of typical workers and widening inequality," Scott said.

That's because while China benefited from the trade deficit, so did U.S.-based multinational corporations, he calculated. Scott advanced several solutions for closing the China trade gap. They included:

- Enhanced enforcement of fair trade laws, including more anti-dumping and countervailing duty verdicts and more cases against China with the World Trade Organization.
- Making elimination of Chinese overcapacity a goal of U.S.-China trade talks. Much of that over-capacity is in government-owned firms, Scott said. Those firms also receive heavy Chinese government subsidies. "This excess capacity fuels the dumping of exports into the U.S.," Scott wrote.
- Barring China from bidding on federal procurement contracts, and banning the Chinese government-owned firms from investing in U.S. manufacturing and high-tech firms. The Machinists have campaigned against such investment for years, citing national security.
- Keeping China a "non-market economy" under WTO rules. Making it a market economy takes away many U.S. trade enforcement tools, Scott notes.
- Negotiating a new pact with China, similar to the Plaza Accord many years ago, to curb its currency manipulation, which also gives its exporters an unfair advantage.

"In short, the U.S.-China trade relationship needs to undergo a fundamental change. In addition to putting an end to the unfair trade practices outlined here, the new terms of this relationship must include action on China's part to reduce its massive and growing savings glut by raising wages, increasing spending on health care and pensions, and recognizing free and independent trade unions. Through these steps, China can raise consumption and end its persistent trade surpluses," Scott says.



**By Rick Middleton
Secretary-Treasurer**



Tom Beatty & Mike Ford: we have sent LAUSD two different Meet and Confer requests regarding the change in working conditions

The first one involves the change in basis (think of "basis" as one's work calendar where the different basis means how many days one would work). In this notice, the change in basis means that individuals would work less throughout the year, and the other one involves the centralization of Human Resources. With our Meet and Confer request we attached an information request. Superintendent King has made it known to the divisions that she wanted a 30% reduction in their budgets--so for some of the members the change in basis was not a surprise. Here is the rub--in the Food Services Division while cutting the work year of many of the workers--the director means to create two "Regional Director" positions (they already have four and this classification is not having their basis changed). Even with the District's message of "decentralization" of personnel from their Headquarters building--we have here an instance of management adding to their top-heavy equation rather than deleting from it and not sharing the sacrifice by our members. So why did we also send a Meet and Confer over the plan to "centralize" the Human Resource Department? Our experience with such a plan at another public agency was that the bureaucracy enlarged instead of lessened. It also meant that many times the Human Resource representative that we were dealing with on an issue was not the decider and needed to take it elsewhere to be resolved. There have been many times we picked up the phone and resolved a matter for a member. Will there be any one to call now to intercede before that matter becomes much more serious?

Doug Brown: Costco – by the time you read this article, all topped out employees should have received a pay increase and their bonus checks. If you have any questions as to when you will be at the topped-out rate or receive your bonus check, please do not hesitate to contact your shop steward or me. The Union has filed a grievance with Costco corporate for violation of Article XXI, Promotions-Service Assistant to Clerk. It's our position that the company violated the CBA by not promoting service assistants to clerks during the period of February 1, 2016 through February 1, 2017. The company says that the 26-pay period trigger should start in May 2016 because that's the month the contract was ratified. I'll keep you updated on the progress of this grievance. GCC Graphic Communications – I am sad to announce that after 3 generations in Long Beach, Seaside Printing has closed its doors and is no longer in business. I am happy to announce that members at the Union Press,

continued next page

RETIREE ROUND-UP

SO. NEVADA: Our VP Fran Almarez has been in Carson City advancing the interests of Teamsters and Teamster retirees with the politicians. Recording secretary Barbara Beardsley has been recovering from an early March surgery. Remember, our monthly meetings start at 10 a.m. but at 9 we fuel up with the sinkers and cups of joe!

LONG BEACH: All retired Teamsters in the Long Beach and surrounding areas: this is your invitation to join. We meet every first Saturday of the month at 9:30 a.m. at Local 848, 3888 Cherry Ave., Long Beach 90807. Keep our membership growing. We plan special events, luncheons, speaker invitations and host exciting field trips. Come have coffee and donuts with your brothers and sisters. We thank all the Locals for their support of our organization. Any questions call Tony Mosqueda at 323.569.9127, or leave a call back number. God bless the Teamsters.

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

EL MONTE: Your right to vote is

important. Always vote. This issue contains endorsements for another upcoming election. Consult them. We meet the third Saturday each month at 10:30 a.m. at Local 986, 1221 No. Peck Road, South El Monte. For more info, call John at 323.257.4264.

SAN DIEGO: Our 2017 annual luncheon was February 16 at Admiral Baker Golf Course Club House. The luncheon was well attended and enjoyable. Our next meeting dates are April 20, May 18 and June 15 at the meeting hall of Teamsters Local 542 at 4666 Mission Gorge Pl., San Diego 92120. The meetings begin promptly at 10 a.m. All meetings are preceded by coffee, donuts and great conversation starting at 9. The club is open to all retired members of Locals 36(166), 481, 542, and 683. The club is partially supported by donations from the four Locals. There are also annual dues of \$15. We have numerous guest speakers and raffles each meeting. Phil Saal, president of the Teamsters Retirees Club of San Diego can be reached at TRCSDC@gmail.com or (619) 441-0353.

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 10 a.m. at Local 952, 140 S. Marks Way in Orange, and have coffee and donuts al-

ways, guest speakers sometime, information always, bingo always after the meetings, and pot lucks every few months. Our April 8 meeting will be a pot luck. There will be information to be had on several issues that affect us as seniors. Feel free to join us anytime that we meet. We always like to see new faces at our meetings. There are five Retiree Chapter here in our area. If you are retired and don't go to a meeting go to any close to you. You may like to visit all the five chapters to see which one you fit into. All our chapters are called upon to help do phone banking for the Locals or picket. We help when asked. Remember, once a Teamster always a Teamster.

MONTEBELLO: Our condolences to the family of Zack Lopez. He was a Local 208 B.A. and first president of our chapter, may he R. I. P. We welcome new members Virginia "Cyndi" Olague, William "Skip" McGregor, Javier Curiel, Richard Carlen and their spouses to our chapter. We invite all Teamster Retirees to our meetings and all our activities, we meet on the 4th Thursday of the month at VFW Post 7734, 9128 Bermudez St., Pico Rivera, 1 p.m. Our speaker March 23 was Cynthia Lopez on Living Trusts, etc. April 27 we will have pot-luck, so expect a call from Marina Martinez. Please try and be there at 12:30 p.m. so we can eat and

then start our meeting. Our speaker for the day will be Joe Navarro from Kaiser Senior Advantage. On June 10, SCTRA chartered a bus to take us to Viejas Casino in San Diego, cost is \$20 a person, includes 3 games of bingo, driver tip, water & chips. Tickets for raffle & 50/50 available. We will have 2 pick-ups, 1st at 8:30 a.m. in Montebello and 2nd in Pomona. Return about 7 p.m., depending. Call Phil Zamora (562) 505-1387 for more information. See you at our meeting.

HI-DESERT: We meet the last Tuesday of the month. new meeting place is Golden Corral in Hesperia (off I-15 @ Main St.). Doors open at 8 a.m. for breakfast, the meeting begins at 9. We have guest speakers, and normally the representative from Kaiser Permanente is available. Northwest Administrators representatives are always welcome. That Emerson Diaz loves to chow down with us. All Teamsters are invited. See old friends and make new ones. We do opportunity drawings and raffles. We also have a scholarship fund. Please consider participating. "Thank You" to all Teamsters. Remember, "You retire from your company, NOT your union; so join a Retiree Chapter.

Automatic Printing, Sun Chemical and Printco have ratified new agreements. The following contracts will be expiring soon and we will start the negotiation process: Flint Group, Continental Colorcraft Litho and Bindery, KC Photo, and Mitchell Printing. I have received notification from the Garvey Group management that the company will be sold to an Australian company called Orora. A meeting will be scheduled with management ASAP to discuss how the sale will affect our membership. Reminder: The PII Education fund is up and running to educate eligible members in the Graphic Arts industry. Please take advantage of this benefit. Please contact me for additional information. You must have the PII language in your contract to qualify for this benefit.

Tait Skifstrom: UPS: the Local has resolved several seniority grievances that resulted in \$8,000 being paid to affected members. A significant number of these grievances were filed when the company used driver "helpers" outside the seasonal period. We were also successful in having discipline removed from the records of stewards who were out of their work areas while investigating grievances. Ralphs: two grievances have been filed in protest of the company's changes to the attendance policy. The company's position is that it simply issued a clarification of the policy; however, we believe it's a unilateral change to a policy that was negotiated. Capstone lumpers walked off the job protesting the discipline of two fellow workers. They quickly turned to Local 572 for help. After a hard-fought organizing campaign, two votes lost the election. The outcome was affected by the loss of several supporters who resigned their jobs as result of union-buster scare tactics.

Lonnie Holmes: First Student, Pasadena: the Pasadena negotiating committee for 2017 has been selected. Please see the Union boards for the names of those members who have volunteered to be on the committee. First Student, Palmdale: our members voted the company's last, best and final offer on March 13 (at press time).

Jaime Villanueva: Gate Gourmet: I continue to meet with the company regarding the "missed-lunch" form used in the transportation department. I am asking that this form be specific to the needs of our members employed in the department. Bids are currently being offered in all Gate Gourmet departments. Gate Safe: as you know, TSA is back on site to test security skills. Please stay alert as you perform your duties. MV: all commuter drivers should double check all wheelchair straps and buckles. There has been a problem with them coming loose as the vehicles move. Report any worn or defective items to management. Lastly, make sure you report all accidents, no matter how small. Better to report an accident than get fired for failure to report it because you thought there was little, or no damage. Please welcome John Ward back to work.



Southern California Teamster



By Abel Garcia Secretary-Treasurer



We would like to welcome Fernando Lara (Sysco) as our new business Representative. Fernando

brings 17 years of warehouse and delivery experience. Welcome to the team, Fernando!

Local 186 just ratified the first-time contract of MV Transportation in Santa Paula! The ratification adds 25 new members to the Local. We would like to thank MV Transportation committee members Oksana Godwin and Mike Frescas for their time and hard work. We have also ratified T & T Truck and Cranes contract and are still in negotiations with Pacific Beverage and Tree Top.

At UPS, we are waiting to hear back from the company about Peak Feeder grievances and Feeder back up training.

Over at MTD, grievances are at an all-time high. At MTD we have had two mediations and we also have one pending arbitration.

As for Local 186 officers, we regret to inform you that President Benny Hernandez has resigned his position with the Local in order to deal with serious health issues. We wish Benny well. Joe Gonzales will be stepping in as the new President of Local 186. Lastly, office manager Jedediah Johnson is always looking for members that want to participate and donate time helping with special community/Union events. If you are interested, don't hesitate to call the office at Local 186--(805) 644-0070.



By Chris Griswold Secretary-Treasurer



Our hearts are broken

after hearing the news that former Secretary-Treasurer John F. Harren passed away

earlier this month. He was a tremendous leader for the members of Local 986 and he served on the executive board of Joint Council 42 before his retirement in 2008.

His innovative ideas developed the framework for representing members in a large Local Union and he created the Shop Stewards Council for Local 986 decades ago and believed that the best shop stewards were the stewards that received on-going training. He will be missed, but not forgotten as his legacy will continue for years to come.

The staff of Local 986 remains committed to providing outstanding representation and urges members to work with their shop stewards to make sure the labor agreements are being enforced. Grievances need to be filed within the time limits provided, whenever the contract is violated.

All phone calls to your business representative are to be returned

within 24 hours. Please remember to clearly state your name, your place of employment and a phone number to return your call.

The GOP-controlled Congress has proposed legislation that will have a severe negative impact on Union workers, and President Trump has pledged that he will sign these anti-Union bills if they reach his desk. The last two months have made it painfully clear that elections have consequences, so it is imperative that every Union member registers to vote and turn out to vote.



By Lou Villalvazo Secretary-Treasurer



Our thoughts and prayers go out to the entire family and friends of Julio (Rigo) Gutierrez from Fresh Point, who died in his sleep at

the young age of 37. He leaves behind a wife and 3 young kids. The family and friends have started a Go Fund Me account (Julio "Rigo" Gutierrez), at gofundme.com, to assist the family. Also, to the family of Pedro Pulido from Roma Foods, who lost his battle to cancer.

Our thoughts and prayers are with the family and friends of brother Fidencio Tinoco from Roma Foods, who lost his eldest son fighting in the Middle East, protecting our freedom, and recently lost his son and daughter in a tragic car accident. This is a very difficult time for him as no parent should ever lose a child, let alone all three of his kids. The friends and family have set up a Go Fund Me account (Valeria & Oscar Funeral), at gofundme.com, to assist this family at their difficult time. Our positive thoughts and prayers are with our brothers Tim Robledo from Ventura Foods, Alex Santos from White Wave Foods and Eddie Duarte from Alta Dena North, who are in the fight of their life battling cancer. Stay strong and stay positive my brothers.

At Southern Glazer, the Union filed a grievance on behalf of all members regarding 3rd party companies performing Costco work at the Cerritos facility. A grievance also pertaining to the company using outside storage companies to perform some of our warehouse work. Your representative Felix Chavez has been working with the stewards and members investigating this issue, including visiting some of these 3rd party warehouses. We conducted a legal review with our representative, stewards and our attorney regarding the issues and are pending a legal opinion. We will keep you informed!!!

Zenit's: I'm happy to report that our members are working together in solidarity with the Local's leadership and they unanimously ratified a four year contract with much needed protection language for progressive steps of discipline, and good wage and pension increases. Also, we increased the medical cap from 6% up to 8% putting money, in some of our members' pockets. We would like to thank our negotiating committee of Charles Butler, Efrain Gonzales and Jose "Pepe"

Andrade.

Walker Foods: I am happy to announce that our members ratified 100% a 5 year agreement. We made significant improvements in language, full MOB, and wages and pension increases. Thanks to our negotiating committee of Israel Correa and Manuel Santiago for their help and support.

At Fresh Point, after 8 months of hard fought negotiations, I'm glad to announce that our members stood strong in solidarity with this Local's leadership and together we ratified a 5 year contract with wage and pension increases and full MOB, all retro back to the expiration of the old CBA. I would like to thank our committee, Frank Barragan, Gus Covarrubias, Walter Gonzalez, Ben Chavez and Steven. This was a huge victory for our members!

Congratulations to our members of Gallo Wine who unanimously ratified a 3 year contract with great wage and pension increases along with full MOB. This was a great victory for our members; I thank our committee of Vivienne Hernandez and George Moran on a great job.

JFC International: after 6 months of hard fought negotiations I'm happy to announce that our members stood strong in solidarity with this Local's leadership and together we ratified a 3 year contract maintaining their medical coverage and the company picking up the future cost increases up to 8%. Also, we added wage and pension contribution increases, all retro back to the expiration of the CBA. This was a huge victory for our members and I would like to thank our committee of Frank Avalos, Frank Maurilio, Francisco Garcia and Jose Garcia.

Le Vecke: we were successful in ratifying a 5 year contract, with significant language change and benefits. We were successful in increasing the medical cap from 7% up to 8%, putting money back in our members' pockets. We lowered the progression rate from 5 years to 2 years, instantly giving several sisters and brothers a large wage increase. We secured healthy wage and pension increases, and negotiated a new pension benefit, PEER 84. This is a huge benefit for our members allowing them to retire early. Special thanks to our shop steward Horacio Garcia, great job brother!

Sygma: I'm glad to announce that our members stood strong in solidarity with this Local's leadership and ratified a 5 year contract maintaining their favorable medical coverage, with a healthy wage and pension contributions, all retro back to the expiration of the CBA. This was a huge victory for our members and I would like to thank our committee Syed Saleem and Daniel Pacheco. It shows that working together we accomplish great things.

Alta Dena: welcome back to our brothers Tyree Hutton, Mario Baltazar, Gabriel Alcala, Emanuel Tucay and Adali Torres who were recently brought back after 2 months of termination. Also, please welcome back our brother Ben Avila, a 14 year veteran, who was terminated at A/D South. This was a 2 year fight going through the grievance, federal mediation and arbitration. Please join me in congratulating our brothers Ben Avila, our Representative Alex Flores and sister and steward Dora Torres as they were successful in bringing all these

brothers back to work.

Please join us for our Citizenship Workshop April 8 from 8 a.m. to 12 noon, as we will have several volunteers and attorneys here to assist you through this process. Space is limited so visit our website to register.

We are taking registrations for our annual Health Fair/BBQ Saturday July 1, please register on our website at: www.teamsters630.org



By Victor Torres Secretary-Treasurer



As we head into Spring, we have a good indication of what challenges lie ahead for us.

At the national level, Congress with anti-working family majorities, have already authored the most anti-worker legislation we have seen in generations.

National Right to Work (for less) has been introduced in the House of Representatives. The bill, H.R. 785, would make closed shop and enforceable fair share fees a thing of the past.

Under current labor law, in states like California which recognize negotiated Union Security language, all bargaining unit employees are required to pay dues/fair share fees for the representation services that the Union provides for the benefit of all employees. Under H.R. 785, fair share would no longer be enforceable even when the employer and the Union have agreed to this traditional arrangement. The devastation this would cause for all Unions across the country cannot be overstated. This bill is not only anti-Union, it is un-American in its scope and trajectory. It is plain and simple an attempt to silence the only voice that working people have which is through Unions. If we allow this to happen, it will be the beginning of the end of the labor movement here in the U.S.

Of course, we have no intention to stand by and let this happen. Across the country, Unions are joining together to reject this power play which would put the most powerful in our society in complete control of the U.S. workforce with no limits or oversight.

In the Teamsters Union, our leadership is developing a counter punch to this unprecedented 2017 version of the continuing War on Workers. This strategy will require each of us to get involved.

The traditional letter writing, phone calls and rally's targeting politicians are important, but are only one part of the game plan. As we have reported here over many years, to be successful when it comes to issues such as widesweeping legislation like National Right to Work (for less), we need not only the support of our own membership, but the support of the larger general workforce as well.

Throughout history, Unions have been the voice for all working people, not just the voice of our respective membership groups. Many of the issues we have successfully lobbied for such as adjustments to the

continued next page

minimum wage and earned sick leave, did not really impact our own members because those issues were already covered in our Union contracts. The impact for these successes have permeated throughout the general workforce and have changed the lives of all working people in a positive manner.

The ongoing problem has been one of educating and promoting our successes so that everyone knows how these changes came about.

An example of this here in California was in the late 1990's under Governor Pete Wilson's administration, daily overtime pay was temporarily halted. This change did not impact our Union members because the payment of overtime was covered in our contracts, but for those workers not covered by a Union contract, losing overtime pay was significant. With the help of many community organizations, we were able to elect a working family friendly Governor to replace Pete Wilson and insist that daily overtime pay was reinstated for the entire California workforce. Organized labor fought back and we won that battle. Daily overtime was put back on the books and codified in the state labor code so that it could not be changed at the will of any Governor or state legislature in the future. This was truly an example of a significant victory led and coordinated by organized labor which ended with a knockout punch to those that dared to challenge us.

It is this type of approach, utilizing the power of traditional and modern modes of communication, which can once again result in a historical victory for all of us.

Our adversaries are attacking us without any regard for good conscience debate and discussion. They believe they can deliver a death blow to the resistance we have always represented throughout history. We need to be ready to resist in a manner that resembles the past, but is more sophisticated considering today's complex world economy and political reality.

Our promise to all of you is that we will lead this continuing battle for worker rights in this country and we will win with your assistance and support.

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

The Teamsters International has a network with regional and local resources to monitor all of these concerns. That is the benefit of being part of an International Union. We possess the power to make a difference from Washington DC to City Hall. Our website (www.teamsters481.org) has an array of resources tied in to all of these matters. Visit often and keep informed on these issues that are important to you and your family.

In scholarship news, there are currently three scholarships available; the JC 42, deadline May 12; the California Teamsters Hispanic Caucus, deadline May 31; and the Local 481 scholarship program, deadline September 8. Contact our office or visit our website for details or to obtain or download an application.

Our general membership meetings are usually scheduled at 7:00 p.m. on the 2nd Tuesday of the month (subject to change) and

held at 3366 Adams Ave. (Normal Heights Masonic Lodge). We serve refreshments at our monthly membership meeting.

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



**By Mike Bergen
Secretary-Treasurer**



It is scholarship application time again for our children who are seniors in high school. We have applications available for the James R. Hoffa, Joint Council 42, California Teamsters Hispanic Caucus and Local 166 scholarships. Applications can be obtained by contacting Rachael at the Local at 909.877.8326.

At Kaiser Ontario, an employee who had been out returned to work and was told he could not return based on restrictions. After Union investigation, it was discovered that the employee had been denied work based on a job evaluation that had not yet been performed for him in the position. The appropriate evaluation was performed and the member was put back to work without restriction or further loss of time.

Happy to report we ratified a three year agreement with Mondelez Global (Kraft), which included retro pay raises, increases in health/welfare payments, and pension. We are also beginning to meet with the employer to begin the transfer process for the closure of Buena Park and transfer into Ontario. We will be conducting meetings with the employees to update.

The Unionized Costco locations continue to stay busy with the carryover of seasonal help. The Local encourages everyone to shop at the Union locations to support our brothers and sisters. Your Union stores are Azusa, Chino Hills, Coachella, Corona, Montebello, Moreno Valley and Rancho Cucamonga.

At Southern/Glazer, the DSD structure is underway after completion of extensive training provided our members. We want to thank our DSD members for their solidarity throughout this long process. We want to recognize the tireless efforts of DSD steward Mitch Slepico. Chem Inc. negotiations will begin soon.

Dean Food driver routes requiring performance of work covered by the agreement shall be filled by the bidding procedure, per the contract. Routes will be posted once per year, by location, in February and

shall include, but not be limited to, start time, days off and geographical area of the route. Ralphs Creamery will be conducting a master rebid of production classification jobs before the end of March. At American Textile Maintenance dba Republic Master Chefs/Medico Linen, the Union is preparing the finalized contracts distribution. G&K Services negotiations continue to progress. Domestic Linen Supply negotiations are underway. The Locals are in the process of scheduling dates for Mission Linen negotiations. Angelica Healthcare drivers are completing their questionnaires.

At China Lake Police Dept., the Local continues to negotiate a strong Teamster contract with many of your proposals for things such as an FTO training program and LEO-SA rights, better contract language for guards, Pass and ID and weapons handlers, just to name a few. We will be going back to the table in a few weeks but we need your support and backing of your Teamster negotiators to get this done. At Fort Irwin National Training Center our Teamsters continue to do a great job training and supporting the troops in the various classifications at Northrop, Westech, VETS, FAM, Technica, AECOM, SOI, HDSS, PWS, DA Defense, JOI, ADE, PULAU and PARSONS. Thank you for all you do! The TMP shop has been taken over by Technica, which was previously administered by AECOM. The Logistics service contract that was awarded to Dyncorp continues to move forward with the phase-in process of our 750 members. Dyncorp is reporting to the Union some changes since the craft meeting last month. We were originally told there were not cuts expected but now they are reporting that they may have to cut a few positions per classification and shop. The Union Rep will be coming around to each of your shops updating you. Dyncorp and its sub-contractors will be setting up a job fair to take applications and resumes in late March and early April. There is also still a possibility that shops that were slated to go to Dyncorp may now actually go to sub-contractors. Also, we were told originally that the subcontractors that are with Northrop Grumman now and stay on with Dyncorp would not have to put in to stay with the same subcontractor but now we are hearing that they may try to have you re-apply. We are having the Union attorney check into the legalities. At Marine Base Barstow our 300 Teamsters out there are doing an excellent job.

Construction has slowed the last few months in most of Southern California, mostly due to weather and the completion of existing projects. The Vulcan production plants also had some slow times due to weather. Granite has started moving the crew to I-40 in Barstow to start work on the center medium fill-in job that will run from Barstow to Ludlow and to begin work on the new agriculture station on I-15. Security Paving is moving to the new job location on I-8 in El Centro this spring. Coffman will be starting section #5 of I-8 very soon.

In San Diego, work is picking up as the ground dries up. Pinnick, Marlins, Hazard and the other companies are getting back to work.

Hanson has hired a few new drivers as they anticipate the workload to pick up. The Carlsbad Energy

Project has started up and we have Teamsters on the job as of mid-February. We met with SONGS Decommissioning Solutions and it looks like they will take over the existing Teamster work in late 2017. They expect to ramp up and start work in mid-2018. RCP contract negotiations are scheduled for the near future.

Congratulations to recent retirees John Kaneen of construction, Michael Cossano, Gregory Maiden and Paul Woodward of RCP Block San Diego, Jerry Orchard from Hansen Aggregates, Thomas Harrington from Aramark, Walter Deveau Jr. from Ameripride, Lloyd Ramsey and Loraine Ramos of Costco, Vickie Evans of Fedco and Patrick Marek of HDSS Ft. Irwin. Wishing many happy wonderful years of retirement to all.

Our condolences go out to the families of retired Local 986 Secretary-treasurer John Harren, retired 986 Business Representative Mike Davis and Ron Smythe, Costco Moreno Valley. RIP



**By Randy Cammack
Secretary-Treasurer**



Steve Rodriguez, BA: BrassCraft: there are several grievances going through to arbitration. The stewards and I continue

to look for resolution on other issues. Continue to bring your concerns forward to us for investigation prior to the deadline for filing a grievance. Farmer John: the company has been notified on all open grievances on which we are still pursuing remedies through arbitration. Additional grievances are being filed for attendance-related problems. With a change in ownership we can only hope for a positive result. RBR, Rose Shore and Riteway Meats: the contract was approved by the members and has been signed. Contract books are being made and will be sent out soon. Look for them in the mail. Contractors Cargo: the contract is being proofed by the company. It will be ready for review and to be voted on by the members shortly. It has increases in wages, pension, layover and subsistence, along with increased personal holidays. All members should make sure the Local Union has a proper address and phone number. There are important issues facing the working-class people of our great Union and our country. We must all educate ourselves and protect what we have and maintain our rights as the workers of the world.

UPS Agents: we have been experiencing a lot of growth in our area which is giving our part-timers the ability to promote into full-time driving positions; and our package drivers the opportunity to promote into the feeder department. We also have combo jobs being posted, so make sure you are on the part-time to full-time list if you are interested. Although there is positive news in our area we need to address the negative and most troubling issues that can impact

our jobs as we know them. We need everyone's participation and help to fight against "Big Business" and Corporate Greed, which are coming after all our jobs. Please take this call to action very serious because it will be your job and Union benefits that will be affected. American Legislative Exchange Council (ALEC), is a corporate policy organization that drafts and pushes anti-worker legislation in state governments. UPS is one of 18 corporations and individuals that sit on the Private Enterprise Advisory Council of ALEC. UPS is a big part of ALEC which deals in extreme anti-Union and anti-worker lobbying. ALEC, with UPS's involvement, is not only supporting, but actually writing, anti-Union laws such as "Right to Work," along with laws attacking workers' safety. Right to work legislation is meant to undermine Unions by destroying or weakening their ability to negotiate good contracts for the working class. "Right to Work" is pushed by "Big Business" and the super-rich for a reason, they would like to have a "Right to Work for less" workforce. The reasons are more than obvious, UPS would rather not deal with a strong Union to negotiate contract agreements. If Right to Work passes in our state, it will affect our members' wages, pension contributions, healthcare and all our jobs negatively. Please watch and share former United States Labor Secretary Robert Reich's "Why Right to Work is Wrong for Workers" on YouTube as he explains "Right to Work" in 3 minutes. It is simple to understand and informative. Be ready to fight to keep our Union strong and don't forget that United we Negotiate and Divided we Beg. Too much is at stake; get involved and stay involved. If you have any questions, always feel free to contact your representatives.

Ron Seamans, BA: Bellflower Dental: contract negotiations will finally begin. As we progress, the stewards will give you updates. ABF/YRC: Again, I need to remind all that we do not use the 34-hour restart and if you do restart you will be in hours violation per the NMFA. ABF: we are working on the company to adjust the new ELD's to not restart.

Rick Ellison, BA: Frisco Bakery: the contract for Frisco Bakery is almost complete. We are putting the final touches on the contract and it should be done soon. We will keep you informed.

Creg Quiroz, BA: Reddaway, Fontana and Ralphs Transportation Riverside: Reddaway recently secured Amazon work out of their Moreno Valley Distribution Center. This additional work is estimated to add an additional 20 plus drivers, mostly shuttle work. Some of the stewards and I will be meeting to address the handling of this additional work. The line stewards and I have been working on the company to reduce their use of purchase power. This will probably be an ongoing issue until our next negotiations. As this article goes to print, I am continually bringing up the issue of voting the issue of combining the seniority rosters of both dock and P&D. Ralphs Wholesale Delivery Drivers agreement is printed and currently being distributed in the drivers' room. If you were not given a contract, one of your shop stewards can get you one. Open enrollment has just ended for participants of the

continued next page

Southern California Teamster

Food Trust. The only thing that can be changed is the adding or deleting of coverage for your dependents based on qualifying events. Remember if you are out of work due to disability or workers comp: (1) request a withdrawal card from Local 63 if you will be out the entire month. Call the Local at 909-877-4760. (2) if you are out through the first of the month, you must certify your disability with BeneSys at 626-646-1090.

Local 631
*Vegas Teamsters,
Chauffeurs & Helpers*

By Tommy Blitsch
Secretary-Treasurer



Mark your calendars for our next joint Teamster event: Saturday, June 3. This year we are trying something new and instead of a picnic we'll be holding the event at Wet 'n Wild. Flyers will be posted in April giving all the details. Check out the scholarship opportunities for high school seniors on our website at www.teamsters-local631.org. If you recently moved or are planning to move, make sure to keep your addresses updated with the Local Union.

UPS: company is really looking at the appearance of drivers, do your best to be in compliance with the uniform and personal grooming standards established by the company. The Union is still waiting on a decision for the Sunday double time (2X) rate of pay arbitration; once we have a decision we will inform the membership. Feeder drivers have filed numerous grievances on subcontracting and other grievances for contractual violations and or feeder work rules violations; all grievances will either be resolved or taken to panel. The Union had to file multiple NLRB charges on the feeder department for not complying with the NLRA and for also making unilateral changes that this Local will never agree with during and after peak season. The company will be promoting many into feeder this year from package, and many from part-time to full-time driving to help with the Tuesday thru Saturday schedule that is coming. Anyone that was promoted into full time driving after August 1, 2011 can be forced onto that work week (section 10, subsection 2(b) SWPR). The Union has one feeder case set for arbitration, just waiting on a date.

Construction: projects around the valley are in full swing. Project Neon, 95/215 interchange, 215 west expansion, I-11 bypass, Railroad Pass bypass, Blue Diamond road widening, and the airport connector to name a few. There are also several road improvement projects that have kicked off recently. Future projects of "The Stadium," Resorts World, and the LVCC expansion are close to agreement finalization. Ready Mix: we are preparing for contract negotiations. With summer just around the corner and future jobs on the horizon, we are anticipating an increase.

Heavy Haul: both companies are busier than ever. With all the construction jobs in full swing, drivers are working day and night to meet the demand of moving equipment

for their respective customers. Baker Commodities: three year contract was ratified in early March. Darling International: ratified three year contract in November. Hours are up for both companies.

Government contracts: we recently held a pension, health & welfare and negotiation craft meeting in Tonopah. Thanks to senior rep Emerson Diaz from pension, and Regina Young of BeneSys for coming out to Tonopah to speak to the members. We have more of these craft meetings coming up so please check your Union boards for dates and times. Several CBA's expire this year. Get with your stewards regarding issues you might have with your CBA language.

UPSF: had a good turnout at this month's craft meeting. Company is aware of the issues that members discussed. The company has increased its safety programs, drive safe. Welcome to Joe Phillips as a new road steward. YRC: congratulations to all the members who recently reached 20 years of Teamster membership! We are still looking for someone to be a steward. Reddaway: lot of management changes in the past few months. Attendance has been a big issue lately. Make sure you bring your badge to work so you can punch in. ABF: the company is watching the ELD's-if you have an unexpected delay be sure to note it on your manifest.

Cemex Block: remember to work safe and stay hydrated. Rinker Hydro: the company has been issuing a lot of warning letters since the strike ended. Make sure to call a steward immediately if anyone from management wants to talk about discipline. Stewards Armand Sanchez, Eric Howell and Francisco Miranda have been doing a great job filing grievances.

Convention: Con Expo was successful. May 31 marks the end of this contract and, with hard work and solidarity, June 1 will mark the beginning of a new and prosperous contract. As we negotiate to improve job protection and working conditions, it is vital to our success to be a workforce that is so good, that to replace us would be a huge step backward. Stay united by continuing to be great at each task you are assigned. Be financially wise as well. Stay hydrated as our temp's climb.

Republic Services: the contract expires May 31. We will start negotiations in April. Thanks to everyone that showed up to the contract craft meetings in February and March. Keep looking at the Union bulletin boards for information and meetings on negotiations and other Union activity. There is a meeting 9 a.m. April 5 at City Hall on automation collection for residential trash. If you can make the meeting, please be there. Tell your neighbors, family and friends to show up and help protect our jobs. Make sure that all your information is up-to-date with the Union Hall.

CertainTeed Gypsum: Labor Management meetings and grievance hearings are now being split into separate dates and times. The committee is addressing many issues with management on the changes to the facility and capital projects.

First Transit R.A.C.C.: negotiations this year, the committee has started meeting and contract proposal surveys have been passed out for contract negotiations. We

will be holding contract proposal meetings in the future. Transdev Paratransit: grievance and labor meetings continue as we continue to address the labor issues. The Western Conference of Teamsters Pension Trust reported to us that the Transdev account is close to being set up. Transdev updated us that they didn't have a corporate relationship with AFLAC and that they would be bringing Colonial supplemental insurance aboard.

Orange Co. Local 952
Teamsters

By Patrick Kelly
Secretary-Treasurer



Secretary-Treasurer
Patrick D. Kelly: congratulations to President Trump on his election and we wish him

success. We have concerns with respect to how the Administration is moving forward with respect to healthcare and to the possibility of a national Right to Work for Less bill. The projections of 14 million people losing healthcare coverage as early as next year and 24 million by 2026 is very dangerous. The transfer of wealth and money from poor and middle class people to insurance companies and the wealthy 2% of the population is not acceptable. Medicaid is an important safety net that came in under President Johnson back in the mid 60's. It and Medicare are important parts of the safety net in our country. If the changes in Obama Care are merely going to be increase costs to poor and working class folks and income transfer to the wealthy, we might as well call it "Chump Care" instead of Trump Care. We urge everyone to study the articles that are being published about healthcare including the Congressional Budget Office Report (<https://www.cbo.gov/sites/default/files/115th-congress-2017-2018/costestimate/americanhealthcareact.pdf>). Recently, Right to Work for Less legislation was introduced in the U.S. Congress. As General President Hoffa stated, "We have all seen the devastating effect that right-to-work has had on wages and working conditions in the states where it has already been implemented, so we need to do everything in our power to stop this law from going into effect nationwide". The Teamsters Union has a proven record of transferring money, power and authority to working people. If right-to-work for less comes in on a national basis it will severely restrict the amount of money that is available to Unions for both negotiating good contracts and protecting jobs as well as organizing the unorganized. If we don't have the money we need to fight corporations and others that are not being fair with our members and their families, who is going to get hurt? It's not the 1%, it's the 99%. Please pay attention to all of these issues and act accordingly by educating yourself, your families, your friends and your co-workers. An educated and Unionized workforce is the best protection we have for preserving jobs. Thank you for your support of the Teamsters.

President & Business Representative Donna Metcalfe: OCTA

operators: the following grievances were successfully resolved: #16-60-0, #16-65-0 and #17-01-0. We will be starting contract negotiations very soon. Please text me with your email address if you'd like to receive information and updates. OCTA maintenance: we reached a tentative agreement on 2/23/17. Voting was conducted at the bases. The contract was ratified on 3/14/17. Thanks to the stewards who participated in the negotiating process and to Patrick D. Kelly for his support and leadership. We had high voting participation in the ratification of the contract and we want to thank the membership for their patience and support of the Union. Durham: we negotiated a successor agreement for the drivers and aides. This agreement was ratified. I'd like to thank our stewards and members for their support and participation.

Recording Secretary & Business Representative Grant Maertz: Bimbo: the Bimbo Express RSR's will now be paid for down day work. This is a huge win for those drivers. We would like to congratulate Frank Hernandez on becoming the new steward for all the import operations. Capistrano Unified School District: we have negotiation dates set for April and May with the district. The May revision on the state budget is a large factor. UPS: Saturday ground operations have started to expand into the Los Angeles area buildings and will continue nationwide. Job opportunities have increased and it's very important that all contact information is updated and accurate on all job lists. The Feeder bids are wrapping up and the new runs will take effect in April.

Business Representative/Organizer Bobby Block: County of Orange: on November 10, 2016 the employees overwhelmingly ratified their first time Teamster contract (MOU) and the OC Board of Supervisors adopted the agreement on December 13, 2016 and granting the workers a pay increase over 3 years and a \$500 bonus each year of the MOU. This unit has gone without any pay increases for 9 years and since they have joined LU 952 they have been brought up to speed in wages and now have a voice on the job. We have completed the market study for fleet maintenance which has led to an additional pay increase to the fleet department. We recently had 1 discharge in Waste and Recycle and we were successful in getting the member back to work under their new Teamster agreement language. We are looking forward to additional market studies in the near future and also to building more unity within the group. Thank you to those that have signed up as members. We are still collecting membership application forms. If you know someone who needs an application, please have them call me at (714) 740-6238.

Business Representative Norma Lopez: City of Anaheim: your contract expired January 1 and we are working on an extension. We have several negotiation dates, please see your stewards David Horner, Bobby Ivy and Vaughan Ludwig for updates. Transdev: company has recognized the Union and we are bargaining over a successor agreement. The employer is being difficult and is attempting to lower standards. They need to be careful

or else they may have a serious problem. FXI: negotiations are scheduled. First Student: a grievance was filed regarding rotation of work and it appears that management is hiding trips. Kraft-Heinz: the company had two general bids, one was done in December, company made mistakes and the company agreed to a redo bid. The 2nd bid was complete in January and we are still dealing with additional mistakes that were made. We are working with the company through the grievance procedure to remedy the problems that they created.

Local 14 Las Vegas
General Sales Drivers
Delivery Drivers & Helpers

By Larry Griffith
Secretary-Treasurer



With the weather heating up in Las Vegas so are the activities at Local 14. We have been hard at work negotiating numerous contracts for our members. First, we completed negotiations with Southern Glaziers Wine and Spirits on a new five-year agreement. It was an extended, difficult negotiation but our committee members provided invaluable assistance and we were able to arrive at and ratify the best contract they have ever had. We also arrived at a new CBA for our members at American Bottling Co./Seven Up. The company did its best to divide the drivers and warehouse members but we stayed strong and were able to get a new CBA ratified that provided some members with the largest salary increases they have ever received.

Next up were negotiations with our beer houses -- Nevada Beverage and Bonanza Beverage. We were successful in increasing their allotted break times, increasing their holiday pay, decreasing the number of years of employment for a fifth week of vacation, increased personal time off, decreased the break-in period for probational employees as well as getting the probational employees paid holidays. Despite claims from the company that revenues were flat, we were able to come to an agreement that included the highest salary increases the members have received, an employer paid contribution to the pension and the employees will continue to receive their health insurance fully paid for by the employer.

New CBA's for our members at IATSE Local 720 and Breakthru Beverage were also completed and ratified by the members. We are currently in negotiations with Coremark, Albertsons Liquor Distributors, Boulder City and will begin negotiations soon with the Las Vegas - Clark County Library District. It has been a busy couple of months, and will be a busy couple of upcoming months, and we are very grateful to all our members who served on each individual negotiating committee.

We are also currently involved in several organizing campaigns. We are eagerly awaiting a response from the Nevada Supreme Court for our Clark County School District

continued next page

support staff campaign. We are anticipating a decision soon that will once and for all put an end to the legal battles and allow us to begin representing the 12,000 members of the bargaining unit. Local 14 is also aggressively pursuing three other units in the hopes of adding an additional 1,500 Teamsters Union members.

The Nevada State Legislature is currently in session. Unlike most states, the Nevada Legislature only meets for a set amount of days every other year. This creates some very busy days in Carson City. Our labor lobbyists are hard at work to protect the interests of all our members, as well as all Union members in the state.

Representatives from the Local, including myself, will be at the Capitol Building for a week in March to further the labor agenda of the Local.

We would like to congratulate the following members on their retirements: Steve Roberts after 33 years at Southern Glaziers Wine and Spirits; Don Schater after 16 years at Breakthru Beverage; and Troy Donato with 33 years at Pepsi.

UC Local 2010

**By Jason Rabinowitz
Secretary-Treasurer**



Happy New Year and congratulations on all that we accomplished together over the past year with our hard work and unwavering dedication. We added about 1,000 skilled trades workers from UCLA and UC San Diego and carried out contract campaigns for all our bargaining units. Our skilled trades workers held ULP strikes in November and earlier this year with thousands of CX workers from across the state joining for a one-day ULP strike in January.

We followed our strikes with powerful member actions, shutting down the UC Board of Regents meetings, taking over UCLA Chancellor Block's office, and holding pickets and workplace actions across the state.

Thousands of UC clerical, administrative and skilled trades workers stood together to strike on Tuesday, January 10 at every UC campus, medical center, and the Lawrence Berkeley Lab. Our strike, pickets and rallies were extremely effective at bringing our message to the public and showing the University our power and our worth. We struck over the University's numerous unfair labor practices and in sympathy with striking UCLA skilled trades Teamsters. Our strike was lawful and protected, and the University may not retaliate against anyone for participating.

Protests and pickets by over 700 strikers and their supporters at UCLA's main campus resulted in the closure of the intersection of Wilshire and Westwood and disrupted campus medical centers and administrative offices. Hundreds of picketers also surrounded the UCLA Santa Monica Hospital and UCLA buildings at LAX and the Wilshire Center. In San Diego, hundreds of protestors and picketers surrounded both major medical centers.

In the north, our members braved torrential rain and wind to show our strength and determination. At UCSF, over 300 striking workers filled Parnassus Medical Plaza, picketing numerous entrances and loading docks. We turned back dozens of deliveries and prompted Union construction workers to walk off the job in solidarity. We came together for a huge noon rally and march, joined by several San Francisco elected officials and Union leaders. At UC Santa Cruz, roads were closed, including the main entrance to the campus, as students and faculty joined the striking workers in protest. At UC Berkeley and LBL, protests resulted in traffic slowdowns and the turning away of deliveries. Our members at the Office of the President in Oakland took our message directly to President Napolitano, picketing in front of her office building.

Pickets at all other campuses including Irvine, Davis, Santa Barbara and Riverside continued throughout the day. Classes were cancelled and delays occurred in areas such as patient billing and collections, childcare services, student housing, sporting and conference venues, instruction, research and administrative offices.

UCLA skilled trades Teamsters also concluded an immensely effective five-day strike over the University's unfair labor practices. Skilled trades workers at both UCLA and UC San Diego, who are represented by Teamsters Local 2010, are paid below prevailing wage by as much as \$10 an hour and have not had a raise in as much as four years.

Thanks to all the UC Teamsters who supported the strike for your hard work and dedication. On the heels of our Teamster strikes in January, 26 California State Assembly members sent a letter to UC President Janet Napolitano, urging a "speedy and fair resolution" of the labor dispute. The legislators called upon Napolitano to provide leadership to address the issues of declining real wages and worker hunger at the University. "UC is the state's leading public educational, research, and medical institution; it is also California's economic engine, the third largest employer in the state, and an anchor employer in many communities," the letter said. "[T]he manner in which UC interacts with its workforce affects millions of Californians who might never set foot on a campus or in a medical center."

We are heartened to see our state legislators take a stand for fairness for UC workers who are struggling due to low wages. The time has come for UC to heed this call, reach a fair agreement with the workers, and end this costly and disruptive labor dispute.

Stewards trainings - we are proud to announce our upcoming Stewards trainings where we will be covering topics such as winning grievances, building member power, and ending workplace bullying. All members are welcome as our two-day trainings will include both introductory and advanced curriculum. Our Northern California training will take place on April 11-12 in Oakland, CA with our Southern California training taking place April 20-21 in Bellflower, CA. Register by going on our website at www.teamsters2010.org or contact your Union representative today.



**By Jaime Vasquez
Secretary-Treasurer**



Secretary-Treasurer Jaime Vasquez: Teamsters Local 542 has been very busy working on resolving grievances, attending and presenting cases at panels as well as negotiating contracts for our members. We still have a rough road ahead of us; we have several contracts opening this year and uphill battles to fight. Teamsters nationwide are communicating with their Congressional representative demanding that if there is a change or replacement of the Affordable Care Act it must include a deletion of the Cadillac Tax. If you haven't done so already, please contact your Congressperson and tell them that it is unconscionable that hard-working Americans will continue to have this 40% penalty on benefits they've fought hard to receive looming over them, while insurers, corporations, and the wealthy see their taxes repealed immediately.

I want to inform our members that the membership moved and approved for general membership meetings to be dismissed during the summer months. We are now scheduled to hold meetings on April 20, May 18, (May 20 in El Centro for our Imperial County members), September 24, October 19, November 16 and December 17, 2017. Please make sure to check your Union bulletin board at work for meetings and event announcements or visit our website at www.teamsters542.org. Applications for the James R. Hoffa, Joint Council of Teamsters 42, Teamsters Local 542 and the California Teamsters Hispanic Caucus scholarships are still available for our members' children who will be graduating from high school in 2017. Please call us at (619) 582-542 in San Diego County, in Imperial County at (760) 352-6571 or visit our website for a copy of the scholarship applications.

Ruth Duarte: County of Imperial - we will begin negotiations soon with the County of Imperial for a successor MOU. Please attend the monthly meeting to keep updated with the status of negotiations. If you want to receive email updates, please send me an email at rduarte@teamsters542.org from your private email account so that I can add you to my list. Calxico Housing Authority - you have received your open enrollment forms in the mail. Make sure you fill them out if you have any changes. If you want to have the option of PPO and Mexico plan, mark both on the enrollment form. Dean Foods - we will be meeting with the Dean Foods management to discuss the issue of the Drive Cam. Once I have the information, we will meet to discuss any updates. City of Imperial - we just signed off on the MOU and you should be getting your salary increase. Your retro checks will be paid out separately. Also for the employees that get the boot incentive, please be advised that now you are allowed \$250 for boots, socks, belts and safety glasses.

Shelly Allsup: Rural Metro BLS

dispatchers have now moved over to AMR's facility while ALS dispatchers will continue to work at the SD Fire building. Please start preparing for proposal meetings, the employer and Local have agreed to start negotiations as soon as possible. Stay up to date with your Union bulletin board postings and stewards. United Cleaners - I will see you this next week with copies of your new agreement. Iron Mountain - the Local Unions will be meeting with the employer this next week to finalize your CBA for print. Trade-show - signatory employers are requiring Class A drivers to utilize a computerized log-in system when driving; please contact a steward or me if the system isn't functioning properly. Business is scheduled to be very busy this year, please keep me up to date with any Marshaling Yard concerns. I will address it with SDCCC. US Foods - drivers: please stop for all stop signs (even in empty parking lots). Though it's private property, it is still considered to be an infraction by law. US Foods, Corona - I will be dropping off the booklet print of your CBA's this next week. US Foods, SD - multiple arbitration dates are being scheduled with several different arbitrators, due to the vast number of grievances the Local is proceeding forward with. I will be speaking with more members as Union investigations continue, new evidence continues to come to light. OMNI La Costa Resort and Spa - most recently the Local Union recovered over \$6,500 in commission wages for its members by forcing the employer to audit their AC payroll. Spa commission wages for scheduling errors have been reported by individual members and they have been made whole as well. As your 542 Member Negotiation Team continues to meet with the employer, it's important that any irregularities you discover in your workplace are brought forward to a steward or me. The health & welfare member out-of-pocket benefit cost and hours needed for members to qualify are a major factor for Local 542 & Local 30. The employer is attempting to increase both. Be prepared and stand together, we will take whatever means necessary to secure progressive new agreements for all Union members. The time is now, your employer will be much smarter this time around to make sure they never have both Local Union's CBA's expiring on the same date again.



**By Todd Mendez
Secretary-Treasurer**



As we've reported in past columns, Pasha Automotive Services in National City has opened an additional unit in San Francisco. We are extremely pleased that this facility will be part of the Local 683 family. We've finalized the agreement extension which will later include a separate bargaining agreement for San Francisco. The company has finally hired some permanent employees and a few have been reaching out to the Local. We will be scheduling a trip

to meet with these new members to introduce them to the health and welfare plan and explain the bargaining agreement.

On February 8, Kellogg's announced that they are ceasing direct store delivery nationwide. We are currently coordinating efforts with the Teamsters Bakery/Laundry Conference to get the best deal for our members who are affected by this.

At Transdev, negotiations continued in February. The company has tentatively agreed to add the Teamsters Supplemental 401(k) to the CBA. We have also secured an agreement with ATU to release the members' funds that have been frozen. They will be transferred to the Teamsters Supplemental 401(k) as soon as a new contract is ratified.

We've begun negotiations with Sysco Riverside. The Local negotiating team includes myself, Frank Sevilla and Bill Doyle, as well as three drivers and three warehouse representatives. We are working hard for a positive outcome and will keep you posted as the talks progress.

Negotiations continued in March with Prudential Overall Chula Vista. The company will probably present a final offer. Their last offer was unacceptable as they proposed a two-tier wage system. This would erode the industry and affect all Locals. The members unanimously voted to authorize a strike. Stay tuned.

Contract negotiations with Coke Oceanside will begin in about a month. A questionnaire has been sent to members and we will be scheduling a proposal meeting in the near future. We will also be forming the negotiating committee that will consist of two driver representatives and two warehouse members.

We're getting ready for contract negotiations with 7-Up San Diego in April. During this time, we are also experiencing a lot of issues with management requiring merchandisers to work holidays as regular days even though there is contract language addressing this. We believe this tactic is a ploy to cause strife between the Union and the merchandisers. We are waiting for an arbitrator to be named to determine the outcome. In the meantime we are moving forward with negotiations.

At Sysco San Diego, a second arbitration meeting has been scheduled for March 28 addressing issues with relieving drivers. Our goal is to have the matter resolved at this meeting. Additionally at Sysco San Diego, a warehouse engineer will be coming to the facility at the end of April to do an audit.

At Challenge Dairy, a grievance panel has been scheduled for April 12 to resolve some overtime and seniority issues.

Local 683 Business Agents Frank Sevilla, Bill Doyle and myself attended the Brewery and Soft Drink Conference presented by the International. IBT representatives reported on the presidential elections and Right to Work legislation that is being discussed in congressional Republican committees in Washington. Issues affecting brewery and soft drink members across the country were also discussed. It was an educational and informative conference.

The Local Union will be conducting a shop stewards seminar on Sunday, April 30 from 8 a.m. to 3

continued next page

Southern California Teamster

p.m. The program will feature our attorneys reporting on Right to Work legislation. Workers' Compensation attorney Mark Leads will give a presentation on the latest California laws and update the group on modifications and changes that have taken place since January 1, 2017. Also, a presentation from Emerson Diaz, a representative from the Western Conference Teamsters plan is scheduled. Additionally, the Local has planned a surprise guest.

This educational seminar will include lunch and a gift from the Local Union. Shop stewards should watch for their invitation in the mail and will need to RSVP to Local 683 office manager Patti Henry at 619-232-7903, ext. 102. The Local appreciates everyone giving up their Sunday to attend this important seminar. We will work hard to stick to the agenda and end the seminar at 3 p.m.

Local 399 Studio Drivers

By Steve Dayan
Secretary-Treasurer



Greetings, sisters and brothers. I'd like to discuss the national Right to Work (RTW) legislation that's been introduced in Congress. The Labor movement is facing the greatest threat against Unions that anyone in organized labor can recall. National Right to Work should really be described as National Right to Work for Less. Big corporations and Wall Street bankers are dismantling the American dream by outsourcing our jobs, slashing wages and eliminating retirement. 28 states have now passed this anti-worker legislation.

The poverty rate in RTW states is 15.3% compared to 12.8% in free bargaining states. Workers have more injuries and fatalities on the job. In fact, the risk of workplace fatalities is 49% more likely in RTW states. Infant mortality rates are higher, safety regulations are diminished and wages and benefits are reduced. A worker in a RTW state makes an average \$6,109.00 less per year than a free bargaining state worker. Health insurance premiums are higher and 13% fewer people under age 65 even have insurance.

Private sector Unions now represent only 6.4% of private sector companies and about 11.5% of public sector workers. That's down from 35% in the 70's. How has this affected the middle class? As Union membership decreases, middle class income decreases. There's a direct correlation and it'll impact our ability to make future gains in collective bargaining.

What has the labor movement done for workers? Unions raise standards for all workers, Union and non-Union. Organized labor created the 8-hour workday and a 40-hour workweek. Minimum wage laws, child & labor laws, OSHA, workers' compensation, unemployment and disability insurance, health and pension benefits, overtime, holiday pay, weekends, paid vacations, breaks including meal breaks, pregnancy and paren-

tal leave, social security, civil rights and military leave, equal pay for equal work and so many more issues that impact workers!

The labor movement is the only counterbalance to corporate power. Who will stand up for the middle class if not organized labor? The labor movement in this country could be swept away if this legislation passes. It'll most certainly cripple the ability of Unions' to lobby state and federal legislators for tax incentives and worker protections. It'll diminish representation of members and severely impact our ability to bargain fair wages and benefits for our membership. Organized Labor doesn't just look out for its own members, but also looks out for working class people who aren't fortunate to belong to a Union.

I believe Right to Work is wrong and should be decided by individual states, not our federal government. This is an attempt by Congress to stop the only movement that protects middle class workers. If National Right to Work for Less passes, it will devastate the Union movement. If you believe this only affects public sector Unions, you are sadly mistaken.

What can you do? Educate yourself about this issue by going to our website; www.ht399.org for information regarding contacting your state and federal legislators and let them know you oppose Right to Work for Less. Your voice is needed in this fight!

B.A. Joshua Staheli: filed grievances against Believe, RSA and Rattling Stick. We finished negotiations with the AICP and overwhelmingly ratified a new 5-year agreement. I'd like to thank the members that took time to participate in negotiations: Brian Mullen, Dan Goetz, Mateo Pinkerton, Anton Sohn, Calvin McDowell, Simon Klein, Sam Cosio and Phillip Quansah. The agreement includes raises in all years of the contract, 3x after 18 hours, increased meal penalties and additional covered equipment.

B.A. Chris Sell: on March 5 we had our largest turn out in three years for our DOT class. I've filed eight grievances recently on four shows. Those grievances are now moving to Step 3 hearings. We'll be hosting multiple Skills Training classes in conjunction with CSATF in the coming months. Do a logbook for your own record and protection even if you're on a commercial and they're not having you log.

B.A. Kenny Farnell: there are eight pilots filming at ABC/Disney along with their full schedule of programs. HBO has three episodic series filming with two more returning this spring.

B.A. Wes Ponsford: Local 399 is going into negotiations with Herc Studio Equipment and we'll report on the results when negotiations are finished. We're also finishing up the arbitration with Universal Tours over the sixth day violations. This is in the arbitrator's hands and we're awaiting a decision.

B.A. Ernie Barraza: the last couple of months I've been busy organizing while transitioning to my barns. I'm proud that our members have been proactive in reaching out to get information about Right to Work and local issues that pertain to them as Teamsters. An educated Teamster is a powerful Teamster. Please try to come out for the May Day March, and the 3rd annual car

show and chili cook-off! More information coming soon!

B.A. Ed Duffy: it's been a strong start for production in the New Year. If you're a Location Manager, Key Assistant, or Assistant and registered on the availability list, please remember to remove your name from the list when you return to work. If you have received notices from Contract Services to take refresher safety courses, it's very important you take them within the given timeframe. The refresher for A and A2 classes are available to take online or in person. More information can be found at: www.csatf.org. There's a 399 Associate Casting Director Availability list at the callboard. If you're available please register at Callboard@HT399.Org.

B.A. Lindsay Dougherty: thanks to the members that attended the New Member Orientation January 15. Moving forward, we will continue to have the class several times each year. Since my last report, I've signed 70 film and television contracts, which includes New Media. Grievances have been filed with Fox Studios as well as Serial Pictures for hiring non-rostered animal trainers. Please continue to notify the call board if animals are working.

Local 896 Bottlers

By Phil Cooper
Secretary-Treasurer



Spring is in the air and just a quick reminder that safety is something that needs to be on everyone's minds whether at work or at home. While injuries do happen at work, most injuries occur when we are at home. Now that the spring season is upon us, the nice weather has us outside and working around the yard and of course playing with the kids, so I want to remind all our members to be safe at all times.

Our Union Shop Stewards truly are the backbone of our Union. They are the first line of defense and more times than not, they are usually able to resolve most issues right on the spot. They know their contract and enforce it on a daily basis. When additional help is needed, they reach out to their well-prepared business agents for further support. It takes courage to be a Union steward! Their job as steward can change on a daily basis and when they arrive to work each day, they usually expect the day to throw them a curveball or two. It's almost impossible to predict what each day will bring for our stewards, that's why it takes courage to do the job. Local 896 appreciates the job our stewards do every day, we know it can be a thankless job at times and I know from experience, there are no perks that come with the job. Many of our stewards have been in place for years, fighting the good fight. It is also encouraging when someone that hasn't been Chief Steward before, decides to step up for the challenge.

To start out 2017, we have many new faces that were elected chief steward for the first time. Congratulations go out to all our first time chief stewards: Sherry Salazar

- Coke Los Angeles, Janeen Beltran - Budweiser Brewery Lab, Nora Chagolla - Pepsi Riverside Production, Eric Gladden - 7up San Fernando, Mark Kinsel - 7up Vernon, Joe Chavez - Ace Beverage drivers, Jon Alanis - Coke Ontario syrup, and Carlos Mendez - Coke City of Industry. Thanks go out to all of our stewards and we look forward to seeing our returning and newly elected stewards at seminar this summer.

All of our members need to be reminded to help their stewards by demanding representation afforded by our Weingarten Rights! If you are called into a meeting with any management representative and have reason to believe that disciplinary action may be the result, you can request a steward be present. The Weingarten Rights act states the following: "If the discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my Union representative or steward be present at this meeting. Without representation, I choose not to answer any question." It is also important not to let the company pick who will represent you; we have elected stewards that you are entitled to have represent you. Sometimes the company will try and just bring in a co-worker to be a witness or replace the steward. This is unacceptable, demand your official Union representation.

We are three months into the New Year and I want to remind all families with high school seniors that it's time to apply for those Teamster scholarships! There is exciting news this year as there are now two James R. Hoffa Memorial Scholarships to apply for, the Academic Year scholarship and the newly added Training and Vocational programs scholarship. These applications are due March 31 and can be picked up at the hall, or downloaded off our Local's web page, www.teamsterslocal896.org. The Joint Council 42 scholarship is also available and at the hall or on line with a due date of May 12 and we also just received the applications for the California Teamsters Hispanic Caucus scholarship with a deadline of May 31. Every year children of Local 896 members are presented with one of these scholarships, maybe this year it will be your high school senior.

The second half of 2017 will find the Local extremely busy. First will be 7up negotiations that will include five different Locals at the table together to negotiate one contract. At the recent Brewery and Soft Drink Division meeting, 7up Locals from all over the country got together to discuss how their contract negotiations fared, and on April 3, JC 42 7up Locals will meet to discuss local strategy of our upcoming negotiations. We have asked the IBT to send their representative and have also invited Teamsters Local 150 in Sacramento to join us since they are currently at the negotiations table with 7up. We will also have our first contract negotiations with the new owners of Allied Beverages, the Reyes brothers. Many other Teamster Locals around the country have negotiated contracts with the Reyes Brothers holdings, and we are in contact with them to pick up strategies moving into these contract talks. The final contract for 2017 will be our Budwei-

ser Distributor in Carson. This is a Budweiser-owned distributor that changed its driver pay structure five years ago and there are several things that will need to be tweaked in their contract later this year.

Condolences go out to the family and friends of Dallas Portis, Coke Downey, who passed away recently after a long, hard fought battle with cancer.

Congratulations to our recent retirees, Anthony Gallegos, Duke Hernandez, George Broomis, Mike Muster, Robert De La Rosa, Leo Alaniz, Danny Solis, Duke Hernandez, Eduardo Gomez, Gabriel Rodriguez, Luciano Alaniz, Paul Hiett, Robert Delarosa, Tony Controllas and Robert Aragonez.

Local 848 Wholesale Drivers Salesmen

By Eric Tate
Secretary-Treasurer



Since this is our first issue of 2017, Happy New Year to All!

Congratulations to the following on retirement: Donald

Strong, ARA Cory, 20 years; Douglas Barge, Vons, 39; Luis Corrales, Sysco, 30; Jack Gonzalez, Ralphs, 39; David Christopher Stevens, Vons, 23; Pete McLaughlan, A&A Transit Mix, 48; Richard Melendez, US Foods, 25; Rudy Mosqueda, Vons, 14; Danelle Stanley, Pasha Group, 28; Steve Stanley, Pasha Group, 29; Clifford Harris, YRC, 20; Joaquin Landeros, Tropicana, 19; James Postel, MV, 14; Monty Kruse, Toyota, 32; Joseph Dixon, YRC, 23; Sam Newton, Eagle Intermodal, 17; Richard Shaub, Vons, 39; Joe Valenzuela, 22, Joe Hernandez, 20, and Larry Johnstone, 29, all three from DHL Supply Chain (Exel).

Condolences to the family of Leonard Garcia, Ralphs retiree, on his passing; the family of Jose Vasquez, Coke; the family of Walter Ceron, Transdev; family of Nick Baca, Vons; family of Isaac Munoz, Vons; and to Carlos Bejarano whose father passed away.

Gordon Ament - First Transit Cerritos - your current CBA expires June 30, 2017. Check your Union board for details. There's an opening for an alternate shop steward, if interested please contact my office. First Transit Pomona - as of the publication date of this newspaper, First Transit lost the contract with Foothill Transit and has filed an appeal. Please be advised this Local will insure your collective bargaining agreement is respected and fully enforced with whoever is awarded the contract. Updates will be posted on your Union board as we approach the proposed July 1 startup date. First Transit Pasadena - congratulations on your new five-year contract that provides a fantastic wage package, first time Teamster pension plan and additional week of vacation. The proofreading is almost completed and I hope to get to the printer soon. Per your request, we will be conducting a steward election soon, check your Union board for details. LA Food Bank - please welcome Rafael Lopez as the new steward for the drivers. There are still openings for alternate stewards

continued next page

for warehouse and drivers. Anyone interested please contact my office. Make sure to read before you sign any discipline the company issues as your signature is an admission of guilt. If you disagree with the discipline don't sign and file a grievance immediately. MV Glendale Bee Line – please remember your current CBA states that you must file a grievance within ten working days. If you can't get a hold of a steward, call my office. MV Glendale (DAR) – free Teamster shirt to the first person that contacts my office. MV Burbank Bus – please familiarize yourself with Article 10.7 safe vehicles. Never drive an unsafe vehicle and always document any defects as this is required of all commercial drivers. MV Thousand Oaks/Calabasas – please welcome Doug Overton as your new shop steward for the Thousand Oaks location. There are open positions for steward at the other two locations and alternate positions at all locations. Keep an eye out for information on your upcoming bid. Transdev LACMTA –any time you sign discipline please remember to include the date next to your signature, otherwise we cannot prove untimeliness. There's an opening for an alternate steward, if interested please contact my office. Shout out to Freddie Jones as he continues to heal from the attack he encountered while on route.

Tom Tullius - Apffel Coffee – the pension department of Northwest Administrators found some errors in the contract. These were corrected. Next, H&W needed some corrections to update and these have been taken care of also. Aramark – the November newspaper listed the wrong name as a retiree, so, I apologize and wish congratulations to Don Strong on his retirement. DHL – Northwest Administrators found an issue on the health & welfare article. I'm working with them and the company to set the language only correctly. SWS drivers – reminder, April 2 is scheduled for a craft meeting. Many items will be discussed. YMC drivers – I recently met with the company concerning their use of the Daily Board for offering work at any of the depots in this Local's jurisdiction. I disagree with their application but I must proceed with caution.

Erik Lagafuaina - HeavyTransport- we have negotiations coming up in a couple months. Please make every effort to get to the proposal meeting. Let's try and lock in another long-term agreement. All Readymix- summer is coming and the rain is nearly gone. Work should pick up, so hang in there, gents!

Joe Pimentel – Transdev AVTA – first, I'd like to say how proud I am of the strong show of solidarity during the strike authorization vote. As you know, contract negotiations have not been going very well and we may need to take action against your employer soon. Your stewards should be in contact with you with instructions on reporting ongoing issues with toxic buses. From this point forward, be prepared for us to show up with further instructions and keep a comfortable pair of shoes in your car. MV Transportation Access Van Nuys – your shop stewards have asked that none of you accept work that is being offered by the company on the weekends. It looks like the change in operations that

the company has made has not been going too well. We expect them to go back to the normal operations soon. I urge you all to stand together to help that happen.

Local 1932 San Bernardino County Public Employees

By Randy Korgan
General Manager



Teamsters Local 1932 is moving forward in its 2nd year of affiliation by building victories, and subsequently, San Bernardino County and Agencies are beginning to know that Teamsters Local 1932 will not allow our members to be treated with disrespect. Unfair treatment and retaliation by employers within the region has been an uphill battle but Teamster Power is being felt every day at all levels throughout our home.

Training of stewards and members has been the foundation of power, first and foremost. Former rank-and-file leaders have recently taken on a larger role within the Union by becoming staffers at Local 1932. Since then, they've created a virtuous cycle of strict contract awareness and enforcement by taking their own personal experiences as both public and private employee union stewards to impart valuable strategic approaches at regular training sessions.

These sessions help create trained workplace leaders that are expanding and maintaining member power in the workplace. At the steward trainings, as well as the Los Angeles Trade Tech labor studies courses offered for members by Local 1932, our Union has cemented a reputation among members that Teamsters are committed to member education. Members will know their rights, and will know how to fight back. Because of our trainings and labor studies courses, which have cumulatively mobilized hundreds of members, the rank-and-file at Local 1932 is beginning to understand that they possess a special role in helping transform the region, away from the low wage refuge for corporate interests, and instead into a community with a strong support for public services and the well-being of working families. This relatively unprecedented amount of training and building of member consciousness has caused an upsurge in grievances filed, and eventually won.

The onward march of on-the-ground everyday victories has led members – who had never been involved – to finally get involved. The vibrancy of rejuvenated member activism and solidarity was the missing ingredient in contract campaigns throughout our region. Now, staffers, rank-and-file leaders, stewards, and new members come together and create leverage to force opposition negotiators to settle with our union on never-before-seen increases in pay.

With increased member activism comes an increase in organizing victories as well. Last November, approximately 500 workers in the San Bernardino County Preschool

Services Department voted to join Local 1932. These hard-working and valued members of the community – the people who take care of our county's kids – are committed to fighting years of low wages and disrespect on the job by management. Negotiations started in March and workers are excited to build to results with their new-found and much-needed collective bargaining power. There has also been an expansion of membership – roughly 100 workers who do work at Arrowhead Regional Medical Center. These workers, specializing in respiratory therapy and radiology, aim to use their collective power to achieve parity with higher-paid workers in neighboring counties. The wage issue for them is a community safety issue as well, as low wages create low levels of staff recruitment and retention – the kind that would worry one who hopes for quality care from an experienced medical staff.

Another key component of Local 1932's vision for transforming the region is to create a strong "shop local" sentiment across our membership. Local 1932 has created the Teamster Advantage program to accomplish this and it is thriving thus far. Instead of sending our money to corporate headquarters halfway across the country, with Teamster Advantage, members have an incentive to spend their money near their home. This creates another virtuous cycle – more local spending means more tax revenue, which leads to higher paying jobs when paired with strong Union organizing. Since rolling out Teamster Advantage in November, roughly 100 business have signed up to partner with Local 1932. They are offering discounts to members in an effort reward them for their patronage as valued members of their community. Don't let anyone convince you that Local 1932 members don't support their community in a variety of ways – especially with their purchasing power.



By Ray Whitmer
Secretary-Treasurer



The year has just begun but we are in full-gear at Teamsters Local 911 with negotiations already under way at many of our units while others prepare for bargaining.

Scholarship winners – we congratulate Pilar Cordova, Thomas Wilson, Michael Houstman, and Jason Salazar on receiving our first-ever Teamsters Local 911 scholarship awards. We are certain the future will be bright with these incredible minds on the forefront. Thank you to all of those who applied. Our application for the Teamsters Local 911 Scholarship Program is out now. Check with your business representative or go to our website.

Palm Springs Unified School District–the district has received a proposal to conduct the classification and compensation study for TEAMS 1 and TEAMS 2. Once the Board of Education has approved the contract with Ewing Consult-

ing, the Union and district will convene to work out a time line and discuss the process. City of Redondo Beach-thanks to members Jack Leslie (47 years of service), Alberto Carranza (21), David Pulido (34), and Gilbert Espinoza (16) for their dedication and we wish them the best. We would also like to congratulate members Robert Rivera, Adrian Godinez, Hector Macias, Carlos Gonzalez, Steven Shell, Joel Velez, Kenneth Kuriki, Roy Lacy, Juan Barajas, Steve Garcia, Luis Leal and Jose Martinez for their recent promotions. We are working on finalizing our copies of our MOU and will distribute them as soon as possible.

City of Santa Monica-negotiations commence at the end of March for our MOU that expires on June 30. Our bargaining committee will be composed of Chief Steward Aaron Garcia and Stewards Ricardo Pickwood, Ricardo Lopez, Isaac Garcia, Oscar Campos, Anthony Maxwell, Frank Morales and Luis Ochoa.

City of Vernon-this year, Christmas Eve and New Year's Eve both fall on Sundays and Christmas Day and New Year's Day both fall on Monday. The language in the city's Fringe Benefits and Salary Resolution, as well as language contained in the MOU says that when a holiday falls on a Sunday, the city will observe the holiday on Monday. However, the language is silent regarding what happens when Monday is already a holiday. In order to clarify the observed holidays this year, we are requesting that the Vernon city council designate both December 26, 2017 and January 2, 2018 as observed city holidays when city hall would be closed. The city is not proposing that the number of holidays be increased; only clarifying the days that they will be observed for this year only. For those employees who receive "in-lieu" holiday hours, they will receive the corresponding hours consistent with the MOU. In collaboration with the Teamsters, the city created catastrophic leave donation and parental leave policies as benefits for our members. Furthermore, employees in Water Resources will go from reporting to the Public Works to the Gas and Electric Dept. and remain in the Teamsters. The city is finalizing the review of the classification and compensation surveys and will discuss with us for further review.

City of Palmdale-negotiations began for a successor MOU with the city that expires on June 30. We have presented our proposals to the city and will work through those for the next months. The city will commence the classification study soon and will update us on any progress. City of South El Monte-we would like to thank all our members that participated in the political process to help get Mayor Gloria Olmos elected. We look forward to a good working relationship with Mayor Olmos and the rest of the city council on behalf of our members.

South Bay RCC-we are finalizing our compensation and benefits survey and are preparing to commence face-to-face negotiations for our contract expiring on June 30. Our bargaining committee is composed of Jannette Veramendi, Wanda Corado, and David Lopez. City of Hermosa Beach-we are currently in negotiations for a successor MOU with the city. We have presented

our proposals to the city and will work through those for the next months in the hopes of reaching a tentative agreement soon. Special thanks to our bargaining committee, Tracey Carter, Chris Aviles, John Cordova, Bradley Cocking, Frances Estrada and Kambria Vint, who has taken the place of Frances on the committee for the remainder of the negotiations.

Ontario International Airport-would like to remind you all that Cristian Leiva will continue to transition as your new business representative. Cristian currently represents all of the Parking Concepts Inc. union operations and is an experienced business representative with an extensive legal background. We will be commencing our bargaining process soon for a successor contract. Our current contract expires June 30. We will keep you updated as the process progresses. SD City lifeguards-we filed a grievance on behalf of the lifeguards related to the fire department's change in the way calls for services are dispatched. The Union has processed the grievance to the level of the Mayor and are waiting for a response.

City of Poway, Oceanside, and the San Diego Airport Authority- all are preparing for negotiations for successor labor agreements. The Union and each employee group is in the process of developing contract proposals prior to starting the formal negotiating process. Negotiations in these agencies will be conducted over the spring and summer months. City of Escondido-the Utility salary survey reopener is coming in June. The union will be reaching out to the Utility stewards for their salary information in May 2017.

DISTRICT COUNCIL 2

By Clark Ritchey
Secretary-Treasurer



Congratulations to our newly organized plant, PCA – City of Industry. Not only did they organize last year, they most recently, overwhelmingly, ratified their first contract. The new contract includes wage adjustments, and general wage increases in a multi-year agreement. The contract also improved their working conditions with language that gives them lines of progression, job bidding, temporary transfer, vacation one day at a time, and a grievance procedure.

In Southern California, Tension Envelope recently ratified a three-year agreement with general wage increases the first two years of the contract, as well as, a lump sum bonus upon ratification. District Council 2 members at Ellie Sewing, Inc. (formerly M.E.M Sewing) ratified a three-year contract which includes a wage increase for each year of the agreement and a bonus at the signing of the new collective bargaining agreement.

We currently are in negotiations with Sonoco Products in Southern California. Upcoming negotiations include Westrock, Titan Graphix

continued next page

Southern California Teamster

& Promotions, DeFrance Printing, Pacific Paper Box and Commercial Lumber.

In Northern California, a new 2-year contract was ratified at Portocork America, Inc. The contract includes a wage increase each year of the agreement. Also ratified were the Central Valley News Sentinel (Formerly Lodi News Sentinel) and Allied Printing Co. At Pacific Standard Print in Sacramento a new 2-year contract was ratified with wage increases each year.

In Utah, Mondi Bags USA, LLC, ratified a 3-year agreement with wage increases each year. Improvements were also made in shift differential, match on the 401(k) plan, company contributions to the health & welfare, life insurance, as well as language that improves the job bid process. Sun Lithographers, in Utah, ratified a 2-year contract including wage increases each year, as well as, an increase to the shift differential. Health & welfare maintained the status quo.

Upcoming negotiations in Northern California, Nevada, Colorado and Nebraska include Community Printers, Firefighters Print & Design, Goldenwest Envelope, Corrugated Packaging, MPP Products, UC Berkeley, Nevada Dental, C & D Printing, Egan Printing, Gamino Printing, PCA and Automatic Printing.

In the Northwest region, the Flint Group ratified a 3-year agreement with wage increases in each year, plus a bonus in the first year of the contract. Improvements to the company 401(k) plan with a one time lump sum contribution was also included. US Printing Ink in Kent, WA, ratified a 3-year agreement with wage increases each year with wage adjustments to some classifications and enhancements to the health & welfare plan. Hollywood Impress in Oregon also ratified a 3-year agreement with increases to wages each year of the contract and improvements to the 401(k) SIP plan. A 3-year contract was ratified at Oregon Catholic Press Bindery with wage increases and lump sum bonuses. K & H Printers and CoPrintCo Business Forms ratified, respectively, 1-year extensions with no changes to the agreements. KP, LLC, in Renton, WA, has upcoming negotiations.

The shop steward seminars in Buena Park, Oakland, and Seattle, all-day educational events, were very successful and had a great turnout. Our guest speakers were very informative and addressed current and ongoing issues shops are dealing with such as sick leave, the new legalization of marijuana laws, and much more. Stewards from different locations had the opportunity to share an understanding of the types of issues at their shops to better their skills as shop stewards. The Steward "goodie" bag containing booklets, steward forms and planners, to assist them in their duties as stewards, were very well received. District Council 2 is very proud of all their stewards and especially those who attended the workshop seminar and we thank you for your participation. We have upcoming steward seminars scheduled in Portland, Salt Lake City, Denver and Omaha.

We recently prevailed in an arbitration at Westrock, Salinas, CA, on a termination grievance, where the company discharged the grievant for insubordination, violating

House Rules. The decision to terminate the member was found to be without just cause and the member was reinstated with full back pay and benefits including seniority.

Please note the scholarship and journey person postings on your Union bulletin board and on the DC2 website. Please make sure that you apply prior to the deadline designated. If you have any questions, please contact the DC 2 Office at 800-333-4388.

Our deepest condolences to the families of the following who recently passed away: Local 388M - retiree Jesus Lopez, retiree Agnes Starne, retiree Donald Arrington, Francisco Aguilar, Wallace Ward, Tony Clements, Santiago Martinez, Wallace Ward (4N), John Alameda (4N), Gerald Bockting (4N), William Forman (4N). Local 541S - Moses (Moe) Leo. Local 625S - retiree Edward Goll (440M)

Visit the District Council 2 website at www.Teamstersdc2.org. You will find important information such as: available scholarships, the Privileges of the Family Medical Leave Act (FMLA), Weingarten Rights (Your right to request Union representation), etc. We have great DC 2 items 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 DC 2 has his/her current address. Please call the Main Office as soon as possible to provide us with any changes (800) 333-4388.



**By Bob Lennox
Secretary-Treasurer**



The assault on working men and women across our country has been amplified by the Republican's introduction of the "National Right to Work" bill in the House of Representatives. This is a complete misnomer. What it is really is the "right to work for less". Less wages, higher cost health care offerings - if any at all, elimination of pensions and matched 401K's, reduced opportunities for full time positions and so much more. By design, this legislation which is currently pending in both the House and Senate Labor Committees, is a way to silence the voices of the working class by allowing Union members to voluntarily stop paying the monthly dues that fund all Union operations.

Should this bill pass, President Trump has already announced he will sign it into law. In the event that this bill does become law, it would destroy our ability at Local 495 to use our Teamster power on your behalf at every bargaining table. and possibly jeopardize everything you know- including wages, health care costs and pensions.

Politics aside, I am extremely happy to welcome the newest addition to our staff- Mark Manning. Mark comes to us out of Seattle with over 18 years of experience as a BA and is a highly skilled negotiator. I'm certain he will make a great

addition to our stellar business agent team.

Field Report:

George Park: Dr. Pepper Snapple Group will commence negotiations with the four Teamsters Locals in the Los Angeles area. Negotiations will cover the facilities located in San Fernando, Vernon and Orange. Penske: seniority rights for promotional opportunities have been restored to Penske Truck Leasing for members seeking to be promoted off the fuel island into the shop. Seniority will prevail once again and the company will no longer bypass members by hiring people off the street.

Jim Lennox: Avis: we recently wrapped up an excellent 3 year agreement with improvements in every area which was ratified unanimously at LAX and Burbank and were just 3 votes shy of unanimous with the 96th Street and LB groups. Special thanks to our dynamite committee: Chief Steward Lori Cazares, steward Diane Treviso and drivers: LAX: Kenneth Sweeney; Burbank: Sherry Khan; 96th St.: Lee Ezzes and Dennis Romero. O/C service agents: we negotiated a fantastic new agreement in February. Thanks to the membership for supporting their Union and ratifying. O/C mechanics: I am pleased to report that we put together a stellar new contract rich in improvements and the members' unanimous vote to accept the final offer is a great example of Teamster Unity! Firestone: we have finally wrapped up negotiations and ratified our members' next successor agreement. We have managed to work in wage protections and increases in tandem with incentives, an additional holiday and increased holiday pay, annual pension increases and much more. Special thanks to all of our committee and especially to BA Kevin Barrus. Hertz: will be taking contract proposals at all 5 of our airports for rental and return agents in April.

Kevin Barrus: Firestone/Bridgestone: We finally ratified a new 3½ year agreement that has increases every year and unmatched guarantees the non-Union stores do not have. Hertz Rent a Car: we recently won a wrongful termination at Western Region Board of Adjustment. Art Serna (Hertz LAX) was reinstated with 2 months back pay. We also are waiting on a ruling for arbitration with Hertz RAC LAX, over misuse of shuttle drivers. Lastly, we are getting ready for proposal meetings with rental agents at all of our airports. Avis Rent a Car LAX: We are currently addressing the use of part time workers and service agent productivity issues.

Johnny Espinoza: Y-Tire: please be sure to check your bulletin boards for announcements as I will be setting up the proposal meeting very soon. I strongly encourage all of our affected members to participate in this very important meeting. WWL: we resolved member Jorge Villabos's grievance with over \$1000 of back pay and Casey Keener's grievance resulting in 2 full days of back pay. Avis/Long Beach: company has failed to process the guaranteed annual contractual wage increase dating back to last September. I expect to have this issue resolved shortly.

Damascus Castellanos: Waste Management: Local 495 has been successful in getting brother Ismael Hernandez's unjust termination

overturned and he has been returned back to work with back pay for the company's false allegation of failure to follow company safety procedures. US Foods: company's faulty suspension/pending termination against member Terry Yazzy for failure to fully perform his duties, has been knocked out. Local 495 investigated further and it was discovered the company failed to investigate properly and Mr. Yazzy was returned to work with full back pay. YRC Pico Rivera: Armando Diaz filed two grievances for the company using a third party truck service; after investigation Local 495 was successful in getting Mr. Diaz paid for all 12 hours performed by the third party service company.

Art Carrillo: Avis OC: congratulations to our members at Avis Rent-A-Car: Both the technician and service agent groups have ratified new 5 year agreements. National/Alamo-Orange County: Jay Johnson's overtime/seniority grievance has been heard and settled resulting in 2 days back pay. Negotiations report: we are currently in negotiations with Commercial Tire, Amerit Fleet Solutions and Budget Rent-A-Car/Santa Ana. We are in the process of starting negotiations with Avis Rent-A-Car Santa Ana/Shuttlers and Three G's, Inc.

Carla Rodriguez: Disneyland Resort: due to the pressure your Local Union has put on management, I am happy to report that we have resolved the following grievances: Joshua Munoz's separation has been overturned and he is now back to work at the Park. Also, Juan Santana's written warning has been reduced to a consultation and Amariah Javed's unjust attendance points have been removed from the record. Our bi-monthly Labor Management forum with our excellent shop steward committee has helped to resolve many issues area by area.



continued from page 12

the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan:

**TEAMSTERS AUTOMOTIVE INDUSTRIAL
& ALLIED WORKERS LOCAL 495
225 SOUTH LAKE AVENUE SUITE 110
PASADENA, CA 91101-3000**

and at the U.S. Department of Labor in Washington, DC, or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to:

**Public Disclosure Room
Room N-1513
Employee Benefits Security
Administration
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210.**

**THE BOARD OF TRUSTEES OF TEAMSTERS
DEATH BENEFIT TRUST FUND
225 S LAKE AVENUE, SUITE 110
PASADENA, CA 91101
Summary Annual Report for
TEAMSTERS DEATH BENEFIT
TRUST FUND**

This is a summary of the annual report for TEAMSTERS DEATH BENEFIT TRUST FUND, EIN 23-7203857, Plan Number 523, for the period August 1, 2015 to July 31, 2016. The annual report has been filed with the Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Insurance Information

The plan has contract with AETNA LIFE INSURANCE COMPANY to pay the following types of claims incurred under the terms of the plan:

The total premiums paid for the plan year ending July 31, 2016 were \$206,120.

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$1,996,900 as of July 31, 2016, compared to \$2,003,320 as of August 1, 2015. During the plan year, the plan experienced a change in its net assets of \$-6,420. This change includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of assets at the beginning of the year or the cost of assets acquired during the year. The plan had a total income of \$399,695 which included employer contributions of \$316,081, gain from sale of investments of 857, unrealized gain from increase in value of investments of \$53,021 and earnings from investments of \$29,736.

The plan expenses were \$406,435. These expenses included \$199,995 in administrative expenses and \$206,120 in benefits paid to participants and beneficiaries.

Your Rights To Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The

items listed below are included in that report:

- An accountant's report
- Financial information and information on payments to service providers
- Assets held for investment
- Transactions in excess of 5% of plan assets
- Insurance information including sales commissions paid by insurance carriers.
- Information regarding any common or collective trusts, pooled separate accounts, master trusts, or 103-12 investment entities in which the plan participates

To obtain a copy of the full annual report, or any part thereof, write or call the office of:

**THE BOARD OF TRUSTEES OF TEAMSTERS
DEATH BENEFIT TRUST FUND
225 S. LAKE AVENUE, SUITE 110
PASADENA, CA 91101
(626) 463-6011**

The report is furnished without charge.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan:

**THE BOARD OF TRUSTEES OF TEAMSTERS
DEATH BENEFIT TRUST FUND
225 S. LAKE AVENUE, SUITE 110
PASADENA, CA 91101**

and at the U.S. Department of Labor in Washington, DC, or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to:

**Public Disclosure Room
Room N-1513
Employee Benefits Security
Administration
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210.**

Official Teamster Notices & Announcements

★★★ Local 166

Following are Local 166 2017 membership meetings.

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

April 13
May 11
June 8
July 13
August 10
September 14
October 12
November 9

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

June 10
September 16

Holiday meetings of Local 166 will be held as follows:

Barstow
Dec. 4 – 7 p.m.
Lower Desert
Dec. 5 – 7 p.m.
San Bernardino
Dec. 7 – 7 p.m.
San Diego
Dec. 9 – 4 p.m.

★★★ Local 186

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

★★★ Local 399

Quarterly membership meetings of Local 399 will be held as follows:

Sunday, April 23
Sunday, July 23
Sunday, October 22

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

★★★ Local 481

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

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

Hall, 3366 Adams Ave., San Diego (Adams Ave. and 34th St.)

★★★ Local 495

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

April 13
May 11
June 8
October 12
November 9
December 14

★★★ Local 896

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

March 26
April 23
May 21

★★★ Local 911

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

April 19
May 17
June 21
July 19
August 16
September 20
October 18

★★★ Local 952

Local 952's next general membership meeting/car show will be held Sunday, May 21 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 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: Second Sunday of each month

8:30 a.m. – 11 a.m.

Local 952
140 S. Marks Way, Orange
Local 952 provides a death benefit to our active members in good standing. Please be sure that your beneficiary information on record with Local 952 is accurate and up to date. If not, please contact Local 952 to submit a

new Beneficiary Designation form. Members who request a withdrawal card due to disability must provide additional documents which are required by the Plan Summary. Please contact our Local Union at 714-740-6200 if this pertains to you.

★★★ Local 986

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

Tuesday, April 4
Wednesday, May 3
Thursday, June 1
Wednesday, July 5
Wednesday, August 2
Thursday, September 7
Tuesday, October 3
Wednesday, November 1
Thursday, December 7

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

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

THE BOARD OF TRUSTEES OF TEAMSTERS' MISCELLANEOUS SECURITY FUND 225 S LAKE AVENUE SUITE 110 PASADENA, CA 91101

Summary Annual Report for TEAMSTERS MISCELLANEOUS SECURITY FUND

This is a summary of the annual report for the TEAMSTERS' MISCELLANEOUS SECURITY FUND, Employer Identification Number 95-6060502, Plan Number 508, for the period June 1, 2015 to May 31, 2016. The annual report has been filed with the Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Insurance Information

The plan has contracts with the following companies to pay medical, dental, vision and other insurance portion of the respective claims incurred under the terms of the Plan: Simnsa Health Plan, Kaiser Foundation Health Plan Inc., United Healthcare of California, United Healthcare of Nevada, United Healthcare of Arizona, Liberty Dental of California, Inc., Kaiser Foundation Health Plan of Hawaii, Prudential Group Life Insurance, APS Healthcare, Inc., Health Management Center, Health Management Concepts, Inc., United Healthcare of California, United American Insurance Company, Anthem Blue Cross Southern California., Anthem Blue Cross Arizona, Anthem Blue Cross Nevada, and United Healthcare to pay the following types of claims incurred under the terms of the plan:

The total premiums paid for the plan year ending May 31, 2016 were \$158,425,144.

Basic Financial Statement

The value of the plan assets, after subtracting liabilities of the plan, was \$119,316,633 as of May 31, 2016, compared to \$102,234,226 as of June 1, 2015. During the plan year, the plan experienced a change in its net assets of \$17,082,407. This change includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total

income of \$213,393,705 which included employer contributions of \$207,943,697, employee contributions of \$2,710,719, gain of \$72,687 from the sale of assets, earnings from investments of \$2,099,737 and other income of \$566,865.

Total plan expenses were \$196,311,298. These expenses included \$8,030,459 in administrative expenses and \$188,280,839 in benefits paid to participants and beneficiaries.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

- An accountant's report
- Financial information and information on payments to service providers
- Assets held for investment
- Transactions in excess of 5 % of plan assets
- Insurance information, including sales commissions paid by insurance carriers

To obtain a copy of the full annual report, or any part thereof, write or call the office of:

**THE BOARD OF TRUSTEES OF
TEAMSTERS' MISCELLANEOUS
SECURITY FUND
225 S LAKE AVENUE SUITE 110
PASADENA, CA 91101
(877) 214-8928**

The Report is furnished without charge.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan:

**THE BOARD OF TRUSTEES OF
TEAMSTERS' MISCELLANEOUS
SECURITY FUND
225 S LAKE AVENUE SUITE 110**

PASADENA, CA 91101

and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to:

**Public Disclosure Room
Room N-1513
Employee Benefits Security
Administration
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, D.C. 20210**

TEAMSTERS AUTOMOTIVE INDUSTRIAL & ALLIED WORKERS LOCAL 495 225 SOUTH LAKE AVENUE SUITE 110 PASADENA, CA 91101-3000

Summary Annual Report for LOCAL 495 RACE TRACK EMPLOYEES SUPPLEMENTAL WELFARE TRUST

This is a summary of the annual report for LOCAL 495 RACE TRACK EMPLOYEES SUPPLEMENTAL WELFARE TRUST, EIN 95-6115963, Plan Number 501, for the period June 1, 2015 to May 31, 2016. The annual report has been filed with the Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$1,021,910 as of May 31, 2016 compared to \$822,242 as of June 1, 2015. During the plan year the plan experienced a change in its net assets of \$199,668. This change includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$936,828 which included employer contributions of \$809,682, employee contributions of \$115,120 gain/loss of \$0 from the sale of assets, and earnings from investments of \$12,026.

Total plan expenses were \$737,160. These expenses included \$42,704 in administrative expenses and \$694,456 in

benefits paid to participants and beneficiaries, and \$0 in other expenses.

Your Rights To Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request.

The items listed below are included in that report:

- An accountant's report
- Financial information and information on payments to service providers
- Assets held for investment
- Transactions in excess of 5% of plan assets
- Information regarding any common or collective trusts, pooled separate accounts,

master trusts or 103-12 investment entities in which the plan participates

To obtain a copy of the full annual report, or any part thereof, write or call the office of:

**TEAMSTERS AUTOMOTIVE INDUSTRIAL
& ALLIED WORKERS LOCAL 495
225 SOUTH LAKE AVENUE SUITE 110
PASADENA, CA 91101-3000
(877) 304-4289**

The report is furnished without charge.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of

continued page 11

Moving? LET US KNOW

March 23, 2017

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

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

Name _____

New Address _____

City _____

State _____ ZIP _____ Local Union _____

Last 4 digits of Social Security # _____

Employer _____

Are You Retired? YES ____ NO ____

Old Address or Mailing Label Here