

# Southern California Teamster

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

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**IT'S OFFICIAL:** Newly elected executive board members of Teamsters Joint Council 42 take the oath of office at the meeting in January when they were unopposed for office. From left, the officers include, along with the Teamster Local Union they lead: Trustee Patrick Kelly (952), Trustee Rick Middleton (572), President Randy Cammack (63), Secretary-treasurer Mike Bergen (166), Vice President Bob Lennox (495), Trustee Chris Griswold (986) and Recording Secretary Ron Herrera (396). The four year term at the helm of the Union's biggest joint council began in February.

## CONTRACT AT HARD ROCK-VEGAS Money Talks After All; Especially Several Hundred Million

For years, since 2009, the valet parkers at the Hard Rock Hotel in Las Vegas pursued garnering a Teamster contract to protect themselves.

They finally got it done. A first time Union contract under the banner of Teamsters Local 986.

The legacy of the effort included Labor Board charges,

demonstrations, letters, flyers, courtrooms, charges, federal courts. Year after year after year.

What finally worked was simple. Just threaten to pull several hundred million dollars of investment money away from the Hard Rock's owner, Brookfield Asset Management.

Following a letter from International Union General Secretary-Treasurer Ken Hall to Brookfield investors decrying Brookfield's anti-worker machinations, the message drifted out to two east coast Teamster officials.

They happened to be Gregory Floyd and Patricia Stryker of Local 237.

Stryker is the Teamster representative sitting on one of New York City's Retirement System's five funds. And the funds happen to have a strong Responsible Contractor Policy. That meant the companies in which the funds invest in had to follow all applicable laws covering employees.

It also happened that early this year Brookfield, whose Hard Rock management employed every dirty trick to keep its valets non-Union since

2011, was up to secure several hundred millions of dollars from the NYC fund. Suddenly it was hands-off time at Hard Rock and a good first contract was consummated.

"After years and years, it all came down to the money," Local 986 Secretary-treasurer Chris Griswold said. "We used the members' resolve to keep fighting, our Union's tremendous resources coast-to-coast, and cooperation to finally prevail."

Griswold said the new contract was especially sweet for the Local's newest Las Vegas

members.

"Eight years is a long time to fight. There is a long, long list of Teamsters who helped put this puzzle together. Just a few are Ken Hall, IBT President Hoffa, Greg Floyd and Pat Stryker, 986 counsel Debra Goldberg, the amazing Carin Zelenko from the IBT's Capital Strategies Dept. and Teamsters George Miranda and Bill Black."

And the first contract? Wage increases, Teamster pension plan, medical paid in full by the employer (valets were paying up to \$500 monthly for coverage) and more.

## IT'S DE LEON FOR U.S. SENATE



The leadership of Teamsters Joint 42 has unanimously endorsed the candidacy of Kevin de Leon for a California United States Senate seat.

"Teamsters are more than ready for fresh, strong leadership in Washington," JC 42 President Randy Cammack said. "Kevin de Leon has gone to the mat for working people time and again and produced results."

De Leon is the state senate's president pro tem, from the 24th district covering downtown Los Angeles and east Los Angeles. Formerly an assemblyman, he consistently protected good jobs in the Unionized meat packing industry in Vernon and has been the spear point of boosting Union jobs in Hollywood through the California state tax credit system, Cammack said.

**ENDORSED:** Kevin de Leon acknowledges warm welcome from delegates at a January Teamsters Joint Council 42 meeting. The California state senate president pro tem was unanimously endorsed by JC 42 in his bid to become the state's next U.S. Senator.

# Teamsters Joint Council 42 California Political Endorsements

## Congressional Districts

25 Bryan Caforio  
39 No Endorsement  
45 Dave Min  
48 Hans Keirstead  
49 Doug Applegate

## Assembly Districts

45 Jesse Gabriel  
52 Freddie Rodriguez  
64 Mike Gibson  
66 Al Muratsuchi  
72 Josh Lowenthal

## State Senate Districts

24 Maria Elena Durazo  
34 Geri Schipske

## Local Elections

L.A. County Assessor  
Jeffrey Prang

## Riverside County Supervisor

District 2 Penny Newman  
District 4 Manny Perez  
District 5 No Endorsement

## San Bernardino County Auditor

Oscar Valdez

## Fontana Council

District 4 John Roberts

## Huntington Beach Council

Billy O'Connell

## Long Beach Mayor

Robert Garcia

## *Southern California Teamster*

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## Breaking Down the Low Wage Cycle in the Inland Empire



**TRANSFORMING: Some of the group working on transforming the Inland Empire's economy include, from left, Teamster Laura Shultz, California Assembly member Eloise Reyes, Local 1932 researcher Sharon Martinez, Fontana school board candidate Kareem Gongora, California state senator Connie Leyva and Fontana councilman Michael Tahan.**

Late last year, Teamsters Local 1932 gathered over 50 elected officials and academicians from San Bernardino and Riverside counties to build a consensus on what must be done to fix the low-wage reality faced by too many residents in the Inland Empire.

Eric Nilsson (economics dept. chair at Cal State San Bernardino) started with a presentation underscoring the startling fact poverty rates in these counties are now higher, both absolutely and relative to California, than before its new-logistics-based economy appeared. Nilsson explained that it's not just proximity to nearby ports that has allowed for a flourish in logistics-development throughout the Inland Empire has been tilted in this direction because elected officials have done so strategically.

In 1977, when the city of San Bernardino was named an All-America City, the region was home to an abundance of good Union jobs where families could count on wages that were high enough to raise a family right and set children down the path to success. The end of the Cold War, however, also saw with it, an end to the defense industry-led prosperity in the Inland Empire. Since then, the logistics industry has grown at a tremendous rate because, as Nilsson explained, elected officials in the region have chosen to compete with one another using tax subsidy deals for what is typically a low-wage warehouse. The economic conditions created for those employed in this large and still growing industry ripple throughout Empire communities and the situation becomes even more grim upon examining the tax subsidy deals that have fueled its growth.

As Ellen Reese (labor studies chair at UC Riverside) explained, one case of bad local governance resulted in an alarmingly unhealthy plan for economic development. She previewed a soon to be

published policy brief titled, "The Need for a Better Deal for Workers & Residents in Inland Southern California: A Case Study of QVC Inc.'s Operating Covenant Agreement with Ontario, California." In it, Reese and her co-authors conclude that because of vague and legally unenforceable language in a 2015 agreement between the city of Ontario and QVC, significant amounts of public funds will be given away every year for the next 41 years, while allowing essentially no accountability in quality of jobs provided by the home shopping giant.

"Ontario's politicians have overlooked the community building potential of economic development projects found in other California cities where politicians have engaged residents in negotiations to incorporate community benefit agreements (CBAs) or project labor agreements (PLAs) into public agreements with developers," writes Reese and her co-authors, Juliann Allison (public policy/gender studies, UC Riverside) and Nathaniel Cline (economics, University of Redlands).

While other cities and counties throughout the country have done it better, involving the community enough to extract concessions from corporations in exchange for tax incentives, Ontario did what many cities throughout the Inland Empire often do – leave out the community and get little to nothing in return.

Ontario elected officials could have looked to Los Angeles and Measure JJJ in 2016. A broad coalition of labor and community organizations led a campaign to create incentives for developers to pay prevailing wages, build affordable housing, and ensure that people employed throughout the construction process live in the city. Another example: the Staples Center CBA, a legally-binding pact between community organizations, developers, and the city signed in 2001.

Community organizations wanted Staples Center development agreements to ensure that local residents were hired and paid a good wage during development, and the agreement that was finalized due to public pressure held developers to that promise.

These were just two examples mentioned by Professor Reese, but what proved consistent is that community members and organizations were a part of the process in transforming their communities. As Reese said, "When policy makers, community coalitions and developers work together, they can help to ensure that economic development generates good jobs for local residents, meets other community needs, and minimizes community harm."

Teamsters Local 1932 General Manager Randy Korgan told the gathering that the Union envisions a brighter tomorrow through CBAs and a coordinated effort to insure community members have a voice.

"The poverty rate doesn't have to be higher than the days when San Bernardino became an All-America City. The jobs that have proliferated here do not have to be low-wage jobs, and cities don't have to give up the farm for them. The Inland Empire can be developed while prioritizing what is best for the community, instead of encouraging the current dog-eat-dog status quo," Korgan said.

Participants were in agreement that the region's current tax-subsidy-driven race to the bottom is a problem. They agreed to meet again with Local 1932 to start working on a brighter tomorrow and a better deal for the Inland Empire. Go to [Teamsters1932.org/Brighter-Tomorrow](http://Teamsters1932.org/Brighter-Tomorrow) to learn more about the gathering, including information on the policy brief written by Reese and her co-authors.

## UPS Talks Continuing

The Teamsters and United Parcel Service have opened talks on one of the largest private-sector contracts in the U.S., a new pact that would cover at least 260,000 workers.

Indeed, expansion is one of the issues already on the bargaining table, long before the two sides get around to the basic economic stands and demands: The union wants the firm to add 10,000 full-time workers over the life of the contract. The bargaining also covers UPS Freight, which was Overnite Transportation until 11-1/2 years ago.

The UPS contract is important not just for its size, but because the delivery service pact – and whether the two sides easily reach agreement – can be a bellwether for other negotiations. Last time around, they did.

The current contract ends July 31.

The union sent the firm an 83-page document updating it – and presumably including the union's desired changes. Local union leaders hammered it out, starting last September.

And the Teamsters want to let

workers refuse to toil in unsafe conditions and overloaded trucks, an area where the union says the company has fallen down on the job. "It is the company's responsibility to hire and maintain a sufficient workforce to service its customers without unreasonably burdening its employees," the document notes. "Management has consistently failed to fulfill its obligation."

Other Teamsters contract proposals focus on subcontracting, excessive hours and other issues. For UPS members, additional proposals "related to ongoing harassment and increases in the average size and weight of shipments." For UPS Freight, blackout weeks are a top issue.

"The Teamsters-UPS contract is without question the strongest labor agreement in the country, but we have major issues at stake in upcoming negotiations. Pensions, UPS's use of new technology and the challenges posed by competitors like Amazon are going to weigh heavily in talks with the company. We have a strong, experienced committee ready to win the best contract possible for our members," President Jim Hoffa said.

## Blitsch Named IBT National Show Director

Las Vegas Local 631 Secretary-treasurer Tommy Blitsch has been named by IBT General President Jim Hoffa as the Union's national director of the Trade Show and Convention Centers Trade Division.

## Vegas Locals Doing it Again On June 2 for Health Fair

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

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

Locals 14, 631 and 986 will be disseminating complete event information to their members.

## Joint Council Scholarships 2018 Deadline Is May 11

Applications for a cash Teamsters Joint Council 42 scholarship are due in the Council's offices by May 11, 2018.

The long-standing program provides one scholarship for each of the Joint Council's 23 Local Unions. Eligible are high school seniors graduating this coming spring and summer, who have an active Teamster parent in an affiliated Local Union.

Forms are available to be printed from the Teamsters Joint Council 42 website, or by calling or emailing JC 42. 626.974.4212, [jct42@aol.com](mailto:jct42@aol.com).



## Quick Looks at Items of Interest

# The Eye

A death industry assn. estimates **1.6 million caskets** sold here in 2015---average for a metal one is \$2,400.....about **2.5 million** U.S. homes are still **"underwater"**---worth less than their mortgage debt.....**60%** of new **restaurants fail** in first 5 years.....American **Halloween** spending was estimated at **\$9.1 billion** last year.....**best-selling vehicle** in America since **1977**---Ford's F-150 truck.....Congress set the dates for daylight-saving time back in **1966**.....we buy more than **40 million flat-screen** TVs annually, about ¾'s of them assembled in Mexico's border hub factories.....**California** has **63 tribes** running gambling operations, most in the nation.....EPA and others estimated **11 million leaf blowers** and vacuums out there noising it up in 2011, and predict about 12 million this year.....about **1,500** types of edible and wild **bananas** exist, scientists say.....China requires about **4% electric vehicles** output by 2019.....typical iPhone owner pulls it out and uses it **80 times daily**.....about 1.5 million tourists visit **Guam** yearly and most visit the **busiest** Kmart in the **world**.....**Japan's** life expectancy---87 years for women, 81 for men---way ahead of America's because of lower obesity.....about **80%** of 240 million calls to **911** are from **cellphones**, but only a landline call can relay the exact address of the caller.....annual American **chile pepper** consumption was up to **7 lbs.** a person in 2015, fed Dept. of Ag says.....**Chicken report:** we bought **625 million** rotisserie **chickens** at supermarkets and Costco in 2017.....**71%** of **poultry** processing workers earn less than the U.S. **poverty line**.....2018 brought with it a higher minimum wage in **18 states**.....global airline industry **did not** record a single 2017 airline passenger fatality from a jet crash anywhere in the world (excluding cargo, military and intentional acts accidents).....U.S. residents over **65** totaled **49.2 million** in 2016.....**Oklahoma** incarcerates more **women** than any state, per capita.....Social Security sez: 76% of working Americans made **less** than **\$60,000** in 2016 while **133,119** made over **\$1 million**.....and 49.3% made less than \$30,000.....Building Trades Unions say **\$4 trillion** is needed for our **infrastructure** repairs.....longest **reign** of any monarch in recorded history? Louis XIV---ruled for **72 years**, from 1643 to 1715.

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

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

On Saturday, June 23 the seminar will convene at Teamsters Local 952 in Orange County. Prospective retirees should call the Southern California Teamster Retiree Assn., now, to get signed up---first come, first served. The number: 909.629.2539. Phil

Zamora and Gil Martinez, Retiree Assn. officers, will take your reservation and fill you in on all the details. They answer live from 9 a.m. to 1 p.m. (Assn. office hours) Monday through Thursday. Other times leave a message for callback to confirm your reservation.

The annual seminar typically has a Social Security representative on hand to impart the ins-and-outs of choices, representatives of

several Teamster insurance funds, Western Conference of Teamsters pension reps, living trust lawyers, dental programs aimed at seniors, and more.

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

## 1932's Advantage Program Juices Local Economy

San Bernardino Public Employees Teamsters Local 1932 launched an innovative "Teamster Advantage" program for its thousands of members in November, 2016 to benefit Teamster families and local economies throughout the county.

The program provides Local 1932 Teamsters with reward discount access to over 200 locally owned businesses.

The buildup of participating shop owners is a result of Local 1932's Mark Orr pounding the pavement and the board rooms of chambers of commerce in cities across the county. Orr, 1932's Teamster Advantage Director, has recently been appointed and installed as a director on the Redlands Chamber of Commerce board, for a three-year term. The unionist is the only non-business owner on the board.

Redlands Chamber of Commerce Executive Director Kathie Thurston describes Teamster Advantage as an "extraordinary initiative. It's a perfect fit for the chamber, frankly," pointing to Orr's familiarity with local business chamber members and the results that Teamster Advantage brings these businesses.

"Small business owners can relate to the fact that big corporations get tax breaks and they don't," says Orr, a native of the San Bernardino County region. "When I meet them, whether out on a door-to-door visit or at a chamber event, I hear them understand our program and say, 'They took my business and you're trying to give me business.' They see that Teamsters care about the local economy."

The evidence of strong community benefits from local spending is strong -- a study by the Institute for Local Self-Reliance found that while \$100 spent at a big box retailer only generated \$14 in subsequent local spending by the retailer, when \$100 was spent at a locally-owned business the subsequent local spending tripled.

Local 1932 is currently a member of dozens of local Chamber of Commerce branches across the Inland Empire, including the 600-member Redlands chamber. Local 1932 General Manager Randy Korgan said, "Mark's installation proves that we can move the dial on perception of the Teamsters in the community. Our members make the county great with their hard work, we want the broader community to recognize that."

## Annual TNBC Awards March 10 in Long Beach

The annual Southern California Teamster Black Caucus leadership awards luncheon will be held Saturday, March 10 at the Hotel Maya in Long Beach.

Tickets are available by calling Robert Turner at Teamsters Joint Council 42, 626.974.4212, or 323.394.1910.

Four major honorees are presented each year by the chapter, which is an affiliate of the Teamsters National Black Caucus.

Luncheon journal ads are also available. The Hotel Maya is a wall-to-wall Union establishment.

## The COOKOUT is Back!

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

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

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

Exhibit information available by calling Robert Turner at 323.394.1910.

## 630 Wins Wismettac Vote Again

On February 6 Los Angeles Teamsters Local 630 again won a representative election for 185 workers at Wismettac Asian Foods.

The second vote was mandated because of a National Labor Relations Board snafu in supervising the first election last September, which Local 630 also won.

630 Secretary-treasurer Lou Villalvazo said the victory culminates a 20-year effort by the workers to garner Union protections through a collective bargaining agreement.

## Union Day at Auto Club 400

Special \$50 tickets are available for Labor Union members for the Sunday, March 18 Auto Club 400 at Auto Club Speedway in Fontana.

The special ticket includes a reserved seat, parking and a pre-race pit pass. The tickets will be available through Teamsters Joint Council 42 in Pomona through March 2.

Teamsters can call Robert Turner at Joint Council 42 to arrange ticket purchase, 626.974.4212, ext. 306.

## 2017 Teamsters Local 481 Scholarship Winners



**Kateri Wojcik**  
(Zoo)



**Neiva Martinez**  
(Zoo)



**Karina Gamboa**  
(Zoo)



**Michael Donnellon**  
(Zoo)



**Jake Brooks**  
(Zoo)



**Marissa Engleman**  
(Parent is Edward Engleman, UPS)



**Jared Hayes**  
(Parent is Matthew Hayes, Safari Park)



**Julian Castellanos**  
(Zoo)



## PHILLIP RAY SAAL

FEB. 13, 1943 – DEC. 4, 2017

Well-respected retired southern California Teamster leader Phillip R. (Phil) Saal passed away in early December after a long illness.

Saal retired as secretary-treasurer of San Diego Teamsters Local 542 January 1, 2006.

Born in 1943 in Goshen, Indiana, following high school in 1962 he joined the U.S. Navy where he served three tours in Viet Nam aboard two different destroyers.

Following military separation he joined the Teamsters Union and went to work for United Parcel Service, and after 20 years became a business agent at Local 542, eventually rising to chief executive officer. During that time he was elected to the executive board of Teamsters Joint Council 42 where he pioneered the Council's college scholarship program for graduating high school children of active Teamster parents.

Known as "the black hat" by Teamster officials, as in "here comes the black hat—Phil," officials would counsel with Saal for his calm, well-pondered opinions and positions on labor problems and situations.

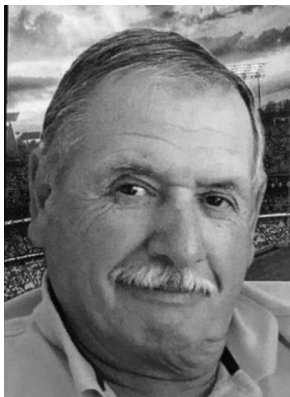
Among eulogists at the January 6 celebration of life at Shadow Mountain Community Church in El Cajon were Joint Council 42 President Randy Cammack and Local 542 Secretary-treasurer Jaime Vasquez. Hundreds attended the memorial to Saal.

During his retirement Saal became a deacon and Bible study leader at Shadow Mountain. He also headed up the affairs of the San Diego Teamster Retiree Club.

For decades he was a participant, along with his children, in Native American culture preservation activities.

He is survived by his wife Jan, several children, a brother and sister and seven grandchildren.

Donations in Phil Saal's memory may be made to Scripps Hospital La Jolla, 9888 Genesee Ave., La Jolla CA 92037, or, Kindred Hospice, 9444 Balboa Ave., suite 290, San Diego CA 92123.



## ROBERT CLAUDE AGUILAR

DEC. 4, 1942 – JAN. 12, 2018

Former Teamsters Local 598 representative Robert C. (Bob) Aguilar passed away suddenly in January.

He was initiated into Local 598 July 19, 1968 and retired in August, 2005.

He was a business agent for a period in the mid-1970s and was a Union trustee for 10 years beginning in the 1980s.

He was a career paper industry Teamster truck driver, primarily at Butler Paper and Unisource. He was widely known for his friendly, warm personality.

Aguilar attended Garfield High School in east Los Angeles and quarterbacked the football team for three years and also played defensive end. His baseball skills were remarkable and he was drafted by the then Milwaukee (now Atlanta) Braves and played in the organization for several years as a slugging first baseman, capping his career at the Triple-A level.

Following professional baseball he combined his Teamster membership time with playing fast-pitch professional softball for decades for various southern California teams.

At work he was known as "Baker Bob" who pursued a moonlighting career out of his West Covina home designing every kind of cake from wedding to birthday. He baked and delivered his creations to several Teamsters Joint Council 42 events over the decades.

Hundreds attended a memorial at Forest Lawn-Covina Hills January 23. Eulogists regaled attendees with "Bobby stories" ranging from baseball-softball-baking-truck driving to family life.

Tom Lauer, Vice President of Teamsters Local 986 who toiled with Aguilar at Local 598 and played softball with him said "Bobby was the warmest, most kindly person I have ever met within the Teamsters Union and the playing fields of life."

Aguilar is survived by his wife Orie, children Vince, Bob Jr., Laura, Peggy and Gina, brother Ron and his twin sister Tina, 12 grandchildren and four great grandchildren.

## BUY UNION MADE

**Local 399**  
*Studio Drivers*

**By Steve Dayan**  
**Secretary-Treasurer**



**S e c r e t a r y - T r e a s u r e r**  
Steve Dayan: once again we're experiencing high levels of employment in our industry. Un-

fortunately, at the same time, there are dark clouds on the horizon for organized labor in 2018. The Supreme Court will hear the Janus vs. AFSCME case, which may affect all public sector Unions by making dues payments voluntary. It will only be a matter of time before it affects private sector Unions, including all of us. Right-to-Work legislation is still before Congress and the mid-term elections in November will have a profound impact on our local and national politics alike. We will push back on any anti-labor or anti-union legislation but we will need your voice in order to be heard in Sacramento & Washington. 2018 will be a defining year for this Local Union and the labor movement. This is the year to get involved in helping us protect the rights of workers. With your help, we can and

will make a difference in the lives of all working men and women.

This year will be a busy one for the staff of Local 399 as all of our major contracts are expiring. We have formed committees for each contract negotiation and will be sending surveys out to our membership to get your feedback on what changes you would like to see to your contracts. Please take the time to fill out the survey because your voice matters.

At our January general membership meeting we spent a lot of time going over New Media and how that will impact our upcoming negotiations. We'll be featuring an article in our April Newsreel that further explains New Media and its role in our industry.

This year, Local 399 along with the Basic Crafts, DGA, SAG/AFTRA and IATSE will begin our push to extend our tax incentives beyond 2020. We've seen a huge uptick in production as a result of our incentive program and the time has come for us to make certain we're doing everything we can on behalf of our collective memberships. We need your help this year! Please help us, help you.

We're working to develop an app for iPhone & Android users. The app will have most of the functionality of our website and should make it easier for you to get up-to-date information from your Union. We will also be revamping our website in the coming months. If you have any suggestions to improve our website, please email: amy@ht399.org

I'm so proud of the veterans program that we initiated in 2016. Since we began our efforts we've begun to successfully place drivers and location personnel on productions. We've still got a long way to go but we can really make a difference in the lives of our vets by helping to place them in our industry. If you have any comments or suggestions on how we can improve our services to you, please email me at: sdayan@ht399.org.

Kenny Farnell: Drivers Steering Committee met in January and discussed New Media. We also looked over the member surveys from 2015 and discussed which proposals to include in the 2018 survey for upcoming negotiations. The 27th Annual Ralph Clare Golf Tournament will be held Friday, March 30 at Industry Hills Country Club. More information can be found at [www.ht399.org](http://www.ht399.org).

Ernie Barraza: we're getting ready to enter negotiations with P.R.G., Scenic Expressions, Tri-Scenic, and Western Studio Services. We're also beginning preparations for our Universal Studio Tour negotiations. I've been busy filing and winning numerous grievances for our members. I want to thank all my stewards for stepping up and fighting for the membership with a new enthusiasm and purpose.

Chris Sell: the motion picture industry was granted a 5-year exemption for the use of ELD (Electronic Logging Devices). For more information head to: [www.ht399.org](http://www.ht399.org). Print and keep the exemption notice on hand while working. On April 15 the CHP will conduct another HOS (Hours of Service Class). Looking for retirees for the Retiree Steering Committee; if interested contact me at: [csell@ht399.org](mailto:csell@ht399.org).

Joshua Staheli: grievances with Missing Pieces, Cranetown Media and Warner Bros. have been settled. Damages have totaled over \$20,000. Some of that will go to members and some will go to the Local as liquidated damages. The implementation of DOT in the commercial industry is causing a lot of consternation. Over 50% of my time is devoted to helping members and the companies navigate the process. With the companies all choosing to implement differently, it makes it very difficult to create a uniform process.

We are working with the AICP, the companies and the vendors that are providing these services in hopes of streamlining the paperwork. At a minimum, the employer needs your driver's license and medical card to run a Motor Vehicle Report on you before you start driving for them. If you are a Gang Boss and need to take the Reasonable Suspicion Training, Contract Services has arranged for an online class that is free for our members and once you have completed it, will reflect on your online profile with CSTAF. Contact the Substance Abuse Dept. to get the link emailed to you.

Lindsay Dougherty: since my last report I've signed 100 film, television, and New Media agreements. Grievances have been filed with Paramount Pictures on the production "Brighton Falls." A grievance with Cranetown Media, LLC for the production "Lip Sync Battle" has been settled for \$20,000 in liquidated damages.

Ed Duffy: location managers, keys and assistants---the deadline to complete the mandatory online Safety Pass "P" Hazzard communication course is February 28, 2018. If you have not completed the course, you are subject to suspension from the Contract Services Industry experience roster as of March 1. You can register to take the course at CSATF.org website under safety pass. Reminder to associate casting directors: there is a casting associate availability list at the callboard. If you are available and looking for work, please register by going to [Callboard@HT399.Org](mailto:Callboard@HT399.Org) or call 818-985-7550.

## Local 630

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

### By Lou Villalvazo Secretary-Treasurer



It's with deep sadness that I report that Local 630 lost our sister Pam Pito-Fa'auli from Southern Glazier's Wine & Spirits, at the young age of 45. We also lost our brother Roberto Diaz from SuperValu at the young age of 43; also, brother Ismael Aguilar from West Central and retiree brother Francisco Gonzalez Sr., from Southern Glazier's. Our condolences and prayers go out to their families.

We have been receiving complaints of letters being mailed to our members' homes from United Bank and bucketpay claiming that your coverage with AFLAC is canceled or being transferred over to Colonial Life. They are not authorized by the Teamsters to do any of the above. I've been in contact with AFLAC and you should be receiving letters soon. If you would like to maintain your supplemental accident insurance with AFLAC, simply follow the instructions or contact claims/customer service at (757)-477-0987 or [www.BenefitsSolutionInc.com](http://www.BenefitsSolutionInc.com)

A special thank you to all the members that came out and represented their football team at our 1st annual pre-Super Bowl general membership meeting. We had a full house.

US Foods: our attorneys are working on the following cases---the arbitration on experience pay is scheduled for May 9, 2018; the vacation pay arbitration is scheduled for April 25, 2018; our attorneys are in the process of selecting an arbitrator for the termination of our brother Mr. Reyes; arbitrator Monet has been selected to hear the case regarding the "time study on selection". The time study on the forklift was performed during the week of 1/22 thru 1/25. We are awaiting the reports from both the company and the Union en-

gineers. We will keep you informed. Our representative and stewards met with the company back on January 4 and were successful in resolving the following grievances: returning a member to work who needed help for substance abuse; getting our brother Ruben back from termination; getting our brother Eddie's suspension rescinded and making him whole; getting our brother Steven made whole for O/T on the 7th day; getting our brother Tommy's suspension removed and making him whole; and they were successful in getting our brother Robert made whole for a week's suspension. I thank our shop stewards Felipe, Rudy and Steve for working closely with their representative Adam and our members.

Sysco: the Union's engineers performed and finished a "time study" for selection of the Dry, Cooler, and Freezer Dept. The Union and our engineers still must finalize the study for the forklifts on day shift. Our rep Adam and our engineers were to get the final numbers Feb. 12-13. As we went to press Adam was set to follow the company engineers as they perform a congestion study at the facility for the night shift. Once all the studies are done both engineering teams will evaluate their findings with the Union and the company. Our representative will then communicate all findings with our members. Any question? Please contact Adam.

LeVecke: our members received their backpay checks. These were due to the Union negotiating a lower progression rate from 5 years to two years which increased several of our members' base rate from \$5 to \$6 per hour. Those members were given checks ranging from 6 to 14 thousand dollars.

Freshpoint: the company suspended 3 drivers pending termination for allegedly violating the company's drive cam policy. I would like to congratulate our rep Felix who was successful in reinstating our members.

Brentwood: I'm proud to announce that we negotiated a great contract for our members. We were successful in adding substantial favorable language regarding seniority and bidding, recall language along with new location language, extra time for breaks; we maintained medical benefits with no out of pocket expense to our members. I would like to thank our committee Hugo Juarez, Stephanie, Aurelio, Miguel, Angel and Jose for their assistance in this negotiation.

Congratulations to our Brother Jose Valle from California Dairy, who is retiring after 37 years in the industry. Also, congratulations to our brother Vicente Quintero from Thrifty Ice Cream. After 24 years of making the best ice cream in Southern California our brother has decided to hang up his ice cream scoop! We wish them the very best in his retirement.

We will be conducting our annual citizenship workshop for our members and their immediate family, which is free of charge. It is scheduled for Saturday March 10, starting at 8:30 a.m. at our Local Hall. You can register by calling 1(888)839-8682 or by registering at <https://2018teamsterslocal630workshop.eventbrite.com>

This year's Teamsters Local 630 Dodger Day is scheduled for August 25 @ 6:10 p.m. Dodgers vs. Padres, tickets are \$50 and are in the all-you-can-eat pavilion. First 40,000 in attendance will receive a player's jersey. Last year was a huge success as we sold out. So, get your tickets while they last!

I'm proud to announce our brother Terry Hill from Alta Dena South is running for the 42nd Congressional District. If you live in the I.E., please help us support our brother, as he attempts to make change from the bottom up. You can visit and support our

continued next page

*Southern California Teamster*



brother at [www.terryhill2018.com](http://www.terryhill2018.com)

I would like to thank all our members from Americold COI, JFC, US Foods, Zentis, Caldwell, Times Produce, and SYGMA as we enjoyed our visit and breaking bread with our members. We have plenty more scheduled and will be visiting soon.

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

Don't forget if you've recently moved please update your contact information with our front office and register to stay updated on our website. [www.teamsterslocal630.org](http://www.teamsterslocal630.org)



### By Chris Griswold Secretary-Treasurer



Congratulations to our new members from the Hard Rock Hotel in Las Vegas. These workers voted for Union representation

over eight years ago with Teamsters Local 995, but endured years of legal maneuvering and unfair labor practice charges violations. Since the merger of Local 995 into Local 986, we made it a priority to obtain a solid collective bargaining agreement. With assistance from our General Counsel Debra Goldberg working with Carin Zelenko from the IBT Strategic Campaigns Department, support from General President James P. Hoffa, Greg Floyd and Pat Stryker.... the workers ratified their first agreement with a substantial hourly wage increase, Teamsters pension and health & welfare paid in full by the employer!

We also want to welcome Cliff Reynolds as a new business representative working out of our Santa Maria Office. He may be new to Local 986, but Cliff brings decades of experience working in the labor profession as an experienced negotiator.

Our next blood drive for the City of Hope will be at the South El Monte office on Saturday, March 10. Our members and their families have donated close to 1,000 pints of blood over the last few years. Your efforts save lives and help researchers find a cure for cancer. Please contact Connie at (626) 350-9860 ext. 106 to schedule an appointment.

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

Strong representation and enforcing your contract is a priority for our members and we encourage you to notify your shop stewards whenever the contract is violated. Stewards are the union representatives at the workplace and are your first line of defense. Local 986 provides the stewards with all the resources to represent you with specialized training on the rights and responsibilities of being a shop steward.

Remember to register to vote... the Trump Administration has attacked labor from many different fronts and workers are at risk of losing the rights that we have taken for granted. The NLRB has shifted with the new members on the board and they are issuing decisions that favor employers over workers. We need to take back Congress and put representatives in office that will fight for working families over corporate greed. Get registered today, become informed on the issues and get out the vote in 2018.

*Southern California Teamster*

## UC Local 2010

### By Jason Rabinowitz Secretary-Treasurer



Happy New Year and congratulations on making 2017 our Union's biggest year yet!

We showed that when we stand together

in our Union, we achieve great successes:

We came together in our contract campaign to exercise Teamster power like UC has never seen before. We conducted over 300 worksite actions involving over 11,000 members, and dozens of effective pickets and rallies, all culminating in our successful strikes. We brought our message to millions throughout California that UC must pay workers enough to live.

We won new contracts with good guaranteed raises over five years, significant signing bonuses, and protection of our rights and benefits. Over the 10 years of our last two statewide contracts, Teamster members have won guaranteed wage increases more than double that of non-Union workers.

We surpassed 80% Union membership, up from 29% just a few years ago, making us exponentially stronger in protecting our rights.

We saw 9,000 members sign our Member Power Form, committing to stand together in our Union so we can defend our pay and benefits, even with changes in the law aimed at weakening us.

We affiliated 1,400 Skilled Trades workers in SETC, making Teamsters Local 2010 a higher education powerhouse of 2,300 skilled trades and 12,000 administrative workers across 27 campuses of CSU and UC.

We exceeded 90% member satisfaction in our latest survey.

We stood together and won victories for our members, including millions of dollars in unpaid overtime, the right to days off with pay in times of disaster, and saving the jobs of our members who were wrongfully terminated.

Our successes are the result of our members coming together in our Union and taking strong action for our rights. We have power because our work makes the UC and CSU work every day. We harness that power when we all stand together in our Union to demand fair treatment.

In 2018, we face even bigger challenges. We are bargaining for fair pay and benefits for our new members at CSU. We are working to defend our retirement, protect our work, stop abusive conduct, and enforce our rights under our contracts. We are organizing our members to be active and involved in the Union, and we are organizing new members into the Teamsters to make us stronger.

But we are facing great threats to our future. A few billionaires and corporate lawyers have been on the attack against public workers, plotting to take away our freedom to stand together in our Union. In state after state, they have taken away Union rights, and then lowered wages and benefits. Now they are attempting to use the Supreme Court to take away our fair share rights, to discourage membership in our Union. Their motive is greed, pure and simple -- they want to weaken us, so they can lower our hard-won raises and benefits.

The good news is that no one can stop us from standing together in our Union if we choose to do so. The past year showed that when we stand together, we win together: better wages and benefits, and fair treatment at work. We also know that when we do

not stand together, we are weak, and our real wages and benefits go down, as happened in the days before we were Teamsters and went years without a raise.

We can protect our rights and our power by continuing to stand together as active Teamster members. That's why we need all UC Teamsters to commit to being and remaining Union members, by signing the Teamster Member Power Form, and by being active and involved in the Union.

In 2018, we will harness our power by standing together as Teamsters building our size and strength, so we can defend and improve our hard-won pay, benefits and rights at work!

## Local 1932 San Bernardino County Public Employees

### By Randy Korgan General Manager



Teamsters Local 1932 enters 2018 ready to continue to transform the Inland Empire for the better.

Our Union is proving that

we are not a third-party -- instead, we are deeply embedded and true advocates for our home community. Currently, our Union is in the midst of a public campaign to bring quality preschool to San Bernardino County. The more than 500 preschool teachers and staff employed by San Bernardino County cannot get by on the poverty wages paid to them. This has caused a high turnover, particularly for its group of teachers, and has created unstable learning conditions for our region's most vulnerable students. These teachers are standing up and speaking out. Go to [StabilityforPSDFamilies.org](http://StabilityforPSDFamilies.org) to hear their stories and sign on to the digital version of a postcard that they have helped to spread all across the county demanding stability for the families they serve.

Joining our Union this February is Michael Eagleson, our Union's newest lead negotiator. Eagleson is coming to us from the Safety Employees Benefit Assn. in San Bernardino County, where he had served as the organization's executive director since 1999. While in charge of this group, mostly consisting of county sheriffs, Eagleson negotiated over 20 collective bargaining agreements that, until the emergence of Local 1932 a few years ago, had set the standard in compensation for working people of San Bernardino County. Our Union is excited to have Eagleson and we are confident that his experience and leadership will prove fruitful for our Union and its members.

Recently, our Union and our home region came together in remembrance. The murder of 14 people on December 2, 2015, in San Bernardino robbed our home communities of love. It was the love provided by and the love given by these human beings that makes their loss unforgettable, irreplaceable, and a guiding light for all of us at our darkest times. Teamsters Local 1932 will forever remember their love. Of those killed, three were a part of the Teamster family: Michael Wetzell, Harry Bowman, and Aurora Godoy. Six Teamsters were among the dozens injured. Survivors of the murders are still dealing with issues in receiving financial and emotional relief for their injuries and trauma. Search San Bernardino Survivors Speak Out on-

line for more. Teamsters Local 1932 stands with these survivors and their loved ones.

Local 1932 has also made great strides in improving our Union's ability to build stronger relationships with local stakeholders. As you read elsewhere in this newspaper, our October 25th event was a huge success, bringing together our Union, local academics, and local elected officials to build consensus on what is harming our local economy. The event's participants walked away from the meeting with the realization that our dog-eat-dog status quo must be replaced by a regional strategy. The original research covered by the local academics at the event was published as a policy brief at UCLA on February 12. Go to [Teamsters1932.org/BrighterTomorrow](http://Teamsters1932.org/BrighterTomorrow) to read the full policy brief. Next, our Union plans to invite these same stakeholders to another gathering to form that regional strategy together.

Our union is confident that, amid the dangers of the upcoming Janus v. AFSCME, which will essentially impose national "Right to Work" across the public sector, we will be Teamster strong. We so deeply believe this because member power is stronger now in San Bernardino County than ever before. We thank our Union's member leaders. Several of them have been recognized as Member Power award winners. Sally Sukdol (San Bernardino County Dept. of Public Health), Karen Liskey (City of Redlands Customer Services), Donna Haggerty (San Bernardino County Sheriff's Dept.), and Martha Romero (San Bernardino County Transitional Assistance Dept.) were most recently honored with the recognition. Each winner was selected because of outstanding leadership, never ceasing to ask how they can help build a stronger Union. If 2018 is the best year ever for Teamsters Local 1932 as we expect it to be, we know it will be because of members like them.

## Hawaii Local 996

### By Ron Kozuma President



With the recent change in the DOT's drug testing rules that took effect January 1, the Union will continue to inform

and emphasize to our members that four semi-synthetic opioids -- hydrocodone, hydromorphone, oxycodone and oxycodone -- have been added to the DOT drug-testing panel for screening truck drivers and other "safety-sensitive" transportation workers. Some common brand names for these opioids are: Oxy-Contin, Percodan, Percocet, Vicodin, Lortab, Norco, Dilaudid and Exalgo. The measure, which is aimed at helping to combat the nation's opioid crisis and adding greater safety to our highways, also increases the jeopardy workers already face with a myriad of regulations in critical transportation jobs.

Taking action to protect our members from unintended infractions is important. For instance, we are reminding our members that the illegal and potentially life-threatening practice of taking someone else's prescriptions, which may contain these substances, will put their jobs at risk. Also, if applicable, those who have a legitimate medical reason that may occasionally require use of any of these medications should declare its use at the testing site and to the medical review officer (MRO).

A change is also coming for some

of our members regarding health insurance. Local 996 is transitioning from our Self-Funded Comprehensive Medical PPO (Preferred Provider Organization) Plan to a comparable fully-insured PPO plan provided by UHA Health Insurance, one of Hawaii's leading health insurers. At its meeting held last November, the board of trustees of the Hawaii Teamsters Health and Welfare Trust determined the change was necessary to maintain the fiscal soundness of the Trust, preserve existing coverage levels, and avert costly premium increases for subscribing members and their families.

Members received a notice explaining the change in December. The Union has also hosted speakers at its general membership meetings to present members with more information and answer any questions they may have prior to the new plan taking effect on March 1, 2018.

## Local 683 San Diego Sales Drivers

### By Todd Mendez Secretary-Treasurer



Happy New Year to everyone. This is going to be a busy year for the Local, and your participation has never been more important. Please

plan on attending your general membership meetings to stay informed and updated, and to have the opportunity to meet with your leadership team one-on-one.

Local 683 would like to congratulate and welcome three new shop stewards: Nelin Juarez at Pepsi-Cola, and Robert Holm and Daniel Escobar at Coca-Cola San Diego. Nelin and Robert will be stewards in their respective transportation departments, and Daniel will be working with our members in Coca-Cola merchandising. We want to thank each of them for stepping up and taking on a leadership role. If you have any questions or concerns, these are your guys. Be sure and reach out and talk to them.

We had our contract proposal meeting with the members at Pepsi-Cola and will commence negotiations on March 12. The contract is up April 28. Opening letters will be sent out within the week and we will be meeting with the negotiating committee.

Contracts for Waste Management Carlsbad and El Cajon will also be negotiated this year. Frank Sevilla will be meeting with the negotiating committee in Carlsbad and will have a proposal meeting for each location in the near future. We're asking every member to please attend. This is the time to make changes to your contract. The Local needs to hear the concerns and issues of our members so we can provide the best possible representation at the table.

Additionally, we are going to have Emerson Diaz from the Western Conference of Teamsters Pension Trust Fund give a presentation to the Waste Management Carlsbad members on Feb. 20 at 5 p.m. We're encouraging all of our members to attend this important presentation.

The Local has also started negotiations with DSI. We're looking to improve wages and health care.

We continue to meet with Pasha Automotive officials regarding inserting job classifications into the CBA. The company is going through a lot of changes after acquiring Toyota and having to retool their operations in order to service these vehicles.

Additionally, Local 683 was onsite

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and barbequed lunch for the Pasha staff on Jan. 22 which included an IBT DRIVE presentation. We had great participation from the members and want to thank everyone who signed up for this important cause.

Sysco Riverside IBT engineers are coming to audit the receiving department on March 12 and selection on April 9 to make sure production standards are fair and responsible. We will also be holding a Western Conference Teamsters Pension Trust Fund meeting at Sysco Riverside on April 8 at 3 p.m. We're encouraging everyone to attend.

A grievance has been filed in regard to Aramark's "coaching plan". The Union considers this "coaching plan" to be direct bargaining with the employees and implementing a sales quota.

Likewise, we have grievances out at Challenge Dairy regarding holiday pay. The panel hearing is scheduled for April 11.

To all of our Transdev drivers, please make sure you report to work in a complete uniform, including a tie. The company will not let you drive otherwise. Also, make sure when you fill out your DVR, do a complete pre-trip or post-trip. Filling out a DVR without doing a proper pre- or post-trip could be considered falsifying a company document.

We want to thank all the Local 683 members who signed a DRIVE card during our recent DRIVE campaign. We visited several locations and it was the most successful DRIVE campaign in our Local's history. Contributing to DRIVE is extremely important. The money is used to help legislators who support Union causes. We will be visiting more locations later in the year. Also, many thanks to IBT DRIVE representatives Tim Dunn and Bob Trappe. They do an outstanding job every time they are here.

## Local 631

Vegas Teamsters.  
Chauffeurs & Helpers

By Tommy Blitsch  
Secretary-Treasurer



All members that are enrolled in the Teamsters Local 631 Security Fund should have received new benefit cards in January along with information about improved health and welfare benefits. If you haven't received your cards, please contact Benesys Administrators. Please make sure you have a good address on file with the Local Union. If you have recently moved, call 702-453-6310 to verify your address with the office staff.

UPS: Attendance is an ongoing issue. Be at work and at your work station on time, unless you're on approved time off. Many more feeder grievances have been settled with pay for violations of the local feeder work rules and for violating the law. The feeder subcontracting case was heard for the violations ranging from 1/2/17 to 9/30/17 which is all the subcontracting of feeder work in our jurisdiction. This grievance has been heard at the WEST and it deadlocked to the National in June. The company will continue to train feeder drivers in 2018 until the bench is staffed. The company will continue the promotion of people from part-time to full-time driving due to the number of package car drivers going into feeder. Anyone that was promoted into full time driving after August 1, 2011 can be forced into the Tuesday thru Saturday work week (section 10 subsection 2 (b) SWPR). Contract negotiations have started with UPS,

right now we are trying to define the current language that we have so that the company has the same understanding as the Union before negotiating new language. Negotiations will continue in February for the SWPR, SWSR and Western Region Supplement. Download the UPS Rising App on your smart phone to stay connected to these important negotiations.

Conventions: this year for the first time ever, we are looking forward to receiving our 'vacation' savings plan checks. Every hour worked is another dollar contributed. Convention season is in high gear and we want to remind everyone to try and get proper rest and eat healthy. Too often we use adrenaline and junk food to produce tradeshow and end up dying before our time or riddled with disease prematurely. Please put as much effort into preserving yourself as you do producing conventions so that you can enjoy the pension you're working so hard for. Take care of yourself and each other by reporting potential contract violations to your steward and/or business agent immediately!

Government contracts: we were successful in getting all bridge agreements signed on the new government contractors: URS/Arcata Construction, Arcata M & O, URS Telecommunication, URS Firefighters, URS Dispatchers URS/Chugach/Arcata & Vectrus wall-to-wall at Creech AFB, MSTs Construction and MSTs Fire & Rescue. The MSTs Fire & Rescue was a bridge agreement from the NSTec Fire & Rescue contract that we had just completed re-negotiating--one of the best contracts ever. All thanks to a very strong, dedicated negotiating committee. We are currently in the process of negotiating the first ever contract for Local 631 pilots along with getting dates to re-negotiate several other contracts.

Republic Services: GPS and electronic logs will be coming out this year and in the trucks. Run your routes as trained. Take all breaks, give management a one hour notice before hitting the 14 hour rule on your shift. Check the Union boards for updates weekly. The new insurance benefits information has been mailed to you. If you have not received them, check your address with the Union and with BeneSys Administrators. Make sure you have your beneficiary up to date. The next wage increase will be 6/1/18. We are looking for stewards (residential, commercial and industrial) at Cheyenne and residential and commercial at Henderson.

CertainTeed Gypsum: surveys were put out to the members for feedback to negotiate your contract. Proposal meetings were held, the negotiation committee is meeting and dates have been requested for negotiations. Labor management meetings are going well and grievance hearings are resolving disputes benefiting the members.

First Transit RACC: members have ratified another contract, congratulations. MV Transportation Fixed Route: labor management meetings are going well resolving issues and concerns. Transdev Paratransit: we will be preparing for upcoming negotiations, please watch your bulletin boards for information.

ABF: The current ABF National Master Freight Agreement runs through March 31, 2018 and covers more than 8,000 members nationwide. To get up to date contract information, text "ABF" to 86466. UPSF: the current UPSF National Contract Agreement runs through July 31, 2018 and covers more than 11,000 members nationwide. To get updates download the "UPS Rising" app on your smart phone or text "UPS" to 86466.

Reddaway: the new ELD's have been in place for a little over 2

months, be sure to log your lunch and breaks on time. Cemex Block: current contract runs through July 31, 2018. We will have a proposal meeting in the upcoming months. Rinker Hydro: company is busy and hiring, watch the green hats as they are learning all the safety procedures, work safe.

Construction: Project I-11 in Boulder City is progressing rapidly. The Railroad Pass connector is partially open and soon the two projects will connect. Tab Contractors is working on underground improvements at Raiders Stadium. Other contractors will be awarded future bids on the stadium in the near future.

Ready Mix: Silver Star is working hard on the Lake Mead Intake Project supplying the concrete onsite for the entire project. Nevada Ready Mix is supplying the mud for the Resort Worlds project. Both companies have reported a slight increase in hours.



By Bob Lennox  
Secretary-Treasurer



As we go to press our negotiations with Penske Truck Leasing have entered their final phase as both parties are focused on

the economics of a settlement. As usual wages, health care and pension improvements are front and center in the talks. We should be finalizing a package to submit to our membership in the coming weeks, so please keep an eye on your bulletin boards for special called meetings to vote.

I'm pleased to announce that by popular demand our Local 495 membership picnic and health fair will be returning. The big event will again be at Whittier Narrows Sunday, May 20. Once all final details are arranged we will mail an invitation and registration form to. Be sure to attend.

Field Report:

George Park: Penske negotiations are ongoing and hopefully will be concluded by month's end. UPS negotiations are continuing, the agreement does not expire until August 1. It will most likely take all summer to reach an offer to be voted on. Santa Catalina Island Resorts Services negotiations are also underway, thanks go to Bear Opah, steward, and Meriam Djelidi who will be assisting negotiations for tour bus drivers.

Jim Lennox: Penske: negotiations continuing as are Penske Hiker contract talks. We hope to reach a final settlement by end of February. Disneyland Resort: gearing up for 2018 negotiations for Disneyland and California Adventure. Cast member surveys mailed out weeks ago. We will also be conducting face-to-face proposal meetings. Hertz: Los Angeles Metro Area rental reps: contracts signed and printed. Avis LAX/Burbank: will be taking proposals from both soon. Hertz: Houston: lastly, I was given the honor along with Business Agent Kevin Barrus to bargain the Hertz Garage and the Hertz Rental Representative contracts for Local 988 in Houston. I am pleased to report that we negotiated two of the best agreements this location has ever seen. The substantial package comes with full recommendation from the bargaining committees and leadership at Local 988.

Kevin Barrus: happy to report at Hertz Rent-A-Car LAX I returned a VSA from termination, returned two transporters from termination, one with one week backpay and returned a tire/lube worker and a bus washer

with back pay. At HLE I returned a utility worker from suspension. At National/Alamo LAX I returned two bus drivers from suspension with back pay and reached resolution on a pending arbitration.

Johnny Espinoza: At WWL we were successful in arbitration and able to maintain a long outstanding practice referred to as "2 for 1" which allows our members to use one sick day for a continuous absence. In January the company decided to end the practice and now required our members to use a sick day for each absence which resulted in a loss of all sick days with one illness. Greg Emanuel-3 day suspension was reduced to a one day. Maurice Smith was paid an additional 2 hrs at shuttle driver rate. Kevin Cruz 3 day suspension was retracted. Kevin Barnes 3 day suspension will be reduced to a one day suspension. Johanna Paz- Disneyland NOCC written reduced to coaching counseling. Robert Lee - RT&P written warning reduced to coaching counseling.

Art Carrillo: Fernando Najera - Avis OC service agent filed a grievance because Avis did not call him in to work by seniority on his day off. Avis agreed to pay him 8 hours of overtime pay. Roger Boyts - Penske Truck Leasing Corona filed a grievance because he was issued a written warning notice for job performance. After our grievance meeting the company agreed to withdraw the written warning notice. Opening letter has been mailed to Commercial Tire. Congratulations to our members at Pittsburgh Glass Work on a new 3 year agreement.

Damascus Castellanos: National Orange Show: Local 495 was able to negotiate a new two year agreement for our members with increases in wages and full maintenance of medical benefits paid by the company. Braun Linen: Lindsey Bernal was issued discipline for not following procedure in handling invoices. After investigation by Local 495 the discipline was removed and our member was made whole. Racetrack: our 495 Racetrack family suffered tremendous losses with the passing of Mary Young, a racing official from Del Mar, John Cox, security guard at Pomona Fairplex and Steven Flowers, security guard at Santa Anita. Local 495 is also mourning the passing of Ed Hervey from Ralphs Paramount and Juan Romero from YRC Freight Pico Rivera. Local 495 congratulates former member Matthew Bragg, a security guard from Hollywood Park and Santa Anita racetracks upon his retirement after 34 years.

Carla Castro: Disney Roundup: we were able to successfully get Jen Berstain, Jessica Ray and Leo Vaquez back to work. Charles Allen, Austin Lous, Ryan Rube, Charlene Michaels, and Ricardo Cendena all had their disciplines reduced. I look forward to continuing to help with the Adesa negotiations and helping with the upcoming Disney negotiations.

Mark Manning: We hit the ground running at Local 495 coming into the new year with the resumption of negotiations with Penske and ADESA. For the first time, the Union is negotiating an agreement for the Hikers at Penske. Hikers have been members of Local 495 by virtue of a letter of recognition as well as separate agreements for wages and other conditions, but they have not had an agreement devoted to them. The ADESA negotiations for a first-time contract are progressing along with 12 bargaining sessions behind us and several dates upcoming. We should be moving to economic discussions soon. Art Carrillo and I have been getting familiar with the Toyota Logistics Services operations. Our 175-plus members there do an incredible job of processing and prepping new vehicles at the Long Beach Port. This year we have the Avis Rent a Car agreements opening up so we are in the process of electing

stewards where needed and setting up contract proposal meetings. The expansion of driver service companies like Uber and Lyft have had a profound impact on the car rental industry which should add another dimension to bargaining this year.



By Phil Cooper  
Secretary-Treasurer



Here's hoping everyone had a safe and happy holiday season and a Happy New Year to all. 2018 will find the Local extremely busy.

We continue with negotiations for members working at our 7up Vernon and San Fernando facilities. We have been negotiating for many months and have had one contract offer from the company overwhelmingly rejected by the members several weeks ago. And while the previous 7up contract was very fair, your committee is trying their hardest to build on the previous success as they attempt to secure an even better offer from the company this time around. Most of the committee members feel that we will be voting on a last best and final offer from the company very soon.

For our members working at the MillerCoors Brewery in Irwindale, negotiations should begin sometime in late March or early April. These negotiations should prove to be very difficult as we have already seen what the company has offered to the Teamster facility in Fort Worth, Texas. A great advantage we have going into the MillerCoors negotiations is we have a very experienced committee. Chief Steward Rachel Gomez represents the clerical group, Anthony Marquez represents the bottlers and Dan Smith represents the brewers. These three are all veterans of several negotiations. Add to the mix bottlers Joe Perea & Dave Gonzales, and brewer Dexter Wilson, veterans of several MillerCoors negotiations, and I believe we will have one of the most experienced committees this Local has ever taken into any negotiations. The members of this facility should know that all their concerns surrounding their contract will indeed be addressed by this very capable group.

The second half of the year will bring negotiations for our members at our Bud Sylmar distributor and for our members at our two Bud breweries located in Van Nuys and Fairfield. While the Sylmar negotiations will be held locally, the brewery negotiations will be done locally and nationally. All of the Bud breweries are represented by Teamster workers and most have wall-to-wall jurisdiction. Once the local issues for each brewery are discussed, the negotiations will switch to a national level sometime around the late fall or early winter. All the beer negotiations mentioned involve almost 1,000 of our 896 members, so I believe you can understand the importance these negotiations are to our Local.

If that's not enough to keep us busy this year, I need to let all our members know that we will be moving the hall sometime in the next few months. The lease on the building where the hall has been located for the past 20-plus years will expire at the end of April and the building managers have notified us they will not be renewing our lease. Two years ago, we had the wisdom to change our bylaws that stated the hall must be located in the city of Los Angeles to the county of Los Angeles. Many of our members have always wanted

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ed us to have our own hall, but with this short notice, finding the right opportunity to purchase a building we can call our own, might have to wait another year or two. We haven't given up hope trying to find a place to purchase, but we are also looking for a suitable place to lease so we can continue to do business. In the meantime, we will continue to hold monthly meetings at various locations to accommodate our membership. Our Local represents shops from all over Southern California. We have facilities we represent in Riverside, Victorville, Lancaster, Sylmar, Downey, Los Angeles, Van Nuys, etc. What we plan on doing is having monthly meetings in various locations all around the southland. Having an occasional Union meeting closer to where you live just might motivate more members to attend these notable events. Local 630 has graciously allowed us to use their Union hall for our May Union meeting. It will be even more important to read your Union Boards for news and information on the location of upcoming Union meetings and events.

On May 6, our Union will be holding a new member seminar for members with 3 years or less with the Local. Again, one of our many fine sister Locals has agreed to let us use their fine facility. The seminar will be held at Teamsters Local 63 in Rialto. While this meeting will have information that is so important to new members, we will also have a presentation by Karen Jones, the IBT Teamster historian. I know many of you have never had the privilege of hearing Karen talk about Teamster history, I have to say you are in for a treat. Karen is amazing and she brings so much knowledge and passion to her lectures you will be undoubtedly entertained. This seminar will include materials and lunch will be provided. We also want to invite the families of the new members to attend. Local 63 has a nice park for the kids to play.

Our Northern California members are very busy too; recently the members at Shasta Beverage in Richmond voted down the company's latest offer. They will be going back to the table in the next few weeks. And like many of our negotiations, this one is all about economics.

Finally, I would like to announce the creation of the Local 896 advisory board: chief stewards Sherry Salazar, Coke L.A.; Tony Marquez, MillerCoors Irwindale; and Sergio Garcia, Coke San Leandro. These members will attend most e-board meetings, participate in decisions involving the Local, and their wisdom and guidance will help the Local continue to move forward.

## DISTRICT COUNCIL 2

**By Clark Ritchey**  
**Secretary-Treasurer**



ington.

In Southern California, members at The Neil Jones Food Co. ratified a three-year agreement with significant general wage increases and shift differential improvements in each year of the contract and a bonus for all regular full-time employees. Improvements were made to the health & welfare plan, as well as a tool allowance up to \$800 per year for maintenance employees. Seasonal employees will now be able to qualify for 401(k) benefits.

We are currently in negotiations

with Sonoco Paper, in the City of Industry. Upcoming negotiations in the Southern California area include Republic Bag, Ennis Business Forms, International Paper, and PCA.

In Northern California, Prestige Printing & Graphics, a newly organized commercial company, ratified a three-year agreement with wage increases each year, in addition to participation in the SIP 401(k) pension plan. Congratulations to our new members!

Members at Abbott's Custom Printing in Nevada recently ratified a three-year contract, which includes a GWI each year of the agreement and participation in the SIP 401(k) Pension Plan.

We continue bargaining at UC Berkeley and Goldenwest Envelope in Northern California. Future negotiations include KNG Visual Solutions, Pacific Printing Service Corp., Papyrus, Custom Paper Products, MTA Brown Mail, Wheeler Sonoma Printers, Community Printers, and Firefighters Print & Design.

We are currently in negotiations with PCA in Omaha, NE and are awaiting dates for bargaining at Design Four, and Omaha World Herald in Omaha, NE; the Denver Post in Denver, Co; and FC Printing in Salt Lake City, UT.

In the Northwest Region, Tacoma Rubber Stamp overwhelmingly ratified a 3-year contract with a general wage increase the first year of the agreement. Improvements were made to the sick leave policy, funeral leave, and the medical plan.

Also ratified was Johnson Cox, for another 2-year agreement. The contract includes a significant GWI in each year and continues contributions to the GCIU Retirement Fund and SIP 401(k) Pension Plan. Members at K & H Printers also ratified a 1-year agreement maintaining the status quo.

Upcoming negotiations include Cenveo and International Paper (bag division), International Paper in Olympia & Yakima, Kapstone, Rotary Offset Press, and Kaye Smith.

DC2 recently prevailed in an arbitration of six employees, at Grief, who had their "red-circle" rates reduced unjustly. The arbitrator ruled in the Union's favor and restored the rates of these employees retroactively and awarded back pay of over \$50,000 for wages that were unfairly reduced and they will maintain the "red-circle" rates moving forward.

At Sonoco, Norwalk, a 27-year member who was wrongfully terminated for attendance points was awarded his job back with full seniority through the grievance procedure.

We recently settled grievances for several employees at Corru-Kraft. The company refused to hire new employees as full-time employees months after passing the probationary period. The Union enforced the collective bargaining agreement and these new members were hired on as permanent employees with full benefits.

DC2 representatives continue training with stewards regarding newly-hired members and are distributing presentation folders which have been a big hit for all our membership! These packets include Teamster Privilege folders informing on Everyday Savings on cell phone plans, credit card offers, a variety of insurance programs, and even vacation discounts. It also includes DC2 office and Representative's information for contact, Weingarten Rights card, and some stickers to show off your Union pride! We are working diligently to educate our new members about our Union, the benefits of being a member, and what it took for us to get to where we are now.

\*\*\* Please note the Scholarship and Journeyperson postings on your Union bulletin board. Please make sure that you apply prior to the

deadline designated. If you have any questions, please contact the DC2 Office (800) 333-4388.

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

Adrian Nunez - member from Local 388M, Josie Marquez - active member from 388M, Gregorio Mendoza - member on withdrawal from 388M, Anthony Campagna - retired member from 388M, Benjamin Ramos - active member from 388M, Petra Valencia - retired member from 388M, Maria G. Hernandez - active member from 388M, Gregory Gregaru - retired member from 388M, Robert Viale - retired member from 388M, Edward Morgan - retired member from 388M (4N), Robert Leiter - retired member from 28N, Bernard O'Doherty - retired member from 543M, Frank Dolincheck III - retired member from 543M, William Reilly - retired member from 625S.

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

Our new Teamsters DC2 app is up and running. Go to the App store on your phone and search for Teamsters DC2. This is a great way to stay in touch and up to date with what is going on at DC2.

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



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



UPS national negotiations commenced January 22. The company and Union exchanged opening proposals and spent time reviewing and addressing these proposals. The parties fielded questions regarding the meaning and intent of the proposals. The sub committees also spent time meeting separately regarding the proposals in their respective areas of the national contract.

We had a second round of national negotiations the week beginning January 29, 2018. National contract updates are available on the UPS Rising website and App. The Western Region Committee and the Southwest Package and Sort Rider committees met the week of February 11 - 18. As progress continues we will schedule a meeting for our UPS members for a contract review meeting.

Local 396 Secretary-Treasurer Ron Herrera is chairing the UPS/Teamsters Article 43 committee, which administers sleeper team and feeder language. Recording Secretary David Castro also serves on the Article 43 committee. Ron brings 42 years of hands-on feeder experience and knowledge to this committee. Local 396 also has one of the largest feeder driver memberships in the country, so it makes sense for Ron to chair this committee. Ron is also working with Teamster representatives from across the nation who sit on the Article 43 committee. These leaders also have a significant number of feeder drivers at their Local Unions as well. Coyote

Logistics, & subcontracting and preservation of bargaining unit work are some of the biggest issues the Article 43 committee is confronting at negotiations.

Local 396 President Jay Phillips sits on the UPS/Teamsters Safety and Health Committee. This committee is handling negotiations regarding Articles 14, 16, 18, 35 and 44 of the National Master agreement. There are approximately 80 proposals that the Union has tendered to the company regarding improved language for our members regarding safety & health issues. The committee has conducted special separate sessions with the company to work on the large amount of proposals in an effort to win the best possible protections for our membership.

We are in ongoing contract negotiations with Republic Services-Los Angeles. There are three yards represented in these negotiations that are located at Gardena, Long Beach and Sun Valley. We are working diligently in conjunction with our rank and file committees to win the best possible agreement for our hard-working Republic Services members.

We are also in contract negotiations with Athens Disposal at their Torrance, Pacoima and Peoria Street yards. We have nearly completed the language portions of these agreements and are close to bargaining economics. This is an important first contract for our newly organized members at Athens Disposal. This contract is critically important for all our Los Angeles Area sanitation members. We are nearing our goal to have all L.A. area sanitation workers under Teamster labor agreements. This vastly increases our bargaining power into the future and enables all Los Angeles sanitation workers to enjoy the benefits of a fair contract.

We'd like to thank and recognize our Athens rank-and-file negotiating committee for all their hard work in helping negotiate this agreement. The members are Danny Bejarano, Octavio Moguel, Andres Martinez and Jose Maldonado from Pacoima; Ramon Milan Milanez, Michael Bermudez and Hugo Campos from Torrance; and Benigno Arreola, Christian Romero and Damien Weicks from Peoria.

We are also in negotiations with an Athens subsidiary by the name of Araco Enterprises in Sun Valley. Araco was formerly Recology and before that Crown Disposal, which were Local 396-represented companies. They were subsequently acquired by Araco Enterprises in 2017. Araco representatives then agreed to negotiate a labor agreement for Araco workers with Local 396. We have nearly completed the language portions and are close to launching into economic proposals. We would like to thank our Araco Enterprises rank-and-file negotiating committee members Miguel DeLeon and Usbaldo Cortez for their assistance.

In January, Local 396 won an important termination arbitration against UPS. The company alleged that Cerritos preload employee Tyler Parra assaulted a management employee and immediately terminated him without the benefit of a fair and unbiased investigation. President Jay Phillips and Business Representative David Lopez represented Tyler in this matter. Jay and David thoroughly investigated the case and discovered that Tyler did not assault this management person but instead, Tyler was the one who was victimized by the manager. In his decision, the arbitrator reinstated Tyler Parra with full back pay, health and welfare benefits and pension contributions. We are proud that this manager was held accountable and that justice was served. We thank Cerritos preloader Sergio Duran and Cerritos shop steward Michael Arredondo for their important testimony in this case, which

helped prove that the company had wrongfully terminated Brother Parra.

In other news, the Local 396 Women's Caucus recently had elections for their executive board. The results: Vivian Gonzalez and Rachel Orozco were elected as co-presidents, Sandra Vega as president, Yaa Asentawa and Isabel Esquivel as co-treasurers and Toni Lara as recording secretary. Congratulations to the ladies of the Caucus upon their new leadership. Congratulations also to the members of the Women's Caucus for participating in the democratic process and working so hard to support the membership of our great Local Union.

Local 396 congratulates recent retirees Susan Clark, Rigoberto Cortez, Richard Davis, Sergio Del Toro, Luis Lepe, George Maize, Jason Marland, Sam Martinez, Francisco Pedraza, James Richardson, Arnie Rodriguez, Jerry Viera and Jesus Villanueva. We wish you all the best!

It is sad to report that we recently lost two members. Local 396 offers its condolences to the families of UPS Cerritos member Steve Troiano and Solag Sanitation member Cruz Rodriguez. May they Rest in Peace.

Our next Local 396 general membership meeting will be Sunday, February 25 at 10 a.m. at the UAW hall located at 6500 North Rosemead Blvd., Pico Rivera, CA 90660. The Local 396 Women's Caucus will have their monthly meeting prior to the general membership meeting. We look forward to seeing you there!



**By Rick Middleton**  
**Secretary-Treasurer**



Mike Ford: there were some outstanding issues resolved at the beginning of this year. For example, a member who worked as a manager for three shifts was on-call during this period but was not paid for phone calls he answered. After a long and detailed process, which involved going through numerous records with the district, we were able to get him paid additional compensation for the extra work he performed. On a broader note, the coalition of Unions at LAUSD were able to reach a tentative agreement on health benefits and prevent healthcare cuts for our members. This agreement includes: a 3-year healthcare agreement for eligible employees and retirees; preservation of all current healthcare plans, at no additional costs to members; no two-tier system with lower benefits for new employees; a guaranteed reserve to help pay for cost increases beyond 2020. Additionally, we will be going into 2017-2020 successor contract negotiations in February.

Andy Marshall: UPS negotiations update: negotiations for the National Master United Parcel Service agreement commenced January 22 in San Diego. The National Negotiating Committees for the Union and the company exchanged initial proposals and continued to negotiate for four days. The Union's initial proposals can be viewed online using the IBT's UPS Rising application. The second week of negotiations took place in Alexandria, Virginia from January 29 through February 1 and included serious discussions on the topics of harassment, 9.5 issues and relief from excessive overtime, supervisors working, and the 70 hour-8-day work-week fiasco implemented by UPS this past Christmas. Negotiations will continue February 19 - 22 in Fort

continued next page



Lauderdale, Florida and February 26 - March 1 in St. Petersburg, Florida. Negotiations for the Western Region Supplemental agreement continued with the second negotiating session January 8 & 9. The Union and company negotiating committees have exchanged initial proposals and the Union Committee continues to fight for improvements throughout the contract. The third session was February 12 & 13 which will be followed by the fourth negotiating session on March 26 & 27. Negotiations for the Southwest Package Rider and the Southwest Sort Rider continued with the second negotiating sessions on January 10 -11-12. The Union and company negotiating committees have exchanged initial proposals and the Union Committee continues to fight for improvements throughout the contract. The third negotiating sessions will take place in mid-February followed by the fourth negotiating sessions in late March.

Jaime Villanueva: ACTS: members now have two options when clocking in and out. You can download the program into your phone and clock in as soon as you get to your work area or use the company phone that's available at each location, to clock in or out. Gate Gourmet: I am currently going through the documents that the company provided regarding the grievance I filed for improper layoffs that occurred because of the American Air Lines flight reductions. Aramark: the stewards and I met with the management to address your concerns about cooler-wear. Management is currently distributing new cooler suits to everyone working in that area.

Doug Brown: GCC Shops-I will be distributing contracts to the membership at Orora Visual as soon as possible. Negotiations are ongoing at Continental Colorcraft Litho and Bindery, and a contract extension is in effect at KC Photo. Costco-pay raises for topped-out employees will be effective the first full week after February 1, 2018. Employees who have accrued 9200 or 12400 hours on February 1 will be eligible for the extra check in March. I will be going over the clerk hour reports for each warehouse to determine how many employees will be eligible to receive clerk pay going forward. Clerk pay is \$1.60 per hour above the topped-out rate. Please continue to pray for Costco Shop Steward Mitzie Mendoza. Teamster members have stood in solidarity with Mitzie and raised over \$2500 by selling nachos in the break room and donating over 130 vacation days.

Lonnie Holmes: First Student: I'm pleased to report that our two-week strike at First Student Pasadena has ended. Thanks to all our members who stood strong, a new three-year contract was overwhelmingly ratified, and the company is acting to make much-needed repairs to the facility. Thanks to all of you who supported Local 572 and yourself by having confidence in Local 572's leadership. As things settle down, the Local will address members who crossed the picket line and I will work to resolve all legitimate grievances that were filed before our strike began. Durham: by the time you read this article I will have favorably resolved all seven of the open grievances at San Bernardino. Thanks to your shop stewards who have done a great job representing you.

Steve Badger: Ralphs Transportation: Ralphs informed all Locals that the drive-cams have been installed. Effective May 1 the company will begin issuing discipline using information gained through use of this technology, so please do everything by the book, even if it takes extra time; remember, you get paid by the hour. The company has also implemented a new pre-trip standard that I have filed a grievance over. The IBT

is scheduled to perform a time study on the company's new pre-trip procedure. This study will begin February 19. The company is also cracking down on unreported store or yard delays lasting over 15 minutes. Make sure you call them in; again, you get paid by the hour so make sure you key all the information into your OBR in the tractor that you are driving. All the above seems to be driven by Senior Transportation Manager Brandon McBurney who appears to have little regard for our CBA. However, the Local will take all legal action to get this guy to wake up and play by the rules. Enough is enough. Finally, congratulations to the following retirees: Enrique Delgadillo, Luis Ochoa, Ron Collins, Jose Cortez, and David Turner. I wish the best for you in the future.



#### By Eric Tate Secretary-Treasurer



We hope this news column finds you healthy and enjoying a prosperous New Year! Here we are already in February!!

Congratulations to the following members for their retirement: John Lee, Sysco, 22 years; Tom Lopez, Coke, 42 years; Valerie Oliver, MV, 11 years; James Smith, Supervalu, 41 years; James Harper, W. Pico, 21 years; Jorge Inda, Pasha, 29 years; Bill Ellison, Supervalu, 39 years; Walt Kraus, Supervalu, 18 years; Jack Forcellati, Supervalu, 21 years.

We are sorry to have lost the following: Esell Robinson and 848 business agent Louie Diaz's father-in-law.

Jeremy Baltazar - Nature's Best/KeHE: as many of you know, our contract will be expiring at the end of May. The Local has sent out an "opening letter" to management informing them that the Union would like to schedule dates for negotiations so that we may present our proposals for a new collective bargaining agreement. Please check your mail in the coming weeks for a contract survey sent by email by the Local. It's extremely important that you fill out the survey and mail back to the Local in the return envelope the survey comes with. Your shop stewards and I will also be scheduling a contract proposal meeting for all members to attend very soon. You will receive a bulletin in the mail once a date is confirmed.

Juan/Ralph: CFPD - congratulations on the newly-negotiated five year agreement. Thanks to our committee; Paul Estrada, Larry Esparza Jr., Beto Escalera, Gilbert Castro, Larry Esparza Sr., Paula Gonzalez and David Chavez. Young's Market/SGW&S - just a reminder, the contracts expire May 31 this year. We will notify you soon as to when we will have our proposal meeting. Ralphs - we continue to discuss our position with the company regarding the implementation of the drive-cam. We will give you updates as they become available. DPI - we are currently in negotiations with the company. Please be aware that a ratification meeting will take place as soon as a tentative agreement is reached. Naked Juice - please be aware that the company is taking a serious position on all mis-punches as well as all non-work-related activity. SuperValu - congratulations to all our recent retirees. BakeMark - the issue regarding the vacation bid has been resolved. The vacations will be bid in accordance to past practice.

Gordon Ament - First Transit Cerritos - the day-to-day contract extension is now a new one-year agreement which includes improvements to language, guaranteed hours, pay, and vacation despite the departure of the regional VP and committee person. There are open positions for stewards and alternates, please contact my office if interested. First Transit Pasadena - driving safely starts by adjusting your mirrors in a manner that allows you to comfortably see your surroundings. If you can't do it safely, don't do it. MV Trans, Glendale DAR - there are open positions for shop stewards and alternates, please contact my office if interested. Keolis Pomona - congratulations on your new five-year contract for the operators and the first-time five-year contract for road supervisors and dispatchers. Both include improvements to language, guaranteed hours, pay and pension. Although we had a rocky start it appears your new employer is attempting to make the harmonious relations language stated in the preamble a reality. Time will tell. LA Regional Food Bank - as you are aware, your contract expires this year and now is the time to start working on your wish list. A proposal meeting will be scheduled in the near future. There are open positions for shop stewards and alternates, please contact my office if interested. MV Burbank Bus - please note all defects daily with the vehicles you drive. It's not OK to drive unsafe vehicles. MV Glendale Bee Line - as you are aware your contract expires this year and now is the time to start working on your wish list. A proposal meeting will be scheduled in the near future. MV Glendale (DAR) - there are open positions for stewards and alternates, please contact my office if interested. MV Thousand Oaks/Calabasas - there are open positions for shop stewards and alternates, please contact my office if interested. Transdev LACMTA - congratulations on the first time five-year CBA for road supervisors and dispatchers and the new five-year agreement for the operators. Highlights include improvements to language, guaranteed hours, pay and pension. There's openings for steward and an alternate. If interested, please contact my office.

Louie Diaz - Hyatt Die Cast - the membership ratified a new 3-year agreement. Thanks go to Mike Saldana for his participation in the success of the negotiations. Also, we welcome the new shop steward from the Garden Grove facility, Christopher Rangel. TABC - they are hiring after a hiring-freeze placed in 2005. Kloeckner Metals - they have gone thru a recent management restructure, combining SFS and LAX as one business unit. There will be no impact to the bargaining unit.



#### By Mike Bergen Secretary-Treasurer



It is scholarship application time again for our members' children who are high school seniors. The format this year for application to the James R. Hoffa scholarship has changed. For application you must go to [www.jrhmsf.org](http://www.jrhmsf.org) and follow the instruction to apply online and must be completed by March 31, 2018. The Teamsters Local 166 scholarship application must be turned into the Local Union by April 27 and the Joint Council 42 scholarship must be turned in by May 11. The California

Teamsters Hispanic Caucus information has yet to be released, but this application will also be available at the Local Union.

At Alta Dena Certified Dairy, Teamster Locals 63, 166, 186 and 630 recently conducted a meeting regarding movement and volume of work from location to location. The circumstances and conditions of employee transfer concerning the employer systematic optimization process and ultimate transfer of work from the "North" facility to the "South" facility and various named employer locations are currently in discussion. The parties will most likely enter into a formal "Change of Operations Agreement" to insure the collective bargaining rights of members continue to be protected and enforced.

At ALSCO, Teamster Locals 166 and 542 have begun negotiations for a first time contract for the employees at recently organized Palm Springs and El Centro locations. Also in the laundry division, Aramark Uniform completed the acquisition of AmeriPride Services. Local 166 represents members at locations in the Inland Empire for both of the entities involved in the transaction. At this time the acquisition has gone very well and both entities continue business as usual.

At Mondelez Global, the Drive Cam monster has again raised its ugly head. Recently we had two drivers that were caught on Drive Cam using their cell phones while driving. We are currently in the process of getting them back to work. Monitoring in the work place today is a reality. Please keep in mind there is no reason to use any devices while driving as it is not worth your job or life. If you need to use these devices while in route pull over or wait until you reach your destination.

Kaiser is currently going thru a remodeling and updating new equipment in the Radiation Dept. This means operational hours will have to be extended. After meetings with management and an evaluation the parties developed a process that works for employees and Kaiser to meet operational needs. The process is in effect and working well. In the MRI Dept. we have been successful and have received approval for additional techs, both full and part time. After meeting with management to see what their new work schedule would look like, we conducted a bid thru in the department by seniority for employees to select their new shift. The process has been implemented and is working well. Congratulations to Trustee/Business Agent Don Henley on his recent election as Secretary Treasurer of the Kaiser Coalition Executive Board.

At Ft. Irwin, the Parsons government contract has been awarded to CUBIC effective 2-21-18. The Union is in contact with CUBIC and has demanded to bargain a bridge agreement to keep our members' pay, benefits and other CBA rights in place. The Local will be updating you as we move forward. Congratulations to new steward Chris Mulitalo at the Tess Miles warehouse. At the DynCorp and DA Defense contract we are continuing to push the employer on the issue of appropriate and proper break rooms to accommodate each shop and you have already started seeing some of these ongoing changes. At BLAAF Flamingo Air we congratulate new shop stewards Barry Agnew and Jomonique Shoe. At PULAU, contract has once again been extended but the Local expects an announcement soon, so we can take your proposals for a new CBA. At AECOM Marine Base Barstow we were successful in getting Brother Stickley reinstated to his HEM position. Thanks goes out to the efforts and hard work of the shop stewards and chief steward on resolving this issue.

At Costco, the topped out employ-

ees will get their last contract raise for the 2016-2019 contract this month. As the expiration of this agreement is up early next year, our negotiations will begin later this summer. Preparation for contract proposals will be out sometime during the early summer, so please make your preferences for contract changes known then. If you have moved or have taken time off, then you must notify your Local Union and update your information in order to assure that you get Local Union correspondence.

Construction work in San Diego work is holding steady. Hazard Construction is looking for drivers with paving experience. Hanson Aggregate has just taken delivery of 15 new mixers and is looking for drivers. Experience is preferred. If you or anyone you know is interested, call Ed Mattas in the San Diego office. Construction in the Inland Empire remains very busy at this time. Remember it is your responsibility to call in on the first working day of the month to maintain your position on the board for dispatch.

Congratulations to Local 166 members who have recently retired: Duval Moore of Ralphs Creamery, Daniel Compani of Hanson Aggregates San Diego and Dan Dowd of High Desert Support Services, Ft. Irwin. Many long happy years of retirement to all.

Our condolences go out to the family of our brother Cornell Hall of Costco Moreno Valley who recently passed away. RIP



#### By Jaime Vasquez Secretary-Treasurer



Secretary-Treasurer Jaime Vasquez: I have been very busy working on resolving grievances, attending and presenting cases

at panels as well as negotiating contracts for our members. This year we started negotiations with UPS and will be starting negotiations with Costco by the end of the year. Please make sure that you maintain a vigilant eye on your Union bulletin board for negotiation updates. We have several scholarship applications now available at the Local office. Please call our office at 619-582-0542 or our El Centro Branch Office at 760-352-6571 to request an application form or you may download the applications by going to our website at [www.teamsters542.org](http://www.teamsters542.org). Don't wait, deadlines to turn in the application forms start as soon as March 31.

Flavio Grijalva - Union and hospital administrative staff (CEO, CNO and Chief HR officer) recently met to discuss the issue with over-ratio. During the meeting, in which a steward also attended, it was discussed how being over ratio is concerning and how it is continuing to place the RN license at risk. The Union is still continuing to collect the Assignment Despite Objection (ADO) forms and we continue to forward the information to the state for review. They have contacted us and have acknowledged receipt of forms and continue to look into the matter. As for grievances, please continue to file grievances as needed. We settled 3 grievances in which members were owed monies. All three totaled over \$2,200. All three were paid by ECRMC. We will start negotiations on a new contract in the coming months. Email questions to: [fgrijalva@teamsters542.org](mailto:fgrijalva@teamsters542.org).

Dwayne Garrett - negotiations underway with UPS CSI Cartage. We met with the company twice. As usual

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*Southern California Teamster*



negotiations are slow. So far, the committee agreed on several tentative agreements in regard to improving some of the existing language. We will meet again with the committee during the second week of March in Texas. San Diego feeder – if interested in going into feeder and have not yet attended one of Local 542's feeder seminars, we are having another March 10. Be sure to monitor your Union bulletin boards for updates. To clean up the existing feeder wait list, we are coordinating with UPS HR to remove anyone that has passed up on feeder more than twice.

Nicole Moreno - Costco warehouses 401, 403, 460, 483 and 781 – grievances are continuing to being filed, wrongdoing reported and you are citing the contract, letting management know they can no longer take advantage of our members. Keep up the great work. Costco #401 Morena – unfortunately, six self-checkout kiosks were installed. I watched management and corporate executives doing bargaining unit work trying to get shoppers to use these kiosks. A grievance was filed and some of our Union brothers and sisters will be receiving pay as well as assistants being paid clerk pay for being assigned to kiosks. Do not use these kiosks! They can potentially take away the job of your Union brothers and sisters. Republic Services San Diego, Chula Vista and Main Street – The Et Al grievance was filed.

Shelly Allsup - seniority list completed and in effect February 2. Several members were able to retain their status level and new individuals entered the list for the first time. The new SDCCC ESCA badging program start date has been extended once again. United Cleaners - best wishes to our Brother Kevin for a speedy recovery. Iron Mountain Records - Locals 542 and 952 sent opening letters and scheduling negotiation dates. Rural Metro, Inc. - parent company Envision Healthcare has a nationwide policy requiring its employees to recertify any FMLA time every six months. Per the state of California, FMLA approved time off is good for any 12 month rolling calendar year. If you are one of the members being denied the ability to use your active FMLA time you must file a complaint with the state. US Foods, San Diego - employer still encountering difficulties with establishing a resident yard within the Mission Gorge area, new target date probably mid-March. Most recently temporary/interim job postings have gone up in all departments and shifts. US Foods, Corona - the 542-represented resident yard in Escondido will be relocating again, location yet to be announced. OMNI La Costa Resort and Spa - negotiations resumed after a long delay due to the structure of the health and welfare benefits package that is combined with another Union. Employer's latest proposals include large takeaways. Preparations for a labor dispute are in process. These Teamsters will not be giving any concessions while their employer is making record profits from their hard work.

Paul Samson - this new year will be one of the most interesting, challenging and exciting years we have ever experienced. Throughout our UPS members' careers we have experienced many changes within transportation industry, from horse and buggy to trains, planes and automobiles. Today, the world is moving at a speed that is changing so fast that it's hard to think of what's next. Fortunately, when it comes to the UPS contract, the company is at it financial peak. We have six months left before the contracts expire and with all the corporate tax breaks, we will see the benefits not only in our UPS contract but for all companies. Right now, we ask all our members be engaged in the UPS contract ne-

gotiations and be ready to help in any way. You can stay informed by joining everyone on the UPS Rising Facebook page and smartphone App. It is too early to voice your opinion both positive or negative. We will have time to address all your questions before this contract is voted in. We need everyone to be united Teamsters and not divided and trust that our Union is working very hard to present a fair and acceptable contract that we can all benefit. So, if you have any questions and/or concerns, please call your stewards, business agent or your Local officials so that you stay informed and engaged in the right direction.



### By Abel Garcia Secretary-Treasurer



First of all, I hope you and your family are safe and sound after the recent fires and floods. With the natural disasters, January was a very trying month here making sure our members were working, getting to work and getting home. I would like to thank MTD General Manager Jerry Estrada for providing housing for 31 of our drivers in Santa Barbara. MTD: we would also like to thank MTD stewards Jack Nunez, Terry Hinson and Ernesto Cervantes for making sure that everybody that could get to work was working. At UPS we had several feeder drivers trapped on both sides of the 101 freeway. We were able to get them put up in hotels. UPS steward Manuel Amaro (Santa Barbara) traveled 5½ hours to get to Santa Barbara and stayed there all week to make sure that the drivers and part timers were working and that the contract was adhered to. Thank you, Manny!

Cemex organizing is going very well at this point and the IBT staff is assisting Local 186. At Pacific Beverage we have started an organizing drive at their Santa Barbara unit. UPS negotiations are moving along (very well) so far. For current updates go to UPS Rising on Facebook and click "like." For the first time Local 186 has a voice at the bargaining table on the national level. I am honored to be a part of the UPS national negotiating team. In closing, thank you for your overwhelming support of Local 186 and thank you to our first responders for what they did for us in the fires and the floods. In Solidarity - Abel Garcia.

Fernando Lara-Business Representative-186: 7UP: negotiations are still ongoing, the members overwhelmingly turned down the company's last offer, and we have 16 dates for negotiations. I would like to personally thank Jeff Sweet (LU 952) and Phil Cooper (LU 896) for all their hard work and dedication. ABF negotiations are underway, we should hear something around March if everything goes well. At Hayward Lumber I would like to thank the members for standing together in solidarity and turning down a company proposed 35 hour work week. MV Oxnard finally ratified their contract, with a four year term with over good increases in wages. Pepsi - we would like to thank stewards Tom Lyle and Rogelio Hernandez for their input with the transition to GeoBox. We would like to congratulate Stan Pottkott on his retirement after 36 years of service with Pepsi. STA - we still have pending grievances and ongoing issues to address with management and glad to say the company has agreed to compensate for 10 hours behind the wheel training

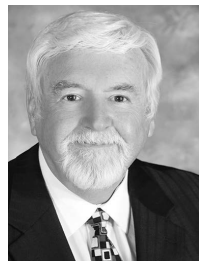
when CHP testing. Sysco - we should get the arbitrator's ruling anytime soon on distracted driving and the electronics policy. The industrial engineer from the IBT will be here the week of April 9 to perform an audit on the company's warehouse production standards. Don't forget to patronize Union businesses.

Robert Padilla-Organizer-186: the organizing doors are open at Teamsters Local 186 Ventura, Santa Barbara and surrounding areas. Under the leadership of Abel Garcia this Administration has set goals and priorities for the new year to represent Local 186 members to the fullest and to organize the unorganized who do not have any form of representation. Any questions please call me at (805) 644-0070. "Se habla español."

Jedediah Johnson-Business Representative-186: Young's Market and SGWS Sales have been meeting for several months with the Teamsters over an incentive program. Nothing has been agreed to. At MV Transportation in Santa Paula we have some monetary, safety and harassment grievances that have been filed. At the Ventura Port we are in contract negotiations. At Challenge Dairy things are going well and members are happy. Don't forget to check out the Teamsters 186 Podcast! It's the "What's Goin' On Show." You can listen to the show at Teamsters186.org.



### By Randy Cammack Secretary-Treasurer



Carlos Barnett, BA: I recently found this article: The Affordable Care Act - Obamacare - Alive and Kicking, but premiums will go up. The Affordable Care Act is still very much with us. There are four principal parts to the ACA: (1) employer mandate, (2) individual mandate, (3) exchanges/marketplaces for some individuals, and (4) free Medicaid for low-income Americans in 32 states. The only part of the ACA addressed in the Tax Cut Act was the repeal of the individual mandate, requiring almost everyone to buy health insurance but not until January 1, 2019. Following remains untouched, (1) the employer mandate - all employers with 50 or more employees must provide affordable insurance with certain benefits to full time employees, (2) governmental health care marketplaces/exchanges where individuals earning less than 400% of the federal poverty level receive generous subsidies to help with insurance premiums and benefit bills, and (3) millions of Americans in 32 states still will receive free Medicaid. None of the ACA's primary impact parts for Taft Hartley Funds were changed—like coverage even with pre-existing conditions, coverage up to age 26 for dependents, fines for employers not providing coverage, 40% excise tax on higher priced plans starting in 2020.

Ron Seamans, BA: Freight Report - ABF: contract negotiations resumed January 29. We'll get information out as it comes in. Farmer John: grievance for the holiday week overtime issue went to arbitration. We requested March 23 or April 20 as open days to hear the case. Our condolences to the family and friends of Brother Jose Villada from ABF Fontana who recently passed. Our condolences also to the family and friends of Robert Martinez of ABF Fontana who also recently passed away. We also send our condolences to the family and

friends of Richard Harlan, Yellow SFS and Dart Transportation, who passed away in December as well as Alfred Garcia, from Dart and the Hiring Hall, who also passed away in December. We also wish to send condolences to the family and friends of Seth Greer III, a longtime Stater Bros. member who passed away in December. You will all be greatly missed.

Tony Villegas, BA: members at Ralphs Riverside—we are two years out from negotiations in 2020. Local 63 cannot guarantee any particular outcome in those negotiations. We urge our members to begin or continue building a savings account in the event negotiations result in a work stoppage. Strong Union member-- do your job.

Creg Quiroz, BA: LBC: I received contract proposals and had a proposal meeting last month. Negotiations start February 15 in Hayward. I'll report what additional days are set. Harris Ranch: nothing new to report. The contract expires this time next year. Ontrac: company wasn't paying vacation correctly and has been fixed with a grievance that was filed last year. Ralphs Transportation: the four Locals with transportation asked for a global bid, instead we had an in-house bid that the contract calls for. Local 63 believed that a global bid would have moved a large number of drivers back to yards closer to their homes. Ralphs was unwilling to agree. Apparently, quality of life for those drivers isn't a priority for Ralphs management. We are in the process of having a shop stewards' election for transportation.

Brian Wood, BA, and Scott Berghoefer, Organizer: organizing is the lifeblood of our Union. Thanks to all volunteer organizers that help with all the success in organizing. We have recently ratified two new first contracts, 12 office employees at United Natural Foods (UNFI) and 160 warehouse employees at Goldstar Foods. We are currently in negotiations with Golden State Overnight working to secure their first contract. Our next volunteer organizer training is March 10 and will be held at Local 1932. For more information or to sign up please contact Scott Berghoefer 626-893-2279.

Ramiro Alonzo, BA: UPS Freight: we have started negotiations and have had two sessions – a slow process. IBT remains committed to engage in negotiations for a fair contract. We know that subcontracting is a big issue and the penalty for late payments on your check or grievances. We are going to fight to get those problems taken care of. We all need to stand together. We cannot guarantee any particular outcome. We have been urging our members to save money, so you will be ok in case we cannot come to agreement that is good for both parties. For more information go to UPS Freight uprising.org. Solidarity is what we need and that's what wins good contracts.

Martin Perez, BA/Coordinator: GSF CID warehouse and drivers: How time flies, but sometimes not fast enough. This will be a very busy year. Both the warehouse and driver agreements expire July 31. Keep your eyes open for future meetings. Essendant: this May we will be conducting a card check at the new facility in Perris. It is very important that all members participate and fill out a Union card. If you have any questions call me @ (626) 859-4005, ext. 1050. ARC: we have been meeting for your upcoming contract negotiations (addendum). We will be having more meetings in the future.

UPS agents: we are in the middle of contract negotiations. We just concluded our second week, next is the third week of February. Also met with the company regarding the Western Supplement and the Southwest Package and Sort agreements. By the time you read this we will have

met for three weeks on these. For those of you in the Automotive and Utility Agreements, we are also in negotiations on these. The National Committee has been trying to get the up-to-date information out at the conclusion of each session. If you have not downloaded the UPS Rising app, this app is available on most of the app stores. We will try to give you periodic updates for the Automotive and Utility addendums in the upcoming membership meetings.



### By Ray Whitmer Secretary-Treasurer



I would like to start off by wishing all of you a very Happy New Year. Through the hard efforts of our members, we are setting up to make 2018 our biggest year yet. We are working tirelessly to continue to provide tough representation in the workplace, win strong contracts for our members, and strengthen the power of our membership.

Palm Springs Unified School District – we are currently in contract negotiations. Our main priority is to enhance wages and medical benefits for our unit. Both TEAMS 1 and TEAMS 2 have met with the district to exchange proposals. We will keep you updated as negotiations continue.

Huntington Beach - we are looking at a one (1) year agreement with enhancements to medical benefits and leave time. We are hopeful that an agreement will be reached within the next few weeks. You will receive more information as it becomes available.

El Segundo supervisory and professional employees - a successor memorandum of understanding was signed in December of 2017. Through the hard work of our bargaining team, we were able to secure an across-the-board percentage pay raise, increase in long-term disability, and an increase to the medical allowance. Thank you to everyone who helped make this possible.

Los Angeles County Association of Environmental Health Specialists – the county Finance Committee is currently studying our request for reimbursement of Registered Environmental Health Specialist license fees. We are heading back to the table to negotiate a successor MOU this summer so be on the lookout for communications to come out. More updates to come as negotiations progress. We are also preparing for our general membership meeting to take place in June. Updates on the meeting will be sent once more information is available.

Los Alamitos City Employee Association - following our general membership meeting in September, we are in the early stages of preparing for contract negotiations which will begin in spring of this year. Updates will become available as negotiations progress.

Classic Parking - the contract between Los Angeles County and Classic Parking is currently going through an RFP (Request for Proposal) process. Two parking companies are interested in operating this agreement - Classic Parking and Parking Company of America. We are waiting for a decision from the county and will keep you informed of the county's decision.

Corinthian Parking - we are representing a new Corinthian parking location, the Shoreham building in West Los Angeles. All our new mem-

continued next page

bers have health and welfare benefits. We are proud to welcome our new Teamsters brothers and sisters to Local 911.

Eudaimonia - we are in the middle of our contract negotiations with our current Union agreement expiring April 1, 2018. We will keep you informed of the progress of our contract negotiations.

SP Plus - we have finalized the negotiations of our Union agreement for the parking enforcers at the city of Santa Ana and have negotiated a new set of benefits including health and welfare benefits. Thank you to everyone who helped make this possible. We have also finalized the new Union agreement for the supervisors who supervise the parking attendants at city of Santa Monica. Effective July 1, 2018, all our members will have family health and welfare benefits.



**By Patrick Kelly  
Secretary-Treasurer**



**S e c r e -**  
tary-Treasurer Patrick D. Kelly; if you work at Albertsons you need to pay very close attention to the upcoming

master bid that will allow you to move to Brea or Irvine. This bidding will take place within the next 60 days. If you have any questions about it, please contact your Union steward or business representative. You may not have an opportunity to move to a different location until Local 952 negotiates it. The contract expires in 2020.

The negotiations for a new CBA covering the coach operators at Orange County Transportation Authority is complicated. The employer is attempting to take over the administration of the health and welfare and has prematurely sent a notice to the bargaining unit. You should be getting information on the resolved and unresolved articles of the contract over the next couple of weeks. When we have a last, best and final offer we will be conducting informational meetings and voting that offer at the Union hall and at the bases. If you have questions with respect to the bargaining, please contact a Union steward or your Business Representative, Almeta Carter.

Bargaining is continuing with SevenUp and we hope to have that resolved sometime in the month of February. The collective bargaining agreement is being renegotiated for ABF. The contract expires this spring and we hope to have a new agreement available for ratification by March 31, 2018.

Because of the uncertainty of what the Trump Administration is doing, it is extremely important that you and your families register to vote and participate in the DRIVE program. We will be conducting drive recruitment and voter registration activities throughout the jurisdiction of Local 952. If you want to get involved in these activities or organizing of the unorganized, please contact your Union steward or your business representative. If you're willing to accept text messages from the Union, please contact Jessica at 714-740-6218 or email [jgarcia@teamsters952.org](mailto:jgarcia@teamsters952.org). Thank you for your support of the Teamsters.

President & Business Representative Grant Maertz: UPS negotiations are in full swing at all levels with scheduled dates through June for National, Western Supplement, and

Southwest Sort and Package riders. Our shared goal is a fair contract for our members! Download the UPS Rising app or sign up for notifications to stay informed during this process. Capo: the next step for the early retirement program will be at the next Board meeting in February. We will be meeting with the district to discuss the changes and improvements on wages and health care. Bimbo: we're still reviewing the restructure of the import operation side and looking for any 14 week guarantee issues.

Recording Secretary & Business Representative Ruben A. Lopez: First Student: we have sent out surveys in preparation for negotiations. Many of you have already returned your surveys and I am encouraging others if you have not sent your survey back, to please do so as soon as possible. MV Transportation: we are currently in negotiations with the drivers' agreement and all of our administrative members. We plan to start negotiations with the maintenance dept. soon. A bit of sad news, Andy Wilson, steward for the schedulers, passed away in January. Please remember him and his family in your prayers. First Transit: we are starting to work through a backlog of grievances now that a permanent general manager is on board. The employer continues to have the need for more drivers so if you know of anyone who wants to drive a bus, send them down.

Business Representative Jeff Sweet: SevenUp: we're still in negotiations. The members have authorized a strike should we need it. Coke: we're addressing issues surrounding new policies with Reyes Coca-Cola.

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

Business Representative Norma Lopez: Disneyland: the company has reached out to CMC regarding a one-time bonus to be issued to members of our bargaining group. More details to follow once an agreement is reached. Please contact your stewards for updates. Angels baseball: the company is updating the employee handbook and once approved every employee will be given a copy. Please make sure to review that handbook and focus on the sections that deal with attendance. See your stewards John Rubio or Richard Pecoraro for questions. Republic Services: big thank you to William Herrera, our steward, in the successful negotiation of our new contract that expires August 30, 2022. Contracts will be distributed soon. Cytec-Solvay: your bargaining survey will soon arrive in the mail. Please fill them out and return them either by mail or to your stewards Sam Portillo and James Bagette. First Student-Tustin: your contract expires June 30, please return the surveys to your steward Maria Ramirez or by mail. Transdev: we are still in negotiations and have now moved to economics. Please see Blanca Rodriguez, Freddy Palmer or Jeremy Ladebauche for updates. FXi: we are still in negotiations. We have a contract in place that expires April 30, 2018 with retroactivity. Todavía estamos en negociaciones con FXi. Tenemos una extensión de contrato con actividad retro, que vence el 30 de abril de 2018. Kraft-Heinz: new stewards have been elected, please see your bulletin boards for updates. Nuevos delegados de la Unión han sido elegidos, por favor vea los tableros de la Unión para más información.

Business Representative Almeta

Carter: OCTA: we have not received the last, best and final from OCTA. When we do we will be holding informational meetings along with secret ballot voting. Durham: we're still in negotiations with the mechanics.



**By Larry Griffith  
Secretary-Treasurer**



We hope all our members had safe and happy holidays and you have had a great start to the new year. We want to thank every-

one who came out to our 1st Local 14 Christmas party. Everyone had a great time and there were plenty of gifts and surprises from Santa Claus. We look forward to making this an annual event for our members and their families. Please check your Union boards for future events and special offers. Please save the date of Saturday, June 2 for our annual Teamsters Day Health Fair. Due to the overwhelming turnout last year we have decided to once again hold it at Wet-n-Wild. There will be fun, food, prizes and useful information about your health. The park will be exclusively for Teamsters and their families.

The new year promises to be a challenging one for the Local as we begin negotiations with several of our employers. On the public sector side, we will have negotiations with the cities of Henderson, North Las Vegas and Caliente as well as the road worker bargaining unit in Lincoln County. We are in hopes that with the economy improving nationally, and especially in Clark County, that we will be able to make some nice improvements to the CBA's for these units.

For our private sector members we are currently in negotiations with Pepsi Beverage here in Las Vegas. Unfortunately, we still have a significant gap to close if we are to reach an agreement. We will continue to meet with the employer over the next several weeks in an attempt to negotiate an agreement. We will also begin negotiations with Anderson Dairy during the month of February. We want to thank all of our members who serve as committee members during negotiations. It is a tremendous responsibility to sit in negotiations and make decisions that will affect your coworkers and we appreciate everyone that steps up and takes on this responsibility.

Local 14 also has negotiations ongoing for new members at two new employers, Airgas and Brady Industries. As with all negotiations for a first contract at a new employer there are challenges, but we are moving to securing a guarantee for significant benefits and an improvement in working conditions for our new members at both of these locations.

We continue to move forward with several organizing campaigns. The Clark County School District organizing campaign with the 11,000 members of the support staff continues to wait for the Nevada Supreme Court to make a decision. We are confident that the Court decision will reaffirm the bargaining units vote(s) to make Local 14 their representative. We are also in the process of obtaining membership cards from the 1,300-member Las Vegas Metropolitan Police Dept. civilian employees unit. We hope to soon have enough cards to challenge the representation of their current association. We have also obtained a sufficient number of cards from the part-time employees

at the Las Vegas-Clark County Library District and will soon file a petition requesting an election. These employees should be able to vote by March to become Teamsters Local 14 members.

Along with ULAN, Teamsters Local 14 has assisted in helping our members and their families with assistance during times of need. To date we have been able to assist 6,129 individuals and their families.

Our membership meeting for April has been moved up one week to Thursday, April 12 at 6:00 pm at the Union hall. The regularly scheduled general membership meetings are on the third Thursday of each month at 6:00 p.m. Please join us at the membership meetings to stay up to date on the activities of the Local.

We want to congratulate our member Jerry Lagasca, at Breakthru Beverage, on the birth of his first grandchild, Aaliya Alealani Lagasca. We wish Aaliya's parents Jeremy and Jessica congratulations on their new arrival.



**By Victor Torres  
Secretary-Treasurer**



As we begin a new year, we have been hit with a series of rather unpleasant circumstances. On January 19 the Local 481

light that always shined brightly, dimmed a bit. That day marks the day that we lost one of our dear brothers, Harry Holloway.

We met Harold "Harry" E. Holloway at the beginning of his Teamsters membership in 1992. The first words out of his mouth after introducing himself (and letting us know that he was a big Red Sox and Patriots fan) was asking us if there was anything he could do to help us out. Even though Harry was not working at the Aladdin garage from the first day that Aladdin became a Teamster shop back in 1991, he immediately caught on to the fact that there were bad feelings permeating throughout his workplace. Bad feelings from the employer due to a scathing organizing campaign, bad feelings from some of his coworkers who were not initially supportive of the Union cause, and because the first Union contract did not address every issue that was important to them.

As most of you know, a first contract doesn't look like a 20-year contract. In this case, the first Aladdin contract did not include health and welfare coverage. Most of the employees had to sign up for government assistance or seek coverage on their own in order to have any coverage. Some even took the chance on having no coverage at all because they could not afford it.

Due to the efforts of brother Holloway working with us, the successor contracts included health and welfare coverage. First there was dental and vision, then prescription and finally the full package including full medical and life insurance coverage. These steps began to change the culture in Harry's workplace because his coworkers were finally able to see and feel the connection with their Union and that connection made a significant difference not only within their workplace, but also within their lives outside of their workplace. Having access to good medical coverage for not only themselves, but their entire family brought everything full circle that everyone is part of our Teamster family, our members and the family members of our members.

As time went on, we got to know

these members better and they got to know us, too. When someone was struggling with a personal issue, we made sure they knew that Local 481 was there for them to offer assistance and support. When there was a labor struggle occurring that Local 481 was involved with, we knew we could count on our Aladdin members, led by Harry Holloway, to be there with us as we marched, protested or picketed.

It is that spirit that made Brother Holloway stand out from the crowd. He not only spoke loudly and clearly, he walked the walk with that same strength and that same pride.

If you ever met Harry Holloway, you would never forget him. As tough as nails as he was, he was also one of the most generous people we have ever met. Without any fanfare, Harry would always be the first person to lend a hand to anyone in need.

It is this approach to work and to life that made Harry effective as one of our longest serving stewards in Local 481 history. He was respected by all parties; the employer, the Union and the customers who for over 25+ years, he provided transportation services for. Many of those customers would specifically ask for Harry whenever they were in town because they had confidence in his skill and experience as a driver, but also due to his never-ending sense of humor. It was always a fun experience to ride Harry's bus.

It is with a heavy heart that we send our sincere condolences to Harry's spouse Dorothy "Dottie" Holloway. Thank you, Dottie, for sharing your husband with us. Please know that he will be missed, but never forgotten.

Additional condolences go out to the family, friends and coworkers of Phil Saal, former secretary-treasurer of Teamsters Local 542 who recently passed away. We also lost one of our Local 481 brothers Ken Morgan who unexpectedly passed away. We wish his family and coworkers sincere condolences.

Details are sketchy as we go to press, we just became aware that retired Zoo employee and former Local 481 President William "Bill" Slack has passed away. Bill Slack was one of the founding members of the Zoo bargaining unit and played an integral part in the negotiations of the first Union contract there. Our condolences to Bill's family and coworkers.

In scholarship news, the 2018 Local 481 scholarship program is now available.

In addition, there are an array of scholarship programs starting up over the next few weeks. Stay tuned to this newspaper and our website ([www.teamsters481.org](http://www.teamsters481.org)) for details.

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

As always, if you have a change of name, address or job status, it is important that you notify the Local 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.

# Official Teamster Notices & Announcements

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## Insurance Information

The plan has contract with AETNA LIFE INSURANCE COMPANY and ANTHEM BLUE CROSS 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, 2017 were \$207,076.

## Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$1,995,049 as of July 31, 2017, compared to \$1,996,900 as of August 1, 2016. During the plan year, the plan experienced a change in its net assets of \$-1,851. 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 \$409,238 which included employer contributions of \$339,484, gain from sale of investments of \$7,670, unrealized gain from increase in value of investments of \$16,020 and earnings from investments of \$46,064.

The plan expenses were \$411,089. These expenses included \$204,013 in administrative expenses and \$207,076 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.

**TEAMSTERS AUTOMOTIVE INDUSTRIAL & ALLIED WORKERS LOCAL 495**  
225 SOUTH LAKE AVENUE SUITE 1200  
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, 2016 to May 31, 2017. 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 \$1,386,638 as of May 31, 2017 compared to \$1,021,910 as of June 1, 2016. During the plan year the plan experienced a change in its net assets of \$364,728. 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 \$1,050,010 which included employer contributions of \$921,560, employee contributions of \$115,842 gain/loss of \$0 from the sale of assets, and earnings from investments of \$12,608.

Total plan expenses were \$685,282. These expenses included \$40,553 in administrative expenses and \$644,729 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 1200  
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 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 1200  
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.

**Buy Union Made**

## RETIREE ROUND-UP

**SO. NEVADA:** Well, we just had our annual holiday party at the outstanding Culinary Training Academy out on Lake Mead Blvd. in North Las Vegas. A good time was had by all. If you have yet to pay your annual club dues, you can mail them to us at: So. NV Teamster Retirees Assn., 700 No. Lamb Blvd., Las Vegas NV 89110.

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

**LONG BEACH:** All retired Teamsters in the Long Beach and surrounding areas: this is your invitation to join. We meet every first Saturday of the month at 9:30 a.m. at Local 848, 3888 Cherry Ave., Long Beach 90807. Keep our membership growing. We have special events, luncheons, speakers and field trips. Any questions call Tony Mosqueda at 323.569.9127, or leave a call back number. God bless the Teamsters. "Right to Work" is wrong for everyone.

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

**MONTEBELLO:** Our condolences to

the families of Alfred Garcia, Helen Rojas, Robert J. Peguero and Phil Saal, may they Rest in Peace. Our January meeting speaker talked on reverse mortgages and your executive board was re-elected by acclamation. On Feb. 22 we have a speaker on Medicare/Medicaid/SS. All retirees welcome to all meetings and activities. Expect a call asking what dish you will be bringing to our April 26 potluck. Our June 9 casino turnaround will be to Pechanga. Cost: only \$15 per person. Your friends are welcome. We charter a bus and along the ride we have bingo and prize raffles (bingo is included in \$15 fee). The bus will pick up first at Metro Link parking lot in Montebello at 8, 2nd pickup in Pomona at 8:35 a.m. This past yuletide marked our 3rd year contributing to So. El Monte's FD food baskets for the needy. Our chapter meets every 4th Thursday @ 1 p.m. at VFW Post #7734, 9128 Bermudez St., Pico Rivera 90660. Contact Phil Zamora @ (562) 505-1387 for more information.

**HI-DESERT:** We meet on the last Tuesday of the month at Golden Corral in Hesperia (off I-15 @ Main St.). Doors open at 8 a.m. for breakfast, with meeting at 9. We have guest speakers, and normally the representative from Kaiser Permanente is available. Northwest Administrators rep will be available and update members. Thanks to the members at our last meeting. Randy Cammack, Bob Paffenroth, Sam Stewart from Joint Council 42 & Local 63 were present. Our annual donation of toys and clothes etc. went to the Phoenix Academy in Apple Valley. Dee Castilano, princi-

pal, and Virginia Barron accepted on behalf of the school. Kaiser Permanente was represented by Arturo and Marianna. All Teamsters invited. See old friends and make new ones. We do Opportunity drawings and raffle some gifts. We also have a scholarship fund for members and families. Please consider participating. Just remember, "You retire from your company, NOT your union; so join a Retiree chapter."

**EL MONTE:** The building at Local 986 where we usually meet has been sold, and we are looking for a place to meet. We will meet on Saturday, February 17, 10:30 a.m. at McDonalds, around the corner from Peck Rd. For more information please call John Maggio (562) 257-4254 or Claudio Fuller (714)742-2598. If anyone knows of a place where we can meet in El Monte, please let us know. We retired from our company, not our Union.

**ORANGE COUNTY:** 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. We have coffee and donuts always, guest speakers sometimes, information always, pot luck often and bingo always after the meetings. If you are new to our meetings, please use the back door. That is where you park and enter the back door to the hall. We voted for officers at our January meeting. President Karen Connor, Vice President Carmen Arce, Treasurer Tom Olson, Recording Secretary Carmen Olson, Trustees-Phil Garcia, William Case Jr. and Pat Connor were sworn in by Phil Zamora.

## UNION SECURITY NOTICE

THIS NOTICE IS PRINTED TO MAKE SURE YOU UNDERSTAND YOUR FINANCIAL OBLIGATION TO THE LOCAL UNION THAT REPRESENTS YOU IN COLLECTIVE BARGAINING

If your job is covered by a Union security clause in your collective bargaining agreement, the law provides three different methods for you to comply with its obligations:

You may become a full member of the Union by paying the initiation fee and monthly dues required pursuant to the Local's Bylaws.

You can pay the initiation fee and monthly dues without becoming a member.

You can become a "service fee payer," that is, you can pay the percentage of the initiation fee and monthly dues that represents your pro rata share of the collective bargaining expenditures of the Union.

The amount of the service fee is calculated each year by determining the percentage that the Union's collective bargaining expenditures bears to its total expenditures, and applying that percentage to the regular initiation fee and monthly dues.

You can obtain this dollar amount upon request to the Local. Under the law, you have the right to challenge the correctness of the Local's calculation of the service fee payment. Procedures for doing this will be explained to you by your Local if you decide to satisfy your Union security obligation by paying a service fee.

A service fee payer is not a member of the union, and is not entitled to participate in Union affairs.

## AVISO DE SEGURIDAD DE LA UNION

ESTE AVISO ES PARA ASEGURAR QUE USTED ENTIENDA SU OBLIGACION FINANCIERA A LA UNION QUE LO REPRESENTA EN NEGOCIACIONES COLECTIVAS.

Si su trabajo esta cubierto por una clausula de Seguridad de la Union en su acuerdo colectivo, la ley proporciona tres metodos diferentes para que usted cumpla con sus obligaciones:

1. Al pagar su iniciacion y cuotas mensuales, conforme con los Reglamentos del Local, usted puede ser un miembro completo.

2. Usted puede pagar iniciacion y cuotas mensuales sin hacerse miembro.

Usted puede llegar a ser un "pagador de cuotas por servicio", esto es que, usted puede pagar el porcentaje de la iniciacion y cuotas mensuales que representa su porcion de los gastos colectivos de la Union. La cantidad de las cuotas por servicios se calcula cada ano determinando el porcentaje de los gastos colectivos de la Union a sus gastos totales, y se aplica ese porcentaje a la iniciacion regular y cuotas mensuales. Usted puede obtener esta cantidad de dolar solicitandola a su Local. Bajo la ley, usted tiene el derecho de desafiar la exactitud del calculo del Local del pago de cuotas por servicios. Su

Local le explicara el procedimiento para hacer esto si usted decide satisfacer su obligacion de la Seguridad de la Union pagando cuotas por servicios. Un pagador de cuotas por servicios no es miembro de la Union, y no se le permite tomar parte en los asuntos de la Union.



# Official Teamster Notices & Announcements

## ★★★ Local 166

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

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

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

May 12  
August 11  
November 10

Holiday meetings of Local 166 will be held as follows:

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

## ★★★ Local 186

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

## ★★★ Local 399

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

April 22  
July 22  
October 21

## ★★★ Local 481

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

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

## ★★★ Local 495

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

2018 meetings will be held:

March 8  
April 12  
May 10  
June 14  
October 11  
November 8  
December 13

## ★★★ Local 542

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

March 18, 10 a.m., No. County  
April 19, 7:30 p.m., 542  
May 17, 7:30 p.m., 542  
May 19, 10 a.m., El Centro  
June 24, 10 a.m., No. County  
July 19, 7:30 p.m., 542  
August 16, 7:30 p.m., 542

Sept. 16, 10 a.m., No. County  
Oct. 18, 7:30 p.m., 542  
Nov. 15, 7:30 p.m. 542  
Dec. 16, 10 a.m., 542

## ★★★ Local 572

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

February 25  
March 25  
April 22  
May 20  
June 24

## ★★★ Local 630

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

March 4 – 10 a.m.  
April 4 – 7 p.m.  
May 6 – 10 a.m.  
June 3 – 10 a.m.  
July 1 – 10 a.m.  
August 5 – 10 a.m.  
September 8 – 10 a.m.  
October 7 – 10 a.m.  
November 4 – 10 a.m.  
December 2 – 10 a.m.

## ★★★ Local 683

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

March 8  
April 12  
May 10  
June 14  
October 11  
November 8  
December 13

## ★★★ Local 896

General membership meetings

will be held on Sundays.

Branch 3 at 8:30 a.m. and Branch 4 at 10 a.m., at 3303 Wilshire Blvd., 2nd floor auditorium, Los Angeles CA 90010, on the following dates:

February 25  
March 25  
April 22

## ★★★ Local 911

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

February 21  
March 21  
April 18  
May 16  
June 20  
July 18  
August 15  
September 19  
October 17  
November 21  
December 19

## ★★★ Local 952

General membership meetings are held on the third Wednesday of each month at 7:30 p.m. at 140 South Marks Way, Orange, 92868. You can contact our Organizing Department at (714) 740-6200. For more information on upcoming events or updates please visit our website at [www.teamsters952.org](http://www.teamsters952.org). "Like" us on Facebook at [facebook.com/teamsters.local.952](https://facebook.com/teamsters.local.952). Follow us on Twitter @Teamster952.

Organizing workshops:  
Second Sunday monthly  
8:30 a.m. – 11 a.m.

Local 952, 140 S. Marks Way, Orange

Teamsters Local 952 provides a death benefit to our active members in good standing. Please be sure that your beneficiary information on record with

Local 952 is accurate and up to date. If not, please contact Local 952 to submit a new beneficiary designation form. Members who request a withdrawal card due to disability must provide additional documents which are required by the plan summary. Please contact our Local 952 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 located at 1198 Durfee Ave., South El Monte, as follows:

March 1  
April 3

Local 986 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.

## Construction \$\$

If you find your name below, you most likely have unclaimed construction contract vacation-holiday money due you. Contact your Local Union or call the trust fund (626.732.2644) for claim procedure.

Bill V Baghdana, Brandon Barajas, Gustavo Burgos, Richard Castaneda, Johnny Castro, Esteven Cazarez, Daniel J Clawson, J E Crayton, Jeffrey P Cullin, Randy Dewberry, Gary Fields, Dupree Foreman, Rick M Fraijo, Trinidad Gabaldon, Robert F Gipson, Glenn O Hayes, Manuel G Huerta, Doraine Jones, Jeffrey L Lacivita, Manuel Lozano, Luis I Marquez, Enrique H Martinez, Gorge E Medrano, Ellison Mendoza, Edgar A Meza, Javier Morales, Jakeob Pluimer, Salvador Quiroz, Michael A Rice, Alicia Roberts, Andrew W Roberts, Kenneth Rudenski, Christian E Sanchez, Julio Sanchez, Humberto Valdez, Eric Vela, Ray Verduzco, Elizabeth A Vyka, Jacob S Whall, Thomas J Wright, Alice Young, Anthony Zavala.

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### THE BOARD OF TRUSTEES OF TEAMSTERS' MISCELLANEOUS SECURITY FUND 225 S LAKE AVENUE SUITE 1200 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, 2016 to May 31, 2017. 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: Anthem-Simnsa Health Plan, Kaiser Foundation Health Plan Inc., 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, and United Healthcare (Secure Horizon) 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, 2017 were \$169,979,963.

##### Basic Financial Statement

The value of the plan assets, after subtracting liabilities of the plan, was \$130,881,644 as of May 31, 2017, compared to \$119,718,633 as of June 1, 2016.

During the plan year, the plan experienced a change in its net assets of \$11,163,011. 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 \$223,026,360 which included employer contributions of \$218,522,847, employee contributions of \$3,205,542, gain of \$13,148 from the sale of assets, earnings from investments of \$935,315 and other income of \$349,508.

Total plan expenses were \$211,863,349. These expenses included \$8,347,508 in administrative expenses and \$203,515,841 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 1200  
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 1200  
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

#### THE BOARD OF TRUSTEES OF TEAMSTERS DEATH BENEFIT TRUST FUND

225 S LAKE AVENUE, SUITE 1200  
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, 2016 to July 31, 2017. The annual report has been filed with the Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

## Moving? LET US KNOW

February 15, 2018

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

**Teamster Newspaper**  
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