

Southern California Teamster

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

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Hoffa, Hall Meet With JC Delegates

Teamsters International Union President Jim Hoffa attended Joint Council 42's December delegates' meetings and seminar in San Diego and praised the Council and its Local Unions for accomplishments.

Hoffa, accompanied by IBT

General Secretary-treasurer Ken Hall, addressed the delegates and pointed out 42's long legacy of superior organizing of new members into the Union, political action and political fund-raising.

He said the November election casting out an array of

labor-hating congressional representatives in southern California was a mark of concentrated focus and hard work.

Hoffa returned to California in January to attend Hollywood Teamsters Local 399's quarterly membership meeting.



HONORED: Retiring California Teamsters Public Affairs Council Legislative Representative Barry Broad (left) displays a Teamsters Joint Council 42 recognition award presented by Council president Randy Cammack at the December JC 42 delegates' meeting. Broad served working Teamsters for decades in Sacramento fighting the good fight for pro-worker legislation, and advising regional Teamster political action directors in counties and communities throughout the golden state.

Get Ready for 2019 JC 42 Scholarships

It's back--the outstanding cash award program for Teamsters kids who are graduating from high school this spring.

The Teamsters Joint Council 42 scholarship program selects at least one winner from each Local Union affiliated with Joint Council 42. That's Locals

14, 63, 166, 186, 396, 399, 481, 495, 542, 572, 630, 631, 683, 848, 896, 911, 952, 986, 996, 1699, 1932, 2010 and District Council 2.

Prerequisites include a scholar's parent must be an active Teamsters Union member with one of the above Unions.

Application deadline is May 17. Applications are available by mail by calling JC 42 at 626.974.4212, or emailing rocio@jc42.net. Also, applications which contain full instruction are available at the Council's website: www.teamstersjc42.com.

Going to Retire? Don't Miss Free Seminar

Call now to reserve your spots for the invaluable, free pre-retirement seminar which will be held Saturday, June 22 in Orange County.

If you are planning on retiring in the next several months, this most popular annual seminar will uncover and explain a lot of options for new retirees to address.

Pension experts, Social Security representatives, retiree medical insurance and dental coverage explanations, wills and living trusts experts and more will be on hand to inform you.

Space is limited and you must reserve by a phone call to the retiree Assn. The number: 909.629.2539. Office hours are Monday through Thursday,

9 a.m. to 1 p.m. If leaving a message, make it clear and slow and you will be called back to confirm your reservation. Phil Zamora and Gil Martinez staff the retiree headquarters.

Hosted and sponsored for years now by the Southern California Teamster Retiree Assn., the program runs from 9 a.m. to 12:30 p.m.

Teamsters Endorse 3 for March Election

Teamsters like to vote, and vote for pro-Labor politicians.

Three candidates coming up for election in March have been endorsed by Teamsters Joint Council 42. They are:

---**Loretta Sanchez**, running for the Orange County Board of Supervisors, district 3. The veteran workers' rights advocate is

the right choice for Teamsters in the O.C. The election is March 12.

---**Heather Repenning** and **Jackie Goldberg** have earned the dual endorsement of the Teamsters in their bid for Los Angeles Unified School District Board of Education seat no. 5. That election is March 5.

Whitmer to JC 42 Advisory Board

Veteran Teamsters Local 911 Secretary-treasurer Ray Whitmer has been installed as a member of the Teamsters Joint Council 42 Advisory Board.

The Advisory Board members are non-voting participants at JC 42 executive board meetings and functions.

"An advisory board member

is a Teamster leader with experience and wisdom who is willing to assist in all facets of progressive Teamster affairs," Council President Randy Cammack said. "Ray Whitmer is a giant asset to our efforts as trade Union leaders."



JASON RABINOWITZ

JC 42's Own Tapped to Head IBT's Public Division

The new chief of the International Brotherhood of Teamsters Public Services Division is Jason Rabinowitz, IBT General President Jim Hoffa announced in January.

Rabinowitz is secretary-treasurer of California Teamsters Local 2010. The Local Union represents employees at campuses of the University of California and the California State University system. About half of 2010's 14,000 members are in Joint Council 42, the southern area of California, and the rest within Bay area Joint Council 7's jurisdiction.

"This appointment bodes well for public employee Teamsters across the country and for those striving for Teamster representation and a better working life in the public sector," JC 42 President Randy Cammack said.

Park Teamster by LAX!

Flying out of Los Angeles International Airport? Then don't forget to utilize one of four Teamsters-Union represented parking facilities right by LAX.

The employees at the facilities are members of Public Employee and Parking Teamsters Local Union 911.

The Union lots are:

Joe's Airport Parking
6151 W. Century Blvd. 90045

WallyPark Express
9600 S. Sepulveda Blvd. 90045

WallyPark Premier Garage
9700 Bellanca Ave. 90045

QuikPark
9821 Vicksburg Ave. 90045

March 9 TNBC Local Awards

The southern California chapter of the Teamsters National Black Caucus will host its annual leadership awards show with a luncheon March 9 at the Hotel Maya in Long Beach.

International Teamsters Union safety and health director Lamont Byrd will highlight the list of honorees, garnering the lifetime achievement award.

Ticket information and program ad guidelines are available by calling Robert Turner at 323.394.1910

Teamster Orr Heads Redlands Chamber of Commerce



THE LEADERS: From left, Local 1932 Secretary-treasurer Randy Korgan, Redlands city councilman Paul Barich, Teamsters Advantage Director Mark Orr and Teamsters Joint Council 42 President Randy Cammack.

In January, the Redlands Chamber of Commerce installed Mark Orr as 2019 president-elect. Orr is the director of the Teamster Advantage program that now has nearly 500 local business partners offering discounts to participating Teamster members.

As an attempt to build relationships with small businesses and to promote the concept of buying locally to keep tax dollars in the local economy, San Bernardino Teamsters Local 1932 joined the

Redlands Chamber of Commerce and 13 other area chambers.

Since partnering with these chambers and local businesses, many business owners have realized that Union members make more money than non-Union workers which can be a great source of revenue in addition to contributing to the local community.

Teamster Advantage is a member-only program, founded in 2016 in a partnership between Lo-

cals 1932 and 63, that was created to offer discounts at participating businesses including restaurants, movie theaters, vehicle purchases/maintenance, home repairs and many other services that members need.

The collaboration between the Unions, chambers and local businesses is an integral part of the Teamsters' overall strategy to elevate the overall economy in the Inland Empire to benefit working families.

Southern California Teamster

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Caucus Cookout Set to Rock June 8

The 12th annual Teamsters Nat'l Black Caucus SoCal chapter cookout and health fair is returns Saturday, June 8.

And that means free admission, free hot food, free drinks, free car show, and music and a raffle.

It all starts at 12 noon at the park at Teamsters Local 63 at 379 West Valley Blvd. in Rialto.

The renowned Kaiser Permanente farmers' market will be on hand with free health screenings.

Drawings for raffle prizes will be ongoing all day.

Dozens of Teamster providers and independent entrepreneur vendors will be displaying their wares for the entire family to enjoy.



WASHINGTON WINDOW

Teamsters: Pass This Story on to Friends, Relatives & Neighbors

By Randy Cammack
JC 42 President

We've said it before, and we'll say it again: If you're a working woman and you want a raise in pay, join your Union. And if you don't have one, call the Teamsters Union for help.

The data, despite what Donald Trump, big business and the radical right - including old-time right-wing women - say, don't lie. While working women as a group are far from pay parity with working men, Union working women are closer to parity than any other group.

Further, those same Union working women are closer than all groups of non-Union workers, male and female, to pay parity with working men. And they're far ahead of the median worker's weekly pay when you consider all workers combined, Union and non-Union.

Here are the numbers, from the Bureau of Labor Statistics calculations about Union membership and pay in the U.S. in 2018. Bear in mind, by the way, that these figures measure only pay.

They don't measure the higher frequency of employer-paid health insurance, disability benefits, Teamster pensions, 401(k) accounts, paid vacations, paid family leave and on and on and on that benefit Union women - but not many of their non-Union brothers and sisters.

So let's run the numbers and ratios, remembering the median pay of a working woman nationwide is 80 percent of the median of a working man in the same job and with the same qualifications. The median is the point where half a group of workers is above and half below:

- Median weekly earnings, all workers: Union \$1,051; non-Union \$860 (82 percent).
- Median weekly earnings, male workers: Union \$1,123; non-Union \$948 (84 percent).
- Median weekly earnings, female workers: Union \$968 (86 percent of \$1,123); non-Union \$764 (68 percent).

• The pay gap is even smaller if you compare Union women's median earnings to the median for all Union workers, not just for all male unionists, as we did above. Then the ratio is \$968 (union women) to \$1,051 (all unionists), or 92 percent.

Now you see why Lilly Ledbetter knew, when asked years ago, if she would have suffered pay discrimination at her Alabama tire plant, where she was a supervisor, if she had been a line worker covered by the Steelworkers contract there. Her answer: "No."

Then join the Union. If you don't have one, call the Teamsters and organize.

NLRB Geared to Help Employers Now, Not Workers

By Mark Gruenberg
PAI Staff Writer

WASHINGTON (PAI)—The Trump-named GOP National Labor Relations Board majority has given a boost to employers' "independent contractor" dodge - and that's bad news for millions of workers, union and non-union.

By a 3-1 party-line vote in a case involving 89 Dallas-Fort Worth Airport SuperShuttle drivers who wanted to unionize, board Republicans upheld and expanded employers' rights to misclassify workers as independent contractors.

The board's January decision reversed a 2015 Obama-era NLRB decision curbing the abuses. Independent contractors have no worker rights, including no right to organize, under U.S. labor law.

Their employers also escape paying the company's share of Social

Security and Medicare withholding taxes, workers comp and unemployment insurance, with the workers having to pay those sums plus their own shares of those taxes.

That gives venal, vicious and cost-cutting employers, seeking to undercut their competitors - including their union competitors - an edge, too. By forcing workers to be "independent contractors," they can drive down their labor costs.

The Economic Policy Institute has pointed out in papers and reports over the last several years that the "independent contractor" dodge drives down pay and benefits for other workers, even "employees" who can unionize under labor law. That's because bosses can force those workers to take lower pay and fewer benefits, or else become independent contractors, too.

None of this was in the NLRB's

GOP majority ruling, written by new board chairman John Ring. His decision instead followed a goal, set by the NLRB's new General Counsel - its top enforcement officer - to reverse every pro-worker ruling of the Obama-era NLRB.

Los Angeles port trucking firms also force their "independent contractor" drivers to pay for gas, tires and maintenance. The result - at least until cases where the California Labor Department reclassified the trackers as "employees" - is truckers who often took home miniscule paychecks, or nothing at all.

While the NLRB is boosting independent contractors, Washington state is going in the other direction. It's on the way to joining a growing list of states, led by California, New York and Illinois, who have put curbs on misclassification of workers as independent contractors.

Jewish Coalition Backs \$15 Minimum Hike

WASHINGTON (PAI)—The Jewish Labor Committee has talked a coalition of 120 Jewish groups into supporting raising the federal minimum wage to \$15 an hour by 2024. It's now \$7.25 and hasn't risen in a decade. With strong labor support, the U.S. House's ruling Democrats unveiled the minimum wage hike bill in late January.

JLC Acting Executive Director Ar- ieh Lebowitz said the coalition, the Jewish Council for Public Affairs, OK'd the pro-wage hike resolution at its annual conference, in D.C. on

Feb 9-12.

The resolution updates a 2014 measure calling for a raise to \$10.10 hourly. It cites the Torah - the Five Books of Moses - prophetic teachings and current conditions to support the increase. And it points out who needs it most: Women, service-sector workers and minorities.

"The federal minimum wage law was enacted in 1938 to establish a floor, below which wages would not go, but for too many workers the floor is also the ceiling," it says.

Martinez Victorious in Nevada

Some 743 Union members across the United States won their elections for public office last November.

Among them was Las Vegas Teamster Susan Martinez, victorious in her race for Nevada's 12th district Assembly seat.

Martinez is a Teamster Local 986 member and shop steward at the Flamingo Hotel.



SERVING: Newly elected executive board of San Bernardino County Employees Teamsters Local 1932 (from left): Trustee Don Ballard, Trustee Nidal Rafeedie, Secretary-treasurer Randy Korgan, President Kathleen Brennan, Recording Secretary Sheri Orellana, Trustee Martha Romero, Trustee Marcie Larkin, Vice President Rich Smith. Missing is Trustee Gina Jordan.



INSTALLED: Newly-elected officers of Local 186 take the oath of office at the general membership meeting. From left, Vice President William Paredes, Trustee Max Pineda, Secretary-treasurer Abel Garcia, President Joe Gonzales, Trustee Tom Chifos, Trustee Tom Lyle and Recording Secretary Jacob Greene. Teamsters Joint Council 42 President Randy Cammack (center, rear) administers the oath.



ELECTED: Leadership of Los Angeles Teamsters Local 630 that was elected to a three-year term of office late last year. From left, Recording Secretary James Baruch, Trustee Albert Ramirez, Vice President Raymundo Gaytan, Trustee Dora Torres, Secretary-treasurer Lou Villalvazo, President Frank Afoa, Trustee Adalberto Dubon.



LEADERSHIP: Elected last year to a three-year term as executive board of Las Vegas Teamsters Local 14 were (from left): Trustee Fred Horvath, Vice President Grant Davis, Recording Secretary Lynn Griffith, Secretary-treasurer Larry Griffith, Trustee Tony Freitas, Trustee John Ortega. Missing is President Al Ghilarducci.



HAWAIIAN TEAMSTERS: Newly elected officers of Hawaii Teamsters Local 996 include (from left): Trustee Walter "Wally" Fox III, Vice President Fred Liva, President Wayne K.S. Kaululaau, Secretary-treasurer Ryan Yoshida, Recording Secretary Anthony "Bully" Badayos, Trustee Wendy Naile, Trustee James "Kimo" Laroya, Jr.

Southern California Teamster

Quick Looks at Items of Interest

The Eye



Study sez **26 million** U.S. adults have a **food allergy**, that's 10.8% of us.....morbid facts: 7 in 10 Americans hope to **die at home**, but half die in nursing homes & hospitals, Kaiser study said---a fifth of us die in ICUs.....**900,00 elevators** in the U.S.....over 17 million here have concealed-carry **gun permits**, 12 states allow carrying without a permit.....we buy and drink about **42 gallons of bottled water** a year, per person.....as many as one in five children experiences a **mental health** issue in a given year.....about a **half million** children in U.S. **foster care** with a quarter of them waiting for adoption.....California leads the nation with **63 Indian tribes** that run **gambling** operations.....more than two-thirds of U.S. **homes** sell for less than **\$400,000**.....number of U.S. **babies** born in 2017 (around 3.85 million) was the **lowest** since 1987.....since the peak in 1991, U.S. **cancer deaths** have been falling about 1.5% a year, thru 2016.....in fiscal 2016, Americans spent **\$80.5 billion** on **lottery** tax.....more than **62 million** receive Social Security benefits.....average monthly rent at an independent-living facility: **\$3,304**.....**Cali** has **482 cities**, only 72 have a majority of **women** on city councils.....**9 million** American households have an **RV**.....77% of adults had a **smartphone** in 2018, up from 35% in 2011.....California only state allowing **lane-splitting**.....we replace our **tv's** every **6.9** years on average.....**potatoes** weren't grown in North America until **1719**.....recent data show that **employer lockouts** of workers have been **double** the number of strikes.....**British Union** density is 26%, U.S. is 10.5%.....

Teamster Youth Camp the Best Thing Going in Summer

Charles "Lucky" Lepins began donating his time at a youth camp up above Big Bear back in 2006, doing maintenance and cleaning, because "it seemed

like the right thing to do."

Now, he and his wife Becky oversee a non-profit summer "unplugged" camp for kids that has been adopted by Teamsters

Joint Council 42 and many of its Local Unions, hosting hundreds of children for four nights and five days during its summers-only operation.

Lepins is a 29-year Sysco employee, a shop steward and member of Local 848's advisory board. He and Becky are a two-person army for doing good for kids.

"The camp is officially Laurel Pines, it's been around for decades and Becky camped there as a youngster," Lepins said. "We created a non-profit and lease the camp for the summer months. It's not suitable for the snowy winters."

Lepins is hoping to keep building summer attendance participation, the goal is 1,000 kids a season.

"So many in the Teamsters have pitched in to make this what it is," he said. It started small with Local 848 support then Joint Council President Randy Cammack and a lot of Local Unions pitched in and put their shoulders behind the program. It's now known as Teamster Youth Support Camp."

Camp opens the end of June and continues through to around the middle of August. Only Teamsters-represented bus companies are utilized to transport campers roundtrip.

Go to youthhelpers.com for every detail imaginable about this fabulous experience.



HOUSE EDUCATION AND LABOR PANEL TO RETURN

WASHINGTON (PAI)—The House Education and Labor Committee is back.

To nobody's great surprise, the House Democratic Caucus, whose members are the majority in the 116th Congress, voted to restore the word "Labor" to the name of the committee that deals with workers' rights, job safety and other related issues.

That continues the 25-year back-and-forth between the two parties over the panel's name. After winning in 1994, the GOP, hating the word "Labor" – to them it implied "Labor Union" – changed the name to "Education and the Workforce." When Democrats retook House control in the 2006 election, "La-

bor" rebounded. And when the GOP seized power four years after that, "Workforce" returned. Now "Labor" is back in the House. It never left the Senate.

The name changes symbolize continuing high partisanship on the panel. Democrats voted in Rep. Bobby Scott, D-Va., now ranking member, as chairman. He will be one of five Democratic African-American committee chairs in the new House, along with two Hispanic-Americans and four women. Republicans named current chair Rep. Virginia Foxx, R-N.C., an old white rural right-winger, as ranking member. She questions the need for unions at all.

RETIREE ROUND-UP

SAN BERNARDINO: We invite all retirees in the area to attend our meetings. We meet the 4th Saturday of the month at Teamsters Local 166, 18597 Valley Blvd., Bloomington 10 a.m. We get together for breakfast before the meeting at Farmer Boys 1869 Valley Blvd., which is across the street, from 8:30 a.m. to 9:45 a.m. Come on by, see old friends and meet new ones. For more information call Dean Horn (951) 566-5049.

CENTRAL COAST: We meet at 10 a.m. the second Tuesday each month at Quarterdeck restaurant, 1500 West Branch St., Arroyo Grande. Our board meets at 9:30 a.m. Any questions? Fire them at Howard Barrios 805.268.2784.

EL MONTE: We invite all retirees to join us the third Thursday of the month at our new location: 250 East 1st St., Azusa, at 10:30 a.m. We have coffee & donuts and occasional guest speakers. Our Christmas luncheon had great food and we transported food baskets to El Monte fire fighters who distributed them to families in need. Save May 18 for our bus turnaround to Pechanga Casino. Also, August 17 for our annual luncheon. More info: contact Charles Fuller 714.742.5775 or Claudia Fuller 714.742.2598.

SAN DIEGO: We meet on the third Thursday of every month at 10 a.m. at Teamsters Local 542, 4666 Mission Gorge Pl, San Diego, CA 92120. All meetings are preceded by coffee and donuts starting at 9. Our annual luncheon is at the Elks Lodge, 1400 E. Washington Ave., El Cajon 92019, March 21. 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 per person. We have various speakers throughout the year, & monthly raffles. 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, club president, can be reached at jdnrock@att.net or 619-562-5796.

MONTEBELLO: Greetings, brothers and sisters. I would like to thank

everyone for their prayers and condolences on the passing of my Grandson Gilbert, at the age of 31; may he RIP. We invite all retirees to join us for breakfast at Jack's Restaurant, 13221 Whittier Blvd., Whittier every Wednesday at 9 a.m. Our regular meetings are every 4th Thursday of the month at VFW Post 7734, 9128 Bermudez St., Pico Rivera, 1 p.m. On March 28 we will have attorney Jarod Krissman, speaking on a few laws. On April 25 we have our annual pot luck, so please let Phil or Vickie know what you will bring to share. Our annual Pechanga Casino turnaround will be Saturday, May 18; please let Phil know if interested so we can reserve your seat on the bus, cost is \$15. For more information call Phil 562 505-1387

ORANGE COUNTY: 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. The hall at 952 has been brought up to the modern world and is really great. You can all enjoy it at our Retiree Luncheon in August. We will have a meeting on March 9, our third meeting of the new year.

SO. NEVADA: Our annual holiday party was a blast—thanks to the contributions of Locals 14, 631 & 986, and Teamsters Joint Council 42 & the So. Nevada Central Labor Council to make it all happen in style. We meet the third Thursday of the month at 10 a.m. at Local 631, 700 No. Lamb Blvd., Las Vegas. At 9:30 we munch on donuts and enjoy coffee.

LONG BEACH: We are back. We meet the first Saturday of the month at Teamsters Local 848, 3888 Cherry Ave., Long Beach, at 9:30 a.m. We plan special events, luncheons, guest speakers and exciting field trips. Join us to keep our membership growing. We have coffee and donuts. Share your wisdom with all the Teamster retirees. For info: call Tony Mosqueda, chapter president at 323.569.9127.

Passings...

Three Teamsters of note have passed away since the last issue of the Teamster newspaper.

Lou Brock retired from Orange County Teamsters Local 952 in



Teamster with Local 745.

1990 after years as a business representative. He originally drove for YRC and began his

Hawaii Local 996

By Wayne K.S. Kaululaau President



Aloha, Local 996 members! I want to thank everyone for your support as we begin a new chapter at the

Local. I am honored to be your President and Principal Executive Officer and look forward to the continued success of Local 996.

I am joined on the executive board by Ryan Yoshida, secretary-treasurer; Fred Liva, vice president; Anthony "Bully" Badayos, recording secretary; James "Kimo" Laroya, Jr., trustee; Wendy Naile, trustee; and Walter "Wally" Fox, III, trustee.

Asi Fakaosi serves as the Assistant to the President/Organizer; Cody Sula is the Government Affairs Representative/Organizer and Vernon Yu is our In-House Counsel.

Our business representatives proudly serving the membership are: Raymond I. Akau, Jill Johnson, Nadine Kahala, James "Kimo" Laroya, Fred Liva, Siuaki "Ceeu" Livai, Wendy Naile, Darryl Ohelo, Tiva Tatofi and Vernon Yu.

The office staff includes Leinaala Wong, Executive Assistant; Sandy Takeshita, Communications Specialist, Cheryl Lau, Data Entry Clerk; Tammy Fernandez, Senior Data Entry Clerk; Mafa Seti, Receptionist, Leatrice "Lea" Oliva, Office Manager; Janice Nielsen, Part-Time Office Assistant, Melvin Vendiola, Part-Time Maintenance.

There's a lot happening at the Local including maintenance of membership records, numerous contract negotiations, grievance representation, etc. Through it all, we'll maintain the highest level of service to our members with excellent communication and understanding. The shop stewards are the first line of representation on the job and with the help of the membership, together we can make sure everyone's rights are protected.

We look forward to seeing everyone at the next membership meeting, 6 p.m., March 27, 2019 at the Union Hall - 1817 Hart Street, Honolulu, Hawaii 96819.

Stay informed about Local 996 news, information and upcoming events by visiting the website HawaiiTeamsters.com.

Union hall hours are 9 a.m. – 5 p.m. Monday-Friday. We're located at 1817 Hart St. Honolulu, HI 96819 Phone: 808-847-6633, Fax: 808-842-4575.

BUY UNION MADE

Lou Richard worked as a business representative and organizer for Teamsters Local 986 and later as a representative of the International Brotherhood of Teamsters.

Richard Nageotte served as San Diego Local 481 Secretary-treasurer in the 1990s before his retirement.



By Phil Cooper Secretary-Treasurer



Since this is the first publication of the year, Happy New Year to all of our members!

2018 was an extremely busy year for the Local. We ratified contracts for 7-Up, MillerCoors Brewery, Bud Sylmar Distributor and finished up negotiations for the Budweiser Brewery.

We moved the Local into our own building in Pasadena, and held officer elections during a five month window; that was one busy year!

I want to congratulate your newly-elected executive board members on the overwhelming election victory of the Cooper/Indelicato slate. Members appreciated hard and dedicated work and rewarded officials with another three-year term. I also want to welcome new trustee Charles Johnson. Charles works at Ace Beverage and is looking forward to the challenges that come with the important task of being a trustee.

For those not familiar with the role of trustees on the executive board, it is their duty to conduct a monthly examination of the books of the Local Union, and to have the results reported at the next regular membership meeting. They sign the books of the Secretary-Treasurer if they have found them correct and the bank balances verified.

The trustees' reports are then sent to the IBT's General Secretary-Treasurer as required by the International Union Constitution. There are more duties of the trustees, but the members need to know that the trustees are there to protect our Local Union, and to make sure our members' monies are spent per the direction of their executive board.

Let me take this time and say thanks to Michelle Jimenez who served as a trustee for the Local for the last three years. Great job, Michelle!

2019 finds the Local jumping right into Pepsi negotiations. Our committee met with the company on February 5 & 6 to discuss many issues that were unique to the different Pepsi facilities. At the negotiating table were stewards and business agents from Locals 186, 848, 896, 952 and Local 986. We also included a couple of stewards from Pepsi Riverside, their first time to participate in joint Union negotiations. We are scheduled to return to the table in early March and will be addressing the issues that are important to our members such as wages, health care costs and pension, to name a few.

Though they are present during the current negotiations, the stewards representing our Pepsi Riverside facility will be part of their own negotiations later this year. Pepsi Riverside will be negotiating their second contract as members of Local 896. We expect these talks to be very tough because there are quite a few things that we need to fix in this next contract. First contracts are, just that, first contracts. Companies do not want to send a message to their other non-Union shops by giving the newly organized a great first contract. And to be completely honest, companies also hope they can

get a decertification during those first years of the contract. Our Pepsi Riverside members have stayed very strong and are determined to receive some well-deserved improvements in their second contract.

This year also will find us in negotiations for the second contract for newly-organized merchandisers working at Budweiser Distributors in Carson (Beach Cities) and Sylmar. Like the Pepsi Riverside negotiations, the members of these two different distributors look to improve on their first contract. These workers are extremely underpaid, when compared to other merchandisers doing the same work. Budweiser will need to step up to the plate and give these hard-working members the respect, wages and benefits they deserve.

Congratulations to the Budweiser Brewery workers of Fairfield and Van Nuys on the ratification of their new five-year contract. While there are some very good items in this contract, the fact that the new hires will have considerably less health and welfare was a problem for all current members. The Union recently met with employees of Northwest Administrators and a Union Trustee to see if there is a decent plan for future Budweiser members. We are currently looking at a Kaiser-only plan that could work, but we are still discussing a few other options.

Health and welfare for all current Budweiser employees continues to be one of the best plans the members of this Local have. And it is good to know that with the negotiated increases and where we are currently with the cap, they should continue to enjoy the medical without any form of monies from their weekly checks.

Congratulations to all chief stewards that were elected to another term, or to their first term. We will be having steward training seminars soon and we will also be having a new member seminar later this year. Please keep an eye on your Union Bulletin Boards for upcoming events.

To the members of Ace Beverage, 2019 was a very tough year. Ace was forced to sell off its Constellation Brands (Modelo and Corona) to Harbor Distribution. The loss of 7 million cases has led to many permanent layoffs. The company used the "WARN" act to lay off these employees and the Union was able to negotiate severance packages for those affected. The Union also reminded the company that all of these laid off employees have their jobs protected for six months by the WARN act and should the company need to rehire any of these members, seniority must be honored, whether the member took the severance package or not.

We are trying to help as many of these displaced workers find jobs as we can. Recently, Sysco offered several openings to those with Class A licenses.

Congratulations go out to recent retirees Frank Locuito (MillerCoors) and Reggie Blair (Coke Ontario).

Our deepest condolences to the following members and their families: Frank Kincaid (Anheuser-Busch, Fairfield), Obra Lee Tyler (MillerCoors), Mike Morrison (MillerCoors), Richard Johnson (MillerCoors), Joe Taylor (MillerCoors) and Ray Fuentes (Allied Beverage).



**By Abel Garcia
Secretary-Treasurer**



Abel Garcia:
Happy New
Year to all-wish-
ing you and
your families
a healthy and
prosperous

2019. On behalf of your newly-elected executive board, thank you for your overwhelming support in our election of officers. The membership spoke loud and clear re-electing the Abel Garcia slate 658 to 104. Now that the election is over -it's time for all brothers and sisters to come together at Local 186!

At Cemex we are waiting for the judge to make a ruling--so we can vote. At YRC we will keep you informed with contract and negotiation updates. At Gold Coast Transit we are waiting for the District to make an economic proposal. At Mission Linen Santa Barbara and Oxnard plants-the company has given us a last, best and final offer, which we are "not recommending." At Aramark - the company representative resigned in the middle of negotiations, we are waiting for dates with the new labor representative. At UPS we are down to four supplements. We will keep you updated on ratification and backpay checks.

Fernando Lara: Happy New year to all, hope your holidays were wonderful. 2019 will be a busy year for our Local. Negotiations will be at the top of the list this year. Aramark - as two labor representatives have left the company, negotiations have come to a halt, and hopefully we will wrap this up with the new representative. Coca Cola Reyes - Static Routing has gone "live" having a negative impact on three members so far. In response, we have taken an aggressive stand - NLRB charges have been filed against the company; we have also been handbilling customers. I would like to thank shop steward Jairo Altamirano for his assistance combating Reyes Static Routing. Dole/Oceanview - with heavy hearts it's sad to say after over 40 years in our community Dole will be closing its doors March 1. We have reached out to negotiate help with reemployment and severance for our members. Hanson - we will start negotiations next month with the company. Mission Linen S.B. & Oxnard - our members have overwhelmingly rejected the company's last, firm and final offer; we have one more date for negotiations. Mission North Hollywood - we have filed a charge against Mission for failing to negotiate in good faith, we will keep you updated. MV transportation has secured a 10-year contract with Gold Coast Transit, this is good news and job security for our members. National Ready Mix - we have some issues with H&W and vacation, we set up a meeting with NRM to address the matter. Pepsi negotiations have just kicked off, the biggest issue to address is H&W. Thanks to those that showed up to the proposal meeting. STA - thanks to stewards Marcelo Cortez and Jorge Rodríguez for their time and effort. Sysco - our thoughts and prayers are with you brother Gil Pena- solidarity, brother! UPSF - we have two cases tied to a national case - for retroactive, hopefully we are successful to make our

members whole. YRC - negotiations are ongoing, with wages and retirement being on top of the list. Don't forget to patronize Union-friendly businesses.

Robert Padilla, organizer: if you have any leads on a company that would like Union representation or want to help organizing please call (805) 644-0070 and ask for me. Si usted sabe o conoce personas o compañías para organizer. Por favor llame a Roberto Padilla (805) 644-0070. Gracias.

Jedediah Johnson: at Young's Market and Southern Glazers Wine and Spirits, the members overwhelmingly ratified a new two year deal for sales with full MOB and raises to base, incentive and pension. At Southern and Young's Cash and Carry we are in contract negotiations (as of 2-14-19). Congratulations to Greg Goulart of Young's Market, the Union Steward for sales. At MV Transportation we were successful in a grievance granting "extra work" Language. We were also successful in our safety grievances - the radios are in the process of being replaced and paid safety meetings are now once a month. Thanks to steward Deb Stephenson and member Kay Salas for the assistance on the grievances. At The Ventura District Port there was a change in management in December. Members Reed Bear and Rob Weinerth have been actively helping Union issues get resolved during this transition. At Amerigas we are currently in contract negotiations-we go back to the table April 2. At Ferguson - good job to steward Luis Ramos, he has been successful resolving contractual issues at the local level. There are no production standards in your CBA. At Virginia Hardwood the contract was extended by one year. As far as Local 186 events we are always looking for volunteers. If you are a Local 186 member and you want to volunteer for Union projects such as political, picketing and/or days of action, please give me a call at (805) 644-0070. Ask for Jed. Podcast - the "What's Goin' on Show" returns in March! Local 186 Radio! You can catch the show on our Facebook page facebook.com/teamsters186 or on our website-Teamsters186.org.

DISTRICT COUNCIL 2

**By Clark Ritchey
Secretary-Treasurer**



Our organizing efforts continue as we welcome new members from print shops in Southern and Northern California: Decal USA,

Metro Print & Signs, and Peerless Print & Graphics. Congratulations and welcome new members!

During the past few months District Council 2 has ratified contracts for members in California, Utah, Oregon and the State of Washington.

In Southern California, we recently ratified a national agreement with American Red Cross, which was comprised of several Local Unions across the United States. The coalition and its efforts to negotiate the contract at a national and local level came to a close with a 3-year agreement, a GWI throughout the

term of the contract, continued contributions to the company pension plan, and language improvements throughout the contract.

PCA, in Los Angeles, ratified a 4-year agreement to include a wage increase throughout the term of the contract and increased adjustments to several classifications, as well as significant improvements to the Defined Benefit Pension Plan. Members continue to participate in the Union's Health & Welfare plan throughout the term of the agreement. Smurfit Kappa ratified a 3-year contract with GWI increases in each year of the agreement plus several wage adjustments.

Also ratified in Southern CA was Southland Box, with a 5-year agreement. The contract includes wage increases in each year, company matching on the 401(k) Pension Plan, updates reflecting CA PSL, and payouts on Holiday Floaters. Gared Graphics in Camarillo ratified a 2-year contract while maintaining the status quo on the Health & Welfare.

DC2 continues negotiations in Southern California with our newly organized company, Georgia Pacific, La Mirada, as well as with Bay Cities Container, Graphic Packaging, MPP, PCA - South Gate, Tension Envelope and Westrock.

In Northern California, DC2 has concluded negotiations with the Commercial Multiple Agreement which includes Aabco Printing, Autumn Press, Chimes Printing, Dakota Press, Golden Gate Print & Media Services, GW2 Printing, Inc., In/Out Printing Services, Lama Books, National Printing Co., New Solidarity, RCA Super Print, Santa Rosa Printing, Suburban Press, and Trade Lithographers. The agreement includes a 3-year contract with a GWI throughout the term of the contract and contributions to the SIP 401(k) Pension Plan.

Rapid Displays, in Northern California bargained a 3-year agreement with an increase the first year and percentage GWI the remaining 2 years of the contract. Wage adjustments to several classifications and shifts were negotiated, as well as significant contributions to the 401(k) Pension Plan. Portocork also ratified a three-year contract with wage increases in each year of the agreement with contributions to the SIP 401(k) Pension Plan. Lodi News Sentinel extended their contract another year.

Currently in negotiations in Northern California, are Westrock, Adhesive Products, and Pacific Standard Print. Upcoming negotiations in this area include Allied Printing, Commerce Printing Service, Firefighters Print & Design, Georgia Pacific, Metro Mailing Services, River City Printers, and The Press Democrat.

Sun Lithographing in Utah, recently ratified a two-year contract with a wage increase throughout the term of the agreement with improvements to shift differentials. Future negotiations include the Newspaper Agency Corp and Mondri Bags in Utah, as well as, Automatic Printing in Nebraska.

In the Northwest Region, a two-year agreement was ratified at Cenveo. A GWI in each year of the contract and a bonus at ratification. Improvements to the annual shoe allowance, Paid Sick Leave, added Bereavement Leave, compliancy in Non-Discrimination language, and the option to sell back 2 weeks of vacation. Rotary Offset Press also

bargained a 2-year deal with a GWI throughout the term of the agreement. Improvements were made to the language for shifts and Washington PSL, and options for vacation cash out.

Also in this region, the Daily Journal ratified a 2-year agreement and Columbia Litho Co. ratified a 3-year agreement, both with wage increases each year. Improvements were made throughout the agreements and language was updated to reflect the WA PSL Law. An additional personal holiday was added for Columbia Litho.

Currently in negotiations in the Northwest Region are Westrock, Irwin Hodson Marking Systems, and K & H Printers. Upcoming negotiations include Adco Printing & Graphics, Morel Ink, and Georgia Pacific.

DC2 prevailed in a charge filed by Grief Packaging, LLC, to the US District Court - Central District of CA, where Grief was seeking to vacate an arbitrator's decision awarding DC2 members to maintain red circle rates. Greif originally paid some of its employees "red-circle" rates. After the CBA was in effect, the company reduced these employees' wages without notice. DC2 filed a grievance and went to arbitration stating the company violated the contract and these employees should be entitled to above-scale rates. The Arbitrator agreed with the Union stating that Greif was in violation of the CBA and ordered the restoration of the red-circle rates and awarded back pay. Greif moved to vacate the arbitrator's award, but DC2 opposed the motion and moved to enforce the arbitrator's decision. After several months of deliberation, the court agreed with the Union's position and enforced the award.

Please look out for upcoming Scholarship and Journeyperson notices to post on to your Union Bulletin Board. Please make sure that you apply prior to the deadline(s) designated. If you have any questions, please contact the DC2 Office (800) 333-4388.

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

Local 388M: Eugene Vaudry, Luis Gonzales, Anthony S. Ciraula, Nicholas Rizzo, Charles Hankins, Yolanda Allen, Velmas Keach, William Creekbaum, L.G. Hoover, Miguel Banda-Carrillo, Roger Coleman, George H. Becker, Jr (Local 4N), Ron Downs (Local 4N). Local 543M: Ronald Smith.

Local 625S: Nicholas Smolkovich, James R. Roof (Local 440M). Local 747M: Wayne Lind - DC2 Honorary Life Member, Ronald Lewis, Norman Johnson, Henry G. Smith, Donald P. Solcum, Michael Perry.



**By Eric Tate
Secretary-Treasurer**



We hope that you all enjoyed the holidays and are eager for a bright new year filled with new adventures. Let's make 2019

the best yet. Congratulations to the following on their retirement: Zollie Rustin, Gallo, 18 years; Dan Delgado, Heavy

Transport, 5 years; Frank Alcantar, Ralphs, 35 years; Carl Hill, Sysco Foods, 19 years, Mark Kelley, YRC, 40 years.

Our condolences to the families of the following: John Soto (Road Dawg) Vons; Richard Cervantes, Coke; Carlos Tarango on the loss of his mother; Mark Kobzoff, Ralphs, on the loss of his mother; Rudy Lerma, ITS Conglobal, on the loss of his mother; Frank Alcantar on the loss of his father; Douglas Sermeno, US Foods, on the loss of his wife.

Gordon Ament - First Transit Cerritos-Congratulations on your one-year extension agreement. Contracts will be available soon. There are open positions for a Shop Steward and alternates. Please contact my office if interested. First Transit Pasadena- The requested alternate steward nomination was posted with no interested members. Please contact my office if interested. Keolis Pomona-Please familiarize yourself with the CBA. You must work throughout the last scheduled work day prior to the holiday and the first scheduled work day following the holiday in order to receive holiday pay. "Throughout" meaning entire day. The Local has filed for arbitration regarding Holiday Pay section 4. LA Regional Food Bank-The Local is currently in discussion with the employer regarding a first-time attendance policy. As of publication date an agreement has not yet been reached. There are open positions for alternate Shop Stewards. Please contact my office if interested. MV Trans Burbank Bus-Your CBA will be expiring this year. A proposal meeting will be scheduled soon. Keep an eye on the Union board. MV Trans Glendale Bee Line-Congratulations on your new three-year CBA. Special thanks to your negotiation committee members for all their hard work. MV Trans Glendale (DAR)-Your CBA will be expiring this year. A proposal meeting will be scheduled soon. Keep an eye on the Union board. There are open positions for Shop Stewards and alternates. Please contact my office if interested. MV Trans Thousand Oaks/Calabasas-There have been many changes to MV staff including your GM. Please read and understand your CBA especially the grievance procedure and contact your steward or me if you have any questions. There are open positions for Shop Stewards and alternates. Please contact my office if interested. Transdev LACMTA-It's apparent your previous steward spoiled everyone. Members have the right to file a grievance when a violation of the CBA occurs. You must request a grievance form, complete it, and give back to the steward to file within the time period stated. The steward may assist you, but it is your responsibility. There are open positions for Shop Steward alternates. If interested, please contact my office.

Erik Lagafuaina - We are currently in negotiations with Value Plus Service, National Plant Services, Ventura Transfer Drivers and Loaders and several new Airgas locations. National Readymix and Catalina Pacific Concrete negotiations should begin around April. Construction and Readymix have been slow and the rain has made it worse. Hang in there, brothers and sisters.

Joe Pimentel: To all our members in the Busing industry: during the recent past, several Local 848 members have been assaulted while op-

continued next page

erating a bus. It is an unfortunate risk that bus drivers face in their daily duties. We rely on the systems in place and local law enforcement to keep us safe. It has never been enough. I am excited that with the addition of the Public Transport Division, we now have dedicated advocates at the International level. Divisional Director, Brother Rick Middleton and his staff have been working on legislation that will do more to address this growing problem. By the time that this goes to print, you should have a notice explaining the Transit Worker and Pedestrian Act (H.R. 1136/S. 436) which is still in the bill stage. Please keep an eye out for that posting and we will share more information as it becomes available. Shop Stewards - I wanted to take the time to thank you all for your commitment and dedication to our shop steward trainings each month before our general membership meeting. Mike Mansfield and I are encouraged each month when we see you all return and we especially love to see the new faces. We can rest assured the future of our great Union is bright and prosperous, knowing that we have such an involved group of leaders such as yourselves. We hope to see you all back this month hungry for more as we continue with our #stewardroles series.



**By Ron Herrera
Secretary-Treasurer**



In 2019 your Local 396 leadership is taking advantage of the opportunity to continue building our Local Union power

by negotiating strong contracts for our membership while growing our Local's political power at both the local and national level. This political power helps us enact pro-worker legislation that protects and promotes our members' interests.

Last year, Local 396 UPSers ratified our UPS National Master Agreement, Western Regional Supplemental Agreement, and our Southwest Package and Sort Riders. These agreements provide good wages and generous pension and healthcare benefits for our UPS membership. As most of you know, the new contracts will go into effect after the four remaining regional supplements are ratified. As of press time, the four open agreements are the Central Pennsylvania, Western Pennsylvania, Local 804 (New York City) and Local 243 Metro Detroit supplements.

Local 396 has also made significant gains for UPS feeder drivers. This year, close to 140 new feeder jobs will be created in our Local Union's jurisdiction. UPS has also agreed to add 16 new feeder runs in 2019. These gains have made Local 396 one of the top three feeder Locals in the country.

As the largest sanitation Local in the nation, we are hard at work bargaining with our current Teamster employers, as well as organizing new sanitation companies in an effort to lift standards and improve working conditions in the industry. Statistics show that sanitation is the

fifth most dangerous job in the country, however, sanitation workers who enjoy the benefit of a Teamster contract work in much safer conditions than workers who are employed in a non-Union shop.

After a long fight, Athens Services workers are close to seeing the final tentative labor agreement with their employer. A ratification vote to secure a strong Teamster contract will happen soon. Athens Services is one of the largest non-Union waste haulers in the Southern California region. A successful organizing drive at Athens Services will be a tremendous victory for our Local Union membership and Athens workers. An Athens ratification will help give all sanitation workers in Los Angeles a similar high level of worker protections, benefits, and wages.

Preparation for negotiations with the respective bargaining committees from the Waste Management South Gate transfer station and Waste Management Moreno Valley are currently underway. Securing a strong contract at the Moreno Valley facility is important because, for many years, non-Union sanitation workers in the Inland Empire have earned lower wages and worked under more dangerous conditions than their counterparts in other counties in Southern California. We look to set a very high standard for these workers and organize the non-Union competition.

Our Genesis Logistics members in San Diego and Santa Fe Springs continue their contract negotiations and have made significant progress in securing language and economic conditions that will ensure a better life for these workers. These members deliver goods to 7 Eleven Stores throughout Central and Southern California. We'd like to thank our bargaining committee members Billy Williams, John Brodrick, Alan Craig and Oscar Zarate for their efforts and commitment to helping the Local negotiate the best possible contract.

As Teamsters, it is important to participate in the political process by voting as well as having input regarding proposed legislation that impacts Teamsters and their families. On February 12, immigrant workers from many Unions from across the U.S. traveled to our nation's capital in Washington D.C. to participate in a Day of Action organized by Working Families United. Among the participants was our Local 396 Brother Jorge Mancía from Republic Services Anaheim who traveled to Washington D.C. to fight for the rights of his fellow sanitation workers, many of whom are immigrants from across Central America, particularly, El Salvador and Guatemala.

Working Families United is a coalition of Labor Unions, including the Teamsters, which was organized to advocate for the rights of immigrant workers who are a vital part of the American Labor Movement and contribute significantly to the growth of our nation's economy. Many of these brave men and women came to this country with only the clothes on their backs seeking a better opportunity for themselves and their families.

In order to increase the flow of information to our members, our Local Union has made it a priority to enter the digital information age by increasing our accessibility on social media as well as launching our very own Local 396 website. These tools

help our members stay informed about current Union business as well as have easier access to their contracts, medical benefits information and pension information. Recently our Local Union also launched a smartphone app for both iPhone and Android so that our members can access Local Union news. We encourage our members to download the Teamsters Local 396 phone application by visiting the Apple App Store for iPhone and Google Play Store for Android.

The Local Union has scheduled a Shop Steward Seminar on Saturday, March 30. We will be educating our stewards on grievance and arbitration skills. Noted arbitrator Lou Zigman will be our guest speaker. Secretary-Treasurer Ron Herrera and President Jay Phillips will also speak and answer steward questions at our event. These trainings are essential to building Union workplace power. We look forward to seeing you there. The seminar is scheduled to be held at the Vannlee Hotel located at 1211 E. Garvey St, Covina, CA 91724. The tentative start time is 9 a.m.

Our next monthly membership meeting will be on Sunday, March 31 at 10 am. We will follow up with the location for the meeting with you soon. We look forward to seeing our members there.

In closing, we'd like to congratulate recently retired Local 396 members Lidia Angeles, Nick Byfluglin, Joe Fernandez, Kevin Kinney, Daniel Montecinos and Bob Pruhs.



**By Mike Bergen
Secretary-Treasurer**



It is that time of year again for our members' children who are seniors in high school--scholarship application

time. The Local Union has applications available for the James P. Hoffa, Teamsters Joint Council 42, Teamsters Local 166 and the California Teamsters Hispanic Caucus scholarships. If you have a senior looking for the applications, just call the Local Union at 909-877-8326 and we will forward the applications to you. Remember, some of the scholarships are time sensitive so don't drag your feet in requesting.

The statewide Teamsters/Costco negotiations have concluded with a recommendable tentative offer that includes wage increases, pension increases, and continued bonuses over the next three years. Informational mailouts started the first week of March which will include the tentative offer and instructions for voting on-line or by phone-in. If you have moved or are not sure this Local Union has your current address, please contact this Local to insure you get the information sent to you in a timely manner. Remember this is your contract and your right to Vote.

In the Linen industry, 166 members at Aramark and AmeriPride Uniform and Linen Services ratified new agreements with wage and pension increases. The Angelica drivers' recently ratified contract is being prepared for print. The ALSCO Linen

negotiations continue at this time.

Farmer Brothers Coffee has done a restructure which includes a route optimization that should result in higher volume for all of our route sales members. The statewide wholesale liquor sales and hourly agreements have been ratified with improvements in wages, pension, and full MOB of the health and welfare and continuing negotiations concerning the commission structures' compensation formulas going forward. At Anheuser-Busch Riverside the annual bids are complete and we wish to thank our shop stewards for their input and oversight of the bidding process

The Teamsters have been meeting with Kaiser Permanente on local bargaining and national bargaining with the Alliance of Health Care Unions which includes eight International Unions. We are happy to report that the Bargaining Unions came to agreement and now have formed a Partnership and National Agreement. In local bargaining, Teamsters 166 and Kaiser Permanente have been working on language cleanup with Labor Relations and HR that is now complete--just waiting on draft from HR to review and proofread for signatures.

Congratulations to Local 166 Business Representative/Local Union Trustee Don Henley who was one of the two Labor Leaders elected out of the Alliance of Health Care Unions to participate in Kaiser Permanente Executive Leadership Program to be held this year.

At Fort Irwin DynCorp, VETS and DA Defense, our members continue to do a great job supporting the soldiers' training missions. The Local Union was successful in settling a termination grievance and overtime back pay grievance at DynCorp. At DA Defense, the Local was successful in getting the company to sign onto the DynCorp CBA that also gives those members raises in pay over the next 5 years through a Letter of Assent. At NORCO DOD PD we had a JLM meeting to go over officer concerns. We were able to settle a majority of the outstanding concerns. At Job Options, Ft. Irwin we started negotiations 2/19/2019; the Union was successful in a grievance with a member receiving 5 days back pay, wrongful suspension.

At PULAU, Ft. Irwin the Local ratified a contract at Range Control and BLAFF. At Valiant, Ft. Irwin the Local Union ratified the contract. PAE, Marine Corp Logistics Base Yermo concluded negotiations and ratified their agreement.

At Technica Ft. Irwin the Union will start negotiations around April-May, actual dates to be confirmed. At AECOM Ft. Irwin we will be going into negotiations in April or May, dates to be confirmed soon. Negotiation dates at Spec Pro Ft Irwin are being confirmed for March.

Welcome to our new Teamster members at Gino Morena, Ft. Irwin who have just ratified their initial Teamster contract. Welcome aboard.

Construction has been steady the last few months in most locations. The Master construction Locals will be meeting with their memberships to get proposals for Master construction negotiations that will begin in late April or early May. Local 166 Teamsters at the Vulcan production plants in San Bernardino and Corona will be getting together in April to talk about proposals for their contract that is open in July.

Matich Brothers and Construction

have been working almost every day on various jobs thruout southern California. Granite Construction has jobs starting in March in Riverside County, paving on and off ramps along I-10 between Desert Center and Blythe. Sukut is moving right along installing sewer lines for Yucca Valley's infrastructure improvement. Security Paving is working on I-8 in El Centro this month doing asphalt and concrete, and in Redlands on I-10 repaving truck lanes. Coffman will be repaving a section just east of Redlands, to County Line road.

In the High Desert, we have two national pipeline jobs moving right along, one with Snelson Company in Victorville and the other with Abercrombie in the Newberry Springs area. Thank you to our pipeline stewards, Gordon Riggs and Greg Miramontes, who continue doing a fantastic job for Local 166 keeping everything on their jobs running smooth.

In San Diego, construction work is slow as everything remains under water. We needed the water but, come on! Hazard Construction and Hanson Aggregate are both still looking for drivers.

Congratulations to recent retiree Tony Orosco from Omnitrans.

Condolences go out to the families of the sisters and brothers we've recently lost: Juanda Jensen-Costco Corona, Robert Travis-construction, Joseph Peters-Farmer Brothers, Debbie Chaple, Kelli Haskell, Ron Munson, retired 166 Business Representative Marvin Mizell and Robert Lyons-Pinnick, Inc. Rest in Peace, they all will be missed.

UC Local 2010

**By Jason Rabinowitz
Secretary-Treasurer**



Happy New Year to you and all of our Teamsters Local 2010 members. Though we finished off another historic

year, winning contracts for our members and building member power throughout the state, we haven't slowed down to rest in our laurels. In the last few months, we have had some big wins and even bigger announcements.

We are in negotiations with the University for our UC Public Safety Workers while also adding dozens of new members from the Early Child-care Centers at various campuses across the state. We announced our upcoming Local 2010 Membership Conferences and I was appointed Director of the International Union's Public Services Division, highlighting the incredible work we've been doing as a Local. Needless to say, this is shaping up to be another incredible year.

Teamsters 2010 Co-Sponsors Bill to Restore Salary Steps to CSU Workers - We are proud to announce that Teamsters Local 2010, in coalition with our sister CSU Union, CSUEU, has co-sponsored legislation to restore salary steps for CSU employees across the state. With this bill, AB 369 (Weber), we will build on the work we did in the last legislative session, when we got AB 1231 through the legislature to the Governor's desk.

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Last year, Local 2010 mobilized more than 60 Teamsters Skilled Trades members for a successful lobby day in Sacramento for AB 1231, which also would have restored these steps. The legislation passed the state legislature with overwhelming support but was unfortunately vetoed by then-Governor Brown. With a new Governor in office, we will keep fighting for fairness for our CSU members. Our CSU Skilled Trades members, along with all other CSU workers, have gone far too long without the annual salary step increases that are routine in public agencies throughout the state. This legislation would help ensure that years of loyal service are fairly compensated at CSU after 20 years without annual salary steps. CSU has consistently opposed restoring these steps, so every Teamster member will need to stand together and take action in support of this critical legislation.

Congratulations to the Lead Child-care Teachers of UCLA and UCSB on finishing their recent negotiations and becoming Teamsters Local 2010 members. The bargaining teams successfully negotiated raises. The new agreement also allows the Leads to be eligible for the raises guaranteed in our CX-Unit contract, including our July 2019 increase.

In an attempt to strip workers of Union protections and guaranteed rights, University Child Development Centers at UCLA, UCSB, and UCI misclassified dozens of Lead Child Care teachers out of the Teamster represented CX bargaining unit. The Lead Teachers fought back and Teamsters successfully brought them back into the CX bargaining unit.

Misclassification is the practice of wrongfully labeling employees to pay them significantly less and withhold certain benefits. This is a common practice at UC where the University routinely "promotes" members out of our unit or hires new employees and labels them as supervisors or unrepresented. Misclassified workers lose out on critical Union benefits such as protections against unfair discipline, having a voice at work, guaranteed raises, overtime pay provisions, and the many other protections of our Union contract.

Thanks to our Lead Early Childcare Teachers for leading the fight. We will continue to protect the work of all our members. Bargaining is ongoing for Child Development Center Teachers, including Leads at UC Irvine, and is expected to conclude this month.

If you feel you are being misclassified or have issues in the workplace, please contact your Union Representative today.

Teamsters Disaster Relief Helps Camp Fire Victims - We delivered checks to 8 of our Chico State University members, and victims of the recent Camp Fire, received \$1,000 checks on December 17, from the Teamsters Joint Council 7 Disaster relief fund.

According to Cal Fire, California's forestry and fire protection agency, the Camp Fire burned over 150,000 acres, destroying over 14,000 buildings and killing at least 86 people, making it one of the worst fires in California history. In a matter of weeks, over \$300,000 was donated by local Teamster Unions across the nation including \$150,000 by the International Brotherhood of Teamsters in Washington DC.

We want to thank all of the Teamsters from JC 42, JC 7, and across the nation for their support. We will continue to work with our members and their families through these trying times.

Membership Conferences Announced - as Teamsters Local 2010 members, we are part of one of the most dynamic Unions in the nation. Our members come from every race, background, culture, and gender. We are mothers, grandparents, students, car enthusiasts, artists, pet lovers and everything in between. Our individuality is the catalyst of our diversity as an organization and together, we will win a better tomorrow for our families. We are workers, we are leaders, we are Teamsters.

Join us for our biggest event of the year as we celebrate our wins with special speakers and prepare for our UC and CSU contract campaigns with informative workshops. Our Southern California Membership Conference is set for Friday, April 5 and Northern California Membership Conference is Friday, May 3. Go to our website www.teamsters2010.org for more information.



Local 399

Studio Drivers

**By Steve Dayan
Secretary-Treasurer**



Secretary-Treasurer Steve Dayan: Local 399 was honored to have our General President, Jim Hoffa, attend our January general membership meeting. Mr. Hoffa swore in our new members and listened to the reports of our business agents. Kenny Farnell and I presented President Hoffa with an honorary membership to Local 399 along with a 399 letterman's jacket. Also in attendance were our Joint Council President, Randy Cammack, Tom O'Donnell, director of the Motion Picture Division and Barry Broad, our retiring state lobbyist for many years. Hoffa's visit was also an opportunity for us to deepen our relationship with him and let him know what issues we face in Hollywood. I was proud to have Mr. Hoffa at our meeting so he could meet and interact with our members face-to-face.

On Friday, February 15 I had the honor of speaking before the Los Angeles City Council for the Made in Hollywood Honors. It was an opportunity to explain to the council what an impact the California Film & Television Tax Credit has had on our membership, and what a big difference it's made in employment for our members. I informed them that 2018 saw the most hours ever contributed to the Motion Picture Plans with more than 100 million hours reported and fully 96% of available stage space occupied in Los Angeles. I was joined by the honorees, some of whom were our members, other Hollywood Union representatives and Councilmember Mitch O'Farrell, who were recognized for making their projects here at home.

Local 399 also supported a recent SAG/AFTRA rally with over 1,000 members to rally against BBH, a commercial agency that withdrew from their contract with SAG/AFTRA while the contract was still in effect.

At the event, I reminded the crowd that it's important for all of us to stand in solidarity with our sisters and brothers from other Unions because we're all part of the same family, a family of workers looking for fair pay, working conditions and benefits. I'd like to thank our members who came to show their support for SAG/AFTRA and took the time out to attend. I'd also like to thank Randy Cammack for allowing us to borrow the JC 42 truck for the event and especially Donna Culwell, our Joint Council 42 truck driver, who brought out the truck for the rally!

We've begun the process of digitizing all of our paper files in order for staff and future administrations to be able to look up grievances by the type of infractions, bargaining notes, contracts and other functionality. We're just beginning this project and will share an update when available.

I'd like to remind you that our Teamsters Local 399 Mobile App is available for Android and iPhone users. The App allows you to pay your dues, get craft-specific notifications, keep up-to-date on news and events and even allows you to submit a grievance right from your phone. There are too many features to reference here. I encourage you to download the App and familiarize yourself with it. As time goes by, we plan on adding even more functionality.

Kenny Farnell: grievances have been settled at ABC/Disney over mis-assignment of work on the lot and grouping violations. Over at NBC/Universal grievances have been settled for termination without just cause and grouping violations. The Driver Steering Committee met in January and discussed upcoming events, classes and workshops. More details coming soon. Please make sure all your info is updated with Local 399, Contract Services and MPIPHP so that you can receive current mailings, updates and notices.

Ed Duffy: Location Managers and Casting Directors collective bargaining agreements with the AMPTP were ratified in September and January, respectively. Both agreements required the companies to make retro wage and pension and health contributions. We realize some of those still have not happened yet by the payroll companies and hopefully it will be completed soon. Please remember to check your hours with the motion picture plans to make sure you have received the correct pension and health contributions. You can either call the plans at 818-769-0007 or view online at: MPIPHP.org.

Chris Sell: in 2018 proposals were submitted for skills training to help our members. Trainings that were approved were: forklift, rough terrain FL, bobcat and an introduction to operating water trucks. Newly approved, through GSF Trucking, were: acquiring your passenger endorsement and a 4 hour refresher course in a tractor/trailer.

Joshua Staheli: I have been appointed to the board of Directors at the Motion Picture Industry Pension and Health Plans. Please remember to put your fuel cap back on especially while working at Warner Brothers. If you do have a fuel spill of any kind report it immediately to the Transportation Department. Warner Brothers has installed new signs at the fuel pumps to remind you and is taking fuel spills seriously and consider an unreported fuel spill the same as an unreported accident.

Calvin McDowell: I have proudly joined the staff of Local 399 as a business agent and will be representing members working in: commercials, music videos, Quixote Studio, Quixote Grip and Lighting, ABC TV and Office and Pakala Crewing. I was recently elected and sworn in as a Trustee on the Western Region Board of the Teamsters National Black Caucus.

Ernie Barraza: we have ratified Universal City Walk, Classic Couriers, Tri Scenic, Western Studio Services and PRG. We have also been busy winning over 25 separate grievances this past month while changing the way some of these studios deal with our members. I would like to introduce my new Classic Courier Shop Steward, Ramon Ramos.

Lindsay Dougherty: since the last report, 120 film, television, and New Media agreements have been signed. The NLRB has denied Warner Bros. and Universal's appeal, so both companies must now bargain a collective bargaining agreement to cover DOT Administrators. We are now signatory with Lionsgate Productions, which has never been signed to our term agreements.



Local 630

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

**By Lou Villalvazo
Secretary-Treasurer**



We're sad to report the passing of our brother Oscar Ruiz from Foster Farms; he was only 25 and full of energy and happiness. He leaves behind a son of 7 years, his mother and his wife. Our thoughts and prayers go out to the family.

Sysco: we met with the company regarding the company violating a 20-year past practice regarding Friday overtime. We have consolidated all these grievances, as we proceed to arbitration. Sysco laid off 16 office employees yet is third-partying our members' work. Grievances have been filed on behalf of those members and we will be proceeding to arbitration as we feel this is a violation of preservation of work. Our representative is working closely with our members, our steward and our legal counsel, as this is an ongoing case.

Alta Dena: we concluded 2 days of arbitration regarding the "pattern behavior" case and awaiting the arbitrator's decision. US Foodservice: we ask our members to be patient as we're finalizing the settlement agreement regarding the experience pay case, which will provide a benefit for many of our members. We have concluded 3 days of arbitration regarding the time study; we are awaiting the arbitrator's decision. We have concluded the arbitration case for the termination of brother Daniel Valenzuela, we are waiting the decision of the arbitrator.

Gelson's: we were successful in getting the company to remove from the attendance policy, the section referring to Wage and Hour Violations and moving forward members will no longer receive a half point. The meal violation period will be in a separate bucket and subject to progressive discipline. We were successful in negotiating a 120-day good attendance roll off, meaning that if our members go 120 days with perfect attendance, the company will eliminate 1 point off

of their attendance record. The company failed to report a member that was hired back in December of 2017. We were successful in restoring our member's seniority back to the start date. We were also successful in getting our member back pay for wages, pension and contributions so that the medical benefits are activated immediately, for a total compensation package over \$9,000.

Danone North America: glad to announce the Union was successful in mediation as we were able to negotiate a resolution regarding the "preservation of work" case. The agreement comes with many added benefits for our members at Danone. Including a compensation of \$350,000--\$12,500 for each of the 28 members in the logistics department. We were also able to get an added benefit, lowering the progression rate for about 25 members from 4 years down to 1½ years, providing them with instant increases between \$2 to \$8 per hour. We were successful in increasing the hourly shift premium for all members on swing and graveyard shifts, well over 160 members. We were successful in bringing back volume of work, and we were able to add 3 more jobs for the logistics department and 3 more jobs for the maintenance department. Furthermore, we were successful in increasing the medical cap from 8% up to 12%, protecting our members' H&W. Thanks to B.A. Alex Flores, our V.P. & Steward Raymundo Gaytan, our Stewards Julio Perez and Juan Perez, our members Jose Guzman, Anthony Hernandez and George Delgadillo, for assisting us and providing their input through the mediation process.

Del Monte Fresh Produce: after 13 sessions and filling a ULP charge for negotiating in bad faith, I'm glad to announce that our members at Del Monte unanimously ratified a new 4-year agreement which is the best contract they have ratified in the previous 5 contracts. This contract provides for great wage increases & we eliminated the 2-tier wage scale. New members will instantly bump up to top wage scale. Also, we were successful in eliminating the 2-tier medical benefits and providing hundreds of dollars in savings on the medical plan for all members. Our members will save a lot of money which will provide an added savings of \$0.50 up to \$3.00 per hour for our members. But more importantly it will allow our members to add their wives and children to the medical benefits. All members will receive retroactive pay before the end of February. I would like to thank our Business Agent Alfredo Salazar, Carlos Santamaria and our Steward Jose Chavarria for the hard work and input in assisting us through these negotiations.

We have all our major contracts coming up. I'm asking all of our members in produce (LA Market), cold storage (Lineage, Rancho Cold, Americold, LA Cold), manufacturing (Bakemark, Ventura Foods), Liquor (SGWS, Youngs Mkt, Gallo Wine), Dairy (Danone North America, Thrifty, Alta Dena, California, Challenge, Driftwood), Grocery (SuperValu, Ralphs, Gelson's), Restaurant Supplies (Sysco, U.S. Foods, JFC) Distribution (QCD, Penske) etc., to be prepared. That means no major financial purchases, being ready by saving some money to support your family and your living costs for at least 3 months! Make no mistake about it, the companies are very emboldened and confident with

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the appointments that this president has made at the NLRB. They feel empowered by this president's attack on Unions and his anti-Union rhetoric. At the end of the day remember who is negotiating for you and your family. Remember who is trying to eliminate your Labor rights and your rights to negotiate! I ask you brothers and sisters to get involved and join us at our monthly meetings. We're having meaningful discussions on how to prepare you for your next contract negotiations and how to prepare for potential strikes.

We would like to congratulate our brother Frank De Jesus on his retirement from Sysco. As of December 2018, Frank worked for Sysco for 33 years. We wish you a very long retirement full of happiness and joy. Stay connected through our Facebook, Instagram, twitter, phone app. and our website www.teamsters630.org

Local 481 San Diego

By Victor Torres
Secretary-Treasurer



As we continue into the New Year, unfortunately we continue to be hit with unpleasant circumstances.

You may recall that 2018 was a rough year for all of us at Local 481. As far as we are concerned, we lost way too many members of our Teamster family. We lost longtime member and steward Harry Holloway from the Aladdin Garage, senior keeper Ken Morgan from the San Diego Zoo, Rosalia Joiner (mother of Local 481 President Mark Joiner), former Local 481 President William "Bill" Slack from the San Diego Zoo and longtime member Barbara Jean Smith from Ace Parking. In addition, our brother and retired Secretary-Treasurer Phil Saal from Local 542 also passed away.

If all of this was not enough, as we tried to put 2018 behind us, we learned that former long term Local 481 member, officer and Secretary-Treasurer Richard Nageotte Jr., passed away while visiting relatives and friends in Cleveland, Ohio over the Thanksgiving holidays.

Brother Nageotte began his Local 481 membership in 1978 at Avis Rent A Car as a courtesy bus driver. He then proceeded to serve the Local 481 membership as a steward, officer and secretary-treasurer. He continued his Teamsters career at Local 683 as a transit bus driver where he retired several years ago.

Along with many of the names of our family members who passed away last year recognized above, Rich Nageotte was instrumental in steering our Local in the right direction during difficult times. Without his expertise, leadership and determination, Local 481 may not have made it through the storm.

I happened to speak with Rich a couple of times after his retirement in 2015 sharing some of our recent milestone accomplishments with organizing and membership activities and he was quite pleased to hear how well we were doing. One of Rich's proudest accomplishments was attending Kent State University. His matriculation at Kent State was

during an extremely difficult time in our country's history. I guess addressing difficult challenges was part of Rich's entire adult life. Some of you may recall that Brother Nageotte faced many health issues as well during his working life and retirement. He faced all of them without ever complaining, but in true Teamsters spirit always vigilant and prepared.

It is with the heaviest of hearts that we send our sincere condolences to over forty cousins from both the Nageotte and Habanek families and many dear friends of the "Kent Gang" and Rich's San Diego extended family. Thank you for sharing brother Richard Nageotte with us. Please know that he will forever be missed, but never forgotten. Rest in peace Brother Nageotte.

In addition, we have also learned that Local 481 Attorney Richard Prochazka's son Troy recently passed away. Our sincere condolences to the entire Prochazka family.

In scholarship news, the 2019 Local 481 Scholarship Program is available. This scholarship program is open to not only the children and grandchildren of our members who are enrolled in and attending an institution of higher learning, but also eligible are the spouses and domestic partners of our members. In addition, our members themselves are eligible to participate in this program, as well. The deadline to submit applications including the proper essay and all supporting documentation is Friday, September 6. There are eight \$500 scholarships available.

Concurrently, there are additional scholarship programs available: There's the IBT James R. Hoffa Scholarship program (deadline for submission March 31) and the Joint Council 42 scholarship (May 17). We should be receiving details regarding the the California Teamsters Hispanic Caucus Scholarship program soon. Once those details are known, we will provide you with the specifics. For information on any or all of these programs, feel free to contact our office or visit our website (www.teamsters481.org) for further details or to obtain or download a scholarship application.

In event news, our Gulls Night March 29 is sold out. Thanks to all who are participating and helping to make this event a success. The 2019 Local 481 Picnic has been set for Saturday, June 8 at Mission Bay's Tecolote Shores North location from 11:00 a.m. to 2:00 p.m. In addition, the 2019 Local 481 Night at Petco Park, a special night to watch the Padres play the Atlanta Braves, is Friday, July 12 at 7:00 p.m. Tickets for both of these events are now available. Purchase by cash or check will be accepted by making arrangements with our administration staff. For information on these events, contact our office or visit our website (www.teamsters481.org) for further details.

Our general membership meetings are usually scheduled at 7:00 p.m. on the 2nd Tuesday of the month (subject to change) and held at 3366 Adams Ave. (Normal Heights Masonic Lodge). Several times a year general membership meetings are held in North County or on a weekend. Check our website, Facebook page, sign up for email blast reminders or contact our office for more details. We serve refreshments at our monthly membership meeting.

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

Local 14 Las Vegas General Sales Drivers Delivery Drivers & Helpers

By Larry Griffith
Secretary-Treasurer



We are well into 2019 and the Local has already been very busy this year. We have moved into our new beautiful offices at 8951 W. Sahara

Ave. #100, Las Vegas, Nevada 89117. There is an open invitation to all members to stop by and take a look at our new home! There is no better time to stop by the Local than for your general membership meetings which take place on the third Thursday evening of each month at 6:00 p.m. Stop by, tour the office and get the monthly update on the Union business and activities and possibly win a prize at these meetings.

Our new Local 14 office was not the only grand opening that we were privileged to announce. In early February the Local 14 Security Fund opened the first of two Family Wellness Centers. The first location was opened at 1505 Wigwam Parkway #241, Henderson, Nevada 89074. The Wellness Center is open to all participants in our Trust Fund and their participating family members. The Clinic will provide primary care services for no cost (deductible or co-pay) to the fund participants as well as 60-70 prescriptions at no cost that can be filled at the on-site pharmacy. While the Clinic will function as a primary care provider, not an urgent care, and set appointments for you to see the doctor they will also set aside time each day for walk-in, non-life-threatening emergencies. Please take a minute to learn more at their website at: wp.activatehealthcare.com or search "Teamsters Local 14 Activate Healthcare". A second location in Northwest Las Vegas, by Mountain View Hospital, will be opening in May.

Local 14 would also like to invite you to download our new Teamsters Local 14 app. The app is available for both Apple and Android phones. The app will allow you access to up to date information regarding Local 14, and the Security Fund, as well as allowing the Local to provide you important information. You will be able to navigate from the app to many of the Union providers benefit pages, such as PERS and Western Conference of Teamsters Pension. Please download the app and help us keep you up to date!

Save the Date! On June 1 we will be hosting our annual Wet-n-Wild

Health Fair day. Please check your bulletin boards, emails or better yet our app for more information as we get closer to the date that we will begin accepting RSVP's.

The first of the year has also brought a significant amount of contract negotiations with our employers. We have completed negotiations and ratified a new five-year agreement for the employees at Sysco, Las Vegas and a three-year agreement for the employees at ALSCO. An agreement has been reached for a new 5-year contract with Johnson Brothers and the members will be voting on the ratification. We are currently in negotiations with Reyes-Coca Cola as well as with Airgas. Airgas will be a first contract for their drivers at the N. Las Vegas location. We have also held proposal meetings with our members at Aramark, US Foods, the cities of Mesquite and Caliente in anticipation of those negotiations. We will also be negotiating contracts for the employees with the City of N. Las Vegas and Lincoln County in the near future. Please attend your meetings to have a say in your contracts! As always, we want to say thank you to all our members who sit on the negotiation committees for their time and thoughtful input during the bargaining sessions.

February 4 was the opening session for the 2019 Nevada Legislature. The legislature in Nevada only meets every other year. Local 14 and their lobbyists in Carson City will be doing everything in their ability and power to protect working families. The next six months will illustrate the importance of voting!

Local 14 and United Labor Agency of Nevada (ULAN) team up to help members in need in Southern Nevada. During the last three months of 2018, ULAN, through donations from Local 14, was able to assist 37 of our members with financial aid towards things like rent, utilities, food and Christmas toys. This is your dues money going to do one of the most important things - members helping members!

Local 683 San Diego Sales Drivers

By Lee Fletcher
Secretary-Treasurer

The Teamsters Local 683 Executive Board would like to thank the members for their support during the officer elections. For those of you who didn't support this executive board, we will earn your support moving forward.

Local 683 Executive Board: Lee Fletcher, secretary-treasurer (Sysco SD-19 years); Armando Martinez, president (Waste Management-15 years/6 years Union); Victor Law, vice president (Pasha-13 years); Dan Buse, recording secretary (Sysco SD-20 years); Abel Sabino, trustee (Pepsi-33 years); Jesus Cano, trustee (Coca-Cola-22 years); and Daniel Gonzalez, trustee (Sysco RS-16 years).

We have been very busy getting the Local in order. An IBT auditor has been at the Local for two weeks assessing the condition it was left in and assisting in getting it in order. A report is near completion and charges are being drafted. The members will be informed of the

outcome.

There are several contracts open that were put on the back burner during the election process. The following locations have contract offers to vote on: Mission Linen, Angelica, Southern Wines Cash & Carry, and Young's Market Express stores. We have contacted the following companies to get dates scheduled for negotiations: Transdev El Cajon, Rexel, Aramark, ALSCO, Sysco Riverside, and DSI. We will keep you informed as we get dates scheduled.

The Seven Up sales contract is at the printers. Once we receive the copies of the contracts, we will get these handed out. I am happy to announce that our general membership meetings will now be held on the second Saturday of the month at 10 a.m. In the very near future the Local will conduct a vote to establish a Strike Fund. We will gather and present all the necessary information so members can be informed before voting. Notices will go out at least 60 days before the vote is conducted.

Local 495 Automotive Workers

By Bob Lennox
Secretary-Treasurer



It's scholarship application time once again. We have sent a direct mailer to every member announcing the details of

Local 495's annual awards, as well as details on how and where to apply for the IBT and Joint Council 42 awards. Also, available is the Teamsters Hispanic Caucus Scholarship. If you have a graduating high school student who plans to attend college, be sure to apply for all 4 awards. We have had quite a few triple winners from our Local.

Our 2019 80th Anniversary will kick off with our Annual Family Picnic, which will be bigger and better than ever. The event will be held on May 19. Details and RSVP info will be mailed prior to every member for the big day.

George Park: UPS employees are still awaiting the settlement of the outstanding supplements to be ratified before the wages and benefits negotiated in the new contract will be paid retroactively to August 1, 2018. The Automotive and Utility Addendums have been signed and are being prepared for distribution once the IBT announces the national agreement and all supplements have been fully ratified. Ryder Truck Rental: in order to shorten the delay time in filling bid jobs, the company will request employees to sign an agreement accepting a position upon being informed they have been awarded the position. Penske Truck Leasing: your Union is actively pursuing grievances related to the promotion of employees and the qualifications needed for advancement. If you have any issues, please contact your business agent and make certain to file your grievance. We have been successful in having several employees promoted that were originally passed over, but the battle continues.

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Carla Castro: hello everyone, I hope your New Year is off to a great start. Through the holiday season and into the New Year it has been a busy time helping my members at the Disney Resort. Happy to announce that Zoe Wool was able to go back to work, as well as Alexis Sullivan and Litz Green. I would like to acknowledge Patrick Howard for his win and retirement. Also very happy to announce that Leonardo Valenzuela not only was able to return to work, but also got a transfer to a new department for a fresh start and is excelling. Congrats to Janya Tucker and Andrew Reed for having their disciplines reduced. I also want to acknowledge and thank Brian Uller for not only standing up for himself but for his fellow co-workers and fighting the good fight; retaliation is not always an easy thing to voice let alone fight, but his courage has brought positive change. As the year continues on please make sure you pick up a copy of your new contracts and read them. Lastly, I would like to welcome two new shop stewards working at Disney: Pilar Ramirez and Taryn Belle, they are going to be great additions to our amazing team.

Johnny Espinoza: I'm proud to announce two DCA employees were brought back to work after challenging their terminations. Welcome back Alexis Barajas and Alejandro Ramirez. To all Disney employees: contracts have been ordered and will be distributed around the park. If you need a copy please reach out to your business agents or shop stewards. At Long Beach, Avis Jasmine Hernandez was awarded 6 hours of overtime pay after filing a grievance.

Art Carrillo: congratulations to our members at Avis Rent-A-Car, Inc./ Santa Ana (RSA, CSR, RRA and lot coordinators) on their new five-year agreement. We would also like to thank our negotiating committee of Susan Scott, Darlene Grey and Cameron Barcelona for all their hard work in putting this agreement together. Negotiations continue with the following companies--Fabri-Cote and Commercial Tire.

Jim Lennox: the Disney Ontario distribution contract negotiations have wrapped up and the membership has fully ratified their new 3-year agreement which included massive wage increases and improvements in many areas. Also, Volvo negotiations were completed and ratified unanimously. I want to sincerely thank my shop steward committees in each of these negotiations--their advice and guidance was invaluable for reaching these rich settlements. Both of these excellent contracts have now been signed and the booklets will be printed and distributed soon.

Damascus Castellanos: Aramark: our condolences go out to the family of Jose Villarreal, a well-liked and hardworking driver of Aramark and a Teamster member since 1995 who passed away suddenly at the end of December 2018. Fairplex drivers: please join us in welcoming our new Shop Steward Robert Thomas. Robert has made it a point to keep himself up to date on the daily issues pertaining to the CBA, so it is only fitting Robert takes on the responsibilities of the shop steward. Welcome, Robert. YRC Freight: we were successful in upholding positive past practice work for our members and prevented vendors from performing bargaining unit work. Negotiations are ongoing with the Master Freight Agreement. Racetrack: contracts are due to expire this July, please be aware of all special-called meeting notices at your

work sites.

Mark Manning: the New Year has been a busy one! Our members working at Tire Centers LLC are now working for Border Tire which acquired the commercial operations in our state. We met with the new staff a few times already and we are experiencing a smooth transition with the company which agreed to the full terms and conditions of our contract. At Carrier Transcold business is booming. The overnight stand-by callout procedure for handling customer needs during the night hours is hardly able to handle the expanding volume of after-hours calls. Following a meeting with affected membership to review the current situation, the parties are poised to trial two regular night shift positions for bid by qualified technicians so the stand-by coverage may be suspended during the regular workweek. As always, be mindful and be safe out there.



**By Jaime Vasquez
Secretary-Treasurer**



Secretary-Treasurer, Jaime Vasquez - 2018 was a very busy year for Teamsters Local 542. The

Local has been resolving grievances, attending and presenting cases at panels, negotiating contracts for our members and organizing. We're still waiting for the results of the remaining four supplements in order for the UPS Agreement to take effect. We're also preparing to vote the offer for our Costco members. Voting materials will be mailed out starting on March 5, 2019. Contact the Local if you do not receive your voting information materials. We have several scholarship applications available at the Local intended for our members' children. Call our office at 619-582-0542 or our El Centro Branch Office at 760-352-6571 for more info or download the applications at www.teamsters542.org. Application deadlines are as soon as March 31. Teamsters 542 phone app is now available. Go to your phone's app store and download the app and get the latest news and alerts.

Dwayne Garrett, BA - congratulations to UPS CSI drivers Harry Hyde and Jacky Inmon on their retirement from the company in January. Also, if you are a UPS package car driver in our area and are thinking of going into Feeder, the company is hiring and training for our area. Make sure your name is on the Feeder list with HR if you have not attended a Feeder seminar at the Local. Attending the seminar is a requirement per the Feeder work rules to be in Feeder.

Nicole Moreno, BA - Republic Services: you finally have a Human Resources Director. Hopefully all the issues we have been experiencing will be corrected and we can all move forward in a positive direction. We will be having upcoming craft meetings for each location (Chula Vista, Eastgate, Main St. and San Diego) in March. Refer to your Union Boards for more information. Costco: the ballots for your upcoming contract vote are

being mailed out the first week in March, remember it's your Voice, your Vote! See Union Boards and your shop stewards for more information. Thank you to all the Costco stewards for gearing up and getting out the Vote! Shop stewards give their time and effort, and never look for anything in return; you make this Union what it is, so thank you!!

Alvin Mitchell, BA - ABF - is looking for drivers. Welcome back ABF Steward Mr. D. OutFront Media - we ratified a new 5 yr. agreement. Reddaway - steward & line driver David Wagner recently received the 4-million-mile safe driving award. UPS Frt- we just settled a number of general grievances. YRCW - Currently in negotiations.

Shelly Allsup - Tradeshow - the 2019 seniority list has been completed and I'm seeing many new faces that are breaking into the industry. Welcome! All retro wages due since the ratification are being processed and paid. OMNI La Costa Resort and Spa - new management changes have occurred in the Spa and the Athletic Club has reduced GSA work schedules to reflect slow business. The Spa has also been slow, members are making themselves available for work as often as possible and await business to pick up as summer approaches. Rural Metro/AMR: contact me if you are having issues with your health and welfare benefits changeover. US Foods, San Diego Division: congratulations to our two retirees Chuck Esque and Roberta Mann-Tester. I would also like to welcome Jorge Loza and Oscar Rodriguez as new 542 Stewards. Negotiations with the employer began Feb 12 & 13, additional dates for next month have been scheduled. The employer is being held to state laws by providing the required and essential items for the Mission Gorge Resident Yard. US Foods, La Mirada Division: this unit shares a Resident Yard with the San Diego Division, and the same maintenance of conditions apply for these drivers. More management turnover is still occurring. US Foods, Corona Division: new route bids began in mid-January and the kinks from moving locations are still being worked out. Steward Albert Serrano, is on top of things at the worksite daily. Nice job, Albert! United Cleaners: CBA expires this year; an opening letter will go out soon. Business as usual. Iron Mountain Records: most recently management personnel has changed and shifted again. It's a trend for this employer.

Ruth Duarte, BA - Teamster members of County of Imperial: as per the negotiated contract, we have two article re-openers to negotiate for FY 19/20. All of you should have received a copy of the Teamsters MOU. You are encouraged to read it to get familiar with your rights as an employee of the county.

Mike Morales, BA - Brothers and Sisters: I would like to first start with extending a big congratulations on their retirement to Mr. James Hendrix III (Aramark) with 26 years and Mr. Hector Cervantes (Bimbo Bakery) with 26 years. Enjoy your second life my brothers. Until we all reach those golden years the fight and struggle of the working man and woman continues each and every day just to keep what little we got. Corporate America received the biggest tax break in the history of this country. Regulations are being

eliminated. Our health and the future of our children are being compromised for the sake of corporate greed. Not one corporation added a little more to their employees' pension. Not one corporation paid a little extra to their employees' Health & Welfare benefits. Not one corporation paid one dollar more to their employees' hourly wage. Sure, some gave a one-time bonus to their employees. But it was all for the publicity. For the sake of looking good to the consumer. All across America the organized and the unorganized are coming together with one voice, one vision, and one goal. Time has come for the working people to change the focus of this country for the benefit of Corporate America and to focus on the working people that hold this country together.



**By Patrick Kelly
Secretary-Treasurer**



Secretary-Treasurer Patrick D. Kelly: We thank all of the UPS members for their patience with respect to their new

bargaining agreement. We are waiting for a handful of supplements to get resolved. Once that's done the retro activity will be paid. We are in bargaining with YRC Freight. We are moving into economics and hope that we can get a fair and recommendable offer before the end of March.

The industry wide food negotiations will be conducted next year but it is not too early to start planning for the proposals as well as saving some money in the event that we have a dispute. We are looking forward to keeping what we have and improving wages, working conditions and benefits.

We are strongly supporting Loretta Sanchez for Orange County Supervisor in the 3rd District. Our Local has about 2500 members that are employed directly or indirectly by OCTA or the county of Orange. If Sanchez is elected to the Orange County Board, she will also serve on the OCTA Board of Directors. This is a critical and defining election for the Teamsters Union. We need our members to get involved to make sure that all Teamsters, their families, retirees and other enlightened citizens that live in that district participate. The ballots are counted on March 12. If you can get involved please contact your steward, business representative or Alma Berrospe at 714-740-6228. There are approximately 2000 active Teamsters affiliated with Joint Council 42 that live in this district, that is not counting family members, retirees and friends. We can make the difference in this significant race. There is another race in Los Angeles County for CA State Senate District 33. A long-time friend of the Teamsters, Long Beach City Councilwoman Lena Gonzalez, is running for this position. She is the Teamster daughter of Vincent Gonzalez and knows the value of Teamster Unionism. If you can get involved in this race, please contact Alma Berrospe at 714-740-6228. Thank you for your support of the Teamsters Union. Power to the Teamsters and Power to

the 99%.

We are conducting voter registration and DRIVE recruitment. We have a goal of signing up 2000 new DRIVE members at Local 952. We will be seeing many of you over the next 90 days. We have Kevin Currie and Joe Saroli from the International Union assisting and they will be spending a lot of time in our jurisdiction. In order for this DRIVE to be successful it is essential that our staff, members and particularly our stewards step up and make it happen.

President & Business Representative Grant Maertz: UPS has started the promotion process for all driving positions in both Anaheim and Laguna buildings. Anyone interested in going into Cover, Full-time Package, and Feeder get with HR to sign up on the appropriate lists or make sure your contact information is up to date. Bimbo: currently we are working through several issues that might be affecting the invoicing with the RSRs. We have started our pathway towards next year's negotiations with a shop stewards meeting last week. More info to follow. CAPO: we are several months from starting negotiations with the District and will be sending out proposal surveys soon.

Business Representative Jeff Sweet: Pepsi: contract negotiations have started, and we have several dates calendared for March. Coke Orange: congratulations to Puna Fuimano for returning to work after receiving an arbitration award overturning his discharge in June, 2017. An arbitrator has been selected for the grievance regarding E.L.S. Seven-Up: the company has proposed a new classification of delivery truck to train current employees for Class A work. We will be scheduling a meeting for the members to go over this matter in the near future. UPSF: we will soon be ordering copies of the new contract book to provide our 952 UPSF members.

Business Representative Carlos Jimenez: Cytec/Solvay: congratulations to the members on ratifying their new 3-year contract. We would like to thank Stewards Sam Portillo and James Bagette for their help during negotiations. First Transit - Anaheim and Irvine: Make sure you are turning off your mobile devices and securing them away while operating a company vehicle.

Business Representative Eddy Ronceros: CVS Health and Albertsons: we want to thank the stewards and members as we will continue to work together on issues at the work sites to make sure improvements continue. CVS: started a new system in the modules for selection. We had an IBT engineer perform an audit and are waiting on the results. Albertsons Brea: we also had an IBT engineer perform an audit and waiting on the results. When the results for CVS and Albertsons come in, we'll notify the members. Remember to Register to Vote. Every vote counts.

Business Representative Almata Carter: OCTA: we're working closely with the members on the full understanding of zero tolerance on electronic devices. Be careful with phones and devices. County of Orange: the classification and comp study has been completed for OCPW Laborers. We are pushing the county to study operators next. Bargaining surveys will be sent out soon as we are prepare for negotia-

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tions. If you or any of your co-workers are not registered to vote please contact me ASAP. We are also in need for volunteers for phone banking and precinct walks for Loretta Sanchez. If you know of anyone who is not a member of the Union please direct them to a steward or myself so we can get them signed up. Iron Mountain: there is a new HR rep we will be meeting with soon. We plan to have an LMC scheduled. Congratulations to new Steward Archie Escujuri who represents Cerritos hub. Valencia Trucking: bargaining surveys will be mailed out soon. If anyone has any questions please feel free to call me. Chapman University: congratulations to the new members of Local 952. They recently ratified their first contract, giving them a pay increase and strong language for working conditions. Teamsters Fight Teamsters Win.



**By Randy Cammack
Secretary-Treasurer**



Tony Villegas, BA, Ralphs Riverside: you should be prepared for the 2020 contract negotiations, with the expi-

ration of our collective bargaining agreement 20 months away. The UFCW is now in negotiations with your company. The news from the UFCW is always about corporate greed/takeaways which is your company. Remember 2003, we stood strong with the UFCW workers fighting hard against corporate greed. It's every Union member's fight who punches a time clock and works for your company. We demand the company respect us, and give us good health benefits, pay, and pension that we work hard for. The company shows great profits and just received a big tax break from our President. We demand our fair share. Teamsters Food Industry for 2020. Uphold the Union's tradition to protect one another, no rats no scabs.

Martin Perez, BA/Coordinator: GSF CIM: to all GSF "CIM" members: we are currently in negotiations. There are many things we need to change for the better, top to bottom. Hopefully we will have a proposal soon. Watch your bulletin board. BrassCraft: while this is going into publication, we should have already had our contract ratification meeting. Because of all the big issues I really don't think the company and Union will resolve, there is a high possibility of a Labor Dispute (Strike). Please watch your bulletin board.

Brian Wood, BA: I want to thank all the brothers and sisters who attended the Volunteer Organizer training February 9. Looking forward to seeing you at the next training. To my members at UNFI and US Foods, we are currently in negotiations on your renewal contract. Your bargaining committee is doing a great job. Hopefully, I will be setting ratification meetings soon. Core-Mark negotiations will start soon. Please fill out your contract proposal forms and return to your steward ASAP.

Scott Berghoefer, BA: Goldstar:

we are currently working with the company to get the incentive program started. Thank You Ray, Alex and Christopher for helping things stay on track during these changes. Stater Bros.: annual bidding is over, and the bid started. A big thank you to the bid committee for working hard and securing more premium bids this year. ITS: the rail yard is slow right now, take this time to enjoy it, the busy season is approaching with long days ahead. Stay safe out there. Coremark: please get your proposal forms turned in. We requested dates to begin bargaining. Organizing: just completed our first V.O. training, it went well. We had a lot of members attend. Thank you to Christina Nelson and Diane Warren for taking an active role in the training. If you are interested in attending the next session, please contact Scott Berghoefer 1(626)859-4005.

Ramiro Alonzo, BA: UPS Freight and Stater Bros. drivers: Stater's drivers, we have a little over a year left in your current contract. Start preparing for the upcoming contract. Save money for all your bills just in case there is a labor dispute. The Local will do the best job we can to negotiate a fair contract for both us and the company, but there is always a chance for a strike. It's better to be prepared. Now is the time to start writing down some proposals for your next contract. We are stronger together, let's be solid as one brotherhood.

Carlos Barnett, BA: dairy/miscellaneous: 2019 promises to be great year. Most all of you just got raises and health care costs have been held to single numbers increases. Some of you have received increases in your pension or even both. This is all because of your strong comments to collectively bargain and well experienced negotiators. Budget Rent a Car workers and stewards continue to improve the working conditions at LAX. IFS stewards are working hard at making seniority count. We have improved this work site dramatically by working together. Dean Foods, Rockview Dairy, Challenge Dairy, and Driftwood Dairy stewards have all worked hard to maintain the medical benefits with no cost to employees. The Clearbrook Farms and Foster Farms stewards fight for dignity and respect. We all thank them for being our backbone. Let's go Organize in 2019.

UPS agents: another peak season has gone, and normal operations have returned. It has slowed down to most sorts working up to the guarantee. We believe this will be temporary as UPS has been going full steam ahead to finish its construction of one of the largest UPS hubs on the west coast. This year's outlook is very positive. As the building increases, so will the need for more full and part time job opportunities. Members need to sign up on the part time to full time lists and check them monthly to be ready when needed. This year will be a greater focus on the members of Local 63. Local 63 leadership has many activities planned at the meetings which are held the last Saturday of the month. One final update on your retro checks, there are several supplements that are still not finished. When they are finished, the contract will be ratified, and you will receive your back pay. For any questions ask a volunteer shop steward or call your BA for

answers. See you in the hub.

Ron Seamans, BA: YRC: negotiations are going strong. Nothing yet to report. Hopefully they will get into economics soon. As soon as we hear something, we will get the information out to everyone. Smithfield: we are getting closer to the end of the contract which expires on April 30, 2019. I am trying to secure a place to hold contract proposal meetings. I will post as soon as I have one with date, location and time.

Rick Ellison, BA: Robert Amaya has overseen organizing 110 new members at Reddaway. We are still waiting for the YRC negotiations to see what is going on with Reddaway down the road. Gold Coast: we will shortly be going into negotiations with Gold Coast Bakery which expires at the end of April.

Local 1932 San Bernardino County Public Employees

**By Randy Korgan
General Manager**



Teamsters Local 1932 has entered 2019 determined to continue transforming the Inland Empire.

This past fall, our arguments that working people in the Inland Empire are still struggling a little over a decade after the Great Recession gained concrete validation from experts at UC Riverside. In a report titled, "The State of Work in the Inland Empire – November 2018," academics from UC Riverside reveal that while the Inland Empire has outpaced California and the rest of the country in job growth this decade, "workers employed in the region are struggling to make ends meet." When compared to workers in other regions, the report co-authors find that workers in our region have "higher rates of poverty and lower earnings, lower percentages with full-time, full-year employment, and lower percentages with employer-provided health insurance."

Hundreds of Teamsters passed out thousands of copies of this report to regional business leaders and elected officials at the February 2019 "State of the County" event hosted by the County of San Bernardino in order to bring them the truth. Thanks to extensive press coverage by the Southern California Newsgroup, our message was heard – while they've long hailed the growth in logistics throughout the region, we know their claims are hollow because these jobs just don't pay enough. Unions need to be at the forefront of a vision for a healthier and sustainable local economy in the Inland Empire.

It's this same energy that secured a strong contract for workers at the City of Rancho Cucamonga as well in February 2019, averting a possible strike. The one-year contract secures the approximately 100 employees represented by Teamsters Local 1932 in the Department of Public Workers, their first true raise in almost 8 years as well as significant improvements to the grievance procedure. Members were at the forefront of action that was required to move city officials to bargain in good faith, exposing city governance that

avored developers and city executives over everyone else that helps makes the city great. Local 1932 sends special thanks to all Teamsters who had previously committed to attending the February 6 rally at Rancho Cucamonga City Hall. While ultimately not needed because the deal was secured a day before, we greatly appreciate the solidarity shown for our members.

Teamsters Local 1932 is also proud to announce that our "shop local" initiative, Teamster Advantage, now has over 500 locally-owned businesses taking part in the program. Through these partnerships, our members and their labor are introduced and valued by small business owners, and our members are able to support the local economy while saving money, too. When we consider the damning information in the UC Riverside "State of Work" report, programs like Teamster Advantage are crucial to showing that Unions are not some third-party – we are the community. We are proud to carry the Teamster flag when forming connections throughout the Inland Empire.

We've also celebrated four new Member Power Award winners in as many months – Anthony Wooden of Arrowhead Regional Medical Center, Diane Warren of the San Bernardino County Transitional Assistance Dept., Jeff Sanchez of the City of Pomona, and Tiffany Block of San Bernardino County Schools. All of these members were honored at our general membership meetings because of their willingness to go above and beyond to build Teamster Power at work. They've helped our Union grow, they've helped beat back disinformation, and they've shown Teamster pride throughout it all. Thank you, Anthony, Diane, Jeff, and Tiffany for all you do!

Finally, we'd like to invite all Teamsters to our first Custom Car and Motorcycle Show on May 19 at Teamsters Local 1932 Union Hall in San Bernardino. The event is co-hosted with Teamsters Local 63 and Teamster Thunder Motorcycle Club. It is a free public event, but if you'd like to have your vehicle entered in the show, please head to Teamsters1932.org/Show for details.

When we fight, we win, and there will be no exceptions in 2019 – all we need to do is stand together. You can count us in.

Local 631 Vegas Teamsters. Chauffeurs & Helpers

**By Tommy Blitsch
Secretary-Treasurer**



2019 is off to a great start. I would like to welcome the newest member of my staff, Francisco Miranda, who

as our organizer has already had his first successful organizing campaign in January. The joint Teamster Day at Wet N Wild is on the calendar for June 1st. Registration will open in April once we have the flyers that detail the registration process. Keep in mind you must register to attend the event. Make sure to update your address with the Local, when you move.

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 2019 until the bench is staffed. All SPVD grievances filed at peak season are deadlocked to National and will be arbitrated by Teamsters Local 162 Portland, OR; our grievances are attached to their case. We currently have 4 feeder cases deadlocked at National. If they can't be settled they will be heard at the end of March. As of now, there are four supplements open around the country, they are Western PA, Central PA, Local 804 Long Island NY, and Local 243 Metro Detroit. The contract will not go into effect until these supplements are ratified. Download the UPS Rising App on your smart phone to stay connected to these important negotiations.

Government contracts: all contract negotiations are done, except for the URS Mechanics/Inspectors. We will continue to work hard on getting an agreement that we can take back to the members that they will ratify. Congratulation to the URS Pilots for ratifying their first-ever CBA.

ABF: we thank Greg Wilson for stepping up as a new shop steward. Greg hit the ground running; he's been doing a great job enforcing the contract with senior shop steward James Nowak. YRC: the IBT and YRC are currently still in negotiations. As information becomes available we will let you know and post on the Union bulletin board. Reddaway: we are still waiting for dates for negotiations and will keep you up-to-date on any changes.

Cemex Block: the new contracts have arrived, if you did not receive one please contact shop steward José Miranda. Rinker Hydro: the plant has been extremely busy with no slowdown in sight. Remember to always work safe. UPSF: the company is on the fourth terminal manager in the past three years; as always new managers want to change a lot of things at the terminal. If there are any contract violations, please contact shop steward Wayne Augustine.

Organizing: Local 631 held an NLRB election January 4 at High Grade Gypsum and overwhelmingly won with a 4 to 1 margin.

Convention: what a great start to a great year! Several shows that alternate to other cities are back in Vegas providing more work for us conventioners! Remember to get proper rest and eat well during these long hard runs. You will thank yourself when you are preparing for retirement and you're still in relatively good health! I'd like to give a shout out to all you members that support and defend your Union! Although we aren't perfect, we are all we've got to fight against the companies who only care about their profit. Workers who bash the Union in public or on social media should be ashamed of themselves. Those topics should be brought to a meeting where we can seek improvement together. When I see and hear brothers and sisters sticking up for our Union and the Union reps (however imperfect they are), it makes me proud all over again to be a part of this great brotherhood! Please keep it up because the fact that we aren't perfect doesn't change the fact that we are the best!

Construction: work in the valley is going strong. Projects include the 215/Lamb/Pecos expansion, Raider Stadium, the new Raider Practice facility, the Aviator Stadium in Summerlin, and the US 95 North Widening. There are also several infrastructure projects as well.

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Official Teamster Notices & Announcements

Ready Mix: work has picked up. We will be having proposal meetings in the near future as the contract comes up for renewal at the end of June. Hopefully, we will have Cemex at the table by that time. We are awaiting word from National Labor Relations board as for an election date for Cemex drivers.

Heavy Haul: we are proud to announce that we negotiated and ratified a four year deal with the largest increases ever negotiated for Heavy Haul in December.

Republic Services: if you get a traffic citation in your personal vehicle or the company's, make sure you let the company know about it. If you don't know where you are with your attendance occurrences, please check with your HR manager. The sheets that they have at the time clock are not always up to date. To check on your pension with Northwest the number is 866-648-6878. The number to BeneSys Administrators is 702-415-2185. Take a few minutes and look at your contract. If you have any questions on what you have read, don't hesitate to call us. The next raise will be June 1, 2019.

CertainTeed Gypsum: Labor Management meetings are addressing a lot of issues & the company continues capital projects that have been causing issues. NLRB charges have been filed against the company for changing working conditions. MV Fixed RT: keep watching the bulletin boards for upcoming meetings. Transdev Paratransit: ongoing negotiations on both contracts-keep watching the bulletin boards.



**By Chris Griswold
Secretary-Treasurer**



As we turn to 2019, we expect a busy and successful year in negotiating strong contracts and providing the

best representation for our members. With over 19,000 members in numerous industries, it's impossible to mention everything that is going on throughout the western United States.

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 and emails should receive a response within 24 hours.

Local 986 has commenced negotiating new contracts for the properties on and off of the Las Vegas Strip. We have a full schedule of dates through the end of March and we look forward to negotiating contracts with good wages, benefits and better working conditions for our members.

Congratulations to our new members from MGM Transportation Services. The limousine driv-

ers and dispatchers have ratified their first-time contracts with Teamsters Local 986.

The organizing campaign to help the employees at the Wynn and Encore resorts was successful and we look forward to negotiating strong contracts for them in the very near future. We are continuing to negotiate first time contracts for employees at Allegiant Airlines, Hard Rock Hotel, Palms Hotel and the Golden Nugget.

Congratulations to Susan Martinez on her victory to the Nevada State Assembly - District 12. Susan is a shop steward and 30-year Teamster member from the front desk at the Flamingo Hotel. She has been working hard in Carson City all behalf of working families in Nevada.

We are very busy organizing the Ready Mix Industry and bringing respect and dignity to workers at CEMEX. These workers earn far less than their Union counterparts and do not have the protections and benefits of a Union contract. We want to thank the IBT Organizing staff for their assistance and personally thank our rank-and-file members Sammy Gurule, Caesar Borjas and Charles Mauzy Jr. for their efforts and long hours to help these workers at CEMEX.

Members at Costco will be voting on their contract over the next few weeks. Please make sure you participate in this very important process to secure your future. Stay informed and get involved.

I want to thank the shop stewards of this Local Union for their time and dedication to protect the rights of our members at the worksite. Let's continue to work together to build solidarity by organizing new members into our Union, registering new voters to participate in the next election for candidates who support workers' rights, and provide the highest standard of representation to our current members.



**By Ray Whitmer
Secretary-Treasurer**



Hello, Local 911 members. In the last few months, we have been working tirelessly to build our Union and win the best contracts for our members. From adding new members to growing in strength and power, 2019 is shaping up to be a historic year for Local 911.

Website - we have been hard at work building a new website that is filled with important information but also easily accessible on all devices. It will be your one stop shop for Teamster news and the latest updates. Be on the lookout for an email announcing our big website roll out in the coming week.

Local 911 Scholarship Program - our fourth annual scholarship program will award four \$2500 scholarships in honor of our former Local Union leaders that dedicated their

working lives to making it better for our members. The scholarship is open to current Teamster Local 911 members or dependents of Local 911 members. The deadline is Sunday, June 30 so don't wait, apply now. More information can be found at www.teamsters911.com.

City of Manhattan Beach - After over a year of negotiations, we are proud to announce that we reached a tentative agreement with the city. We would like to thank our bargaining team for the tremendous work and all of the members who made this possible. Thank you.

On January 26, we held our LACOEHS meeting at our Union Hall in Bellflower. With over 55 members in attendance, this was the best attended LACOEHS Teamster event yet! Thank you to all of our members who made it out to our meeting.

City of Los Angeles Crossing Guards - thank you to our incredible bargaining team for leading us to another contract. Though it wasn't easy, our bargaining team helped win another contract with guaranteed wage increases. **City of Redondo Beach** - after a year of negotiations, we were able to reach a two-year deal with wage increases. Thank you to all of our bargaining team members for their leadership. Through their hard work and dedication, we were able to obtain this victory.

ABM Parking - ABM will no longer operate the garage located at 100 Ocean Blvd. in the city of Long Beach. Effective March 1, 2019, Parking Network will be taking over the operation of this garage. **Ace Parking** - we will soon commence our contract negotiations of the Union agreement that governs the old Fox Plaza building located in Century City, and the QuickPark location in the off-parking area at the LAX airport. Both contracts expire May 2019.

Classic Parking - we are currently negotiating the Union agreements that govern the Los Angeles Forum and Los Angeles Convention Center. We will keep you informed of the progress of our contract negotiations. **Modern Parking** - MPI has been creating small companies with less than 25 employees to avoid paying the new minimum wages stipulated in the City of Los Angeles new minimum wage ordinance and the Los Angeles County new minimum wage ordinance. We filed charges with the NLRB. Modern Parking must decide to correct the problem before we can have the hearing with the NLRB. They will cease and desist from doing this in the future.

One Parking has ceased their operation at the Garden Walk location in the city of Anaheim.

Professional Parking will be merging their operations with SPPlus effective March 2019. All our members will retain their employment with the new company and will carry their seniority dates and same level of benefits that they currently have with Professional Parking.

SPPlus - we will commence our contract negotiations for the city of Santa Monica parking lots. Our contract expires May 2019.

THE BOARD OF TRUSTEES OF TEAMSTERS DEATH BENEFIT TRUST FUND 225 S LAKE AVENUE, SUITE 1200 PASADENA, CA 91101

**Summary Annual Report for
TEAMSTERS DEATH BENEFIT TRUST FUND**
This is a summary of the annual report for TEAMSTERS DEATH BENEFIT TRUST FUND, EIN 23-7203857, Plan Number 523, for the period August 1, 2017 to July 31, 2018. The annual report has been filed with the Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Insurance Information
The plan has contract with ANTHEM BLUE CROSS to pay the following types of claims incurred under the terms of the plan:

The total premiums paid for the plan year ending July 31, 2018 were \$215,915.

Basic Financial Statement
The value of plan assets, after subtracting liabilities of the plan, was \$2,024,567 as of July 31, 2018, compared to \$1,995,049 as of August 1, 2017. During the plan year, the plan experienced a change in its net assets of \$29,518. This change includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of assets at the beginning of the year or the cost of assets acquired during the year. The plan had a total income of \$438,283 which included employer contributions of \$334,903, gain from sale of investments of \$7,947, unrealized gain from increase in value of investments of \$42,953 and earnings from investments of \$52,480.

The plan expenses were \$408,765. These expenses included \$192,850 in administrative expenses and \$215,915 in benefits paid to participants and beneficiaries.

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

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

To obtain a copy of the full annual report, or any part thereof, write or call the office of:
THE BOARD OF TRUSTEES OF
TEAMSTERS
DEATH BENEFIT TRUST FUND
225 S. LAKE AVENUE, SUITE 1200
PASADENA, CA 91101
(626) 463-6011

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

THE BOARD OF TRUSTEES OF
TEAMSTERS
DEATH BENEFIT TRUST FUND
225 S. LAKE AVENUE, SUITE 1200
PASADENA, CA 91101

and at the U.S. Department of Labor in Washington, DC, or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to:
Public Disclosure Room
Room N-1513
Employee Benefits Security Administration
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210.

THE BOARD OF TRUSTEES OF
TEAMSTERS' MISCELLANEOUS
SECURITY FUND
225 S LAKE AVENUE SUITE 1200
PASADENA, CA 91101

**Summary Annual Report for
TEAMSTERS MISCELLANEOUS SECURITY FUND**
This is a summary of the annual report for the TEAMSTERS' MISCELLANEOUS SECURITY FUND, Employer Identification Number 95-6060502, Plan Number 508, for the period June 1, 2017 to May 31, 2018. The annual report has been filed with the Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Insurance Information
The plan has contracts with the following companies to pay medical, dental, vision and other insurance portion of the respective claims incurred under the terms of the Plan:

Anthem-Simnsa Health Plan, Kaiser Foundation Health Plan Inc., Liberty Dental of California, Inc., Kaiser Foundation Health Plan of Hawaii, Prudential Group Life Insurance, APS Healthcare, Inc., Health Management Center, Health Management Concepts, Inc., United Healthcare of California, United American Insurance Company, Anthem Blue Cross Southern California, and United Healthcare (Secure Horizon) to pay the following types of claims incurred under the terms of the plan:

The total premiums paid for the plan year ending May 31, 2018 were \$178,313,647.

Basic Financial Statement
The value of the plan assets, after subtracting liabilities of the plan, was \$144,691,496 as of May 31, 2018, compared to \$130,881,644 as of June 1, 2017. During the plan year, the plan experienced a change in its net assets of \$13,809,852. This change includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$234,416,114 which included employer contributions of \$230,042,641, employee contributions of \$2,969,374, unrealized loss from decrease in value of investment of \$839,257, earnings from investments of \$1,923,048 and other income of \$320,308.

Total plan expenses were \$220,606,262. These expenses included \$8,364,803 in administrative expenses and \$212,241,459 in benefits paid to participants and beneficiaries.

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

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

To obtain a copy of the full annual report, or any part thereof, write or call the office of:
THE BOARD OF TRUSTEES OF
TEAMSTERS' MISCELLANEOUS
SECURITY FUND
225 S LAKE AVENUE SUITE 1200
PASADENA, CA 91101
(877) 214-8928

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

THE BOARD OF TRUSTEES OF
TEAMSTERS' MISCELLANEOUS
SECURITY FUND
225 S LAKE AVENUE SUITE 1200
PASADENA, CA 91101

and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to:
Public Disclosure Room
Room N-1513
Employee Benefits Security Administration
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, D.C. 20210

Official Teamster Notices & Announcements

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Local 166

Local 166's 2019 membership meetings are held at 7:30 p.m. at the Union Hall located at 18597 Valley Blvd., Bloomington 92316 as follows:

March 14
April 11
May 9
June 13
July 11
August 8
September 12
October 12
November 7

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

March 16
June 15
September 14

Holiday meetings will be held as follows:

Barstow

Dec. 2 - site TBD

Lower Desert

Dec. 3 - site TBD

San Bernardino

Dec. 5 - San Bernardino Dome

San Diego

Dec. 7 - Local 542 Hall

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Local 186

Teamsters Local 186 general membership meetings are held at 11 a.m. on the second Sunday of the month at the Local Union Hall located at 1534 Eastman Ave., suite B, Ventura 93003.

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Local 399

Quarterly general membership meetings of Local 399 are held from 8 a.m. to 10:30 a.m. at Pickwick Gardens, 1001 Riverside Dr., Burbank 91506.

Dates for 2019 meetings:

April 28
July 28
October 27

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Local 481

Local 481 general membership meetings are usually scheduled at 7 p.m. on the first Tuesday 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 N. Barranca St., 4th floor, West Covina 91791. There are no meetings July, August and September.

2019 meetings will be held:

March 14
April 11
May 9
June 13
October 10
November 14
December 12

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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.

Check the Local's website for any changes (www.teamsters542.org).

Following is 2019 meeting information:

March 24, 10 a.m., No. County
April 18, 7:30 p.m., 542
May 16, 7:30 p.m., 542
May 18, 10 a.m., El Centro
June 23, 10 a.m., No. County
July 18, 7:30 p.m., 542
August 15, 7:30 p.m., 542
Sept. 22, 10 a.m., No. County
Oct. 17, 7:30 p.m., 542
Nov. 21, 7:30 p.m. 542
Dec. 15, 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:

March 3 - 10 a.m.
April 3 - 7 p.m.
May 2 - 7 p.m.
June 2 - 10 a.m.
July 7 - 10 a.m.
August 4 - 10 a.m.
September 14 - 10 a.m.
October 6 - 10 a.m.
November - 3 10 a.m.
December 15 - 10 a.m.

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Local 683

Local 683 membership meetings are held at 10 a.m. the second Saturday of the month at the Union Hall located at 1333 E. Madison Ave., El Cajon 92021, as follows:

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

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Local 848

The general membership meetings will be at the offices of Teamsters Local 848, located at 3888 Cherry Ave., Long Beach, at 9 a.m. on the following dates:

Sunday, March 24
Sunday, April 28
Sunday, May 19
Sunday, June 23
Sunday, Oct. 27
Sunday, Nov. 17
Sunday, Dec. 8

A vote to suspend the meetings for July, August and September will be conducted at the June 23 meeting.

In order to be eligible for a gift at Teamsters Local 848's annual Christmas party, the member must be in good standing and have attended at least four (4) general membership meetings in that year. If you are not in attendance at the December meeting you are not eligible for a gift.

Shop Steward meetings are at 8 a.m. on every general membership meeting date except at the December meeting.

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Local 896

Monthly general membership meetings of Local 896 are held on Sundays. Branch 3 is held 8:30 a.m. and Branch 4 at 10 a.m., at 2050 Lincoln Avenue, Pasadena CA 91103.

Next meetings are:

March 31
April 28
May 19

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Local 911

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

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

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Local 952

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

Organizing workshops:

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

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

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Local 986

Monthly general membership meetings of Local 986 are held at 7 p.m. at the Vanlee Hotel & Suites, 1211 E Garvey Street, Covina, CA 91724.

Upcoming meetings are:

Thursday, March 7
Tuesday, April 2
Wednesday, May 1
Thursday, June 6

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.

Buy Union Made

UNION SECURITY NOTICE

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

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

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

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

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

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

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

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

AVISO DE SEGURIDAD DE LA UNION

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

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

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

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

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

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

Moving? LET US KNOW

February 2019

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