

# Southern California Teamster

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

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October 4, 2018

## Long, Comprehensive Work Brings You Election Endorsements

This issue of your Teamster newspaper brings you comprehensive endorsements of candidates and on issues important to you and your family, on the November ballot.

Inside you will find endorsements and positions for California and Nevada elections. These endorsements are forthcoming after a lot of vetting, and voting, by Teamsters.

In California in Teamsters Joint

Council 42, there is a political screening committee composed of at least one representative from every affiliated Local Union. The committee meets regularly to ponder, debate, and check past histories of candidates seeking the Teamster endorsement, and more. The committee also meets over multiple sessions to grill, face-to-face, political hopefuls and incumbent politicians seeking the highly coveted Teamster stamp of

approval.

Candidates from offices in certain geographical areas—such as San Diego—face major scrutiny from Teamster representatives from Local Unions headquartered in the vicinity. Same goes for the three JC 42 Local Unions in southern Nevada, as another example.

Before a candidate has a hope of being endorsed, or even seriously interviewed, JC 42 demands signature of a pledge to never, ever sup-

port any right-to-work legislation. Joint Council 42 is the first body to require this anywhere in the Union.

"We just want to make sure that no politician we endorse at any level can ever conceive of pushing for any right-to-work scam and hope to get away with it," Joint Council 42 President Randy Cammack said.

The pledge is simple. But powerful. One sentence pledging opposition to any national or state right-to-work legislation. Signed

and dated.

So, when you consult the Teamster endorsements inside, remember these are the best candidates and positions affecting you, your job, your Union representation, your family, your Teamster pension, your Teamster contract, your Union retiree status, labor law legislation protecting you and more. Your Teamsters Union does not make recommendations based on issues other than the above.

California  
Nevada  
Political  
Endorsements  
on Pages 2 and 3



## Gov, Lara Deliver for Exploited Truckers

Governor Brown in late September signed into law Senate Bill 1402 which will hammer retailers who use port trucking companies who have unpaid judgments for violating employment law, specifically abusing truckers hauling merchandise in and out of the ports of Los

Angeles and Long Beach.

"This is a great day in our years-long fight to stop this criminality against port drivers," Teamsters Joint Council 42 President Randy Cammack said. "We have great appreciation for the governor and Senator Ricardo Lara out of Bell

Gardens. Lara authored 1402 and pushed it to its successful conclusion in Sacramento."

California's Labor Standards Enforcement division has secured over \$45 million in judgments for 400 truck drivers. Now, the new law makes retailers jointly liable for violations

when they hire port trucking companies with unpaid final judgments for failure to pay wages, imposing unlawful expenses, not paying payroll taxes, not providing work comp insurance and misclassifying workers as independent contractors.

## NO on Prop. 6

Vote No on Proposition 6 on the California ballot.

If we don't kill this proposition good Union jobs will die, already bad traffic will become a bigger nightmare and shoddy public transportation will continue to crawl forward, never catching up to usage predictions.

Passage of Prop 6 will do away with \$50 billion in funding over a 10-year period to bolster highway safety, and logistics mobility (remember, 40% of U.S. cargo moves in and out of the L.A.-

Long Beach ports).

Right now there are 6,500 transportation projects statewide underway which would probably be **stopped** if **Prop 6 passes**. Say sayonara to safe bridges and overpasses and roadways being brought up to safety standards for all drivers and passengers. So vote No on Prop 6.

Here are some of the projects, by Socal county, which would be trash-canned if Prop 6 passes:

**Los Angeles County:** \$247

million for the 5 freeway chokepoint relief project; \$75 million for the global freight gateway; \$1 billion for various transit project including gold line and green line expansions. The county has been awarded \$703.6 million in funding which would be sucked back if Prop 6 passes.

**Orange County:** traffic signal synchronization; \$65.7 million for the 57 freeway; improvements to the 5 and 55 freeways; \$19.9 million in improvements to the central corridor; overall, \$133.6 million is at risk because of Prop 6.

**San Bernardino County:**

\$460 million is on the line; widening CA 18 to six lanes in Apple Valley; road and bike improvements in Highland; \$124 million express lane addition on the 10; \$24 million widening project on the 395 in Adelanto; \$60 million bridge over railroad tracks in Rancho Cucamonga.

**Riverside County:** the county has \$379 million earmarked for more than 30 capital and transit projects; three new areas for the Freeway Service Patrol to cover; 15 improvements near Lake Elsinore.

This is an easy one. **Vote for yourself and your family. Vote NO on Prop 6.**

## Ready-Mix Drivers Win at Ninth Circuit

It was business as usual for a group of penny-pinching ready-mix concrete suppliers a while back when they tried to bust down pay and conditions for drivers of their trucks.

In 2015, California's legislature delivered a pro-worker decision to extend the golden state's prevailing wage law to cover ready-mix drivers. After that, the suppliers ran to court and the federal District Court ruled against the prevailing wage extension.

The appeal by the Teamsters went to the Ninth Circuit Court

which found that there is a difference in skill set between ready-mix drivers and supply drivers and instructed the District Court to reverse and enter judgment for the defendants.

The Ninth Circuit also spanked the District Court when it said the International Brotherhood of Teamsters could not intervene in the case to protect ready-mix drivers. IBT attorneys can intervene, the Ninth said, should the ready-mix suppliers decide to appeal the Ninth's decision and ruling.

## Another Win for Workers in Port Fight

The never-ending struggle to bring fairness to workers in and around the ports of Los Angeles-Long Beach saw another victory for the good guys—working people.

This time it was the feds nailing the guilty—California Cartage. The company moves Customs-selected cargo and with that comes the responsibility to pay prevailing wages and fringe benefits.

Wage and Hour busted Cal

Cartage and ordered up backpay of \$3.5 million to 1,416 warehouse workers. Cal Cartage had five sub contractors who also failed to pay appropriate rates.

One of Cal Cartage's companies was hit earlier this year with a lawsuit by L.A. city attorney Mike Feuer for mis-classifying employees as independent contractors. Another scam to save money that has been fought by the Teamsters Union for years on the waterfront.

CALIFORNIA Teamster General Election

# ENDORSEMENTS

Vote 'Em Nov. 6

**\*\* = Teamster**

**U.S. Senator**

Kevin de Leon

**Governor**

Gavin Newsom

**Lt. Governor**

Ed Hernandez

**Sec'y of State**

Alex Padilla

**Controller**

Betty Yee

**Treasurer**

Fiona Ma

**Attorney General**

Xavier Becerra

**Insurance**

**Commissioner**

Ricardo Lara

**Superintendent of  
Public Instruction**

Tony Thurmond

**Board of Equalization**

Dist.1 Tom Hallinan

Dist. 3 Tony Vazquez

**U.S. CONGRESS**

**Dist.#**

- 25
- Katie Hill
- Julia Brownley
- Judy Chu
- Adam Schiff
- Tony Cardenas
- Brad Sherman
- Pete Aguilar
- Grace Napolitano
- Ted Lieu
- Jimmy Gomez
- Norma Torres
- Linda Sanchez
- Gil Cisneros
- Lucille Roybal-Allard
- Mark Takano
- Julia Peacock
- Maxine Waters
- Nanette Barragan
- Katie Porter
- Alan Lowenthal
- Harley Rouda
- Mike Levin
- Ammar Campa-Najjar
- Juan Vargas
- Scott Peters

**STATE ASSEMBLY**

**Dist.#**

- 36
- Steve Fox
- Monique Limon
- 38
- Christy Smith
- 40
- James Ramos
- 41
- Chris Holden

43 Laura Friedman

44 Jacqui Irwin

45 Jesse Gabriel

46 Adrin Nazarian

47 Eloise Reyes

48 Blanca Rubio

49 Ed Chau

50 Richard Bloom

51 Wendy Carillo

52 Freddie Rodriguez

53 Miguel Santiago

54 Sydney Kamlager

55 Gregg Fritchle

56 Eduardo Garcia

57 Ian Calderon

59 Reggie Sawyer-Jones

60 Sabrina Cervantes

61 Jose Medina

62 Autumn Burke

63 Anthony Rendon

64 Mike Gipson

65 Sharon-Quirk Silva

66 Al Muratsuchi

69 Tom Daly

70 Patrick O'Donnell

72 Josh Lowenthal

74 Cottie Petrie Norris

76 Tasha Horvath

77 Sunday Glover

78 Todd Gloria

79 Shirley Weber

80 Lorena Gonzalez Fletcher

**STATE SENATE**

**Dist.#**

- 
- Ruth Musser-Lopez
- Bob Hertzberg
- Connie Leyva
- Mike Eng
- 24
- Maria Elena Durazao
- 26
- Ben Allen
- 28
- Joy Silver
- 30
- Holly Mitchell
- Tom Umberg
- 40
- Ben Hueso

**LOS ANGELES COUNTY**

**Sheriff**

Jim McDonnell

**Assessor**

Jeffrey Prang

**Central Basin  
Water District**

**Div. # 3** Arturo Chacon

**Superior Court Judge  
Seat #**

- 
- Alfred Coletta
- 113
- Javier Perez

**Mt. San Antonio College**

**Measure 60** Vote YES

**Carson City Council**

**Louie Diaz\*\***

**Cudahy City Council**

Chris Hernandez

Christian Markovich

Baru Sanchez

**El Monte**

Mayor Larry Fry

Council Jessica Ancona

**Hawaiian Gardens City  
Council**

Jesse Alvarado

Luis Roa

Monica Rodriguez

**Maywood City Council**

Eddie De La Riva

Ricardo Lara

Heber Marquez

**Pico Rivera City Council**

Raul Elias

Andre Martinez

**West Covina City Council**

Roger Hernandez

**ORANGE COUNTY**

**Supervisor**

**Dist. 4** Doug Chafee

**SHERIFF**

Duke Nguyen

**Anaheim City Council**

**Dist. 2** Jordan Brandman

**Dist. 3** Mitch Caldwell

**Dist. 6** Grant Henninger

**Anaheim Elementary  
School Trustee**

**Area 2** Jeff Cole

**Area 4** Norma Campos Kurtz

**Anaheim High School  
Trustee**

**Area 1** Al Jabbar

**Anaheim Measures**

**Measure J** Vote YES

**Measure K** Vote YES

**ABC School District Bond**

**Measure BB** Vote YES

**Buena Park City Council**

**Dist. 2** Ian MacDonald

**Dist. 5** Connor Traut

**Centralia Elementary  
School Trustee**

**Area 2** Art Montez

**Coast College Trustee**

**Area 1** Jim Moreno

*Southern California Teamster*

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**Costa Mesa Mayor**

Katrina Foley

**Fullerton City Council**

Ahmad Zahra

**Huntington Beach  
Council**

Billy O'Connell

Dan Kalmick

**Irvine City Council**

Lauren Norris Johnson

**Rancho Santiago  
College Trustee**

**Area 2** John Hanna

**Santa Ana**

**Mayor** Miguel Pulido

**Ward 4** Phil Bacerra

**Santa Ana School Bond**

**Measure I** Vote YES

**Santa Ana Unified School  
District**

Valerie Amezcuca

John Palacio

**RIVERSIDE COUNTY**

**Lake Elsinore City  
Council**

**Dist. 3** Tim Sheridan

**SAN BERNARDINO COUNTY**

**Fontana Council**

**Mayor** Aquanetta Warren

**Dist. 4** John Roberts

**Fontana School Board**

Kareem Gongora

**Victor Elementary  
School Board**

**Area 4**

**Barbara Whittington\*\***

**Rialto City Council**

Joe Baca, Jr.

**SAN DIEGO COUNTY**

**Imperial Beach Mayor**

Serge Dedina

**SAN LUIS OBISPO COUNTY  
San Luis Obispo Mayor**

Heidi Harmon

**VENTURA COUNTY  
Oxnard City Council**

Francine Castanon

**Statewide  
Propositions  
Prop #**

**1---Veterans & Housing**

Vote YES

**2---Mental Health Fund**

Vote YES

**3---Water Quality**

Vote YES

**4---Children Hospitals**

Vote YES

**5---55+ Tax Transfer**

Vote YES

**6---Amend Constitution**

Vote NO

**7---Daylight Saving**

No Recommendation

**8---Protect Patients**

Vote YES

**9---Three Californias**

Vote NO

**10---Rent Control**

OPEN

**11---Work Breaks**

Vote NO

**12---Farm Animals**

Vote NO

**Vote**

*Southern California Teamster*



NEVADA  
Teamster General Election  
**ENDORSEMENTS**  
Vote Teamster Endorsements!  
\*\* = Teamster

**U.S. Senator**  
Jacky Rosen  
**Governor**  
Steve Sisolak  
**Lt. Governor**  
Kate Marshall  
**Sec'y of State**  
Nelson Araujo  
**Controller**  
Catherine Byrne  
**Treasurer**  
Zach Conine  
**Attorney General**  
Aaron Ford  
**U.S. CONGRESS**  
**Dist.#**  
1 Dina Titus  
3 Susie Lee  
4 Steven Horsford

**STATE SENATE**  
**Dist.#**  
2 Mo Denis  
8 Marilyn Dondero-Loop  
9 Melanie Scheible  
10 Yvanna Cancela  
20 Julie Pazina  
21 James Ohrenschall

**STATE ASSEMBLY**  
**Dist.#**  
1 Danielle Monroe-Moreno  
2 Jennie Sherwood  
3 Selena Torres  
4 Connie Munk  
5 Brittney Miller  
6 William McCurdy II  
7 Dina Neal  
8 Jason Frierson  
9 Steve Yeager  
10 Chris Brooks  
11 Olivia Diaz  
12 **Susan Martinez\*\***  
13 Thomas Roberts  
14 Maggie Carlton  
15 Howard Watts II  
16 Heidi Swank  
17 Tyrone Thompson  
18 Richard Carrillo  
19 Chris Edwards  
20 Ellen Spiegel  
21 Ozzie Furno  
22 Kristee Watson  
23 Glenn Leavitt  
28 Edgar Flores  
29 Leslie Cohen  
34 Shannon Bilbray-Axelrod  
35 Michelle Gorelow  
37 Shea Backus  
41 Sandra Jauregui  
42 Alexander Assefa

**CLARK COUNTY**  
**Commission**  
**Dist:**  
E Richard "Tick" Segerblom

F Justin Jones  
G Jim Gibson  
**Sheriff**  
Joe Lombardo  
**Clerk**  
Lynn Goya  
**Assessor**  
Briana Johnson  
**Recorder**  
Debbie Conway  
**University Regent #1**  
Laura Perkins  
**School District Trustee**  
**Dist:**  
D Irene Cepeda  
G Linda Cavazos

**JUDICIAL**  
**District Court Judge**  
**Dept.#**  
10 Tierra Jones  
18 Mark B. Bailus  
29 David M. Jones

**Justice of the Peace**  
**Boulder City**  
Victor Lee Miller

**Justice of the Peace**  
**Goodsprings**  
Gregory Cortese  
**Justice of the Peace**  
**Henderson #1**  
Sam Bateman  
**Justice of the Peace**  
**Las Vegas**  
**Dept.#**  
1 Elana Lee Graham  
2 Joseph S. Sciscento  
5 Cynthia Dustin Cruz  
8 Ann E. Zimmerman  
10 Melanie Andress Tobiasson  
15 Melisa De La Garza

**Justice of the Peace**  
**No. Las Vegas #1**  
Kalani Hoo

**Supreme Court Justice**  
**Seat#**  
C Elissa Cadish  
F Abbi Silver  
G Lidia Stiglich

**Constable Henderson**  
Kenny Taylor

**QUESTIONS**  
1 Neutral  
2 **Vote YES**  
3 **Vote NO**  
4 Neutral  
5 **Vote YES**  
6 **Vote YES**

**Quick Looks at Items of Interest**

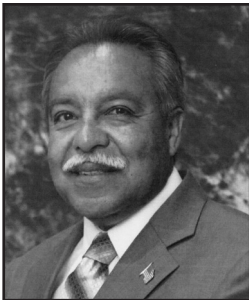
*The Eye*

Last year Americans bought **\$62.2 billion** in **wine**, up 2% from 2016.....**credit unions** first recognized by law signed by FDR in **1934**.....practice of **married** people **living apart** has risen 44% since 2000, to 3.96 million.....almost **17,000** new-car **dealerships** across the land, employing 1.1 million.....dental insurance provider says **4%** of us brush our teeth **in the shower**.....nationwide, **pris-on inmates** with jobs earn average of **86 cents** an hour.....average man in **South Korea** spends twice as much on **skin care** as men in any other country.....in **Germany**, company workers occupy **40%** of the seats on their **corporate boards**.....American **catfish** growers sold \$380 **million** of the fish in 2017 while **corn** industry sold \$50 **billion**.....about **1,000 Chinese** companies export **auto parts** to the U.S.....

**3 Teamsters Fighting for Election**



Susan Martinez



Louie Diaz



Barbara Whittington

A trio of Teamsters in Joint Council 42 are part of the nationwide movement by Union working people--get elected to public office to make a real difference in combating moronic Trumpian "everything for the rich, only" politics.  
Las Vegas Local 986 member Susan Martinez came out on top of a long list of political hopefuls for a 12th district state assembly seat in the primary election. She and silver state Teamsters will be campaigning hard through

Election day.  
Martinez is a shop steward and front desk clerk at the Flamingo Hotel.  
Teamsters Local 848 vice president and longtime business agent Louie Diaz is running hard for a seat on the Carson CA city council. The former planning commission chairman has harnessed widespread Union and community groups' support in his bid.  
In the final weeks of campaigning, volunteers can contact Diaz to

assist, at: diazforcarson@gmail.com, and 310.515.0601, ext. 251.  
Teamster San Bernardino County Local 1932 business representative Barbara Whittington is a candidate for the area 4 seat on Victorville's Victor Elementary School District board. One of her many goals is to insure that the district teaches the mandatory curriculum about organized labor. Adequate compensation for those caring for school children is another priority. The district is one of Victorville's largest employers.



**WALKING: Friends and supporters of workers' supporter Irish Billy O'Connell take a photo break on a recent door-knocking endeavor in Huntington Beach. O'Connell is seeking re-election to the Huntington Beach city council and has been strongly endorsed by the Teamsters Union and other Unions. O'Connell is center, rear.**



**Blitsch Re-Elected**

Tommy Blitsch has been re-elected as vice president of the Nevada state AFL-CIO.  
He is the secretary-treasurer of Las Vegas-based Teamsters Local 631.

# East Meets West: Taiwan-JC 42 Reps Meet Judge Backhands Trump

Teamsters Joint Council 42 recently hosted Taiwan's Minister of Labor, Ms. Ming-Chun Hsu for an in-depth meeting about Labor Unions.

Her delegation wanted to learn techniques and strategy and problem-solving from a unit of America's strongest Union.

Her delegation included Deputy Minister San-Quei Lin, specialist Li-Wen Chao and Labor Attaché Jason Huang. Joining them were JC 42 executive board members Rick Middleton and Ron Herrera at the session hosted by JC 42 President Randy Cammack. Teamster attorney Joe Kaplon and Teamster tech and China native Khan Tran also were on hand.

The labor minister detailed the new government law in Taiwan requiring one rest day

for every seven days that can be worked, however the day must be paid at overtime (2.34 times the hourly rate for the first two hours and 2.67 from the third hour on). The seventh day is considered a mandatory holiday and cannot be worked. The law reduced the workweek for the private sector from 42 to 40 hours per week and there is an effort to provide the same workweek for the government sector which has fewer holidays.

She was interested in the Teamster method of governing as compared to other Unions that allowed their officers to work for their employers while servicing their members. She asked about industry-based vs. multiple craft Locals. Cammack said "the Teamster method avoids conflict with the employers and by representing multi-

ple crafts it requires the Locals to be hands-on, providing better representation."

Taiwan would like to help Unions grow stronger and more powerful through continued negotiation of better contracts and working conditions, the minister said.

Minister Hsu discussed the relationship between Taiwan and the U.S. regarding trade and cargo, the effect of independent contractors, the companies in the harbor, temp agencies, and owner-operators who do nothing to provide a living wage and actually hinder organizing by Unions in both countries.

Hsu and Cammack agreed that there is great need for both the U.S. and Taiwan to establish a true middle class wage and benefit structure for all workers.

**WASHINGTON (PAI)**—Federal worker unions cheered as U.S. District Judge Katangi Brown Jackson threw out almost all of the edicts in anti-worker GOP President Donald Trump's anti-worker executive orders. And in her August 25 decision, Jackson threw the book at Trump, too.

The unions, led by the Government Employees (AFGE) and the Treasury Employees (NTEU) promptly demanded Trump abandon appeals of Jackson's ruling and start to roll back anti-worker actions several agencies imposed starting on July 1. On August 29, Trump's Office of Personnel Management or-

dered agencies to comply with Jackson's ruling.

Those actions ranged from making it easier for bosses to fire workers for any reason, or none at all, to curbing grievances and appeals, to forcing shop stewards to serve workers on their own time and on their own dime. Those practices, and more, violated the 1978 federal civil service law, Jackson ruled. Trump's ban on federal payment for official time – the shop stewards provision – in particular and all three orders in general violated both the 1st Amendment to the U.S. Constitution and the separation of powers in that document.

## Certification at XPO!

Some four years ago Teamsters Joint Council 42 embarked on an aggressive campaign to bring the protections of Unionism to Con-Way employees in the southland.

The Union prevailed in the election and the company, subsequently purchased by XPO, began a long, nasty fight

to avoid bargaining a new contract with the Teamsters.

As the Teamster newspaper went to press, the regional director of the National Labor Relations Board officially certified the Teamsters as the bargaining agent of the XPO workers, disregarding the company's delaying tactics.

"It was a long, tough fight," JC 42 President Randy Cammack, "and we're hoping to get started on contract negotiations without further employer shenanigans. For XPO to delay is further disrespect for their hard-working employees."

## Reich: Election All About Power

**WASHINGTON (PAI)**—The 2018 mid-term election "really is all about power," and unionists must use it – and convince fellow voters to use it – to yank it back from the corporate elite, former Clinton Administration Labor Secretary Robert Reich says.

That also means they must not only turn out their own troops, but convince their neighbors to oppose the corporate class responsible for keeping their wages flat or declining while shifting more

and more pay and wealth up to the 1 percent, he adds.

"The nation is at a turning point," Reich warned. "We just can't go on with almost all of the economic gains going to a handful at the top and most workers getting very little. Our economy can't survive this. Our politics can't survive it. Our society and our ideals of freedom and equal opportunity can't survive this, which is why you are so important—why unions are critical for the future."

## We're Getting Scammed as Corp's Richer & More Powerful

The stock market is effervescent. Unemployment seems inexorably descendent. On financial news shows, someone always is singing, "Happy Days are Here Again."

But the chorus isn't so cheery on factory floors. There are no Happy Days at the Harley plant to be shuttered in Kansas City, destroying 800 jobs as the corporation spends its big fat tax break on buybacks instead.

There's no joy at a Kimberly-Clark plant in Wisconsin where hundreds learned in January the corporation would use its tax break to cover the cost of closing their factory – and eight others.

In fact, there's bitterness among blue-collar workers whose wages flat-lined for decades, then declined in May and June, even as CEO compensation skyrocketed 17.6 percent last year.

Happy Days? Only for the already rich – for stockholders and CEOs and trust fund babies. For the rest, every day still is a

struggle. That's the way it has worked in the United States for the past several decades.

But it didn't before that. And it doesn't have to now. Citizens have the right, and arguably the responsibility, to change the rules under which corporations operate. Doing that would alter outcomes for American workers, give them more say in corporate governance, raise their pay and reduce offshoring.

It works in Germany. There, half of the members of boards of directors for large corporations are chosen by workers. It's unsurprising that the priorities of workers often differ from those of CEOs and wealthy shareholders – the people who typically populate American corporate boards.

If half of the Harley board were workers who assembled motorcycles, it's unlikely that they'd have approved closing the Kansas City plant. They would have respected the corporation's obligations to its workers, communities and customers, not just its

shareholders.

Perhaps, as is more typical in Germany, they'd have voted to move some low-skill, low-value production offshore. But they'd have preserved high-skill jobs and the Kansas City tax base instead of spending their federal tax break on making rich shareholders richer with stock buybacks.

In Germany, populating corporate boards with workers works well. Germany maintains a positive trade balance, unlike the United States, which suffers a sustained and massive trade deficit. German manufacturing workers make about \$10 an hour more than their U.S. counterparts. And manufacturing accounts for about a quarter of the German economy, while in the United States, it has declined to less than half of that.

American corporations weren't always shareholder-centered. For about three decades after World War II, worker wages rose in tandem with productivity. This was a time during which

corporations subscribed to the philosophy that they were obligated to serve their customers, communities, workers and shareholders.

Over the past 30 years, however, U.S. corporations embraced a new notion, which is they had only one responsibility, to fill the pockets of shareholders.

That is the same 30 years during which workers' wages stagnated and CEO pay rose no matter how badly the executive performed.

That is the same 30 years in which private equity firms bought manufacturers, loaded them up with debt, sold them off at massive profit then shrugged when a stumble threw the firm into bankruptcy, closed factories and killed good, family-supporting American jobs.

That is the same 30 years when American corporations moved manufacturing from the United States to low-wage, high-pollution countries like Mexico and China.

The lawmakers who sup-

posedly represent American workers have acted like they're helpless to stop this destruction. Often, they blame the workers, saying they should have accepted massive wage and benefit cuts to prevent a corporation from offshoring a factory. Carrier suggested its workers accept the poverty wages of Mexican workers – pay far below U.S. minimum wage – to keep high-skill jobs in Indiana.

Those lawmakers contend workers have no right to demand a reasonable share of the profits their labor creates.

And those lawmakers are wrong. Workers need more representatives like U.S. Sen. Elizabeth Warren, D-Mass., who introduced legislation to mend the broken relationship between corporations and their workers and communities.



*Southern California Teamster*



# Missourians Kicking Ass on Anti-Worker Moves

By Tim Rowden  
Editor, *St. Louis Labor Tribune*  
& Press Associates

Fresh off their big statewide win against one GOP-business-right-wing anti-worker scheme – the so-called “right to work” law – Missouri’s unions are taking on another, “paycheck deception.” But this time they’re doing it in court.

The measure, they say, violates the state constitution.

Led by disgraced former GOP Gov. Eric Greitens, a prime pusher of RTW, the top-heavy

right-wing majorities in the legislature rammed through this measure, too.

“Paycheck deception,” which the right mis-names “paycheck protection,” is an unconstitutional overreach meant to weaken workers’ rights to collective bargaining, the union coalition says.

It’s also a top cause of the radical right in other states, as part of their determined vicious national campaign to destroy workers’ rights.

To stop it in Missouri, seven unions presenting teachers, pa-

tient care professionals, maintenance workers and public safety employees sued to kill it. They said it constrains free speech of most public-sector unions and gives preferential treatment to others.

The lawsuit seeks an injunction and declaration the law violates several provisions of the Missouri Constitution, including free speech and due process rights and a specific right for employees “to organize and to bargain collectively.”

Missouri is only one of four states that expressly protects the

right of collective bargaining in its state constitution. The lawsuit asserts that HB1413 violates that right.

Greitens signed HB1413 into law on June 1, just hours before he resigned in disgrace ahead of impeachment proceedings on multiple allegations of official and personal misconduct.

The law was part of a slew of unpopular, anti-labor measures enacted by the Republican-led legislature last session. Others eliminated the merit system for state employees, restricted prevailing wages and the GOP’s

switch of RTW, then Proposition A, from the November election to the August primary.

The GOP thought a lower turnout in the dog days of summer would let them convince voters to OK right-to-work. They were wrong, big-time.

Paycheck deception would also chop into Missouri state workers’ pay, which is already the ranked lowest in the nation. The new law is designed to weaken the ability of public-sector employees to bargain for better wages and working conditions.

## Charge: Facebook’s Job Ads Discriminatory

**SAN FRANCISCO (PAI)**—The Communications Workers and the American Civil Liberties Union have told the small federal agency that enforces civil rights laws that Facebook’s employment advertising internal classifications let employers discriminate against job applicants by sex.

And if the big social medium, which acts as a virtual employment agency, doesn’t come up with a remedy to end that practice, the next step is to head for federal court, the union and the civil liberties group add.

CWA, ACLU and a pro-worker law firm, Outten and Golden, filed a complaint with the federal Equal Employment Opportunities Commission. It went to the agency’s San Francisco office, which covers Silicon Valley.

Besides Facebook, the complaint names nine firms, plus the city of Greensboro, N.C., which use Facebook for their employment advertising. Management groups report most firms use on-line companies, such as Facebook, for job ads.

The employer clients get to choose among categories of workers Facebook provides for the employment ads. That’s where the discrimination occurs.

“Our members have been on the frontlines ensuring women have opportunities to apply to and be hired for any job they’re qualified to do,” Sara Steffens, CWA Secretary-Treasurer, a News Guild member and the union’s highest-ranking female officer. “Despite the progress we have made, stereotypes and biases clearly still influence corpo-

rate hiring strategies. Shame on these employers for targeting ads based on gender, and shame on Facebook for facilitating this practice.”

The complaint says Facebook and its clients violate federal civil rights law, which bars discrimination in employment, including employment advertising, on the basis of sex, age, gender status or other factors.

The case, filed September 17, names three women who were victims of the discrimination, as Facebook’s filters let employment advertisers target certain job ads to men only. The three represent a potential class of all women – and other non-male job applicants -- denied access to certain job ads.

Bobbi Spees, of Pennsylvania, Linda Bradley, who was recently laid off from a call center in Franklin County, Ohio, and Renia Hudson, who moved from Northern California to Chicago when she couldn’t find work, told the union and the ACLU that employers targeted some or all Facebook ads only to men and only to younger workers. Facebook’s filters closed job postings “in male-dominated fields including construction, trucking and software,” the complaint says.

Facebook’s ad filters create “the mechanisms by which employers can elect to unlawfully target their advertisements based on gender and age” the ACLU said. CWA jumped into the case because, last year, it sued Facebook in California over the same job mechanisms, which the union said barred older workers from seeking jobs.

## CLUW: Kavanaugh Should be Sent Home

**WASHINGTON (PAI)**—Federal appellate judge Brett Kavanaugh’s sexual aggression – and that’s putting it politely – should keep him off the U.S. Supreme Court, the Coalition of Labor Union Women says.

And they’re not the only ones. Tens of thousands of people, women and men, including almost 1,000 in D.C. on Sept. 24, poured into the streets nationwide from coast to coast to urge senators to reject GOP President Donald Trump’s nomination of the anti-worker right winger to the nation’s highest judicial tribunal. More demonstrations occurred Sept. 27.

Whether the demonstrations and statements of victims of sexual aggression, assault and attack will move senators to change their minds is up for grabs. Trump, Senate Majority Leader Mitch McConnell, R-Kent., and the ruling Republicans on the Judiciary Committee appear determined to, in McConnell’s words, steamroller it with a “he-said she-said” hearing on Sept. 27, a committee vote the next day and a Senate vote the next week.

That’s despite Kavanaugh’s rampant unpopularity and opposition from CLUW, the AFL-CIO, National Nurses United, the

Teachers, Jobs With Justice and civil and women’s rights groups, among others.

“It is time for all senators to stand up and be counted. If Dr. (Christine Blasey) Ford testifies, she must receive the support Anita Hill was never afforded,” CLUW President Elise Bryant said.

That refers to the 1991 Judiciary Committee mistreatment of Hill’s sexual harassment allegations against then-Supreme Court nominee Clarence Thomas. “Senators already have enough information to reject this nominee. Do the right thing now,” said Bryant.

“Dr. Ford has bravely come forward to tell her story of sexual assault at the hands of Brett Kavanaugh and CLUW believes her,” the organization said. “Survivors make these intensely personal decisions in the face of an incredibly hostile climate to speak up. Sexual assault is unlawful, and this allegation is directly relevant to determining Kavanaugh’s character and fitness for a lifetime appointment to the highest court in the land.”

Meanwhile, a second accuser, Deborah Ramirez, stepped forward in The New Yorker to detail later sexual abuse of her by Kavanaugh while both were Yale

University students. Kavanaugh exposed himself to her and tried other actions, and other students identified him at that party, by name. A third woman, Julie Swetnick, came forward on Sept. 26 with a sworn deposition about Kavanaugh’s participation in “gang rapes” during his high school years.

Ford’s account, days ago in The Washington Post, detailed Kavanaugh’s sexual assault on her – including getting her drunk, ripping her clothes and forcing his hand over her mouth to prevent her from screaming – while both were at a teenagers’ party during their years in exclusive D.C. area private high schools. Kavanaugh was drunk.

Besides Kavanaugh’s hostility to workers in rulings, NNU Co-Presidents Jean Ross and Deborah Burger wrote senators and cited Ford’s allegations. “Any person who has committed sexual assault is unfit to serve on the Supreme Court of the United States,” they declared.

The leaders went on to say regardless of the recent allegation, “NNU strongly opposes Kavanaugh’s confirmation based on his judicial record, his dishonesty during sworn testimony, and the lack of transparency that has mired his confirmation process.”



**ELECTED:** Teamsters Local 848 Secretary-treasurer Eric Tate was elected vice chairman of the International Union’s Teamsters National Black Caucus at its recent conference.



## WASHINGTON WINDOW PARDON OUR LONG MEMORIES, BUT...

Pardon our long memories, back to Watergate and Vietnam, but by the time you read this, Rod Rosenstein and, more importantly, Robert Mueller may well have been fired.

And that should bring the same outrage at a presidential cover-up of crimes that the “Saturday Night Massacre” did

almost 45 years ago.

Mueller, remember, is the Special Counsel investigating Russian manipulation – and worse – of the 2016 presidential election. He’s getting closer and closer to GOP President Donald Trump.

continued next page

Buy Union Made

# Trump Resists Judge’s Federal Work Orders Ruling

**WASHINGTON (PAI)**—GOP President Donald Trump still hates the nation’s two million federal employees and their unions. Which is why he’s gone to court to try to reinstate his anti-worker executive orders that a federal judge threw out.

Trump’s Justice Department said on Sept. 25 that it would appeal the decision earlier this year by Judge Kentanji Brown Jackson against his executive orders. If the department wins in appellate court in D.C., Trump’s anti-worker dictates would probably be back in force.

Trump’s orders stripped federal workers, 85 percent of whom live outside the D.C. area, and their Unions of many collective bargaining rights. His edicts also ordered union shop stewards to handle grievances and complaints on their own time and on their own dime, limited appeals of boss’s anti-worker rulings and lets bosses fire workers within 30 days if their

performance don’t shape up. The bosses get to say what “shape up” is.

Trump’s executive orders also banned workers from communicating with lawmakers. Many of his commands reflect congressional Republicans’ long-time hatred of and legislation against the workers, such as the ban on paying for “official time” for handling grievances and settling disputes.

Brown said most of Trump’s edicts were illegal – they broke the 1978 Civil Service reform law – unconstitutional, or both. She ordered Trump to rescind them.

“These executive orders were a clear violation of the law, and they infringed on federal workers’ constitutionally protected 1ST Amendment right to form and join a union, and it is imperative these rights are restored as soon as possible,” Randy Erwin, president of the National Federation of Federal Employees, a

Machinists sector, said then.

And Treasury Employees President Tony Reardon, anticipating the Trump regime’s appeal, previously said “NTEU is fully prepared to defend its case at the appellate level. In our view, the judge’s decision was thorough and clearly explained the executive orders overreached and the president could not undo by executive order the collective bargaining process established by Congress.”

Even as it consulted with other agencies about appealing Brown’s ruling, Trump’s Office of Personnel Management told agencies to revert to old personnel standards. Federal worker unions hailed that move. Except not all agencies obeyed.

The departments of Health and Human Services, Education and Veterans Affairs didn’t. Nor did the Social Security Administration or, the latest, the Centers for Disease Control and Prevention.

**WASHINGTON WINDOW**  
continued

Just like, in 1973, Special Prosecutor Archibald Cox got closer and closer to GOP President Richard Nixon’s Watergate cover-up.

So Nixon ordered Attorney General Eliot Richardson to fire Cox. Richardson, a Boston Brahmin and traditional moderate Republican, refused and quit.

Nixon then ordered Deputy AG William Ruckelshaus to fire Cox and close the probe down. Ruckelshaus refused, and Nixon fired him. The Justice Department’s #3 official, Solicitor General Robert Bork, fired Cox and closed the prosecution’s offices, ringing them with the FBI.

The nation exploded. In those days before e-mail, twitter and instant messaging, the communications mediums between constituents and Congress were letters, phone calls and telegrams. Lawmakers were inundated with angry responses. The U.S. Capitol switchboard crashed. Post offices were overwhelmed. Western Union set a 1-day telegram delivery record.

Nixon had to back down. His new attorney general, as a condition of confirmation, had to appoint a second Special Prosecutor, Leon Jaworski, and insulate him from any White House interference – let alone another firing.

We all know what eventually happened: The “smoking gun” tape of Nixon engineering the Watergate cover-up. Impeachment by the House Judiciary Committee. And Nixon was

forced to quit before the Senate convicted him and threw him out of office.

And in 1978, Congress passed a Special Prosecutor law. It lasted until 1999.

But there is no special prosecutor law now, and Rosenstein, who holds Ruckelshaus’s old job, is on thin ice, at best, with Trump. Which means Mueller and he may both get canned.

Do we really need to go through all that all over again? Presidential cover-up included?

Nixon obstructed justice, one impeachment count read. Off his prior actions, so has Trump.

No. There’s a way to solve it: Courageous lawmakers must step up and re-establish an independent Special Prosecutor, insulated by law from a criminal president’s power.

If they pass such a law and Trump vetoes it, they must override his dictatorial action.

But will they? Where is this era’s version of the House Judiciary Committee? And especially, where are the Republicans who will stand up to Trump and party pressure and push for a Special Prosecutor law?

The GOP now has no Caldwell Butler, no Hamilton Fish Jr., no Tom Railsback, no William Cohen, no Harold Froelich, no Larry Hogan Sr., to step forward. They were the six Judiciary Committee Republicans who voted to impeach Nixon, 44 years ago, along with 21 Democrats.

And if lawmakers, regardless of party, don’t restore the rule of law, then it’s up to us – to replace them. There is, after all, an election coming up.

## Break (Teamster) Bread

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

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

## Teamster Hotels In Las Vegas

- Aria
- Bally’s
- Bellagio
- Caesars Palace
- Circus Circus
- Cromwell
- Elara
- Excalibur
- Flamingo
- Four Queens
- Golden Gate
- Golden Nugget
- Harrah’s
- Linq
- Luxor
- Mandalay Bay
- MGM Grand
- Mirage
- New York New York
- Paris
- Planet Hollywood
- Plaza Hotel
- Rio
- Stratosphere
- The Park
- Tropicana
- Vdara
- Westgate

## Use Union Concrete

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

**Greater Ventura area:**  
National Ready Mixed  
Hanson Aggregates

**Southern Nevada:**  
Nevada Ready Mix  
Aggregate Industries

**Greater L.A. area:**  
A&A Ready Mix  
Bonanza Concrete  
Catalina Pacific Concrete  
National Ready Mixed

**Greater San Diego area:**  
Hanson  
Cemex

# 2018 Teamsters Local 542 Rick Aceves Memorial Scholarship Recipients



Jocelynn Velasquez



Sophie Burns



Gerardo Medina



Hana Garcia



Elissa Vicente

Jocelynn Velasquez is the daughter of Sonia Velasquez from County of Imperial, Sophie Burns is daughter of Trent Burns from Santee Costco, Gerardo Medina is son of Gerardo Medina from Chula Vista UPS, Hana Garcia is daughter of Julie Garcia from County of Imperial and Elissa Vicente is daughter of Eileen Gaspar of Southeast Costco Congratulations to all of the recipients and their parents!



# Passings...

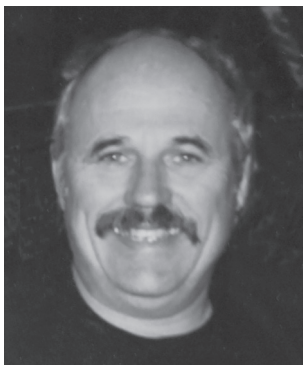


**John Cousimano, Jr.** passed away Sept. 17 after a long retirement. He was a trustee of Teamsters Local 952 and chief steward at Lucky Stores. He fought in World War II as a member of the Army's 25th Infantry Division based at Schofield Barracks in Hawaii which has long been known as the famed "Tropic Lightning" unit. Sgt. Cousimano earned a bronze star for heroism in the brutal fighting in and around the Solomon Islands in the southwest Pacific, including the Guadalcanal campaign. After the war, in 1948 he joined Los Angeles Local 598 as a driver for Purex, then began working for Lucky in the early 1960s as a member of Local 235 (since merged into 952). His son Tony Cousimano is a retired business agent from Locals 63 and 399. Services were held Sept. 22 in Downey.



**Anthony "Tony" Manno** passed away in late winter. He

was 78. He was first a business agent with Orange Local 952 until working as a representative with Bloomington Local 166 until his retirement. He began his Teamster career as a driver and shop steward at Noland Paper. He is survived by his wife Irene. Services and burial were at Rose Hills in Whittier.



**James Jerome (Jim) Reader** passed away in May following long service as a Teamsters Local 986 member and business representative. He was active in organizing workers in the parking lot industry and eventually chaired the multi-Teamster Local Union contract negotiations for Fedco Stores. He retired early to help care for his children full-time. Before fully engaging as a Union activist, he was an actor, featured in the 1967 movie "The Glory Stompers" among other films. Funeral mass and interment were held in Monrovia.



**Franklin James "Frank" O'Leary**

passed away in early September in Arizona following a lengthy battle with cancer. He was a longtime Los Angeles Local 196 member, business agent and president (196 subsequently merged into Local 986). He was chief shop steward at Signal Trucking which delivered new furniture and appliances for Sears Roebuck. Before his Teamster employment he served in the Army during the Korean War and returned home to earn a bachelor's degree at UCLA. His late brother Tom O'Leary was a longtime Teamster and worked as an organizer and business agent in Los Angeles. He is survived by wife Evelyn, five children, four stepchildren, fourteen grandchildren and six great grandchildren. Services were held in Mesa, Arizona.



**Tom Miller** was a member of San Diego Teamsters Local 481 until his retirement in May, 2008. He served as a business agent, trustee, vice president

and in 1996 began a long tenure as secretary-treasurer. He originally joined the Union in 1970 while working as a keeper at the San Diego Zoo, later with the Wild Animal Park, now known as Safari Park. He is survived by his wife Rosa, a daughter and brother.



**Arthur R. "Art" Ocampo**

joined Los Angeles Dairy Teamsters Local 93 (ultimately merged into Local 630) as an inside plant worker at United Dairies in June, 1946. He was elected trustee in 1973 and served two years before being hired as a business agent August 1, 1975. He continued with Local 595 until his retirement in 1981. In 1982 he began his career with staffing the Southern California Teamster Retiree Assn. office and subsequently served as trustee, secretary-treasurer and office manager until 1995. During the Big War, from 1942-1946, Ocampo was an Army Air Corps high speed radio operator in radio intelligence in the 20th Air Force. He served overseas in the Pacific Theatre. For decades he was active in the American Legion at Wilshire Post 319-Los Angeles, and was 6th area vice commander. His late brother was Local 630 secretary-treasurer Manuel Ocampo.



**By Chris Griswold  
Secretary-Treasurer**



Congratulations to our new members from the Golden Nugget Hotel & Casino and the Hard Rock Hotel & Casino in Las Vegas, Nevada. We look forward to negotiating strong contracts with good wages and benefits like other Teamster hotels in Las Vegas.

Negotiations on a first time contract are on-going with the MGM Transportation Services for the limousine drivers and dispatchers. The organizing campaign to help the employees at the Wynn and Encore Resorts continues to move forward.

Please understand that your business agents are very busy representing our membership in negotiations, grievance handling, arbitrations and routine visits so please leave messages clearly providing your phone number, place of employment and nature of the problem. The policy of Local 986 is that all phone calls should be returned within 24 hours.

Congratulations to Susan Martinez on her primary victory for the Nevada State Assembly - District 12. Susan is a shop steward and 30 year Teamster member from the Front Desk at the Flamingo Hotel. Please contact our office if you wish to volunteer some time to help her campaign on the road to victory in November 2018.

We need to take back the Congress and put representatives in office that will fight for working families over corporate greed. Don't forget to vote for the candidates that have been endorsed by the Teamsters Joint Council 42! These candidates were thoroughly vetted and are committed to passing legislation to help working families and union members.

Register to vote today, become informed on the issues and make sure your voice is heard in November 2018!

## RETIREE ROUND-UP

**SAN BERNARDINO:** We meet the 4<sup>th</sup> 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..

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

**EL MONTE:** As fall is here we hope you all had a wonderful time with family and friends, and looking forward to cooler weather. We hope you enjoyed seeing old friends and meeting new ones at our annual SCTRA luncheon. As always, food was great and many door prizes were had.

Please be sure to vote in November as important state propositions are on the ballot. We started our meetings up again, we meet on the 3rd Thursday of the month at VFW Post 8070, 250 E. 1st St., Azusa at 10:30 a.m. Please do not forget to bring canned goods to give to the fire dept. at Christmas for the needy. For more information please call President Charles Fuller 714.742.5775 or Treasurer Claudia Fuller 714.742.2598

**SAN DIEGO:** We meet on the third Thursday of every month at the meeting hall of Teamsters Local 542, 4666 Mission Gorge Pl, San Diego, CA 92120. The meetings begin at 10 a.m. All meetings are preceded by coffee & donuts at 9. Our next meeting is Oct. 18 - a luncheon meeting at Filippis Pizza, 5353 Kearny Villa Rd, San Diego 92123, at 11:30 a.m. After that we meet Nov. 15, Dec. 20 and Jan. 17, 2018. The club is open to all retired members of Locals 36 (166), 481, 542 and 683. The club is partially sponsored by the generous donations of the Locals. Annual membership dues are \$15. We have various speakers

throughout the year, monthly raffles, and an annual luncheon. We hope you will join us. We have a great time. You might see an old friend. Remember, just because you retired, doesn't mean you stop being a Teamster. John Norman, president of our club, can be reached at jdnrock@att.net or 619-562-5796.

**MONTEBELLO:** Our condolences to the families of Art Ocampo, Frank Koval and John Martinez, may they rest in peace. Our SCTRA annual luncheon went well, friends that we had not seen for a while attended and the food was great, with gifts for all members in attendance. We would like to thank all the Locals that supported this event. Thanks also to the members that helped set up the room and those that helped clean up, thank you all very much. Our meeting in Sept., we had a BBQ, and we will start collecting \$5 donation from each member for Christmas bikes for kids along with the VFW Post 7734. Our speaker for Oct. 25, will be Rodney, a Medicare adviser, for those that want to change their Medi-

care plan. Thursday Nov. 1 we plan our chapter luncheon at a restaurant TBA. Our last meeting of the year will be Thursday, Dec. 6, hope to see you there. If you have any questions please call Phil Zamora 562)505-1387.

**ORANGE COUNTY:** The Orange retiree meetings are the second Saturday of the month, from October to May. We are dark June, July, August and September. We meet at Local 952, 140 S. Marks Way in Orange, and start the meetings at 10 a.m.; we have coffee and donuts always, guest speakers sometime, information always, and bingo always after the meetings. If you are new to our meeting please use the back door. That is where you park and enter the back door to the hall. Our meetings start up again Oct. 13. Our guest speaker will be Rodn Au-yeung. He will tell us about any options we have for our supplemental to Medicare. We will meet in one of the conference rooms, while they do work on the hall and roof. I hope you have had a great summer. Don't forget to Vote in November, it is so very important.

Teamster endorsements are in this issue. The holidays are also rolling along pretty fast, have good times with family and friends.

**SO. NEVADA:** This issue of the Teamster newspaper has our Union's endorsements for the November election. Consult this recommendation list, it was hammered out by various seniors groups, Union retiree groups, your Retiree Assn. and of course the active Teamsters Union and its representatives and leadership. Don't miss our monthly membership meetings. Good info and great speakers pertinent to our lives.

**LONG BEACH:** We are back! See you at meetings October 6, Nov. 10 & Dec. 1 (all Saturdays) at the hall of world famous Teamsters Local 848 located at 3888 Cherry Ave., Long Beach 90807. Join us for coffee, donuts, planning special events, luncheons and field trips. All retirees who can make it, come on down! God Bless all of us thru the holidays to the New Year. Any questions, call Tony Mosqueda at 323.569.9127.



## DISTRICT COUNCIL 2

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



In the past few months, District Council 2 has ratified contracts for members in California, Colorado, Idaho, Oregon and the state of Washington.

In Southern California, Carastar recently ratified a three-year agreement with a GWI increase throughout the term of the contract, higher rate of pay for certain classifications, improvements to the 401(k) plan, bereavement Leave, and vacation payouts.

DC2 continues negotiations at PCA-Los Angeles, American Red Cross and Graphic Packing. Upcoming negotiations in this region include Westrock, Gared Graphics, PCA-South Gate, and Smurfit Kappa.

In Northern California, we recently organized and ratified a contract at a new plant, San Jose Mailing Group. It includes a four-year agreement with a GWI increase in each year of the contract, contributions to the SIP 401(k) plan, as well as established vacation benefits. Congratulations to our new members.

Also ratified in Northern California were Pacific Printing Services Corp. and Papyrus Printing. Both companies ratified a four-year contract with increases each year and contributions to the SIP 401(k).

Custom Paper Products bargained a two-year contract with wage increases the first year of the agreement, while maintaining the status quo in pension. A one-year extension was ratified at Firefighters Print & Design.

We continue bargaining in Northern California at Westrock. Future negotiations in the Bay Area include Adhesive Products, Dakota Press, Lama Books, Lodi News Sentinel, Metro Mailing Services, Pacific Standard Print, Portocork, Rapid Displays; and Aabco Printing, Autumn Press, Chimes Printing, Golden Gate Print & Media Service, In/Out Printing, New Solidarity, RCA Super Print, Santa Rosa Printing, Service Press, Suburban Press, Trade Lithographers, GW2 Printing, and National Printing.

Artist Proof Collective from Denver was recently ratified their first contract. A three-year agreement with wage increases throughout the term of the contract was bargained, along with contributions to the SIP 401(k) plan.

Also in Colorado, at DP Media Network, LLC, (formerly The Denver Post), a two-year agreement was ratified while maintaining the status quo. In the surrounding areas, we continue bargaining at the Omaha World Herald, Omaha, as well as Sun Litho in Utah.

In the Northwest Region, DC2 organized a company in Oregon, Western Pacific Union. Their first contract is a 3-year agreement with wage increases in each year of the contract and contributions to the SIP401(k) plan.

Members at Kapstone In Washington and Idaho ratified a four-year contract with wage increases throughout the term of the agreement, plus additional increases for

certain classifications, and a bonus at ratification. Improvements were made to funeral leave and holidays and an allowance for equipment was also included in the agreement. Members continue to participate in the Printing Specialties Health & Welfare Fund.

Nu Way Printing & Envelope Co., Oregon, recently bargained a three-year agreement including wage increases throughout the term of the contract. The agreement also included improvements to the language concerning overtime and weekend pay.

Cenveo, Rotary Offset Press, and Westrock are currently in negotiations in the Northwest Region. The Daily Journal is coming up for bargaining soon.

DC2 recently settled a grievance that was pending an arbitration at IP Compton regarding vacation use while on FMLA. The company violated an agreement which did not allow for the company to mandate the employee to use vacation while out on FMLA for themselves. The grievance was ultimately resolved, and the affected members were made whole.

At IP Elk Grove, a grievance over California Paid Sick Leave was resolved after arbitration and litigation. The outcome was more generous than what state law provides; not only do the employees get 3-days and 24-hours of paid sick pay, but they also have an additional 12-hours of unpaid sick leave. This affects all IP plants in California.

District Council 2 is pleased to announce the winners of the 2018 DC2 scholarship fund, awarded to 5 students, at \$1,500 each, to: 1) Briana Avila, daughter of Victor Avila of Westrock, Portland, who will be attending Washington State University and majoring in biology; 2) Marcos Magana, son of Martin Magana of IP Salinas, who will be attending San Diego State and majoring in business marketing; 3) Ethan Nguyen, son of Ding Nguyen of National Printing, who will be attending University of the Pacific where he will study pre-dentistry; 4) Andrew Sauer, son of Joshua Sauer of Morel Ink, who will be attending Oregon State and majoring in mathematics; and 5) Emily Ramirez, daughter of Gustavo Ramirez of IP Camarillo, who will be attending Westmont College and majoring in mathematics & economics/business. Emily also won the Joint Council 42 scholarship, as well as the James R. Hoffa scholarship. Congratulations to all the winners and best of luck on future endeavors.

Be advised that shop steward elections are still ongoing at this time. Steward seminars have been scheduled starting in the fall; California seminars will be held in November. Notices will be mailed out by early October.

New DC2 membership cards have been disbursed. If you have not received your card yet, please talk to your representative.

Our deepest condolences to the families of the following members who recently passed away: Ysidro Fernandez, Jr. - member on LOA from Local 388M, Elena Villegas - suspended member from Local 388M, Derrick Lynch - member on LOA from Local 747M, Robert E. Grant - retired member from Local 543M.

Visit Teamsters District Council 2

website at [www.Teamstersdc2.org](http://www.Teamstersdc2.org).

Our 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 Ray Whitmer**  
**Secretary-Treasurer**



Local 911 Scholarship Winners - After weeks of deliberation, we are proud to announce the winners of the Second Annual Teamsters Local 911 Scholarship Program.

We would like to recognize Shelby Seely, Heley Pavon, Lani Morales Guerro, and Samuel Navarro as winners of this year's scholarships. Each winner will receive an award of \$2,500 highlighting their tremendous success.

Union membership goes beyond the workplace and our Local 911 scholarship is the perfect example. Congratulations to all our winners and their families.

Since 2016, the Teamsters Local 911 Scholarship Program has given \$30,000 to members of Local 911 and the children of our members who are working to pursue success in higher education.

Occidental College Teamsters Win New Contract - after months of negotiations, our Local 911 bargaining team signed in a new contract on August 16 covering 115 facility services and campus dining workers at Occidental College in Los Angeles. The agreement includes guaranteed wages and protections on health and welfare.

Our members at Occidental College have a deep commitment to the students and the community of the University. They will always stand together to keep the college running smoothly and safely. We want to thank the entire bargaining team who worked countless hours to get this contract.

Upcoming Trainings - as the attack on workers continues, we are working to build member power and strength in the workplace. Our stewards are the backbone of our Union. They are not only the face of our Local but they are on the frontlines addressing issues and protecting the rights of our members every day.

We will be holding two Stewards Training in October to teach our newly elected stewards and refine the skills of our more experienced stewards. Our first training will take place at our Local 911 Union hall in Bellflower, CA and our second training will be held in San Diego.

The training is open to all stewards of Local 911. If you are a steward and interested in joining us, please contact your business representative.



**By Mike Bergen**  
**Secretary-Treasurer**



Mark your calendars for the annual Local 166 meetings: Monday, December 3--Barstow; Tuesday, December 4--Lower Desert; Thursday, December 6--San Bernardino; and Saturday, December 8--San Diego. Sites are to be determined and will be posted at all locations in early November.

On September 26, one shop steward from each Teamster-represented California Costco location met in San Diego to discuss the results of the upcoming contract negotiation proposals. The East Coast Locals and their stewards also met with us via video conference. Teamster/Costco negotiations begin the last week of October in San Diego, so be involved and ask your stewards or business representative about what's happening in your negotiations. Other meetings for negotiations are scheduled for November, December & January. If you did not receive the proposal by mail or were unable to attend any of the proposal meetings, make sure your Local Union has your updated address on file.

At Kaiser Permanente, Teamsters 166 has been meeting with Kaiser Permanente on both local bargaining and national bargaining with the Alliance of Health Care Unions which includes eight other international unions. We have been bargaining since July 2018 both the Local and National agreements as our foundation, and were targeted to be completed by the end of September. We are still having some unsolved economic issues in both the local and national bargaining. In local bargaining, Teamsters 166 and Kaiser Permanente tentatively agreed on classification review into different levels, ETO/PTO request(s) within 10 days of requested day(s), all work schedules to be posted for the month, shift differential increase and to review language in the CBA for accuracy. Please watch your bulletin boards for further updates as these negotiation come closer to completion.

At Mondelez, we had a member terminated and slated for arbitration, and just before arbitration the company agreed to return him back to full status. At Farmer Bros Coffee the bids for the new warehouse position have been posted in those locations that will be having a warehouse person.

In wholesale liquor with Young's Market and Southern Glazier, the statewide committee continues to meet with both employers. There are many side issues for both employers statewide that are creating obstacles for both the Union and the employers. We continue to work through those and are confident that we will get those issues corrected. The statewide Locals will notify all members as we progress. In the meantime stay Teamster Strong and United.

Effective October 1, 2018 National Express (formerly Transdev) in the high desert took over the operation of VVTA for the VVTA. The Local Un-

ion was successful in maintaining both contracts with substantial enhancements on the wages. Thank you for your continued support.

Linen industry negotiations continue with A1SCO Linen and AmeriPride. Therefore, members should pay close attention to their Union bulletin boards for any contract meetings as these negotiations conclude. The Angelica drivers ratified a new four year agreement.

The Aramark/AmeriPride merger transition has begun; the Local will continue to monitor all movement of work to insure members' rights are protected.

As good Unionist, dairy industry members would like to see you purchase Union-made dairy products manufactured at Ralphs Creameries, Stremick's Heritage Foods, Alta Dena Certified Dairy, Rockview Farms milk, Driftwood Dairy, Challenge Dairy cheese, Vons/Safeway/Albertsons milk, Thrifty Ice Cream, Stater Bros. milk.

At HDSS, Ft. Irwin, we ratified a contract on 9/12/2018 which gave the employees a significant increase to their pension and wages. We also got a member back pay.

At Bearing Straights Ft. Irwin, the renewed contract was ratified 9/12/2018. At DynCorp Fort Irwin, we finished the second round of bargaining and the company has given the committee an insufficient offer that the Local Union and the Member committee are NOT recommending. The main reason is because the pension is not in the offer and Appendix E attendance language is out. There will be a contract offer explanation meeting where the Local Union will hand out copies of the offer, explain it and take questions. The actual vote will be the week following the explanation meeting. There will be bulletins coming out announcing the exact date, time and location of this meeting and vote. The fight for a strong contract now with DynCorp will also help our brothers and sisters at the sub contracts of VETS and DA Defense. Our members are Teamster Strong and United. At NORCO DOD Navy Police we have brought up the major issue and need for more officers to deal with the safety concerns for more coverage on the facility.

Also at Ft. Irwin: at PULAU the company contract offer was voted down for Range Control, we were back negotiating Oct 2 & 3. At Valiant, Ft. Irwin, the Local Union will be going back to finish negotiations on Oct. 29 & 30. At PAE MCLB, Barstow, we have agreed to start negotiations in October, dates to be confirmed shortly. We are also going to be sitting down to discuss the PWS from the government and figure out how to resolve their new 4x9 schedule. We will keep the membership appraised of the progress of their contracts in negotiation.

I would also like to recognize all of my other hard working members at Job Options, ADE, Spec-Pro, Desert Ambulance, AECOM, Technica, SOI and Young Services.

Congratulations to Dwight Haddon on his recent retirement from Gallo Wine. Our best wishes for many happy years of retirement go out to Dwight and his family.

Our condolences to the family and friends of Ronald Munson from the construction industry on his recent passing. RIP



## Hawaii Local 996

**By Ron Kozuma  
President**



Aloha, Brothers and Sisters! We are at a critical time. Unions, workers and middle class families are under attack

and having our standard of living diminished. Meanwhile, those currently holding political power and their wealthy supporters are prospering, gaining greater control and chipping away at our rights. There's only one thing we can do. Take the power back!

In the upcoming General Election, make sure to vote and encourage your co-workers and family to vote. But more importantly, vote for labor-friendly candidates who will stand behind workers and working families – not legislate for only a chosen well-heeled few! Let's take action to return the power back to those who built our great country.

Workers have made our nation strong with our experience, expertise and steadfast effort. We contribute in immeasurable ways to our nation's economic growth. We know we must protect our natural resources. We push for equality and fairness every day because it is the right thing to do – not just for ourselves and our families today but for future generations. We're experiencing the result of the 2016 election, and it's not a pretty picture. It's time we set a course back toward the ethics and values that truly make our country great.

At the Union level, we are also encouraging our members to vote in the Local 996 Executive Board election because the choice of our Union's leadership is no less critical. There is much on the line here, including future contracts, grievances and arbitrations. The vision and goals of the next President and Executive Board will determine our future. Vote!



**By Jaime Vasquez  
Secretary-Treasurer**



The San Diego County members of Teamsters Local 542 celebrated our annual picnic this past September 29 at De

Anza Cove in Mission Bay. It gives the executive board of Local 542 great satisfaction knowing that the membership and their families had a great time at the event enjoying great gifts, food, games and raffles.

The Teamsters Local 542 app is up and running. We highly recommend that you download our app to your phone. The Teamsters Local 542 app will be a great tool to keep you updated on current events as well as providing you with as much information as possible to help you with your everyday work issues.

We have been very busy here at Local 542. Negotiations are ongoing with county of Imperial, Palo

Verde Unified School District Support II, MV Transportation dispatchers, ALSCO, US Foods Corona Division, Coast Dental, City of Calexico Housing Authority, Republic Services Otay Landfill and El Centro Regional Medical Center. Next general membership meetings will be on Thursday, Oct. 18 starting at 7:30 p.m., Thursday, Nov. 15 starting at 7:30 p.m. and on Sunday, Dec. 16 starting at 10:00 a.m. All three general membership meetings will be held at our Teamsters Local 542 Union Hall located at 4666 Mission Gorge Place, San Diego, CA 92120.

Last but not least, elections are upon us. Teamsters Local 542 has made available a list of our endorsed candidates at our website [www.teamsters542.org](http://www.teamsters542.org) and at our Facebook page for your consideration. Teamsters Local 542 has the following recommendations in our jurisdiction: Mike Levin for the 49th Congressional District, Ammar Campa-Najjar for the 50th Congressional District, Imperial County Board of Supervisors District 1 Jesus Eduardo Escobar, No on Prop 6 and we highly support the initiative to expand the San Diego Convention Center.

## 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: As I write this report, we're in the midst of our online voting process for our successor "Black Book" and Location Manager contracts. The Casting Director negotiations will take place in late October. I'd like to thank the Driver Committee and the Coordinator Committee for all their input regarding their contract and time spent discussing and attending our Negotiations. I'd also like to thank the Location Manager Committee for their hard work and guidance during negotiations!

Our 4th Annual Classic Car and Motorcycle show, held August 25, was a huge success! We had over 150 cars and nearly 30 motorcycles entered. We had live music by some of our Local 399 members, picture cars, food trucks, vendors and even a dog adoption. It was a great day for hanging out with friends and family. I'd like to give a heartfelt thanks to our Basic Craft Locals, our staff, and everyone who helped make this year's car show a reality. I'd also like to thank former Business Agent Jack Fisher for getting the car show started. We'll be back at Woodley Park in 2019, so I hope to see you there!

We also hosted our annual retiree event at the Golden Nugget in Las Vegas this past September. It's always great to spend time with our retirees, hear their stories, talk about their concerns and find ways we can support them. There was a banquet, bowling and museum tours. We also had the Motion Picture Plan staff attend to answer any questions our retirees had. Thanks to everyone who took the time to

come out!

We are continuing to organize vendors in the industry, and we're going after even more targets. We'll keep you updated on our progress in the coming months.

I'm happy to report that because of the recently extended Film Tax Incentive Program and the increase in production from streaming, we are at full employment and will continue to be for the foreseeable future.

Business Agent Joshua Staehli: grievances were filed against Supply & Demand and Smuggler for hiring non-bargaining unit employees to do bargaining unit work and for failure to assign a Gang Boss when they had more than 4 production vehicles working. Our Quixote drivers unanimously ratified their contract and Business Agent Ernie Barraza and I were able to negotiate the first Quixote Grip and Electric warehouse contract after this group stood strong to organize. I want to thank Bruce Callahan for his years of dedicated service to our members at the WB lot as a shop steward and announce that Victor Rangel will be taking over as a steward on the WB Lot. Victor has been a dedicated member of Teamsters Local 399 for over a decade and I am confident he will excel in his new role.

Business Agent Ed Duffy: location managers, keys, assistants, casting directors and casting associates---please make sure if you have moved or changed information that your address and phone numbers are correct with the front office. Also, if you're not getting informational emails concerning location and casting issues please go to [www.ht399.org](http://www.ht399.org) and register. Being informed of the issues involving our crafts brings us together and makes us stronger. I'm also happy to report that Governor Brown has signed the last adjustments the State Department of Finance requested to our extension of our Film Tax Credits program and take our program through 2025.

Business Agent Calvin McDowell: I would like to thank Secretary-Treasurer Steve Dayan for bringing me into Local 399 as a part-time business agent. I'm very grateful for the support from the staff and business agents here at the Local. My primary focus will be in commercials, the division in which I have worked for the past 20 years. I want to remind the gang bosses to send in your call sheets as soon as possible. Contractually, the drivers need to be cleared within 2 hours of their call times and it helps the Call Board to stay updated.

Business Agent Ernie Barraza: Teamster power is in full effect here at Local 399! I would like to welcome our new brothers from Quixote Grip and Electric Warehouse who stood strong to join our great Union. We are continuing to negotiate multiple contracts, sometimes simultaneously, which include P.R.G., Tri Scenic, Western and preparing for Classic Couriers, Universal City Walk negotiations. Lastly, congratulations to my steward from 24/7, Charles Gutierrez, for receiving his jiu jitsu black belt (for those who know, understand the difficulty).

Kenny Farnell: grievances have been settled at Disney/ABC for hiring violations and at TLC Films, LLC for late wage claims. The upcoming arbitration case against Universal

for the show Law and Order: True Crime has been set for January 2019. A DOT class was held September 9 with over 40 members taking part. I would like to thank the CHP for conducting the class. Thank you again to the Local 399 staff for making this year's Teamsters/Basic Crafts car show a huge success--the yearly show keeps getting bigger and better every year!

Business Agent Chris Sell: grievances have been settled at Sony and I have filed new grievances at Fox. Per our Black Book agreement, I'm submitting skills training for approval at the end of October. If you have any suggestions, contact Business Agent Chris Sell. 36-month removal notices have gone out if you have received this notice; contact Chris Sell if you have any issues: [CSELL@HT399.org](mailto:CSELL@HT399.org).

Lindsay Dougherty: since my last report, I've signed 80 film, television, and new media agreements. Grievances have been settled with Journal Productions, LLC on the production, "John Wick 3," for \$45,000 in liquidated damages. Grievances have been filed with the production, "Yellowstone," because the production failed to hire drivers to transport horses to Utah. We filed petitions for an election with the NLRB to cover the DOT admins at both Warner Bros. and Universal. We are waiting to hear the decision from the NLRB.

## Local 630

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

**By Lou Villalvazo  
Secretary-Treasurer**



Our thoughts and prayers go out to the Ramesh Family along with his friends and coworkers at Alta Dena

North. He will be laid to rest in his native Fiji.

We've been extremely busy at Local 630 educating, organizing and mobilizing our members by engaging them in craft meetings, seminars, pension visits, membership visits and registering them to vote.

SurperValu: we conducted two scheduled pension visits at both facilities this month. We were able to assist our members in getting informed and educated on their retiree benefits. I'm glad to report that well over 200 members took advantage of these visits as we were able to provide them with their individual summary of benefits.

SGWS/Young's Market: we resumed statewide negotiations September 10 with no progress. The company continues to drag its feet, asking for concessions. I need our members to be engaged and let the company know at every meeting they have with you that we're prepared to fight to maintain what we have and will fight to better this contract.

Barton Brands: 10 negotiation sessions with this company and the biggest issue is the medical!!!! Due to the 2 previous contracts negotiated before, we now have the difficult task of trying to repair the medical in this contract. Currently, our senior members are paying 8% and our junior members are paying 22% out-of-pocket for med-

ical along with a portion of the retiree medical. This is wrong and should have never happened! The company provided an offer which was unanimously rejected per our recommendation. I and the representatives at the table have the experience and know what we must do, but we need our members to be united and be prepared to do what is necessary.

US Foods: I would like to welcome our brother Steve Blankenship as our assistant steward for the night shift. Our rep Adam was successful in getting our brother Jairo a settlement for his termination case. I would like thank our rep Adam Methus and our steward Felipe Osario who were successful in returning our brother Adam Ortiz back to work after being terminated for an alleged violation of the mispick policy. I would like to welcome back our brother Victor Arteaga, as we were successful in getting him back to work after he was terminated a little over 1 year ago. Also, after 14 months of our brother Samuel being terminated and pending arbitration, I am proud to announce that we were successful in returning him back to work.

On August 23 our rep Carlos Santamaria scheduled a pension visit with our Valley Fruit members at ATC to answer questions regarding pension benefits. Our members were very appreciative of this visit and one member was able to apply for her pension on the spot to begin collecting on her benefits.

Member visit: have had some good get-togethers with members at Gallo Wine & Alta Dena as we were able to bring them some food and shirts. It was good to spend some time and break bread with them.

Sysco: we were successful in settling the following cases that were pending arbitration: Exempt list: the company will abide by the Union's position and will return all members who are eligible to be on the exempt list back on it. Split shift on preferential bids--the company will not split days off for forklift operators or loaders and all past bids will revert to consecutive days off and will be re-bid. Thanks to our rep Adam and our stewards Tom and Andrew, we were successful in resolving the following grievances: short runner bid for Victor Carbota; we were able to remove the discipline for Kevin Zigger and Gabriel Estrada; we got brothers Frank Cisneros and Victor Carbota paid for their holiday; we were also able to make our brother Abel Gonzales whole for 4 months. We're glad we were able to bring out the pension department, as our members took full advantage. It's great to see our members reach this milestone and be able to enjoy the fruits of their labor.

Danone Wave Foods: the mediation regarding preservation of work is ongoing. If no resolution is reached we are scheduled for arbitration for December 12. We scheduled a pension visit for members where we brought representatives from the WCTPT to answer our members' questions and provide them with their personal accrued benefits statements. The members were very thankful as they got a chance to get informed and educated regarding their pension benefits. I would like to thank our

continued next page



vice president and shop steward Raymundo Gaytan and our rep Alex Flores, as they were successful in reinstating our brother Kevin Menifee after wrongful termination.

Jacmar: last month we reported that after 2 years of your Union beating the company at several ULP's including the NLRB trials, Jacmar has been mandated by the 10th Circuit Federal Court of Appeals in Washington D.C. to start negotiations with Local 630. I'm glad to announce that we began negotiations September 11 and look forward to negotiating a good contract.

Langlois: on July 25 our members voted unanimously to ratify a 3-year contract. I would like to thank shop steward Johnny Duran and our rep Adam Methus for all their assistance and hard work with this contract. Do to the vigilance of our negotiating committee we were able improve language, negotiate a great wage and pension package but most of all, we were successful in restoring full MOB.

I would like to thank all our members who sent their kids to this year's Teamsters summer camp. We received many thank you letters. We look forward to sending more kids next year.

Remember elections have consequences; October 22 is the deadline to register to vote for the November 6 midterm elections! Let's flex our Union power and get everyone you know to vote. Visit our website [www.teamsters630.org](http://www.teamsters630.org)

## Local 631

Vegas Teamsters.  
Chauffeurs & Helpers

### By Tommy Blitsch Secretary-Treasurer



**T o m m y Blitsch:** our first general membership meeting, after being dark for the summer months, is Thursday, October 11 at 7:30 p.m. Please make sure you vote in the upcoming election on November 6. It is imperative that we help Labor-friendly candidates get elected. A list of endorsed candidates is available at the hall or on our website at [www.teamsterslocal631.org](http://www.teamsterslocal631.org). If you missed the flu shot clinic and are an active participant in the Teamsters 631 Trust Funds, you can still go to any CVS or Walgreens to get your flu shot at no cost to you. Mark your calendars for our members' holiday party Saturday, December 1 from 11:00 - 2:00 p.m. Great food, music and fun for the kids. Look for flyers on your bulletin boards as we get closer to the date. Make sure to keep your address updated with the Local Union.

ABF: we are currently looking for a steward, if interested please contact James Nowak or Dave Cutting. YRC/Reddaway: we will be conducting contract proposal meetings, dates and times will be posted soon. Rinker: always work safe and remember to always Lock out Tag out. Cemex Block: the new contract was ratified; shop steward Jose Miranda will be handing them out. UPSF: the new contract was voted and counted on October 5, we will post the results as soon as

we receive them.

Government contracts: we are still in negotiations with URS pilots, URS wall-to-wall, URS mechanics and MSTs construction contracts--we are getting close to an agreement for the members to vote on. We have tentative agreements on URS construction & URS M & O for the members to vote on. We just got the URS firefighters, URS telecommunications and URS dispatchers contracts ratified. It's everyone's job to enforce their contract so I ask each of you to know your contract.

Convention: tradeshow in Las Vegas have been quite slow this summer. As the summer ends, work is about to pick up and our members are excited to get back to work. Please make sure your addresses are current with BeneSys Administrators to ensure you receive your vacation check when mailed out in November.

UPS: attendance is an ongoing issue. Be at work and at your work station on time, unless you're on approved time off. The company will continue to train feeder drivers in 2018 until the bench is staffed. The UPS/Teamsters contract vote will be counted on October 5 at 8 p.m. EST. Please make sure you have a good address on file with the Local Union--call 702-453-6310 to verify your address with the office staff.

Republic Services: be sure to check your Union boards. There will be a wage vote in November for your December raise. Remember health/welfare increases automatically go to pension. The company is hiring so check bid boards for activity. To check your pension status call 1-800-531-1489. Be careful with your social media while on shift or in uniform. Time will be changing soon, be extra careful on the streets.

Construction: there are several roadway projects across the Vegas Valley currently underway. New underground utilities, interchanges, and road maintenance projects are just a small scope of the work that is being performed. The two highest profile projects in Las Vegas, the Raider Stadium and the Convention Center expansion, are both constructed under a Building Trades Union Project Labor Agreement. Resorts World is another huge project on the Strip. The Interstate 11 project was completed and opened in early August. In the north part of the Valley, a new interchange is underway at the Kyle Canyon and US 95 intersection. Also, a new phase of the US 95 and Interstate 215 just started breaking ground. These projects should keep workers busy heading into the winter months.

Ready Mix: Nevada Ready Mix has hired several new drivers to meet customer demands as work is picking up for them. SilverStar Ready Mix also hired a few drivers to meet delivery needs of aggregate material to their batch plant located at the Raider Stadium.

Heavy Haul: Werdco BC and Delong Heavy Haul drivers are working hard to meet the needs of all the construction companies in Las Vegas. This is good news heading into contract negotiations at the end of this year. CertainTeed Gypsum: ratified their contract, MV Senior Transportation is still in negotiations, Transdev Paratransit: the negotiation committees have been meeting preparing for negotiations.

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

### By Larry Griffith Secretary-Treasurer



Fall has arrived, even though it may not feel like it here in Las Vegas. Fall means football (or hockey - Go Knights Go!), falling leaves and Halloween to most but it also means it is time to vote. Elections ballots will be cast on November 6th here in Nevada and throughout the country in some very important elections and ballot questions. Teamsters and Local 14 will be making endorsements for many of these races and you can visit our website to see a list of the endorsements. Please remember that these endorsements are just a suggestion to you. The endorsed candidates are the individuals that the Local or International has selected due to their views and history of supporting the labor movement. You may have other issues that may influence your voting decision but we would hope that your job and quality of life are also an important factor when voting. Above all else, please utilize your right as a citizen and vote!

We want to thank everyone who attended our Steward Appreciation Dinner and hope that you had a great time! We will be finalizing details soon for a Steward Seminar to be held in January. Notifications will be sent out as soon as possible.

In an effort to make communications with our members easier and more efficient Local 14 is very close to releasing our application for use by members. We are very excited by the many uses and benefits this app will provide to our members. Please be looking for information soon on how to download and utilize this new and useful benefit from your Local.

After being dark for the summer please remember that general membership meetings will be held on the 3rd Thursday of each month at 6:00 p.m. here at the Local 14 hall.

We are very close to being able to announce that the Local will be moving! We are currently in the process of selling the current hall and finalizing an agreement for a new home. When completed we will send a mail notification to our members with our new address information. We also anticipate holding an Open House around the first of the year.

The Local recently held a contract proposal meeting for our members with Johnson Brothers. Thank you to all the members that attended and voiced their opinion on issues that will be addressed in the upcoming negotiations. Check your bulletin board for dates of the proposal review meeting that will be held prior to the first negotiation session.

We will have contract proposal meetings in the near future for our members at Prudential Uniforms, Reyes Coke, Aramark and Mondelez. Check the bulletin boards for the meeting notice and plan on attending. As a member this is your opportunity to have a say in your

future.

We are currently in negotiations with several companies. We have ongoing negotiations for a first contract with drivers at Airgas in North Las Vegas. We are optimistic that we will be able to agree to and ratify an initial contract by the end of the calendar year. We want to congratulate our new brothers at several So. California Airgas locations that just recently voted for Teamster representation. We also have been in negotiations with Sysco for our drivers at the Las Vegas location. Negotiations are progressing and, again, check your bulletin board for notification of the ratification meeting in the near future. A first meeting has been scheduled in the negotiations of a first contract for our new members in the blue-collar bargaining unit for the Town of Pahrump. We have also recently negotiated and ratified a new five-year agreement between the road workers and Lincoln County. Part-time employees with the Las Vegas/Clark County Library District have started voting in a representational election to have Local 14 be their representative. The ballots will be counted October 25. Closer to the end of this calendar year we will be begin having contract proposal meetings for our public sector employees whose collective bargaining agreements will expire on June 30, 2019. As has been reiterated several times, please check your bulletin boards frequently so you don't miss out on any important events.

Congratulations to the following members who are retiring before the end of the year: Russ Mueller worked at Nevada Beverage for 35 years, Kerry Neese was with Breakthru Beverage for 31 years, Dennis Paszternak spent 39 years with Reyes Coke and Jim Denton enjoyed a 37-year career with Bonanza Beverage. We here at the Local would like to thank you for your years of membership and wish you good luck in retirement.

## Ventura Local 186 Santa Barbara Oxnard

### By Abel Garcia Secretary-Treasurer



**S e c r e t a r y - T r e a s u r e r**  
Abel Garcia: Hello, Brothers and Sisters--As we go to print UPS members across the Country are voting on their contract. This is you and your family's future. It is important that you vote and let your voice be heard.

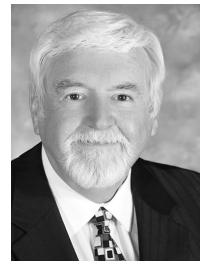
Mission Linen--we are in negotiations on an area wide agreement. Cemex--the campaign is going extremely well, we hope to vote in the near future.

Gold Coast supervisors--thank you to Negotiating Committee members--Marco Lopez and Jorge Arellano--for all the hard work. Pacific Beverage--negotiations were conducted September 27. We have made significant gains and hope to be done soon.

Local 186 Election of Officers--please take the time and vote in October. Ballots will be counted November 1, 2018. In Solidarity, Abel Garcia.

## Local 63 Teamsters

### By Randy Cammack Secretary-Treasurer



Ron Seamans, BA: YRC: Thanks to everyone for the great turnout at the proposal meeting. The proposals were put into contract language to be submitted to the International. Start dates for negotiations haven't been set. Non-CDL employees, if you want to get your CDL, contact your terminal manager. If you receive a citation in any vehicle (personal or company) you must inform the company immediately or the company can issue discipline. Don't let something like that turn into a possible termination.

Brian Wood, BA/Organizer: Coke Coachella: the Reyes Brothers' changes to the warehouse and delivery departments are starting in the middle of October. Your Union will do everything to protect your working conditions. I will set up a meeting ASAP to go over the changes. If you have any questions, call me. To all my members at UNFI, US Foods, Pasha, Core-Mark and P&R Paper, all of your contracts are up for renewal early next year. Please start looking through your contract and thinking about the changes you want. I will be in the barns soon with contract proposal forms. United we stand, divided we beg.

Martin Perez, BA/Coordinator: Essendant: as you know by now, we have a new three year agreement with Essendant with pension and wage increases and some language changes. We are still in the process of changing over the membership to Local 1932. I will soon have a better response to the question as to when. Special thanks go to all stewards. GSF CID, warehouse and drivers: Both contracts were ratified by a high percentage. We were able to secure a new five year agreement with pension and wages and a full MOB on health and welfare. Special thanks to the warehouse and driver stewards.

Ramiro Alonzo, BA: UPS Freight: the ballots are out for the contract and will be counted October 5. Winter is just around the corner. Remember during the first rain, streets get slick with oil when wet, so be careful. Stater Bros. drivers: congratulations to the new stewards. You are doing a great job. Your contract is coming up in one year, so let's get ready, be prepared and start saving money just in case. Stater drivers, now is the time to go through the contract and write down some of the changes you would like to have included.

Carlos Barnett, Dairy & Miscellaneous: Avis/Budget: several payroll issues are being addressed, but the timeliness of these cases are of concern. If you feel that your pay was shorted or incorrect, ask your supervisor to correct it. If not corrected by the next pay period, file a grievance through your stewards. Deans Foods: we may have a tentative agreement over the sick leave pay-out soon. Some employees received points for using sick leave after it was paid out. It was not the

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intent to have to black out those days from use. The grievance for abuse of the attendance policy still scheduled for arbitration. Driftwood Dairy & Clearbrook Farms: welcome back school drivers. Some questions have come up on open routes and department openings. When routes are open your seniority by department applies. When you bid on a department transfer your company seniority should apply. If you're not sure, sign the bids if you want the opening anyway. International Food Service: issues with the routing for drivers and production standards for the warehouse are progressing. The company has agreed to a \$100 shoe allowance at RedWing plus the 10% Teamster discount. Challenge Dairy: grievances over attendance are settled and removed. Foster Farms: contracts have been issued to all employees. Welcome to new drivers; if you have any questions about your benefits, call me. Foster employees negotiated a great 5-year deal. Rockview Farms: we have several drivers' subcontracting issues over tanker work and hope to put before Federal Mediation soon. NLRB charges have been withdrawn. Rockys Meats: the employees have rejected the company's first written offer. I hope to get a contract soon. Dues will be deducted on the first pay check of the month as posted and in the CBA. McCain & Dooley: a new agreement extending the current one is being drafted, and I am working a new three year agreement to vote. Rite Aid Ice Cream: we are getting ready for a new contract and meeting regarding insurance changes on benefits very soon. Rose Shore Meats: we had a couple of FMLA issues that have been settled. Ruan Frozen Delivery (Baskin-Robbins): we have had a few issues regarding vacations. I'm sure we will settle this matter with a few meetings. All of these companies are hiring and there is a shortage of workers. Thanks to the stewards for their hard work.

Hello all UPS Teamster members. By now, all UPS members should have their ballot. Voting "Yes" affirms you're voting on one of the richest contracts in history. As in the past, negotiations were tough but very fair. The Teamster Committee fought hard for every member. For the first time, voting will be by Internet and by phone. This will help bring up voting participation numbers. The internet has opened a gateway for a more informed Teamster/UPS Voter. Local 63 endorses a "Yes" Vote. UPS BA's will be out to answer any questions you have. This contract has answered three basic questions for our members: the protection of my job, the future of my career, and the security of my retirement.

Creg Quiroz BA: Harris Ranch and LBC contracts have been recently ratified and everyone should have seen their back pay, if not please contact me. USF Reddaway: we received contract proposals from the members. We will keep the stewards updated about dates and progress of the negotiations. The current agreement expires on 03/31/19. Ralphs Transportation: the bid was just completed in July and resolved several grievances. Tractors were recently rebid. Congratulations to Rick Schinhofen on his recent retirement. Sadly, recent retiree Roger Branch passed away. My deep condolences to his fam-

ily at this tragic time. Stater Bros. office/ shop: I've been recently assigned to both of these contracts. Nothing to report so far.

## Check Out Your Local Website

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



I hope this column finds you all healthy! Congratulations to the following on their retirement: Darren Riefer, 34 years, Metco Construction; Aaron Proctor, Sysco, 34 years; Richard Legarreta, ABF 35 years; David Lopez, Youngs Market, 28 years; David Vosburg, Youngs Market, 19 years; Ricky Chavez, US Foods, 17 years; John Rach, Reyes Coca Cola, 32 years; Javier Contreras, Reyes Coca Cola, 37 years; Robert Banuelos, MV Transportation. 5 years; Hector Carrera, US Foods, 19 years; Koun Chiv, TABC, 40 years; Victor Mejia, US Foods, 28 years; Armando Ponce, Toyota, 27 years; Michael Tilk, Farmer Bros, 9 years.

Our condolences to the families of the following: Monica Pearson, Keolis; Leagafai Faatoalia Jr., Pasha.

Gordon Ament - First Transit Cerritos - the Local is currently discussing a one-year extension with the employer. There are open positions for a steward alternate. Please contact my office if interested. Keolis Pomona -Please inform your stewards of any issues on paddles with particular attention to lunch periods so they can be properly addressed by the bid review committee. LA Regional Food Bank - congratulations on your new three-year contract which includes significant language and wage improvements. Special thanks to your stewards for their assistance throughout the negotiation process. The contract is at the printer and will be available soon. There are open positions for alternate stewards. Please contact my office if interested. MV Trans Glendale Bee Line - as you are aware Jesse has left the company and will truly be missed by all. Negotiations are temporarily on hold. MV Trans Glendale (DAR) - there are open positions for shop stewards and alternates. Please contact my office if interested. MV Trans Thousand Oaks/Calabasas - it is my pleasure to inform you that Sergio Murillo has accepted the steward position. He will bring grievances to the manager's attention and discuss the difficulties that may arise in day-to-day operations. There are still open positions for stewards and alternates. Transdev LACMTA - the Local has filed a class action grievance for violations of the wage scale. Please check your payroll statements to insure you are being paid correctly per the current col-

lective bargaining agreement and contact my office as soon as possible if you're not. There is an open position for a steward alternate.

Erik Lagafuaina - ready mix is slowing down a bit. A little early for this time of year but almost like clockwork. There is a new plant currently being put together in Vernon for National Ready Mix. They need drivers. Applications are available online. Negotiations with Airgas are around the corner for three new locations. Tom Tullius and I will be at the table. Construction regarding our trade is slow. There are some large projects in planning stages. That's good news for ready mix!!

Tom Tullius - Reyes Coca Cola: the new re-route bid in September for four locations is in place with a few hiccups being worked out. Torrance is having a rebid and L.A. needs to discuss a grievance filed over the re-route bid there. Congratulations to John Rach of Downey Transport on his retirement. A replacement steward has not been selected yet to fill Rach's spot. The grievance against CCB concerning the L.A. sick leave ordinance has not been settled yet. I'm waiting for a response from our legal as to the Union's position. Aramark, Orange: the medical issue is still a problem and the company is not working to resolve their screw-up on the employee monthly co-pays. The dues backlog caused by the company is also being addressed but no resolution yet. I'll be filing a grievance and make it official and will seek immediate arbitration. Aramark, Carson: I just found out that several members are behind in their dues thanks to the company payroll department. Farmer Bros.: the new warehouse position that was voted on is in place at our two locations. I'll be visiting to ascertain if this program is working properly and see what action, if any, needs to be taken by this Local. Airgas USA: welcome to the 60-plus future members of Local 848. By overwhelming majority of votes they have been certified with this Local representing them. I've had two meetings with the company labor relations/attorney on discipline issues and we have discussed the negotiations briefly. The company has been in negotiations with Las Vegas over a year and it appears that their plan is to drag all negotiations out so as to discourage you. Threats and false charges against the Teamsters have been made all these three locations and now in Pomona. This company is desperate and is on the losing side of the organizing. Special thank you and good job to all that helped in the organizing, especially Pablo Camacho, IBT Organizer. Savage, Torrance: negotiations have progressed to the point we are into the economics of a new contract. We have two confirmed dates and I hope we will have a complete package for you to vote on soon. Thank you for your support. Smuckers: time to meet and discuss proposals. I'll be in touch soon to get a date, time and location. Edw. Appfel: I will be scheduling a visit shortly. Be good to see you all again.

Louie Diaz - Brothers and Sisters, I am running for a seat in the Carson City Council in the November 6 election. I would appreciate your support and your vote, for those who live in the city of Carson. I feel it is very important to have a Union Voice in politics so that the issues of

our working men and women are addressed. I am requesting volunteers from the membership and their families to help phone bank and precinct walking. I also have yard signs available and would appreciate those who can display them for me. Please feel free to visit my website [www.diaz4carson.com](http://www.diaz4carson.com) or contact me directly at (562) 595-1891 ext. 100. I thank you in advance for your support. Fraternaly, Louie Diaz, Vice President.

**Local 1932**  
*San Bernardino County*  
*Public Employees*  
**By Randy Korgan**  
**General Manager**



Teamsters Local 1932 is ready for election season, this fall. Throughout August, members met at candidate forums in the cities of San Bernardino, Ontario and Victorville. With members asking questions, 46 elected officials and candidates for elected offices throughout the Inland Empire had to engage with our Union's concerns and vision for a better Inland Empire. Without political action, a voice for working people is limited. Local 1932 will continue to make this voice louder as we undergo canvassing for candidates that will fight for working people.

Teamsters at the City of Rancho Cucamonga Public Works Dept. are currently taking action against the City of Rancho Cucamonga's dealings with greedy corporations headquartered in Ohio and as far away as Australia. These corporations are off the hook for paying taxes on the city's prestige shopping center. These tax dollars could have benefited local schools and workers right here in the community. As the workers continue to organize against the city's lack of urgency at the negotiation table, Teamsters are spreading the word on the city's history of flat-out bad fiscal decision-making. Members of the unit have leafleted at the aforementioned shopping center. Thank you to Rancho Cucamonga Teamsters Caleb Dupont, John Pincott, Don Ballard, Lucy Castillo, Matthew Benson and Willie Glenn for leading these efforts. Residents of Rancho Cucamonga always have and will continue to be better off because of your work.

At our Union's general membership meeting for September, Tony Soto of the city of Colton was recognized as our union's latest Member Power Award winner. Tony has been in building maintenance at the city for 17 years and a steward for most of that time. Since Teamster affiliation in 2015, members like Tony have been an active part of building a movement for working people in the region. With decades of community involvement, Tony is evidence that Teamsters care - not as some third-party outside entity, but as leaders who help their hometowns thrive. Thank you for all you do, Tony.

On October 5 our Union and others throughout the region will host a job fair that, sadly, is unlike most

job fairs. At what we're calling "A Day Without a Temp - Job Fair" visitors will only find good Union jobs. Due to the mass underemployment in our region - caused mainly by a destructive and abusive cycle of reliance on staffing agencies by employers in the area - the need for good Union jobs is crucial. Unions in the Inland Empire are united on this issue. We must end this sad status-quo, and we anticipate the event to be a success for our community. For more information on the event, check out [ADayWithoutATemp.org](http://ADayWithoutATemp.org)

This fall, our Union will begin negotiations with the county of San Bernardino. 11,000 workers will be affected, and already - nearly a year out from contract expiration - hundreds have been trained for these negotiations. The bargaining team will be drawn from these training sessions. As negotiations begin, and continue into 2019, Teamsters and community will be coming together to fight for good union jobs.

**Orange Co. Teamsters Local 952**  
**By Patrick Kelly**  
**Secretary-Treasurer**



Secretary-Treasurer Patrick D. Kelly: the International Brotherhood of Teamsters and the Business Representatives

for UPS have recently concluded contract negotiations which provide for increased wages, pension, improved health and welfare and better job security. In the face of the many challenges of autonomous vehicles (driverless trucks and buses), ecommerce and the gig economy the tentative agreement is very strong and deserving of a strong Yes vote.

We are happy to announce that the Teamsters have prevailed in the Ninth Circuit Court of Appeals regarding prevailing wages for ready-mix truck drivers on public work sites. This legislation was in the works for over 20 years and was sponsored by Anaheim Assemblyman Tom Daly. You can read the decision at [www.teamsters952.org](http://www.teamsters952.org).

Local 952 has a total of about 10,000 members of which 6,400 are registered to vote and 16% are enrolled in DRIVE. We are kicking off a campaign to urge all of our members and their families to register to vote. Vote-by-mail ballots (many of our members vote by mail) are going out on October 9, 2018. The voter registration deadline is October 22, 2018. One of the highest priorities for the Teamsters is the fight against Proposition 6 which will repeal the gasoline tax. This is a jobs issue that impacts all Teamsters and everyone who uses transit, highways and bridges. There is 50 billion dollars over a ten year period being provided by this tax to improve highway safety, logistics liability and transit funding assistance. In Local 952 we have over 2,000 members employed in the transit sector. We have thousands of members involved in logistics and distribution. Proposition 6 will lead to more

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traffic jams and increased gridlock. If you want a yard sign call Local 952. We need to vote No on Prop 6 in order to protect jobs, mobility and public safety. There are several critical congressional races that are important in determining whether Labor develops a stronger presence in the U.S. Congress. Please make sure your family, friends and neighbors participate in the process and vote No on Prop 6 and support the election of the Teamster-endorsed candidates (they're listed in the Southern California Teamster newspaper).

President & Business Representative Grant Maertz: UPS: the tentative agreement is currently being voted upon by the membership electronically and will be announcing the results on October 5. This is a strong contract that has across-the-board improvements on language protections and increases in health care, pension and wages. There are many reasons to Vote Yes and we recommend a Yes Vote! Cap: the new school year is upon us and there are many new faces and changes to job positions. Congratulations to all who got promoted into dispatch and training positions! We welcome and congratulate all the new drivers.

Recording Secretary & Business Representative Ruben Lopez: MV: a new labor director has been assigned to finish up negotiations that were started last year. He will finish up negotiations for the drivers, dispatchers, reservationists and maintenance. First Transit: in the maintenance department a grievance has been filed for all affected members. The company is misinterpreting the vacation language and is shorting people's vacation. We will keep you posted. We want to thank Steward Walter Huff for the work he did in bringing back another dispatcher from a year long termination with full seniority and back pay. First Student: we are continuing to negotiate on behalf of the members for their renewal contract. I Shuttle: we are continuing to negotiate with the company for a new contract. We want to thank Samuel Figueroa and Tony Leon for their work and dedication to the drivers.

Business Representative Jeff Sweet: Coke: we have demanded arbitration regarding the company's engineered work standard. We have also requested bargaining on the company security cameras that will be placed in and around the warehouse in Orange. Pepsi: the company has notified us of their intention to place an engineered work standard in the Buena Park Sales warehouse. We have sent the company an informed request regarding this change and requested negotiations. Seven-Up: the company has proposed a new classification of delivery truck that is non-class A. We will keep you informed as the issue develops. The contract will be printed once we have made appropriate corrections to the final draft. UPSF: voting for the new contract is in process.

Business Representative Dave McCaffrey: Super Shuttle: contract surveys have been sent out and we will be reviewing the data and forming our negotiating committee. Get with your steward or call me if you have not received your survey. GKN: we continue to work through open grievances and thank all the stewards for their work on these is-

sues. UPS Laguna: thank you to all of the stewards and volunteers who helped with our contract voter education campaign. Congratulations to Mark Greenlee on his retirement with 30 years of membership.

Business Representative Eddy Ronceros: CVS Health: we thank the stewards and members as we continue to work together on issues at the work sites to make sure improvements continue. CVS has started a new system in the modules for selection. We have met with the company and with the stewards on the new process and will continue to monitor the effects on the members at the DC. We have put in a request for the IBT engineer to verify the new selection process. Albertsons Brea DC: we held a steward election and look forward to working with the newly-elected stewards and members to continue to improve the working environment.

Business Representative Al Baltazar: Albertsons: congratulations to Brad Turner and Ernie Ortega on their recent retirement. We are in the process of scheduling meetings to discuss the outstanding grievances in Brea and Irvine. SGW&S and Young's Market: we will be meeting on Oct. 4 & 12 for negotiations for hourly employees. We will keep you posted. CVS: we are in the process of a follow-up JLM to discuss various daily issues in transportation.



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



I don't know about you, but I am ready for some fall weather! Just a reminder to please be careful when ap-

proaching school buses. Too often the children have everything but safety on their developing minds and need us to help protect them. Shout out to all those Teamster school bus drivers for the job they do.

Great news, we are finally in our new Union hall and I want to say thanks to all of those that were able to attend the open house ceremonies and our first Union meeting. It was great to see retirees, active members and their families as we celebrated the opening of our new facility. Many of you commented on how incredible it was to see the name of our Local on the building as they arrived. I must admit that I was proud to see that too, it has been a long time coming!

The moving of the hall was no easy task. Thanks to the members that voted on going dark for the months of June, July and August, that allowed us to complete the move without trying to find a place to have Union meetings during the summer months. A huge shout out goes out to office manager Darlene Bradley! She was front and center for everything related to the move and the purchase of the building. Darlene went above and beyond the call of duty and is also one of the main reasons the hall turned out so beautiful. Staff members Aida Taboada and Jorge Vasquez

also went above and beyond to help with everything.

This was definitely a team effort. Business Agents Omar Robles, Lindy Gerbig and Javier Herrera managed to keep the shops represented even though they didn't have a hall to work out of. It was great to see the members did not lose any representation while we worked so very hard to get their new Union Hall ready for business.

A big thank you goes out to Local 848 Secretary-Treasurer Eric Tate and his office staff in Glendora. Eric and his great staff welcomed our dues operator Aida Taboada to their office and allowed her to do Local 896 business out of their facility. The job she was performing while working at the 848 office was so vital to the operation of our Local and their generous hospitality didn't go unnoticed by the staff and the members of Local 896.

During all this, the hall remained extremely busy. In June we overwhelmingly ratified the MillerCoors Irwindale contract. In July, we began contract negotiations for Budweiser Sylmar Distributor and contract talks continue this month. Our Northern California operations got a contract ratified for Shasta Beverage in Hayward. The members there received some of the largest raises they had ever seen in a contract, great job President Brian Indelicato.

August and September saw contract talks continue for our members working at the Bud Fairfield and Bud Van Nuys facilities. While both facilities negotiated local issues, the Union committee members did a great job of bringing the members' wants and demands to the company. Local negotiations ended a few weeks ago, and now we will proceed to national negotiations. The national talks begin the week of October 15 and we will be sending two very qualified groups of committee members to represent the two 896 breweries and we also expect very good contracts for our members.

Ace Beverage is still dealing with the announced Constellation Beer brands being transferred to Reyes Holdings' non-union distributors. Ace has been delivering Constellation Brands like Corona and Modelo to name a few, for over 30 years and has done a fantastic job of delivering over 7 million cases of this product per year. This loss of product to rival distributors could result in layoffs of 896 Union members. Business Agent Lindy Gerbig has been in contact with Ace Beverage owner John Anderson in attempts to stay up to date on the situation. As of the writing of this article, John is telling the Union that he is willing to wage a legal battle of this decision by Constellation to move their products out of his distributor to Reyes Holdings to protect the distributorship that his father started many years ago. John is also telling us that he wants to fight for his workers, our members' jobs. The Union is telling John that we are willing to help any way we can to protect job security for all Ace Beverage employees.

Because of this, I want to ask our members to think twice before they buy a non-Union beer product. We have three Breweries that our local represents and they produce some of the finest Union made beer products in the world. Union delivered product is a good second choice,

but anything we can do to keep our members working is always the best choice! Drink Teamster Made Beer!

Elections of officers of our great Local are coming up this year. Please refer to the article in this publication for the notice and further information on the election.

It is with great sadness that I mention the passing of one of our great Union Brothers. Jimmy Muratalla, 7up Vernon, recently passed away. Jimmy was a Union champion and could be seen at the Labor Day marches in Wilmington for many years. Jimmy was also very instrumental in helping the workers of 7up become Teamsters several years ago. Jimmy R.I.P and you will be missed. Prayers go out to the family of Erasmo Puga from MillerCoors Brewery on his recent passing.

Recent retirees include: Nick Camarda and Marty Tuzzolino, #1 & #3 in seniority at the MillerCoors Brewery. Best wishes to Dave Prado on his retirement from Coca-Cola Downey after more than 44 years. Dave served as an officer for the Local for many years. Happy retirement also to Rochelle Baily (Coca-Cola Downey), Bud Van Nuys retirees Robert De Anda and Mauricio Calderon.



**By Victor Torres**  
**Secretary-Treasurer**



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

were recently informed that on September 6 one of our most tenured and beloved members, Ms. Barbara Smith, was taken away from us.

Sister Barbara Jean Smith worked at Ace Parking in the Special Events division predominately at the San Diego International Sports Arena and occasionally at San Diego Stadium.

Many of you may not be familiar with the old school terms "San Diego International Sports Arena" or "San Diego Stadium", because in recent years these venues are referred to by their corporate sponsorship nameplates "Valley View Casino Center" and "Qualcomm Stadium/San Diego County Credit Union Stadium", respectively. However, when Barbara Smith became one of our sisters in our Teamster family, these facilities were referred to by their original names as stated above.

In addition to Ace Parking, Barbara Smith worked for an array of employers and organizations throughout her career. She was graduated from Kelsey Jenny College with a degree in business administration and accounting. She was also a trailblazer as evidenced by her becoming the first African-American woman in the state of California to receive her license to sell insurance. She was a charter member of the Sorooptimist International South Cities Club where she served as secretary. She was also a member of Toastmasters International.

Barbara was the last living original employee of Anderson-Ragsdale Mortuary where she was the mortuary's makeup artist and hairstylist. She also served as the office and billing supervisor for Western Medical Center and as an instructional aide at Logan Elementary School.

Barbara also worked with the California Assn. of Compensatory Education for the betterment of education and so many other good causes and groups, all about pitching in to make our world a better place. Barbara attended the Logan Temple A.M.E. Zion Church where she served as a church missionary.

I recall the first time I met Sister Barbara Smith. This was at a special meeting at the Sports Arena to discuss various workplace issues. After inquiring as to what was going on at her workplace, Ms. Smith proceeded to explain, "...now let me tell you young man what's going on here...". From there Sister Smith gave me the run down on what was really going on in minute details that were as precise as you could ever hope for. This attention to detail must have come from her accounting background because her facts and figures were to the penny and her details were described as if you were watching it on the big screen.

I was a bit overwhelmed by all this. Since this was my introduction to her for the first time, I wasn't sure if the passion that was part of Barbara's delivery was for some reason aimed at me for maybe the wrong reason or maybe we were getting started on the wrong foot.

My trepidation soon subsided as we continued to engage when I noticed a twinkle in her eye and a slight grin. I began to realize that since I was the new kid on the block, Barbara was checking me out to see if I was for real, it wasn't anything else. From that day forward to her retirement and through the last time I saw her, we knew we respected each other, and our relationship reflected all that is good.

Barbara would also show up to meetings as a retiree to show support and pride for our organization. Belonging and getting involved was a significant part of her life. We were fortunate to have her part of our family. We have all benefited from her contributions to the cause.

It is with the heaviest of hearts that we send our sincere condolences to Barbara's children Brenda Smith-McElroy, Elaine D. Smith (who is also one of our Teamster sisters at Ace Parking), Dwaine Smith, Sr. and Sibert Smith. She is also survived by countless grandchildren and great-grandchildren. Thank you for sharing your mother, grandma and great-grandma with us. Please know that she will forever be missed, but never forgotten.

On behalf of the membership of Teamsters Local 481, thank you Sister Barbara Smith for being an important part of our family all these years.

Rest in peace.

In scholarship news, the 2018 Local 481 Scholarship Program is now closed. We will announce the scholarship recipients soon. The 2019 John S. Lyons scholarship program is now available. Interested applicants must be a high school senior enrolled in the San Diego or Imperial County school system, whose parent or legal guardian is a mem-

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ber in good standing of any local Labor Union. Students must have a 3.0 or better GPA and participate in community/extracurricular school activities. Contact Danielle Paukner at the San Diego Building Trades office (619) 521-2914 or our office for an application. Deadline to submit is January 25, 2019.

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

Our general membership meetings are usually scheduled at 7:00 p.m. on the 2nd Tuesday of the month (subject to change) and held at 3366 Adams Avenue (Normal Heights Masonic Lodge). Several times a year 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.

## Local 683 San Diego Sales Drivers

**By Todd Mendez  
Secretary-Treasurer**



Local 683 held its annual Shop Stewards Seminar on August 26. The day-long session provided our stewards with invaluable information and training. This year's guest speakers included Local 683 attorney Fern Steiner who provided members with a comprehensive, three-hour presentation on the duty of fair representation; IBT D.R.I.V.E. Representative Tim Dunne; Workers' Compensation Attorney Mark Leeds; and Western Conference of Teamsters Pension Trust Representative Emerson Diaz.

In addition to a full training day, the seminar included lunch and each steward received a gift for attending. The Local wants to thank all of the stewards who took time out of their busy schedules to attend a Union event held on a Sunday. This dedication to your Local, the important Union leadership position you hold, and to the members you represent, is both admired and greatly appreciated.

After six long months, Local 683 is very pleased to report that we have reached a new 5-year agreement with Pepsi San Diego. First and foremost, we want to thank the negotiating committee and the Pepsi membership for their patience throughout the lengthy process. In the end, it was well worth the fight. The offer had no takeaways; included many key contract language changes that were all positive; guaranteed health and welfare increases, and wage and pension increases.

Most notably, we are only one of two Pepsi Locals in the country who now enjoy Teamster health and welfare benefits. Additionally, we are the first Local Union in the country to have convinced the company to completely sever with the national Pepsi Flex Plan. We are now a stand-alone Union benefit plan.

Moreover, we were able to get the largest wage increase the drivers have ever seen.

The Local 683 leadership team also negotiated a new 5-year agreement with Waste Management (WM) El Cajon. That contract included healthy wage increases; health, welfare and pension increases; much-needed contract language changes, and no takeaways. We want to also thank the WM negotiating team for all of their patience and knowledge.

Both the Pepsi and WM contracts were overwhelmingly ratified by their respective members. Additionally, we convinced both employers that there will be an employee-option upgraded dental plan. Health and welfare plan representatives recently visited both companies to provide a question and answer session with our members, which included an explanation on the upgraded dental benefits.

We will commence contract negotiations with WM Carlsbad very soon. We have selected our negotiating committee and have held a contract proposal meeting to get the members' input. Their contract expires Oct. 20, 2018.

Health and welfare plan representatives will also be visiting Pasha Automotive Services soon. Additionally, we have requested the Kaiser Permanente mobile RV visit the site to provide flu shots this season. Kaiser is currently processing that request and we will keep the membership posted on the date(s) of that visit.

Unfortunately, negotiations for Inventory Control members at Sysco Riverside have come to a standstill and we took a strike vote on September 27. It's very unfortunate that the company cannot seem to come to an agreement with us that affects 7 members. Stay tuned.

Negotiations have begun at both AlSCO and at Mission Linen. Non-economic issues are currently being discussed at each location. An extension agreement will be signed with each company to guarantee any wage and pension increases for members.

We have begun negotiations with Southern Glazer Wine and Spirits, which also includes members at Young's Market. There are many issues on the table and will have more to report in the next newsletter.

We should have a final offer this month from Domestic Uniform and will schedule a ratification meeting as soon as possible with our members.

A special note to our members at Transdev: please make sure you perform a complete vehicle pre-trip as the company has been strictly enforcing this policy.

We're happy to announce that we will soon have a Teamster Local 683 app available for mobile devices. The app will allow our members to get important phone numbers including pension, medical, vision and dental providers. The app will also include member discounts, voter registration information and political endorsements.

The backbone of our organization is our shop stewards. The Local would like to welcome new shop steward Philip Trickey from the Palm Springs yard out of Sysco Riverside, and alternate shop steward Danny Torres from the warehouse at Coke Oceanside. We really appreciate you stepping up and taking on a leadership role at your workplaces.

Local 683 heads into the holiday season geared up to finish a very

productive 2018. It's also the time of year where we can celebrate our members and thank them for their support and unity. Local members are cordially invited to attend our general membership meeting and holiday party on Thursday, December 13. Please mark your calendar and watch for more details to come in the near future.



**By Ron Herrera  
Secretary-Treasurer**



This has been an eventful summer for Teamsters Local 396. We have been faced with challenges and opportunities

at the bargaining table as well as the political arena. In order to grow Teamster power across our industries, we will continue to work hard, organize, educate our membership and elect representatives who support working families.

As the largest sanitation Local in the nation, we are hard at work bargaining with our current Teamster employers, as well as organizing new sanitation companies to lift standards for all workers in the sanitation industry. Statistics show that sanitation is the fifth most dangerous job in the country, however, sanitation workers who enjoy the benefits of a Teamster contract work in much safer conditions than workers who are employed in a non-union shop.

Negotiations continue with Athens Services, a newly-organized sanitation company in Los Angeles County. This achievement represents a significant step by Local 396 in our efforts to organize sanitation workers from non-union companies. This month our Local held a rally at Athens Services' facility in Pacoima. We are honored we had the support and attendance of Los Angeles City Councilmembers Paul Krekorian and Nury Martinez at this event. The Athens workers also enjoy support from community, faith, and environmental leaders who believe Athens workers deserve fair wages, pension and health and welfare benefits. There is a pathway to resolve these outstanding issues through an arbitration process that protects labor peace in the city of Los Angeles, however Athens refuses to go to arbitration because they fear its workers will win the good wages and benefits proposed by Local 396. We demand that the company maintain labor peace by submitting these issues to arbitration.

We are also in negotiations with Araco Disposal in Sun Valley. This was formerly a Local 396-represented company named Crown Disposal and then owned by Recology. We are we will continue our fight to win a good contract for our workers at Araco.

Our sanitation members at CR&R Colton are in the final stages of negotiations for their first contract. This facility was previously owned and operated by Republic Services and represented by Local 396 but then it was purchased by CR&R. So we were faced with negotiating a new contract for these workers,

who demanded that the company allow them to remain Teamster-represented.

We are very proud of our committee members Walter Guzman and Oscar Colman who have worked very closely with Local 396 to ensure that the workers will enjoy a good contract that will lift standards for sanitation workers in the Inland Empire.

Our members working at Genesis Logistics in San Diego and Santa Fe Springs are in ongoing contract negotiations and have made progress in securing language that will ensure a better life for these workers who deliver to 7 Eleven stores across Southern and Central California. We are demanding an economic package that the Genesis workers deserve and will do whatever it takes to win that contract. We would like to thank our bargaining committee members Billy Williams, John Brodrick, Alan Craig, and Oscar Zarate for their efforts and commitment to their coworkers.

Your Local 396 and UPS Teamsters National Negotiating Committee completed National, Regional and Local negotiations with UPS in July. After we reached a tentative agreement on the National, Regional, and Supplemental contracts, the Local Union held a contract update meeting to review the contract with our membership. We'd like to thank all of those who attended. We had the largest attendance at a UPS contract meeting of any UPS Local in the west. We also conducted several other contract meetings throughout the basin as well as continuous yard visits, where we answered member questions. UPSers across the nation are now in the process of voting on the new UPS tentative agreement. Votes will be counted Oct. 5. Thank you for voting!

2018 is also an election year, so it is important to remember to participate in the political process by voting and encouraging our fellow Teamster brothers and sisters to register and vote before the upcoming November midterm elections. As Teamsters, it is important to endorse and elect leaders who support good jobs and working families. Electing political leaders that care for workers is critical for our Labor Movement since it is those elected leaders who pass laws and appoint judges that can determine the ability of working families to enjoy better wages and benefits.

This has become increasingly evident with the Supreme Court's recent decision in the Janus case which weakened our public sector Unions. You can see the current efforts by some politicians to undermine labor laws and their efforts to make it harder for workers to improve their economic lives by forming a Union. When we choose to move forward together, strong and united, we can overcome these challenges and secure a bright future for Teamsters, as well as all workers across our great nation.

In other news, your UPS agents have been busy presenting grievances, panel cases and arbitrations during the summer as well. With the help of numerous UPS members and stewards we have won of dozens of cases, however there are too many victories to list within the confines of this article.

The Local presented four arbitra-

tions during August and September and the Union, as usual, did very well in these cases. We were able to establish that the company did not have just cause to terminate employees in cases that considered issues regarding an unreported accident, an allegation of willful, wanton, malicious damage to company property and a theft of time case. The members fired in these cases were all returned to work.

We would like to congratulate Rene Ellis, Alphonso Harris Jr., Paul McKenna, Michael Nomura and Robert Petersen on their recent Teamster retirements!

In closing, our next monthly membership meeting is set for Sunday, Oct. 28 at the offices of Local 396 located at 880 South Oak Park Road, Covina, CA. We look forward to seeing you there.

## UC Local 2010

**By Jason Rabinowitz  
Secretary-Treasurer**



As summer comes to an end and our days begin to get shorter, our members are hard at work preparing for the fall semester and the new students and faculty at campuses across the UC and Cal State. With the fall semester starting at many of our campuses, it is an opportunity for us to grow as a Union and build member power. Here are just a few updates from our summer at Local 2010.

Local 2010 Honored at Dodgers Union Night - surrounded by thousands of Union brothers and sisters, Teamsters Local 2010 was honored at the Los Angeles Dodgers Union Night on Friday, August 31 for our successful organizing efforts and building member power throughout the state.

UCLA Skilled Trades Steward Bert Vandenberg had the honor of walking the field on behalf of our Local, and Bert was highlighted on the big screen before the first pitch.

It was an honor to join with so many of our brothers and sisters for Union night, and to have our Local recognized for our positive work. Thanks to all of our members who came for the event, and to Bert Vandenberg for representing Local 2010 so well! Thank you to all of our Local 2010 members and our entire Union family for coming out and celebrating with us.

Power in Representation - at Local 2010, we pride ourselves in providing our members with the best representation out there. Through our collective power and experienced Union representatives, we have been able to win victories benefiting our members and their families.

Here are a few of our recent victories: our UC Berkeley Union representative won almost four years of back pay for seven members of the Data Production Team totaling over \$58,000. With the help of the Union representative, a UC Berkeley member was reclassified to an AA3 resulting in a \$15,000 raise and \$12,000 in retroactive pay! UC Berkeley asked employees if

continued next page



they would volunteer for layoffs in exchange for a severance. The benefit was given after some of our members had already stated they would be retiring. With the help of the Union, we were able to place our retiring members into this category and get them severances of \$20,000, \$18,000, and \$14,000.

Management at a UCLA Medical Center attempted to unfairly dismiss our member. The Union fought back, stopped the dismissal and won three months of full-backpay totaling tens of thousands of dollars.

A site director at one of the Early Childhood Centers harassed and discriminated against one of our members. With the help of the Union representative, our member and other employees stood together and filed complaints. Since then, the director no longer is employed at UC Berkeley.

A member of UCLA Urgent Care Group noticed that their shift differential was paid improperly. Our member contacted the Union and we were able to win all the shift differentials going back to 2014 totaling over \$1,300 in backpay.

Ten members at a UCLA Call Center in Agoura Hills were forced to attend a mandatory lunch meeting. Because they were provided food, management believed that they did not have to pay them for their time. Our members knew it was a violation of their contract and contacted the Union. The Union fought for our members and everyone received one hour of overtime for attending the meeting. A UCOP leader was given a less than satisfactory employee evaluation nine months late. The Union fought and got the evaluation changed to "Meets Expectation".

Our Union representative helped win an equity increase for our UC Berkeley member totaling over \$10,000 in retroactive pay and an increase of \$3.50 per hour. We won an equity adjustment for another UC Berkeley member resulting in a seven-step increase, a salary increase of over \$9,000 per year.

These are only some of our recent representational victories at Local 2010. Go to our website at [www.teamsters2010.org](http://www.teamsters2010.org) to view more.

Skilled Trades Teamsters Take On State Capitol - over 60 skilled trades Teamsters from throughout the UC and CSU converged on the State Capitol for our first ever Local 2010 Skilled Trades Lobby Day earlier this summer. Our members met with the Governor's office and over a dozen legislators and aides to support more funding to address deferred maintenance at the universities, and to urge them to pass AB 1231, the bill to restore step increases for CSU workers.

Governor Brown signed the State Budget earlier that morning which included \$35 million for each university for deferred maintenance, which the Teamsters and our lobbyists supported. The entire Legislature saw that the Teamsters were in the house and they heard our message loud and clear. Skilled Trades Teamsters work hard to keep UC and CSU running safely. But to do our jobs, we need to be properly staffed, correctly classified, and fairly compensated. We need to pass AB 1231 to restore fair compensation to CSU workers, and make a real commitment to funding the huge maintenance backlog at our great Universities.

AB 1231 is now on the desk of Gov. Brown ready for him to sign. We urge you to contact Governor Jerry Brown and tell him to support CSU workers and California families by signing AB 1231. Go to our website for more information.



**By Rick Middleton  
Secretary-Treasurer**



Rick Middleton: I hope everyone had a great summer. Fall has brought many members new routines with many bids taking place in the last month. This fall also brings many of you an opportunity to use your vote to make a difference at your workplace, in your city and state, and throughout the country. Make sure you are familiar with the candidates, and on a more personal level, with what has been negotiated with your employer before you cast a vote on your workplace contract. There are always lots of rumors circulating, but only one set of real facts. Know the facts before you vote. The Local was well-represented at the Women's Conference and those who participated attended some excellent workshops. Our brother and co-worker, Jaime Villanueva, is on the road to recovery. Thank you all for your well wishes.

Grace Guitron: welcome back! I hope everyone had a great summer. Thank you to all our shop stewards for doing a great job on bid day. MARTA is scheduled to hold their fall bid this month. First Student Hesperia, Palm Springs and San Fernando members: make sure you know your place on the trip rotation list so that you are not skipped. If you discover you were skipped, please contact your shop stewards so that the issue can be addressed by the Local Union. The shortage of drivers continues as do the problems associated with school bus employers loaning out drivers to other yards. Please take note of unfamiliar drivers at your yards and let your shop stewards and me know about them. Negotiations with First Student yards continue and soon, STA negotiations will ramp up.

Traci Smith: First Student Avalon: make sure to sign up for extra work. Several charter positions have been added to the Long Beach Unified work. Please remember that if you are called into the manager's office and your meeting may lead to discipline, you are entitled to Union representation (Weingarten rights). Your stewards Lashandra Monette and Daisey Morris are ready to assist you. MST Long Beach: we have had several transit routes added and are currently working on a transit rate for this location. Make sure you keep up with your transmittals and transit drivers should track their hours. The longevity bonus will be issued at the end of September. MST Los Angeles: please continue to check bulletins regarding dates and times of craft meetings and make every effort to attend. Surveys regarding health & welfare will be mailed in October. First

Transit DASH: congratulations to our newest members, the On-Time Monitors who overwhelmingly voted to join Local 572. LADOT has finally approved the increase of service hours to all routes. You should be prepared to have a bid this month. Contact me or the stewards if you have any questions or check the bulletin board for updates. MV-MTA: the bid was postponed pending a new run cut that we believe will be a more efficient run. The Local will be distributing bid books. We anticipate new equipment by the end of the year. Please continue to check your bulletin board for further information regarding craft meetings.

John Flammia: UPS: I would like to congratulate Paul Katata (42 years) and Mark Eason (32 years) on their retirements. I wish you both many years to enjoy the benefits and pensions you worked so hard for. You will be missed. There is a lot of movement right now in Gardena so if you are looking for preferred work or to go full-time, make sure your name is on the proper lists with Human Resources. If you have any questions on an outstanding grievance or on the proposed contract, please contact me (310) 515-0601, ext. 222

Tait Skifstrom: MV Transportation: the company has agreed to honor the "original" practice of how extra work is dispatched. I will post a copy of the settlement letter on the Union Bulletin Board with specific details. Please remember that using your cell phone while driving is cause for immediate discharge even if you are seeking directions to perform your job. The company has a zero-tolerance policy on this. Ralphs: several seniority grievances have been filed regarding overtime and we are currently processing them. First Student: negotiations are ongoing and your committee is doing its best to negotiate a contract you deserve.

Adriana Salazar Avila and Mike Ford: LAUSD: on September 21 Local 572 members at LAUSD voiced their strong objection to the inadequate contract offers made by the District. This does not mean that a strike is certain, only that what is currently on the table from the District will not result in an agreement. There are still several important steps that must be taken before we take an official strike vote: an impasse must be declared (meaning both sides cannot agree on anything further), the parties have to enter mediation (a third-party assists the parties in an effort to reach an agreement), and then, the membership must vote on the latest offer from the District. If the District's offer is rejected at that juncture, an official strike vote will be taken. Although several issues are outstanding, economics seem to be the biggest stumbling block. The current offer from the District is a 2% increase retroactive to July 1, 2017, an additional ongoing 1% retroactive to July 1, 2017 if the membership agrees to "more work and/or training," and an additional 3% raise retroactive to July 1, 2018. This last 3% may or may not be ongoing depending on the District's economic forecast. As of the publishing of this article your LAUSD negotiations team continues to bargain in good faith with the District. Members will continue to be updated by email.



**By Bob Lennox  
Secretary-Treasurer**



I'm sorry to report that Lori Cazares, the Vice President of Local 495 and Chief Steward at Avis Car Rental at LAX, suffered a major stroke and is now in recovery mode and physical therapy. Please send your thoughts and prayers to sister Lori, who has always been a fighter and a strong voice for all working people. We are hopeful she will have a full recovery and return to work soon.

**Field Report**

George Park: the UPS contract is being voted on by over 120,000 Teamsters members as this goes to press. The vote will be tallied October 5. The offer contains massive improvements over five years and will cost the company in excess of \$14.5 billion. A "yes" vote is strongly being recommended by the Union. Dr. Pepper Snapple Group contract is being proofread and will hopefully be at the printer in the very near future and then ready for distribution. Please remember to exercise your democratic right and vote in the upcoming midterm elections. The importance of this election cannot be overstated -each of us needs to register and vote.

Jim Lennox: we just wrapped up negotiations with The Avis/Budget Ontario Rental Car membership. The changes to the CBA will bring improvements in every area including a second shift differential premium. The membership ratified the offer nearly unanimously. The Disney Ontario Distribution contract is next up for negotiations which were underway at the time of this column's deadline.

Kevin Barrus: I would like to wish a speedy and complete recovery for Lori Cazares our Chief Steward at Avis Rent a Car at LAX and our Vice President at Local 495. Avis LAX, I returned RSA Janatha Wade to work from termination. Avis Burbank, I returned shuttle driver Ofelia Capistrano and service agent Manuel Solis Hernandez to work, both were terminated. I also welcome four RSA's from Payless Rent a Car to the Avis/Budget and Local 495 family at Burbank Airport. Hertz LAX, I returned VSA Calvin Mayfield to work from termination. Dollar/Thrifty LAX, I had 17 warning letters removed from bus drivers' files and a reset of a new company policy.

Johnny Espinoza: Proud to announce we've successfully negotiated a three-year contract for our Disney employees which included major increases and no takeaways. RT&P CM written Randy Thompson was taking off record card during the grievance procedure and Erica Oviedo was brought back to work.

Art Carrillo: congratulations to Trevor Carlson from Sysco Foods Los Angeles. His daughter, Emily Carlson, was one of the recipients this year for the Teamsters Local 495 scholarship. Emily was also the winner of the Teamsters Joint Council 42 and James R. Hoffa scholarships. We wish you success in all your future endeavors. Congratula-

tions to our members at Old Ranch Country Club who ratified a new 2-year agreement. We are in the process of contacting and scheduling meetings to begin negotiations with Avis Rent-A-Car, Inc./Santa Ana (RSA, CSR, RRA and lot coordinators) which expired October 2.

Damascus Castellanos: at Braun Linen I was able to reverse the termination of Ivan Aleman resulting in full reinstatement and back pay; at U.S. Foods, we were successful in forcing the company to post for bid preferential shifts. A grievance filed by Penske hiker Francisco Barajas resulted in a reversal of his time lost suspension with back pay.

Carla Castro: it has been a productive few months. After finishing up the new contract for Disney, we are in full swing of implementation. With the help of our amazing shop stewards we have had a number of disciplines stopped in their tracks. I am happy to announce the settlement of two arbitration cases. Congrats to Aurelio Marquez for returning to work after a very unjust separation, and to Peter Hall for fighting for your right to retire. I would welcome Martine Santana to the team of shop stewards over at Disney, she has been a valuable asset to the team.

Mark Manning: we have a first-time contract at ADESA! What began in September of 2017 was concluded in the middle of June with a full collective bargaining agreement to take to our new unit for a vote. The employer brought in an attorney from the Littler Mendelson firm out of Indianapolis, as well as having their own corporate attorney participate in the negotiations from beginning to end. There were twenty-three bargaining sessions in total, averaging roughly five hours each, to get to the deal. Building a contract from the ground up was the greatest challenge but as usual it came down to wages in the end. The offer was presented and overwhelmingly ratified on June 20. The contract has been proofed and signed with copies of the new agreement being distributed as this goes to press. A huge thank-you to Alberto Cuevas and Sabrina Gonzales Villa for representing the interests of their coworkers at the table through months of difficult discussion and decisions needed to reach this first agreement. Their faith, fight and fortitude made this a possibility for our new members at ADESA! We move into fall as the regular business of processing member grievances and addressing workplace issues continues at Amerit Fleet, Carrier Transicold, Firestone, Hertz Rent a Car, Penske Truck Leasing, Ryder Truck Rental, Toyota Logistics Services and others. The extreme heat we have been experiencing in Southern California has had a serious impact at many of our shops with temperatures well over 100 degrees. Many of our members need to wear protective clothing to perform their jobs so staying hydrated and aware of your body temperature is critical to staying out of harm's way. As always, stay diligent and watch out for your brothers' and sisters' health and safety as well as your own.

**Check Out  
Your Local  
Website**

*Southern California Teamster*



# Official Teamster Notices & Announcements

1 (855) 240-0363. Instructions for the completion of the ballot will be enclosed in the ballot package.

Elections rules are set forth in the Bylaws which are available upon request.

This is a secret ballot vote. You should mark your ballot in private and mail your ballot, sealed in the secret ballot envelope, to the designated Post Office Box in the postage-paid Business Reply Envelope provided. Do not give our ballot to anyone.

Please see box at top of last page for additional details and rules governing Local Union elections.

## Local 630

### Notificación de Nominaciones y Elección de Oficiales

Notificación mediante la presente se dará acerca de la nominación y la elección de los siguientes oficiales del Local 630: Secretario - Tesorero (Oficial Principal), Presidente, Vicepresidente, Secretario de Grabación y tres (3) miembros del consejo de administración. El plazo del cargo para los oficiales empezará el 1 de enero, 2019, y concluirá el 31 de diciembre, 2021.

#### Nominaciones

Las nominaciones serán aceptadas en la Junta Especial de Miembros del Local 630, que se llevará a cabo el 7 de noviembre, 2018, con prontitud a las 6:00 p.m. en la oficina del Local de la Unión de Teamsters 630, localizada en 750 S. Standford Ave., Los Angeles, California, 90021-1416. El único orden o tema del día será las Nominaciones de los Oficiales del Local 630.

Elegibilidad Para Ser Nominado y Para Postularse como Candidato

Para ser elegible para nominar, y aprobar por segundo las candidaturas, o de otra manera participar en la junta de las nominaciones, el miembro tuvo que haber pagado todas sus cuotas hasta octubre, 2018, previo al final del día hábil a las 4:00 p.m. el 7 de noviembre, 2018.

Las candidaturas deben hacerse y ser aprobadas por segundo voto por los miembros del Local 630, en buen estado, que no sea el mismo candidato nominado, con cuotas pagadas hasta octubre, 2018. Los candidatos deben aceptar las nominaciones hechas al momento en persona, o si está ausente, por escrito y sólo por un (1) cargo(puesto).

Para ser elegible al presentarse como candidato, el miembro tuvo que haber pagado todas sus cuotas hasta Octubre, 2018, y para ser elegible por cualquiera elección a algún cargo en el Local de la Unión 630, el miembro tiene que estar en buen estado continuo en el Local de la Unión 630 y activamente contratado en un puesto o cargo dentro de la jurisdicción del Local de la Unión 630 por un período de veinte y cuatro (24) meses consecutivos anteriores al mes de la nominación de dicho cargo, y debe ser elegible llevar a cabo el cargo si es elegido. "Buen estado continuo" significa cumplimiento con las disposiciones del Artículo X, Sección 5(c) de la Constitución IBT, concerniente a los pagos de cuotas por un período consecutivo de veinte y cuatro (24) meses, que lee en parte pertinente, como sigue:

*Todos los miembros pagando cuotas a los Sindicatos de la Unión*

*deben pagarlas en o antes del último día hábil del mes actual. Las Cuotas de Membrecía a los Sindicatos de La Unión son pagaderas en o antes del primer día del mes y deben ser pagadas en o antes el último día hábil de ese mes. Cualquier miembro que falta en cumplir con sus cuotas a dicho tiempo no estará en buen estado para tal mes, pero puede restaurar su buen estado por dicho mes con propósito de asistir juntas, nominaciones, votaciones y participando en los asuntos del Local de la Unión mediante el pago de sus cuotas atrasadas antes de la junta. Pago por tales cuotas después de su fecha de pago no restaurará el estatus de buen estado por dicho mes o meses al calcular el estatus de buen estado requerido por el Artículo II, Sección 4 de [la] Constitución como condición de elegibilidad de un cargo o puesto político.*

Sin embargo, si un miembro en período de retiro deposita su tarjeta en el mes inmediatamente siguiendo el mes en que fue efectivo y paga sus cuotas por dos meses con prontitud según provisto en el Artículo X, Sección 5(c) de la Constitución, dicho período de retiro no será considerado como una interrupción en el estatus de buen estado continuo en el Local de la Unión.

Un miembro en descuento de pagos no perderá su estatus de buen estado como resultado en la demora o incumplimiento atribuible por el empleador al remitir las cuotas al Local de la Unión 630 o debido a la falta del empleador de hacer las propias deducciones del sueldo del miembro en cualquier mes en que el miembro tuvo ingresos de las cuales las deducciones debieran haberse hecho.

A los candidatos potenciales se les motivan que revisan su elegibilidad, y la elegibilidad de quienes los nominarán y de los que aprobarán por voto segundo la nominación, antes de la junta de las candidaturas al someter una petición por escrito al Secretario - Tesorero del Local de la Unión 630.

Cada candidato puede, una vez antes de enviar las papeletas (boletos de votación), inspeccionar la lista conteniendo los nombres y los domicilios más actuales de todos los miembros del Local de la Unión 630, en la oficina del Local de la Unión durante las horas regulares de trabajo, después de hacer una cita con el Administrador de la Oficina. Dicha lista no puede ser copiada por completo o en parte.

#### La Elección

La elección será conducida por papeletas (boletas de votación) enviadas por correo. Las papeletas serán enviadas a todos los miembros activos y nuevos aplicantes elegibles para la membrecía en Local 630, en o aproximadamente el 16 de noviembre, 2018. Las papeletas serán contadas el 11 de diciembre, 2018, empezando aproximadamente a las 10:00 a.m. en la oficina de Teamsters Local 630, ubicada en 750 S. Standford Ave., Los Angeles California, 90021-1416. Todas las papeletas (boletos de votación) deben ser recibidas al Apartado Postal designado a las 8:30 a.m. el 11 de diciembre, 2018 para ser contadas. Los miembros quienes no hayan recibido una papeleta, o que haya estropeado la papeleta pueden pedir una papeleta duplicada contactando a UniLect

Election Services' al Centro Bilingüe de Llamadas, al teléfono 1 (855) 240-0363. Instrucciones para completar la papeleta será encontrada en el paquete de papeleta.

Las reglas de la elección están establecidas por los Estatutos que están disponibles al ser peticionadas.

Este voto es por boleto secreto. Usted debe marcar su boleto de votación en privado y enviarlo, sellado en el sobre de boleto secreto al Apartado Postal designado, en el Sobre de Respuesta Comercial con timbre prepago proporcionado. No le de nuestro boleto secreto de votación a nadie.

Véase el cuadro al inicio de la última página para detalles adicionales y de las reglas gobernando las elecciones del Local de la Unión.

## ★★★

### 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:

October 11  
November 8  
December 13

## Local 683

### Notice of Nominations and Election of Officers

Nominations for the offices of Secretary Treasurer, President, Vice President, Recording Secretary and three Trustees of Local No. 683 shall be held on November 08, 2018 at 6:00 p.m. at the Union Hall at 1333 East Madison Avenue, El Cajon CA 92021. The only order of business shall be the nominations of Officers of Local 683, for an election to be conducted by mail ballot. Ballots will be mailed November 26, 2018 and counted on December 20, 2018 at 1333 East Madison Avenue, El Cajon CA 92021.

In order to nominate and or second, dues must be paid through October 2018 and must be paid through November 2018 for your vote to count.

Election rules are set forth in the Local Union By-Laws and the International Constitution, which are available upon request.

For other rules and details governing Local Union Nominations and Election of Officers, please see the Nominations and Elections Rules for Officer Election Section of this publication.

## ★★★

### 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 2050 Lincoln Ave., Pasadena, CA 91103, on the following dates:

October 28  
November 25  
December 9

## Local 896

### Notice of Nominations and Election of Officers

This is the official notice of scheduled nomination and election for the offices of Secretary-Treasurer (Principal Executive Officer), President, Vice-President, Recording Secretary, three (3) Trustees and one (1) Business Representative- Northern Cal-

ifornia. These officers will serve a three (3) year term commencing on January 1, 2019 and expiring on December 31, 2021.

Nomination Meetings will be held on November 3rd and 4th, 2018 as follows: Branch 1 (Northern CA Soft Drink) Saturday November 3rd at 9:00 a.m., Teamsters Local Union 853, 7750 Pardoe Ln Oakland, CA 94621. Branch 2 (Anheuser-Busch, Fairfield) Sunday November 4th, 9:00 a.m., Suisun Senior Center, 318 Merganser Drive; Suisun City, CA 94585. Branch 3 (Southern CA Beer) November 4th, 9:00 a.m., 2050 Lincoln Ave.; Pasadena, CA 91103. Branch 4 (Southern CA Soft Drink) Saturday November 3rd, 9:00 a.m., 2050 Lincoln Ave.; Pasadena, CA 91103.

To be eligible for election to any office in Local 896, a member must be in continuous good standing and actively employed at the craft within the jurisdiction of Local 896 for a period of twenty-four (24) consecutive months prior to the month of nomination for said office (November 2016 thru October 2018), and must be eligible to hold office, if elected.

For Local Unions with quarterly dues, good standing for the quarter requires dues to be paid by the last business day of the first month of the quarter. So to be in good standing in November, the dues for the last quarter have to be paid by 4:00 p.m. on October 31, 2018.

Every member whose dues are paid up through the month which is prior to the month in which the nominations or election is held shall have the right to nominate or vote for the candidate of his/her choice. No member whose dues have been withheld by his employer for payment to the Local Union pursuant to his voluntary authorization provided for in a Collective Bargaining Agreement shall be declared ineligible to nominate or vote for a candidate for office in the Local Union, by reason of delay or default in the payment of dues by the employer to the Local Union. However, a member who is on checkoff shall be under a duty to pay his dues directly to the Local Union if has insufficient monies owing to him by his employer which are subject to his checkoff authorization on the date when the employer deducts the dues of other members.

Periods of unemployment during the twenty-four (24) month period preceding the nomination shall not be considered a break in active employment in the craft within the jurisdiction of the Local if the nominee was actively seeking and available for employment in the craft and not working outside the craft during such periods of unemployment.

The election will be conducted by mail referendum balloting. It is anticipated that ballots will be mailed to the membership on or about November 14, 2018 and all ballots must be received in the Post Office Box no later than 11:00 a.m. on December 6, 2018, the day of the Official Ballot Count. The Ballot Count Process will take place at the Teamsters Local 896 Union Hall located at 2050 Lincoln Ave., Pasadena CA 91103. Observers are welcome. Any member not receiving a ballot by November 21, 2018 should immediately contact UniLect Election Ser-

vices' Duplicate Request Call Center at 1.855.240.0363. Bilingual operators are available 24/7 throughout the election period.

It is each member's responsibility to ensure that the Local Union has his/her correct address. If you have moved recently or if you have not received correspondence from the Local Union, or the International magazine, please notify the Local Union of your correct address immediately.

Since the nominations and election will be governed by the International Constitution and the Local Union bylaws, it is strongly suggested that all members familiarize themselves with the applicable provisions in those documents, which are available upon request.

## ★★★

### Local 911

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

October 17  
November 21  
December 19

## ★★★

### Local 952

Special Sunday general membership meeting will held on October 21 at 10 a.m. at the Union Hall. Normal general membership meetings are held on the third Wednesday of each month at 7:30 p.m. at 140 South Marks Way, Orange, 92868. You can contact our Organizing Department at (714) 740-6200. For more information on upcoming events or updates please visit our website at [www.teamsters952.org](http://www.teamsters952.org). "Like" us on Facebook at [www.facebook.com/teamsters.local.952](http://www.facebook.com/teamsters.local.952).

Organizing workshops:

When: Second Sunday each month  
Time: 8:30 a.m. - 11 a.m.  
Where: Local 952, 140 S. Marks Way, Orange

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

## ★★★

### Local 986

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

Wednesday, Nov. 7  
Wednesday, Dec. 5

Local 986 conducts meetings for shop stewards and members in Covina, Las Vegas, Santa Maria and Lancaster.

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



# Official Teamster Notices & Announcements

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## Local 14

### Notice of Nominations and Election of Officers

This is the official notice of scheduled nomination and election for the offices of Secretary-Treasurer (Principal Executive Officer), President, Vice President, Recording Secretary, three (3) Trustees. These officers will serve a three (3) year term commencing on January 1, 2019 and expiring on December 31, 2021.

Nominations will be accepted at a special membership meeting of Teamsters Local 14 to be held on November 5, 2018, Monday at 6 p.m. in the meeting hall of Teamsters Local 14, 1250 South Burnham Avenue, Las Vegas, Nevada.

To be eligible to nominate or second a nomination, a member must have his/her dues paid through October 2018.

The election will be conducted by mail referendum balloting. Ballots will be mailed to the membership on or about Monday, November 19, 2018 and all ballots must be received in the Post Office Box by 10:00 a.m., December 10, 2018 in order to be counted on December 10, 2018. Observers are welcome. Any member not receiving a ballot by November 26, 2018 should immediately contact UniLect Election Service's toll-free bilingual line at 1(855) 240-0363, available 24/7 throughout the election period.

To be eligible to vote in the election a member must have his/her dues paid through the month of November 2018. Members have until 4 p.m. on Friday, December 7, 2018 to self-pay any back dues or fees to the Local Union office to restore and/or maintain their good standing status in order to have their votes counted on December 10, 2018. Members who have signed up for dues checkoff will have their dues deducted in the usual manner. If you have been on layoff, disability, work-related injury or have not received a paycheck and dues have not been deducted, you are responsible for the dues payment for that month.

It is each member's responsibility to ensure that the Local Union has his/her correct address. If you have moved recently or if you have not received correspondence from the Local Union or the International magazine, please notify the Local Union of your correct address immediately.

Since the nominations and election will be governed by the International Constitution and the Local Union bylaws, it is strongly suggested that all members familiarize themselves with the applicable provisions in those documents, which are available upon request.

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## 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:

October 11

November 8

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

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.

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## 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.

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## 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 date:

October 21

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## 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.

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## 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:

October 11

November 8

December 13

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## 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:

Oct. 18, 7:30 p.m., 542

Nov. 15, 7:30 p.m. 542

Dec. 16, 10 a.m., 542

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## Local 630

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

October 7 – 10 a.m.

November 4 – 10 a.m.

December 2 – 10 a.m.

## Local 630

### Notice of Nominations and Election of Officers

Notice is hereby given of the nomination and election of the following officers of Local Union 630: Secretary-Treasurer (Principal Officer), President, Vice President, Recording Secretary, and three (3) Trustees. The terms of office for these officers will commence on January 1, 2019 and conclude on December 31, 2021.

#### Nominations

Nominations will be accepted at a Special Membership Meeting of Local Union 630, to be held on November 7, 2018, promptly at 6:00 p.m., at the offices of Teamsters Local Union 630, located at 750 S. Stanford Ave., Los Angeles, California, 90021-1416. The only order of business shall be nominations of Officers of Local 630.

#### Eligibility to Nominate and Run for Office

To be eligible to nominate, second, or otherwise participate in the nomination meeting, a member must have all dues paid through October 2018, prior to the close of business at 4:00 p.m. on November 7, 2018.

Nominations must be made and seconded from the floor by members of Local Union 630, in good standing, other than the nominee, with dues paid through October 2018. Nominees must accept nominations at the time made in person, or, if absent, in writing and for only one (1) office.

To be eligible to run for office, a member must have all dues paid through October 2018, and to be eligible for election to any office in Local Union 630, a member must be in continuous good standing in Local Union 630 and actively employed at a craft within the jurisdiction of Local Union 630 for a period of twenty-four (24) consecutive months prior to the month of nomination for said office, and must be eligible to hold office if elected. "Continuous good standing" means compliance with the provisions of Article X, Section 5(c) of the IBT Constitution, concerning the payment of dues for a period of twenty-four (24) consecutive months, which reads in pertinent part, as follows:

*All members paying dues to Local Unions must pay them on or before the last business day of the current month. Membership dues to Local Unions are due on or before the first day of the month and must be paid on or before the last business day of that month. Any member failing to pay his dues at such time shall not be in good standing for such month but may restore such good standing for such month for the purpose of attending meetings, nominating, voting, and participating in affairs of the Local Union by the payment of his delinquent dues prior to said meeting. Payment of such dues after their due date shall not restore good standing status for such month or months in computing the continuous good standing status required by Article II, Section 4, of [the] Constitution as a condition of eligibility for office.*

If, however, a member on withdrawal deposits his card in the month immediately following the month for which it was effective and pays his dues for both months in a timely manner as provided in Article

## NOTICE ALL MEMBERS!

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

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

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

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

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

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

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

the International Constitution and the Local Union By-laws, who has been in good standing in the Local Union for twenty-four consecutive months prior to nomination and who has been actively employed at the craft within the jurisdiction of the Local Union for a period of twenty-four (24) consecutive months prior to the month of nomination and who is eligible to hold office if elected, is eligible to hold office. Good standing for twenty-four consecutive months means that dues must have been paid on or before the last business day of the month for twenty-four consecutive months prior to nomination, with no interruptions in active membership in the Local Union because of suspensions, expulsions, withdrawals, transfers or failure to pay fines or assessments.

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

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

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

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

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

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

## ¡AVISO ATODOS LOS MIEMBROS!

### REGLAS DE LAS NOMINACIONES Y ELECCIONES PARA LOS ELECCIONES DE OFICIALES, APLICAS SOLAMENTE PARA TODOS LOS LOCALES DE UNION. Vea el aviso de su local de union para la hora, fecha, lugar, y para mas detalles

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

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

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

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

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

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

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

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

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

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

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

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

X, Section 5(c) of the Constitution, such period of withdrawal shall not be considered a break in continuous good standing in the Local Union.

A member on dues checkoff will not lose good standing as a result of a delay or default by the employer in sending dues to Local Union 630 or because of an employer's failure to make the proper deductions from the member's pay in any month in which the member had any earnings from which deductions could have been made.

Potential candidates are encouraged to check their eligibility, and the eligibility of their nominators and seconders, prior to the nominations meeting by submitting a written request to the Secretary-Treasurer of Local Union 630.

Each candidate may, once prior to the mailing of ballots, inspect a list containing the names and last known addresses of all members of Local Union 630, at the Local Union's

office during regular business hours, after first making an appointment with the Office Manager to do so. Such list may not be copied in whole or in part.

#### Election

The election will be conducted by mail ballot. Ballots will be mailed to all active members and new applicants eligible for membership in Local 630, on or about November 16, 2018. Ballots will be counted on December 11, 2018, starting at approximately 10:00 a.m., at the offices of Teamsters Local 630, located at 750 S. Stanford Ave., Los Angeles, California, 90021-1416. All ballots must be received at the designated Post Office Box by 8:30 a.m. on December 11, 2018, to be counted. Members who have not received a ballot or who spoil their ballot may request a duplicate ballot by contacting UniLect Election Services' bilingual Duplicate Request Call Center by telephone at

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## Moving? LET US KNOW

October 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