

# Southern California Teamster

Official Publication, Teamsters Joint Council 42

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

Vol. 79 - No. 4

(ISSN 0038-3953)



(USPS 505-440)

October 10, 2019

## Herrera New Chief at L.A. County Fed



There's a new sheriff in town over at the Los Angeles County Federation of Labor, AFL-CIO, and it's a Teamster, Local 396 Secretary-treasurer Ron Herrera.

On September 16 at the monthly meeting of the Fed in the City of Commerce, Herrera was nominated and elected unopposed by the over-500 delegates to the

regional body's nominating session.

Herrera decided to run for the top job at the county's House of Labor when the previous president opted to head California's Democratic Party.

The Federation is a compendium of some 300 L.A. County Unions representing some 800,000 workers. Its

headquarters is in downtown Los Angeles.

In accepting the nomination Herrera said it was an honor to represent all workers and pledged inclusive progress in burnishing L.A.'s reputation as a Union town. Local 396 is a large Teamster affiliate of Teamsters Joint Council 42 primarily representing United Parcel Service

and trash and recycling companies.

Joint Council 42 President Randy Cammack said "I'm excited to see one of our own leaders step up to provide imagination and results to workers outside the Teamster sphere of influence. Ron has already started to do a great job."

## Organizing Leader Gunned Down in Moreno Valley



A courageous woman leading a Teamster organizing drive of her co-workers was shot and killed September 23 after her graveyard shift ended.

Judy Zacarias was shot outside the Procter & Gamble warehouse in Moreno Valley around 4 a.m. along with another woman. Zacarias died at the scene.

Teamsters Local 166 organizer Ruben Luna said the activist was a strong unionization supporter over the last two years at P&G.

"Judy had smarts, iron resolve and insights that kept this difficult organizing drive viable," Luna said. "She was our main witness at a National Labor Relations Board hearing. She epitomized what a leader for her co-workers should be. She will be missed."



## Forced to Listen to Trump

**BEAVER COUNTY, Pa. (PAI)**—If this happened during a union organizing drive, you'd call it a huge "captive audience" meeting.

Instead, it was an official presidential speech which GOP Oval Office occupant Donald Trump morphed into a campaign event this past summer at an under-construction Shell natural gas plant in Monaca, Pa., in Beaver County north of Pittsburgh.

And a Shell subcontractor ordered the workers to show up there or don't get paid. Not only that, but they had to be in line at 7 am, have their ID cards scanned and then wait for hours – through lunchtime but with no lunch break – for Trump to talk. "No scan, no pay," was the memo's message.

Sounds like a captive audience meeting to us, complete with retribution threat. So 5,000 did so and became props for a presidential campaign extravaganza.

The memo from the subcontractor on the plant site, obtained by the Pittsburgh Post-Gazette and CNN, said in part: "Your attendance is not mandatory. This will be considered an excused absence. However, those who are NOT in attendance will not receive overtime pay."

If the workers wanted to get paid – straight time only – they had to put in for a paid off day ahead of time, Shell said. The overtime pay point is important because the workers, many of them from the building trades, are toiling up to 16 hours a week of OT, on top of their regular 40 hours, to build the plant. Shell said it didn't write the threatening memo.

The unidentified subcontractor's memo also warned the workers not to protest. But it didn't stop protests outside the plant site, from environmentalists and others concerned the petrochemical plant would

further foul Beaver County's air, damage their health and contribute to global warming. The plant will process natural gas obtained from fracking and cracking.

The captive audience meeting wasn't the only problem with Trump's speech at the Beaver County plant.

Trump flew there on Air Force One, photos showed, taking Energy Secretary Rick Perry and his current Environmental Protection Administrator with him. He designated it an official presidential trip to discuss energy and the economy.

But then he turned it into a campaign rally, complete with jabs at Democratic opponents Joe Biden and Elizabeth Warren, and touting how he won Beaver County in 2016. He said he won it by 28 percentage points. His actual margin was 18.5%.

There's nothing wrong with using Air Force One for campaigning, but his campaign, by

law, must reimburse the government for doing so. Trump evaded that mandate by declaring the Beaver County visit an official trip.

And while company executives use captive audience meetings to harangue workers into voting against the Union, Trump used the Beaver County meeting to harangue workers into voting against Union leaders.

"I'm going to speak to some of your union leaders to say, 'I hope you're going to support Trump.' OK?" Trump said. "And if they don't, vote them the hell out of office because they're not doing their job. It's true. It's true. Vote them out of office."

Trump tucked one more bombshell 17 minutes into his 65-minute speech: Musing about running for a third and fourth term – despite the Constitution's two-term limit for presidents.



## Quick Looks at Items of Interest

# The Eye



FAA says planes **collided** with wildlife (mainly birds) **14,661 times** in 2018.....**65%** of American-smoked cigarettes are **littered**, and butts are the world's most littered item.....median **home ownership** age is **46**, the oldest since recordkeeping began in 1981.....**14%** of all **retail sales** in 2018 were **online**.....U.S. police depts. have an average of **13% female** officers.....there is about **\$25 billion** worth of unredeemed **U.S. Savings Bonds**, dating back to World War II.....Fish & Wildlife Service says there were 35.8 million **anglers** in 2016.....United Nations says 90.5% of plastic has **never** been **recycled**.....about 7,500 **liver transplants** here annually.....smokin'!: about **2.4 trillion** cigarettes sold in **China** last year, most in the world.....4 of 10 recent college grads working jobs **not** requiring a **degree**.....pumping over 12 million barrels daily makes the U.S. world's **top oil producer**.....in 2017, 47,173 among us committed **suicide**, 10<sup>th</sup>-leading cause of death, CDC said.....U.S. **sneaker** sales **\$44 billion** last year, up 9% from 2018.....**China** drinks more **bottled water** than anyone, double what second place U.S. gulps.....about one-third of GoFundMe money raised in 2017 was for **health care**.....as you may know, Greenland is the world's **largest** island.....only about **1 in 5** of us who could use a hearing aid uses one.....there are **13** different **railroad** Unions in the U.S.....October can be pretty tough on those among us suffering from Coulrophobia (fear of **clowns**).....20% of the victims of the al-Qaeda attacks on the U.S. 18 years ago were **Union members**.....

## It's Time for Battle Before the Supremes

**WASHINGTON (PAI):** The nation's largest unions and the nation's largest labor federation are both backing a ban on employer discrimination against lesbian-gay-bisexual-transgender people – a ban bosses are challenging in top cases at the U.S. Supreme Court.

And the October argument over whether bosses can discriminate, including firing, LGBTQ people solely because of their sexual orientation or gender preference isn't the only big-ticket civil rights case the justices will hear in the next six weeks.

The other will come up in early November, as Comcast challenges the wide-ranging ban on discrimination written into the Reconstruction Era's 1866 Civil Rights Act and its famous section 1981, which lets individuals and firms sue against business racism.

And in both cases, the GOP Donald Trump administration is arguing on the other side, for discrimination.

Both cases are important for the future of civil rights and human rights in the U.S., which have been frequently under attack by Trump, right-wing Republicans and their ideological think tanks and, in the second case, the corporate class.

The tangle over LGBTQ job discrimination will hit the High Court the day after it starts its 2019-20 term. Four separate lawsuits, consolidated into one long hearing, will force the court to consider whether employers

can discriminate against LGBTQ people strictly because of their sexual or gender preference.

That's illegal under the 1964 Civil Rights Act's ban, in its famous Title VII, on employment discrimination based on sex, declare the federation, both big teachers unions, and a combined brief from the Service Employees, the **Teamsters** and Jobs With Justice – along with other allies of LGBTQ people.

Title VII also bans discrimination based on race, color, religion or national origin.

The section 1981 case will come up in November. It outlaws racial discrimination by businesses in making contracts.

Trump wants to limit Section 1981 again, and the Los Angeles Urban League, in a letter to Comcast's CEO, says Trump wants to go even further and invalidate the whole section. It demands the CEO disavow his firm's support for weakening or killing Section 1981.

In the October case, LGBTQ "members of AFL-CIO-affiliated unions...are entitled to" the 1964 Civil Rights Act's "protections, either individually or through a collective bargaining agreement that expressly covers statutory discrimination claims," federation counsel Matthew Ginsburg told the justices.

The Supreme Court, the federation reminded the justices, has long ruled firms guilty of sexual discrimination when they fire or discipline someone not only because of sex but because the worker apparently does not

conform to "social or emotional traits" associated with sex. In other words, when the worker doesn't fit the boss's stereotype.

"When an employer makes a decision based on an employee's non-conformance" with the stereotypes, that's discriminating based on sex, the labor federation says.

SEIU, the **Teamsters** and JWJ make the point that not only does the 1964 law ban job discrimination based on sex, but that bosses "in male-dominated professions" often break the law against women "through assertions about women's gender orientation and sexual identity."

"The specific experiences of women" in those majority-male professions "demonstrate the impossibility of separating sex-based discrimination from discrimination based on sexual orientation or gender identity," SEIU, the **Teamsters** and JWJ add.

The 1964 Civil Rights Act's "plain text prohibits adverse employment action where the outcome would change with – because of – the employee's sex," the National Education Association and the American Federation of Teachers add in their brief. "Adverse action," like firing, "because of gender status or sexual orientation" meets that standard for a ban, they say.

But the lawyers for the NEA, the AFT, the AFL-CIO, the SEIU, Jobs With Justice and the Teamsters won't be in the courtroom telling the justices about their stands this month. They did so in

## Southern California Teamster

**The Southern California Teamster (ISSN 0038-3953) is published quarterly February, June, August and October by Teamsters Joint Council 42: 981 Corporate Center Dr., Ste. 200, Pomona, CA 91768. Two dollars of membership dues goes towards a subscription to the Southern California Teamster for one year. Periodicals postage paid at Covina, CA and at additional mailing offices.**

**POSTMASTER: Send address changes to Southern California Teamster, 981 Corporate Center Dr., Ste. 200, Pomona, CA 91768.**

**Please address all communications to:**

**Editor: Paul Mihalow**

**Email: JCT42@aol.com**

**News service by Press Associates, Inc. (PAI).**

## Here Comes the Fox to Decimate the Henhouse

**WASHINGTON (PAI):** Talk about greasing the skids for a Trumpite: the GOP-run Senate committee that deals with workers' issues OK'd Donald Trump's nomination of right-wing corporate lawyer Eugene Scalia as by a 12-11 party-line vote on Sept. 24. The full Senate followed, also totally on party lines, 53-44 on Sept. 26.

The licky-split confirmation process for Scalia, son of the late right-wing U.S. Supreme Court justice, came over strenuous objections from both the panel's Democrats and workers and their allies. Nevertheless, he will be in the Secretary's chair.

"We've seen this awful nominee for the Secretary of Labor's job who spent his career busting unions," Sen. Sherrod Brown, D-Ohio, told a nearby outdoor rally of workers protesting Trump's edicts against federal workers and their unions.

But corporate interests from A to Z supported Scalia, who previously made a name by leading business lobbying to kill the Occupational Safety and Health Administration's ergonomic rules.

And Scalia was also Walmart's lawyer when the monster vicious anti-worker retailer sued to overturn a Maryland law a decade ago saying that any firm with more than 10,000 workers in the state had to devote at least 8% of payroll to health insurance

for its workers. Two of the only three – including unionized Safeway stores – did so. Walmart didn't. Scalia and Walmart won in court.

"Last week's hearing confirmed my worst fears," said Sen. Patty Murray, D-Wash., the panel's top Democrat. "Scalia will be a yes-man for President Trump's anti-worker agenda, not a champion for working families, that he will let companies off the hook, not hold them accountable, that if confirmed, he will be a Secretary of Corporate Interests, not a Secretary of Labor."

The Jewish Labor Committee joined the unanimous union opposition to Scalia with a Sept. 24 demand senators defeat the nomination. Executive Director Arie Lebowitz added several other items to the list of Scalia's anti-worker actions.

"Scalia is on the wrong side of the 'wage theft' issue," Lebowitz said. "He defended Wynn Las Vegas Casinos arguing that employers had the right to take employees' tips and redistribute them to other workers, including supervisors."

"He helped reverse stricter transparency regulations the Obama Administration required of financial advisors who recommend investments for retirees," and Scalia even "lobbied against (Democratic) President Obama's executive order requiring a minimum wage of \$10.10 per hour for federal contract workers."

friend-of-the-court briefs. Trump Solicitor General Neal Francisco will speak to the court – and his brief says employment discrimination against LGBTQ people is OK.

"Sex' does not mean 'sexual orientation,'" Francisco's brief to the court on behalf of Trump, says. "Discrimination because of sexual orientation does not involve treating members of one sex less favorably than similarly

situated members of the other." And "discrimination because of sexual orientation does not constitute improper discrimination based on sex stereotyping," the Trump Justice Department's brief declares.

The Los Angeles Urban League blew the whistle on the second case, involving Section 1981 of the 1866 Civil Rights Act. The justices will tackle that issue on Nov. 13.





**911 SCHOLARS:** Local 911 Secretary-treasurer Ray Whitmer (left) and President Jose Monjaras flank 3 of the Union's recent scholarship winners. Jeremy Drye, son of LACCD member Donna-Mae Villanueva, will be attending UCLA; Karla Vega, daughter of Los Angeles city employee Irma Alicia Ortega, is enrolled at Mount St. Mary's; Christopher Vilanova, son of LAZ Parking member Carlos Vilanova, is enrolled at Cal State Fullerton; not pictured winner Sydney Johnson, daughter of SDCRAA Teamster Robert Johnson, is attending Grossmont College.

## Pro Act: Workers' Chance at Level Playing Field

**WASHINGTON (PAI):** By a party-line 26-21 vote after an all-day work session, the Democratic-run House Education and Labor Committee passed the Protect the Right to Organize (Pro) Act, the most-comprehensive pro-worker rewrite of U.S. labor law in decades. All the Democrats voted for it and all the Republicans voted against it.

The measure, co-written by top lawmakers and union legislative representatives, would restore many of the freedoms and protections workers gained under the original National Labor Relations Act of 1935.

The Pro Act, HR 2474, is also expected to pass the Democratic-run House, though the exact date for debate has not been set. The Republican-run

Senate is another matter. Majority Leader Mitch McConnell, R-Kent., lumps it with other House-approved measures – including federal elections reform, the Green New Deal and Medicare For All – as “socialism.”

And the crooked corporate contributors to congressional Republicans can be expected to mount a large and expensive lobbying campaign against the Pro Act, just as they spent millions a decade ago to stall the last labor law rewrite try, the Employee Free Choice Act.

The Pro Act would undo much of the damage the GOP-passed Taft-Hartley Act of 1947 and later court decisions, NLRB rulings and other Republican-crafted legislation did to worker rights while tilting the playing field

for bosses.

It would also counter a key assumption of the NLRA: That bosses break labor law unintentionally, so penalties should be light – unlike other civil rights laws.

Eighty-four years of experience shows that's wrong. The Pro Act recognizes that with high fines for labor law-breaking – including fines directed at CEOs and boards of directors, immediate restoration of illegally fired workers to their jobs, and swift court injunctions.

And the Pro Act would, among other moves, outlaw two big holes in the NLRA. The GOP inserted one via Taft-Hartley: Legalizing state so-called “right to work” laws.

## LOCAL 481 SCHOLARSHIP WINNERS



**Olivia Ahossou**



**Kristine Cacatian**



**Kelly Nguyen**



**Jessica Rudolph**



**By Phil Cooper  
Secretary-Treasurer**



Can you believe it's been a full year we have been working out of our new Union Hall? Last month (September) we celebrated our one year anniversary at our new Pasadena location. For the Union meeting held on the last Sunday of last month, we had a party where members and their families came and enjoyed fish tacos, hot dogs, prizes and more. Several of our vendors, attorneys and professionals we use donated some great door prizes and gift cards. Thanks to Joe Kaplon, Scott Ford, Cheryl Wallach, Steve Scardino, Liberty Dental, Kaiser and others that helped make the event such a success.

Negotiations for Pepsi Cola continue. These negotiations started at the beginning of the year, and due to some personal circumstances for the Pepsi negotiator, there were several sessions that were postponed. Also, due to the extremely important topics of affordable health and welfare and attempting to get our Southern California Pepsi members back into the Western Conference of Teamsters pension, we have slowed things down because these topics are too important to rush. At the time of the publication of this article, Pepsi 896 Business Agent Javier Herrera and myself, along with other Locals involved in these negotiations, would have already met with top Pepsi officials to present the Western Conference pension proposal that is so important to our members and their families' future. I do want to thank our Pepsi employees for their patience; I know this has been a very long process.

Pepsi Riverside negotiations should begin soon after the current Southern California negotiations is done. It will be the second contract for the Riverside members and we are definitely looking at both non-economic and economic improvements.

Business Agent Lindy Gerbig and his committee consisting of Cap Nicholas, Cuauthemoc Ceballosa and Andres Salvatierra have had the initial meeting with the company for Bud Sylmar merchandisers negotiations. This is the unit's second contract and we are looking for significant improvements moving forward. These merchandisers are in need of some big economic improvements.

Payroll issues have been an issue in the Coca-Cola Ontario facility for way too long. Things have gotten a little better recently, but isolated issues continue to pop up week-to-week. The members' patience at this facility has worn very thin, and they have even talked to a wage and hour attorney to see if that can help this issue.

Payroll issues have been and continues to be a huge issue in our Reyes Coca-Cola facilities in both Southern and Northern California. It is true Reyes suffered

continued next page

## RETIREE ROUND-UP

**SAN BERNARDINO:** Brothers and sisters, summer is over and we hope you enjoyed your fun in the sun. We invite all retirees to our meetings on the 4th Saturday of the month at Teamsters Local 166, 18597 Valley Blvd., Bloomington, at 10 a.m. October 26, we will have a pension rep for an update. November 16, we moved the date up because of Thanksgiving Day, and in December we will have a luncheon, date and place TBD. Please be sure to attend our meeting on Saturday, January 25, 2020, we will have nominations for our E-Board, 2-year term. Please call Dean (951)566-5049 or (909)217-1675 for more information.

**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.

**LONG BEACH:** : We meet the first Saturday each month at Local 848, 3888 Cherry Ave., Long Beach, at 9:30 a.m. except for summer months. We plan special events, luncheons, speakers and exciting field trips. Join us and keep our membership growing. We have coffee and donuts with new and old members. Teamster members are the future, retirees are the foundation

and strength. Information always available by calling chapter President Tony Mosqueda at 323.569.9127. Leave a message. Condolences to Linda Hammermister on the passing of her husband Robert, from Local 630.

**SAN DIEGO:** We meet the third Thursday every month at the meeting hall of Teamsters Local 542, 4666 Mission Gorge Pl., San Diego, CA 92120. The meetings begin at 10 a.m. Coffee, donuts start at 9. Next meetings: October 17-a luncheon meeting at Filippis Pizza, 10330 Friars Rd. San Diego 92120 at 11 a.m.; November 21, December 19 and January 16. The club is open to all retired members of Locals 36 (166), 481, 542, and 683. Annual membership dues are \$15 per person. We have various speakers, monthly raffles and an annual luncheon. We hope you will join us. We have a great time. John Norman, club president, can be reached at jdnrock542@gmail.com & 619-562-5796.

**EL MONTE:** :Only a couple months to year's end-welcome to fall and cooler weather. Annual luncheon was a huge success and a "great time was had by all." Food was great and gifts wonderful & thanks to our members who made the centerpieces. Our October meeting we have a Medicare speaker. We meet

the third Thursday at 10:30 a.m. at the VFW Hall, 250 East 1st St., Azusa. Coffee, donuts, fellowship. Questions? Call Charles 714.742.5775 or Claudia 714.742.2598.

**MONTEBELLO:** Our deepest condolences to Karen Connor, president of the Orange County chapter and past President of SCTRA, on the passing of her husband, Pat. May he RIP. Every year we ask our members to donate \$5 to buy bikes for kids at Christmas along with VFW Post 7734; last day to donate is December 5. All retirees are welcome to our meetings, held the 4th Thursday monthly at 1 p.m., VFW Post 7734, 9128 Bermudez St., Pico Rivera. October 24 speaker will be Medicare consultant Rodney AuYoung, and November 7, we will have our annual luncheon at Kami Buffet & Grill. December 5 meeting our speaker will be from the pension dept. Please attend our meeting on Thursday, January 23, 2020 for nominations of our E-Board, 2 year term. For more information call Phil (562) 505-1387. Thank God for the Teamsters.

**ORANGE COUNTY:** The Orange retiree meetings are the second Saturday of the month. 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. We go out to dinner twice a year on our funds supplied to us by the Southern California Teamster Retiree Association (SCTRA). If you are new to our meetings, please use the back door. That is where you park and enter the back door to the hall. The Luncheon in August was great. We lost another member of our group. Karen Connor's husband, Homer (Pat) Connor. He will be missed. Pat was our bingo caller. He was very ill for the last 3 months but he is at Peace now. I want to thank you all for the cards, thoughts and prayers.

**SO. NEVADA:** Maggie Carlton is the new executive director and Evelyn Valencia is her deputy at United Labor Agency of Nevada (ULAN). They were recent speakers at our meeting. ULAN does a fantastic job helping Union members and families in times of stress. Our Teamster Local Unions support it and their good works. Fran Almaraz and Norm Klope were delegates to the AFL-CIO Convention in Vegas this summer. We always have good information and news for all of us at our monthly meetings coming from these organizations.

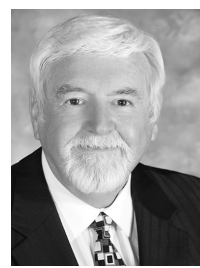


a cyber event that crippled their payroll system on September 7, it is also true that they managed to pay most people in the smaller distribution centers close to what they owe them. But in the Downey and Los Angeles Coke facilities, two of their larger production shops, there were way too many members who were not being paid correctly for several weeks, creating hardships for them and their families. Even with the writing of this article, payroll issues continue. The company is processing the workers' pay manually, but even with this, several members received no pay at all last week. I have had many calls with management asking for updates and when they were going to have a town hall type meeting in these two shops to get the word out on what is being done. To my dismay, no such meeting has occurred, and all the employees have seen is an occasional posting trying to explain what's happening. The lack of leadership in facilities has me scratching my head. A lot of the worries and concerns being felt by the workers could have been alleviated with better communication! With leadership comes the responsibility to present both good and bad news. When members ask managers on a daily basis what's going on, or am I going to get paid correctly, or when will I get my back pay, and the answer almost every time is I don't know, that is ridiculous.

Your Union is committed to make sure that all pension contributions will be made whole (I can only surmise that they have goofed this up, too) and that there is no lapse in medical coverage in case this, too, isn't paid correctly. I have already given both the Soft Drink and Pension Trusts a heads up that there could be a problem.



**By Randy Cammack  
Secretary-Treasurer**



To all UPSers: Once again, we are starting another peak season. October is when the company gets a flood of new employees on every sort. Let's all keep safety in mind when you are working with them. We want to also remind everyone, with the rise in packages also comes the rise in contract violations. The contract language has been fiercely argued and members have died to give workers better working conditions. Do not turn away when supervisors are working or when breaks are not taken. Enforce the contract. Do not let the company erode it. Do not work off the clock and give the company free money and time you could be spending with your family. The company is currently expanding again. The Ontario Ground Hub will be adding an all-

ground sort in the early AM hours. They are naming it the "Sunrise" sort. The addition of this sort will automatically make the Sunrise sort on the WAHCA air building an all air sort. The changes are tentatively scheduled to begin around the beginning of November. The members affected have been notified. If you are seeking to work fulltime, driving related jobs are looking for more applicants. Find your HR office and fill out the paperwork to reserve your spot. Don't forget to make copies. Another reminder, membership meetings are on every Saturday of the month unless posted otherwise. Look at your nearest Union Board for all the updated info.

Tony Villegas, BA: Dear Ralphs brothers and sisters: we are now 11 months away from the expiration of our CBA, now that the UFCW settled their contract. We must always be prepared by saving our money. Also, I would like to bring to your attention, use Teamsters with anything that can be shipped by a Teamster and pulled by a Teamster member in the food industry that you would not purchase on Amazon. We must protect our food industry Ralphs/Stater Bros.

Creg Quiroz, BA: USF Reddaway Fontana: the contract passed, and the company should be working on getting everyone back paid. Remember this is a two-year contract with less than 18 months until its expiration. We will be having a meeting with the shop stewards soon to train all of them on how language changes apply. Shop: we are still working through your issues with the change in the 401k. Stater Bros. we are officially on count down to the expiration of your collective bargaining agreement, September 2020 (less than a year). You can expect to see contract proposals out in early January. Make sure you fill one out. There are many changes at both your employer and within the industry that continue to come. I have scheduled an audit to check labor standards. Everyone should have received a pension report either at the facility or mailed to your house.

Ron Seamans, BA, Freight: Reddaway-contract votes are in and counted and it passed by 77%. This contract is for a term of two years, April 1, 2019 through March 31, 2021. As soon as we find out, we will let all know about the retro checks. As the summer comes to an end, school is back in session, so drive safely and watch out for the kids. Smithfield Foods contract books are in. I will be giving them to the stewards to pass out.

Scott Berghoefer, BA: Pacific Logistics, we have entered into an extension on the contract, the stewards are setting up a meeting for the details of the extension. Congratulations to Core-Mark members, the contract has been ratified and I will get the new books out to you soon. Congratulations also to Hickman's Egg Ranch drivers, they overwhelmingly voted yes to join Teamsters Local 63. Goldstar Foods: I have put in a request to get the International's engineer out to the facility. Also, we will be hosting the next VO training at Local 1932 on November 16. If you are interested please contact me at 1-909-877-

4760 or email scotty@local63.net. Let's make America Union again.

Ramiro Alonzo, BA: UPS Freight, Ralphs and Stater Bros.: contract negotiations are coming up real fast so let's be prepared for whatever the company may bring to the table to save money. The best way to show the company that we are ready for a fight is to save money and all moving together as one solidarity. This is key to winning a good contract. UPS Freight is getting slow. We will be having a discussion with UPS brown about using laid off drivers to help with their peak season. We have done that in the past. This is for all Teamsters: the Local is working on organizing XPO Fontana and Santa Fe Springs, so let's welcome them and encourage them to be Teamsters. XPO workers want what you all have - a contract and a voice at work. Together we can make it happen. Let's take back the freight industry one company at a time, and all other industries we have lost over time.



**By Ray Whitmer  
Secretary-Treasurer**



Teamsters Local 911 would like to remember a hero: Delia Huerta, who lost her life in the line of duty. Los Angeles City Crossing Guard Delia Huerta, 57, was performing her duties as a crossing guard on September 16 when she was struck and killed by a vehicle in Valley Glen. She was helping a student cross the street, who was also injured in the crash. Sister Huerta was taken to a nearby hospital, where she succumbed to her injuries.

We are so deeply saddened by this tragedy that resulted in the death of sister Huerta. She is a true hero. Her dedication to the community and the crossing guard program should always be honored and remembered. We are also holding in our thoughts and prayers the student who was injured in this tragic accident.

The Los Angeles Police Dept. and the Department of Transportation are working on an ongoing investigation. Sister Huerta recently attended the crossing guard and traffic officer Unity Picnic along with her family as she has each and every year. She will be remembered for her good sense of humor and for her desire to succeed and love for her family. Her passing is a reminder of the sacrifices our crossing guards make daily, risking their own lives to keep our school communities safe. She is survived by two daughters and her granddaughter. We will continue to make sure that safety continues to be a top priority for all members of the program working in the City of Los Angeles.

The family is accepting donations, which can be made to Chase Bank account number 535009507.

CUSD - our bargaining committee is holding firm in working toward reaching a deal for our successor agreement that we can

all be proud of. We are working on wage growth along with enhancing our medical benefit cap. I would like to give a special thank you to our bargaining committee for their efforts in fighting for a fair contract.

Huntington Beach - after representing the Huntington Beach Municipal Employees Assn. on a service agreement for over a decade, Local 911 is pleased to announce that the employees have voted to become full Teamsters. We will continue representing the employees in Huntington Beach to the best of our abilities and welcome our new Teamsters brothers and sisters.

LACOAHS - we are proud of the recent successor agreement negotiated. Our membership has received their retroactivity and we look forward to the wage growth and contributions to our medical cap. Also, please remember the county will provide compensation for the EHS licenses.

LACCD - we're excited to commence negotiations early for our successor contract. Please be on the look-out for the contract survey, so that we may hear from our membership as to what the priorities are for negotiations.

PSUSD - our members voted to approve our successor agreement with 85% of those voting in favor of the deal. I would like to thank our stewards for their dedication and hard work in reaching this deal. Our members will see wage growth throughout the term of the agreement and we'll be back at the table within the next few months to negotiate our re-opener.

Perris - Thanks to all of the members who attended our last membership meeting, it was a solid turnout. We've collected the contract surveys and the stewards will begin to review them in preparation of negotiations. Poway - negotiations continue. Rancho Water Authority - contract negotiations to resume this month.

San Diego Lifeguards - Local 911's unfair labor charge has been amended, and we are heading into 4th day of PERB hearing. Contract negotiations have resumed. San Diego Airport Authority - 911 is preparing to take two grievances to arbitration. San Diego County Water Authority - 911 will be an active participant in Authority's search for a new general manager.

Santa Monica - Congratulations to our newly elected stewards: Omar Vizcarra, James Bevardos, Aaron Garcia, Aaron Meza, Michael Wood, David Webb, Aaron Valenzuela and Julane Aigner. We continue to negotiate with the city for pension and insurance. We met on October 1st and did not reach an agreement. We will be starting the bargaining process for next year's negotiations by distributing the negotiation surveys. Please talk to your stewards if you do not receive one.

Vista Irrigation - PERB issued 911's complaint against VID for their failure to produce documentation related to a termination.

Vernon - a few months ago we started bargaining in Vernon; we were nowhere near a deal and the city presented a whole array of cuts that would have caused layoffs. We are pleased to announce that the city council decided to move forward without any layoffs. We have a multi-year agreement and have

preserved the major terms and conditions while protecting jobs! It has been a rough few months but we did it!



**By Mike Bergen  
Secretary-Treasurer**



As the holiday season is upcoming, the Local 166 Christmas meetings are scheduled as follows: Upper Desert, Monday, December 2 at the Hampton Inn, Lenwood. On Tuesday, December 3 the Lower Desert meeting will be at the UCR Palm Desert Center facility in Palm Desert. The San Bernardino meeting will be Thursday, December 5 at "The Dome" at the Orange Show Fairgrounds in San Bernardino. The San Diego area meeting will be at Local 542 on Saturday, December 7 beginning at 4:00 p.m. Watch your workplace bulletin boards for the holiday schedule postings. Remember those who are not as fortunate as you and bring a can of food for the Food Bank.

In wholesale liquor, the contract books have been printed and distributed. If you did not receive one please speak to your shop steward or contact the Local Union office.

At Bimbo Bakeries, we are excited to announce that the transition of the Barcel products from the third party non-Union distributor has begun to the Bimbo import routes. This transition is expected to take approximately one year to complete but will result in more products being delivered by Teamster route sales professionals thanks to the hard work of our members and the Teamster Bakery Council Local Unions.

At Boral Industries, the Local has seen a recall of laid-off members due to increased building and would like to welcome back the members that are returning.

The Teamster/Costco ratified contract is in route to the print shop and should be available at the locations soon. Contact your business representative if you would like a PDF version emailed. All Costco locations are bringing back the BOB (bottom of basket) cashier procedure to the front end of the store. Remember to follow all of the check stand procedures while working safe in the workplace.

At Kaiser Permanente, the Local Union has continued the grievance investigations and have ended up in verbal coaching sessions (written warning). After further discussion with management the Local was successful in having a level 3 consultation removed from the employee record. Kaiser Business Agent Don Henley has completed/graduated from the Kaiser Executive Leadership Program (ELP) in Boston/Oakland. "Building Business Needs and Leadership/Coaching" workshops and involving front line workers with management to get the best results for patient care and the employees (our membership). Con-

continued next page

*Southern California Teamster*



gratulations, Don. The Union has sent grievances on behalf of the radiation therapists of changing the work schedule of the part timers. The Union had a meeting with the HR director and labor relations to discuss management's request. The Kaiser Alliance Unions are as follows: Teamsters Local 166, UNAC /UHCP, OFNHP, ILUMLocal 28, IUOE Local 1 & 501, KPNA, UFCW Locals 7, 21, 27, 135, 324, 400, 555, 770, 1167, 1428, 1442, 1996, USW Local 7600 and Unite Local 5.

Contract negotiations with Mondelez are underway with Locals 186 and 683. The negotiations are moving forward and the parties still have a few more areas to resolve, but all looks good for the membership with the next negotiation meetings scheduled for October 21 - 23.

At Ft. Irwin, the Teamster barbers have a strong new contract that was ratified on 10-2-19. Also at Ft. Irwin the Ops Light 401k grievance is moving through the process as the company corrects each of the members' accounts. The point of contact for the 401k issue is Ruth Rivera who is the investment specialist, if you have any questions.

At Dyncorp Ft. Irwin, there still has been no decision issued on the protest of the government contract but we will keep you posted as we are informed. At the Barstow Marine Base Technica, new Teamster members have ratified their first CBA with good increases over the next 3 years. Congratulations to the new members!

In San Diego in the construction & rock and sand arena, the Local has been working on negotiations with Vulcan Materials and Hanson Aggregates. At Vulcan a great new 3-year contract was negotiated and unanimously ratified by the members. Great job and thanks to the negotiating team. As this goes to press, we have an employer offer on the table from Hanson Aggregates on a new 5-year agreement and will be voting it soon. The Local Union has also ratified a short term agreement with the San Diego construction companies that will go a long way in helping to resolve the supplemental pension issue there. The Vulcan Teamsters in San Bernardino and Corona ratified a new five-year contract this summer. At Granite Production, Teamsters also ratified a new three-year agreement. Granite Construction is busy all over Imperial, Riverside and San Bernardino counties, with enough work on the books to keep them busy for the foreseeable future. That's good news.

Matich Brothers and construction added four new strongarm tractors to the fleet. And with the approach of fall, the trucks have been very busy on various jobs thruout Southern California. Local 166 would like to acknowledge the two Union stewards, Sean Cover and David Bellman, who do an exceptional job every day, promoting peace and harmony while representing over 50 drivers. The Sukut job in Yucca Valley is almost complete. They have been installing sewer lines for infrastructure improvement. Although that job is coming to an end, they have plenty of large dirt grading jobs in So-Cal to keep them busy into winter. Security Paving is still working on

I-15 in Norco this month doing concrete paving. They are also getting ready to start a large joint venture with Lane Inc. on the I-10 from Indian Hill to the 15 freeway. Coffman continues working in Yucaipa adding new truck lanes to the I-10 freeway, and in Riverside paving runways at March Air Reserve Base.

Condolences go out to the family of brother John Foulks, construction Teamster retiree.



**By Victor Torres  
Secretary-Treasurer**



As we enter the fall season, unfortunately we have some unpleasant news to report.

We recently learned of the passing of one of our longest tenured Local 481 members, Charles "Chuck" Henderson.

Brother Chuck Henderson began his Local 481 membership as an employee at the San Diego Zoo in the 1960's. He served in several temporary positions for several years until sometime in the 1970's when Chuck became a Keeper, Senior Keeper, Lead Keeper and Team Area Lead, eventually leaving the bargaining unit in the late 2000's as an Animal Care Supervisor/Manager in the Reptile department. He also served various periods of time at the Wild Animal Park (now known as Safari Park) during the 1970's and 1980's as the Park was opening and beginning to find its way as well as the Zoo bouncing back and forth between the two campuses as needed. While his accomplishments in just that regard are significant and noteworthy, it is his involvement and support of his Union which I want to recognize Brother Henderson for in this column.

Throughout the 1990's into the 2000's, Chuck participated as a Zoo negotiating committee member in multiple contract negotiations. His vast knowledge of the Union contract in combination with his knowledge of internal processes in the animal care industry made him an invaluable member of our team. His unique work experience and background along with his working relationships with the entire spectrum of employees from entry level rank and file employees, all the way to executive level Directors and everything in between, served all parties well when we needed to tap into the history and evolution of whatever the issue at hand happened to be at that particular time.

Chuck was one of those rare people who had respect from all parties. However, if you tried to point this out to Chuck, he would downplay his role and change the subject to acknowledge someone else. This is classic Chuck Henderson, that anything, no matter what it was, was not about him, but rather it had to do with someone else. In other words, despite earning the admiration of so many people, Chuck was one of the humblest people you could ever imagine.

Another noble quality Chuck

possessed was his absolute airtight reputation of never having a negative thing to say about anyone. How rare is that in today's world where it is not only easy to take the low road to boost yourself or protect your turf, but taking the low road is encouraged (and many times rewarded) and tearing someone down at any opportunity that you possibly can is much too often the new norm?

Chuck always rejected rumor and innuendo. He never relied upon or perpetuated such activities. Instead, in his own style and genuine manner, Chuck set the bar of conduct at the highest level relying on facts and planting the seeds of good will and integrity. If I had to describe Chuck Henderson and what it was like to know him and to work with him, I would describe Chuck as a dignified person in all ways.

If you were seeking advice and guidance regarding something of a professional nature, you could count on Chuck. If the advice you were seeking was of a personal nature, you could count on Chuck for spot-on advice and counsel and probably most importantly you could rely on the advice and counsel you received from Chuck to be handled with sensitivity and unwavering confidentiality.

It is these qualities that all of us in the Labor community strive for and devote ourselves to cultivate amongst our fellow sisters and brothers. By doing so, we empower ourselves to effectively counter powerful entities who may not see things the same way we do. We could all stand to reflect upon and learn something from Chuck.

On behalf of all of us who were fortunate enough to know him, we will miss our beloved brother Chuck Henderson. However, we will never forget him nor forget the lasting impact he has had on us and our organization. Our sincere condolences to the entire Henderson family and to our brother Chuck Henderson, rest in peace.

As we go to press, we also offer our sincere condolences to the family, friends and coworkers of Rene "Ray" Cazares (Ace-Airport Transportation) who recently passed away. Rest in peace brother Cazares.

In scholarship news, the recipients of the 2019 Local 481 Scholarship awards have been announced. Congratulations to Maya Cordero (daughter of Daniel Cordero - Ace Parking), Brian Tang (son of Somboon Vilitchai - San Diego Zoo) and Zoo member William Malpica. With this announcement included, the total number of scholarship awards administered expands to 138 since the program began in 1996. Our thanks and acknowledgement to all the participants in this year's program.

The scholarship opportunities for 2020 not only related to our Local 481 Scholarship program, but several additional labor sponsored programs are right around the corner. Stay tuned to future issues of this newspaper, our website (teamsters481.org) or contact our office (619) 282-2187 for more 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.

## DISTRICT COUNCIL 2

**By Clark Ritchey  
Secretary-Treasurer**



District Council 2's organizing efforts continue as 2 new commercial print shops join the Union. We welcome

Inno-Vative Solutions Group from Southern California and TLG Enterprises, Inc., from Northern California.

In the past few months District Council 2 has ratified contracts for members in California and the State of Washington.

In Southern California, members at House of Printing recently ratified a 3-year contract with a GWI in each year of the agreement and the company will continue to pay 100% of the monthly premium for PS&PP Health & Welfare. DC2 also ratified a contract for Tension Envelope. S & A weekly benefits increased, as well as the equipment allowance. Wage adjustments and lump sum payouts were bargained. Currently in negotiations in Southern CA includes Greif, Inc. and Westrock; we await upcoming negotiation dates for PCA and Sonoco Products.

In Northern California, negotiations continue at Georgia Pacific, Nevada Dental, and Westrock. Upcoming negotiations in this area include Custom Paper Products and Lodi News Sentinel.

Negotiations also continue at PCA, in Utah.

In the Northwest region, Greif ratified a 3-year agreement with wage increases in each year of the contract, as well as increased wage adjustments, improvements to the life insurance benefits, modifications to the language in the contract for job classifications, overtime and funeral leave. Also bargained was a personal floater and additional allowances for safety equipment.

A 4-year contract was ratified at Holly Press, Inc., and Service Printing. A GWI in each year of

the agreements were bargained and both companies continue to pay 100% of the premium for the health & welfare plan under PS&PP.

DC2 continues negotiations in the Northwest Region at Westrock, Georgia Pacific, Flint Group and Yakima Herald. Upcoming negotiations include Hollywood Impress, Irwin Hodson Group LLC, Johnson Cox, K & H Printers, and The Post Register.

We recently settled an arbitration at Mondy Bags USA, LLC, in Utah, where a member was wrongfully terminated for accumulating several points within a one-year period for multiple attendance policy violations. The Union filed a grievance for the unfair treatment of this individual and the interpretation and application of the company's attendance policy. DC2 prevailed when the company reinstated the member with full seniority, benefits, and back pay of \$10,000. All attendance points accrued were also removed from his record.

District Council 2 is pleased to announce the winners of the 2019 DC2 Scholarship fund, awarded to 5 students, at \$2,000 each, to: 1) Andrew Albrecht, son of Ray Albrecht of KP, LLC, who is attending Bellevue College and majoring in computer engineering or manufacturing; 2) Rocio Berber, daughter of Margarita Berber of Tomatek, attending Cal State University, Fresno and majoring in business administration/human resources; 3) Elizabeth Luna, daughter of Maria Maciel of PCA, San Lorenzo, attending Cal State University, East Bay and majoring in nursing; 4) Julia Ruiz, daughter of Juan Ruiz of Royal Paper Box, attending Cal State University, San Bernardino and majoring in business & entrepreneurship; and 5) Yasmin Shateri, daughter of Nasser Shateri of International Paper, Moses Lake, attending the University of Washington. Congratulations to all the winners and best of luck on your future endeavors.

Our deepest condolences to the families of the following members who recently passed away: Local 388M: Glenn Marion - retired member; Russell Semple - retired member; Local 747M: Alan Darling - retired member.

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

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

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

**Buy Union Made**



**By Larry Griffith  
Secretary-Treasurer**



Local 14 recently hosted a Shop Steward seminar and over 60 of our stewards came out eager to learn. The seminar was taught by Xavier Merizalde and Herman Brown from the Federal Mediation and Conciliation Service and they spent an entire day involving the stewards in activities that will help them better perform their challenging task. The Local believes that this seminar was very informational and will be planning on holding future seminars at least twice a year.

The Local has been very busy on the negotiation front over the last several months. We have reached an agreement for new collective bargaining agreements with the Lincoln County dispatchers and clerical (4 years), BakeMark (4 years), US Foods (5 years) and Angelica (3 years). We are currently in ongoing negotiations with the City of North Las Vegas, the City of Caliente and Americold and will begin negotiation sessions shortly with Cintas, Reyes – Golden State Foods and Mondelez. Each negotiation brings with it different challenges and we thank the members of our committees for their invaluable time and input. Please check your Union bulletin boards at your worksite to remain informed about proposal and ratification meetings. The ability to attend these meetings is a benefit of being a member. Take advantage of your membership and let your voice be heard regarding your working conditions and benefits.

General membership meetings, that had been dark for the summer, began again in September. Join us on the 3rd Thursday of each month at the Local for the meeting. Dinner is served at 6:00 p.m. and the meeting begins at 6:30. Come and socialize with your fellow Union brothers and sisters and learn about the monthly activities of the Local.

The Local will be hosting a Christmas event for our members at the Local on December 14. There will be food, games, prizes and we hear that Santa will be making an appearance! Please put the date on your calendar and join us!

In an effort to better communicate with you, Local 14 is moving into the age of social media. We have recently created an app for Local 14 that can be downloaded onto your iPhone and Android. We have also in the process of redesigning our webpage. Please visit [www.teamsters14.com](http://www.teamsters14.com) to see the changes. The app and the webpage will be able to provide you with information on how to contact the Local, provide you with information and links regarding the Teamsters Local 14 Health and Welfare Trust fund, pension information for a majority of our employers and various discounts for our Local 14 members. We also have launched a new Facebook page and a Twitter and Instagram feed. Please take a minute to look us up on these platforms to

stay connected with the Local. In our attempt to better communicate with you we will be asking you to update your personal information with the Local. We would like to make sure we have your current address, cell phone number and e-mail address. Also, please don't forget to update the Local with any change to your beneficiary for the life insurance policy. Please call the Local at any time to update your records.

Local 14 would like to welcome two new employees. Jay Randazzo has been brought in to be a business agent. Jay comes with considerable experience as a shop steward with Breakthru Beverage and is looking forward to getting out and meeting and assisting our members. The Local also welcomes Jason Gateley as our new director of organizing. Jason has been working for the International Organizing Department since 2000. Jason brings with him many years of experience and we look forward to him jumping in on the numerous organizing campaigns the Local currently has ongoing. We welcome both to the Local!

Last, but definitely most importantly, the Local would like to extend a warm and heartfelt goodbye to longtime employee, business agent and president, Al Ghilarducci. After 17 years with Local 14, Al has decided to retire effective November 1. Al has given his heart and soul to the Union and its members. We wish Al all the best in his retirement and thank him for his tireless service and the additional special character he brought the local.

**Local 683**  
San Diego Sales Drivers



**By Lee Fletcher  
Secretary-Treasurer**



Inventory control members at Sysco Riverside have ratified a Letter of Agreement adding them to the contract with warehouse and transportation employees. A majority of members never had to go through an organizing drive or a strike. These members had to go through both and should be commended for having the courage to stand up for themselves. In fact, all the members at Sysco Riverside should be proud of how they all stood strong.

The Local is almost caught up on contract negotiations that expired prior to January 2019. Aramark is the last contract that needs to be finished, the contract expired September 2018. We have several big contracts expiring in the near future: Pasha Automotive, Transdev Southbay, Transdev Chula Vista, Prudential and Sysco San Diego.

Pasha: we had our first session on September 30 and have several dates scheduled. Transdev will start October 15 with several other dates scheduled. Prudential is scheduled for October 18. Sysco San Diego will expire in November of 2020 and given how corporate dictates what takes place in negotiations it should be interest-

ing. Members at Sysco San Diego should start preparing.

Gallo Wine drivers ratified their new contracts. The new contract contains substantial wage, and pension increases and full MOB. Farmer Brothers contract questionnaires have been mailed out. Rexel: the contracts have been printed and handed out; if anyone has not received one please call your business agent. Southern and Young's--there have been issues brought forward and with the cooperation from all the Locals working together we have been successful in correcting these issues and showing the companies we all stand together.

Coke Oceanside: the IBT engineers are scheduled for December to come out and perform an audit on the forklift and picker Engineered Labor Standards (ELS). Coke San Diego: a grievance has been filed for non-Union sales employees performing merchandisers' work (47) estimated at 32,000 dollars.

**Local 986**  
Miscellaneous Warehousemen Drivers & Helpers

**By Chris Griswold  
Secretary-Treasurer**



Thank you to all of our new shop stewards in Las Vegas who participated in the Stewards Training Sem-

inars that were conducted by the IBT Training and Development Department. Special thanks to Sally Payne for her time and expertise teaching our stewards new techniques on how to be more effective in representing our members.

In Las Vegas, the members have just recently ratified new five-year contracts at the Tropicana and Westgate Hotels and Casinos. We have reached a tentative agreement with the Hard Rock Hotel & Casino for a first contract and will be voting to ratify the agreement in the next few days. We are also currently in negotiations for a first contract for employees at the Wynn Las Vegas and we are still organizing new groups at many hotels in Las Vegas.

Local 986 representatives continue to provide the best representation for our members. Your business agents have been busy in negotiations, grievance handling, arbitrations and routine visits so if you call our offices, 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.

Remember to register to vote... we are about a year away from the General Election in November 2020 and we must work hard to defeat Donald Trump. The Trump Administration has viciously attacked labor and taken away the rights of workers throughout the country. The NLRB has been overhauled with anti-worker sentiment and they are issuing decisions that favor employers and hurt workers. Trump's new Secretary at the Department of Labor, Eugene Scalia,

has a long history of disdain for Unions and their members. As a high-profile attorney representing Walmart and Wall Street banks for the last 20 years, he is now responsible for enforcing workers' rights and U.S. labor laws. That includes laws meant to protect workers from unsafe workplaces, wage theft, overtime violations, and employee misclassification. However, he has promised to repeal many of the regulations that protect workers that were passed during the Obama Administration.

Get involved in your communities and help organize to protect your future! Help register new voters or volunteer your time to elect labor-friendly candidates. Talk to your business agent if you need more information on how to get involved!

We need to keep control of the House of Representatives and take back the Senate and the White House. We must put representatives in office that will fight for working families over corporate greed. Register today, become informed on the issues and get out the vote again in 2020.

**Local 848**  
Wholesale Drivers Salesmen

**By Eric Tate  
Secretary-Treasurer**



Our condolences to the families of the following: Tim Maldonado, Newport Meat, on the loss of his father;

Efren Hurtado, Reyes Coca Cola and Local 848 Trustee on the loss of his mother; Sergio Ortiz, on the loss of his brother; the family of Tevesi Agapay, Sealogix; the family of Andrew Patterson, US Foods; Manny Valenzuela, IBT, on the loss of his father.

Congratulations on retirement: Terry Flores, Kehe, 40 years; Jerry Edwards, DPI, 29 years; Nicolas Contreras, ABF, 32 years; Jerry Petty, Ralphs, 31 years; Pete Jandris, Ralphs, 21 years; Kazumi Ohnishi, MV Transportation, 16 years.

Tom Tullius - Farmer Brothers - thank you to all the members that attended our proposal meeting. The proposals have been forwarded to the Union chairperson. When dates for negotiations are announced I'll let you know. Airgas - the support for the contract vote was well received by the Union committee. The company has agreed to further negotiations. I am pushing for the company to meet and accept our offer for wages, and pension, hopefully in a last, best and final offer. Once I get that, we will meet again. Keep an eye on your mail and bulletin boards. Reyes Coke - the payroll issue is still unresolved at this time. The company hopes to have their IT clear the problem. In the meantime, keep track of your daily hours for what they owe you and to ensure the company got it right. Nissan - just a side note - the JLM last month got off to a rocky start with the manager accusing the Union and the Union responding to set the record straight. Going forward, this Union will fight on

your behalf to make the warehouse a place you want to work in rather than having to work in.

Gordon Ament - First Transit Cerritos - your new CBA has been proofread, signed and sent to the printer. Los Angeles Regional Food Bank - your employer sent me the new updated employee handbook late Friday on a three-day weekend giving me a whole five business days to review. You are advised not to sign for receiving it until you hear from your stewards or myself. If you are pressured to sign, do not, and contact me immediately. MVTrans Burbank Bus - your employer has been informed their last, best, final offer was rejected with you giving full strike authorization. They have now provided additional dates for negotiations in mid-October. Keep an eye on the Union board for updates. MVTrans Glendale DAR - congratulations on your new three-year contract. Special thanks to your committee member Antonio Martinez for all his help. MVTrans Thousand Oaks - as you are aware, your employer has been awarded a new contract with the city of Thousand Oaks. I've been contacted by many of you questioning wage provisions in this new client contract. The Local has escalated this issue to its legal department for assessment.

Reyes Magana - National Truck Drivers Appreciation Week was Sept. 8-14. Hats off to all our Teamsters drivers, both men and women, for all their hard work and dedication in helping our world's global supply chain. I want to welcome our new members at Pac9. They ratified their 1st agreement as Teamsters port drayage drivers in the ports of Los Angeles/Long Beach. I also want to congratulate the committee, Santiago Aguila, and Fidel Gonzales, for the great work they've done during the bargaining. Also, congratulations to the stewards that were nominated, Santiago Aguilar and Alfredo Gonsales. Uber 514 Sylmar/Paramount Divisions - I'll be posting up a shop steward nomination bulletin. I look forward to working with the newly elected steward. Also, I want to congratulate Lisa Stewart at the Paramount Division for her reinstatement after filing a grievance protesting her wrongful termination. Not only did she get reinstated but she also received 2 weeks' backpay! Chem Oil - congratulations to the membership for their new 3-year contract and the new work at the Long Beach location. Great job, Union brothers! I also want to congratulate the committee, John Gioiello, Oscar Gonzalez and Oscar Martinez, for their great work. Savage Torrance - I want to congratulate the membership for their first ratified 3-year contract. Also, I want to thank the committee, David Magallanes and Juan Rodriguez, for the great job they did representing the group. Nissan Riverside - congratulations to the members for the move to Riverside in the brand new state-of-the-art facility. I had the pleasure of touring the facility and meeting some of the new hires. MV Bus Paramount - welcome to the new members at the Paramount location. Also, thanks to the stewards for their hard work re-bidding the route bids. Great job! MV Mechanics Utilities Par-

continued next page



amount - a steward nomination bulletin was posted. I look forward in working with the new stewards for both morning and night shifts. HLT- I want to thank stewards Skieff and Maria for their hard work re-bidding the HLT yard. Keep up the great job! To all the yards: any contractual issues, get with your stewards to file a grievance(s) and drop it off at the Local.



**By Ron Herrera  
Secretary-Treasurer**



The outstanding new UPS contract saw wage increases effective August 1. All full-time and part-time

UPS Teamsters will continue to receive health insurance for the member and their family without paying premiums. The agreement also strengthens grievance enforcement for harassment with a sitting arbitrator and monetary penalties and a new procedure to make it easier to get on or off the 9.5 list.

Sanitation: we are hard at work bargaining with our current Teamster employers, as well as organizing new sanitation companies to lift standards and improving 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 in non-union shops.

Workers at the Waste Management Moreno Valley hauling yard and the Carson-Southgate transfer stations recently ratified new contracts that secured higher wages, pension, and medical contributions, as well as improved contract language. We want to thank the rank and file bargaining committee involved in this process: brothers Santos Nunez, Florentino Landey, Abraham Romo, Rene Gonzalez, Juan Arauz, Ramiro Ortiz, and Junior Romero.

Negotiations have also begun for our members at Republic Services in their Anaheim material recovery facility. These hard-working men and women process and sort through multiple recycling streams. It's tough physical work, and our members are seeking to win a strong contract that will raise their wages and benefits to that of other unionized waste facilities in Orange County.

We are proud to support the brave workers of Athens Services who have organized to secure a strong Union contract. Workers have taken action against the company throughout Southern California by practice picketing and informing cities throughout the region that have contracts with Athens about the company's anti-union tactics. In August, Athens workers led a march in the Beverly Hills. In September workers participated in practice pickets at Athens facilities in Sun Valley, Pacoima, and Torrance with support from Local 396 and community allies like the Don't Waste LA Coalition.

If you haven't done so already, please sign our petition. It can be found at our Athens campaign website, which is [bit.ly/JusticeForAthensWorkers](http://bit.ly/JusticeForAthensWorkers).

As Teamsters, it is essential to participate in the political process by voting as well as having input regarding proposed legislation that impacts Teamsters and their families. In September, Local 396 Trustee John Rogers and Business Representatives Mike Valdez, Ruben Duran and Sam Cornejo joined hundreds of other Union members in Sacramento demanding the passage of AB 5. This bill, which has now been signed into law by Governor Newsom, will make it harder for companies to break the law and misclassify workers as independent contractors and make it easier for workers in the gig economy to organize and form a Union.

In October, Teamsters Local 396 sanitation business representatives will be working with IBT DRIVE Representative Andrew Dominguez to visit multiple sanitation facilities to sign up members for DRIVE, which is our International Union's political fund. This campaign is incredibly important, especially in the sanitation industry, where our members' work depends on the preservation of contracts that their employers hold with cities throughout Southern California. The stronger political presence that we have, the more job protection our members enjoy. In our previous effort, Local 396 was able to register over 1,000 new DRIVE participants.

We are proud when Local leaders ascend into positions that help to strengthen our Union and the broader American Labor Movement. Local 396 is pleased to announce that Secretary-Treasurer Ron Herrera has been nominated without any opposition to be the new President of the Los Angeles County Federation of Labor which represents 300 independent Unions and 800,000 workers. He will officially be sworn into his new position on October 21, 2019. During this critical moment in our nation's history, it is crucial to have reliable and proven leadership like the kind that has been demonstrated by Ron Herrera at the local, state, and national levels.

The executive board of Local 396 is proud to announce that feeder shop steward Juan Gutierrez was appointed to the Local 396 Executive Board as our newest trustee, at the September board meeting. Brother Juan is filling the opening left when former Local 396 trustee Alex Moran accepted a promotion to a Local 396 Business Representative position.

Juan is a 29-year Teamster who started his career in 1988 as a hub person at the historic UPS Soto building. He soon was promoted to a full-time package car driving position in 1991 and then promoted to feeder driver in 2006. He has been a steward for 14 years. In addition to the Soto Hub, Juan has worked at our UPS Olympic, Grande Vista, Cerritos, Main Street, and Bell hubs. Brother Juan served as a sergeant-at-arms at the 2011 and 2016 International Brotherhood of Teamsters Conventions. He comes from a family of three generations of Teamsters. Juan's Father, Tomás, is a retired Teamsters Local 399 member and

his son Daniel is a Teamsters Local 396 member. We are proud to have Juan as part of the executive board and know that he will serve our members with the utmost of honesty and dedication.

To increase our connection 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. Recently our Local Union also launched a smartphone application 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 Store for iPhone and Google Play Store for Android.

Our next general membership meeting is Sunday, October 27 at our Local Union building. Congratulations to recently retired Local 396 members John Bock, Gary Jeglie, Robert Lucas, Andy McNair, Jose Mendoza, Monti Mitchell, Miguel Sandoval, and Jose Castellanos.

## Local 1932 San Bernardino County Public Employees

**By Randy Korgan  
Secretary-Treasurer**



As we near the end of 2019, it's clear that Teamsters Local 1932 is Union strong. Our

Union reached a huge milestone in August with the successful ratification of a strong new four-year contract covering 11,000 Teamsters at the county of San Bernardino. The contract was ratified with a 93% "Yes" vote and is the first full Teamster contract negotiated by our Union at the county. After nearly a year of bargaining, Local 1932 was able to lock down significant increases in take-home pay for county workers. The increases in take-home pay are based on fair across-the-board raises, substantial improvements to employer contributions to health insurance premiums, and merit advancement reform that will help members progress through steps in half as much time as before.

The centerpiece of the new county contract is an overhaul of the long-broken system for employer-provided health insurance managed by the county. Local 1932 will now be able to establish an independent trust fund for members-only that will bargain with insurance carriers for quality plans and lower prices, which the county was never able to do before. Additionally, after establishing the new trust fund, the fund can begin the process to create pre-Medicare retiree health care coverage, as well as allow the fund the opportunity to establish member-only primary care clinics. Please keep in mind that cooperation from the county is necessary to expedite this process. This victory has been in the making since county workers affil-

iated with the Teamsters in 2015. It took member power – Teamster power – to win affordable healthcare, a pathway to retiree medical coverage, and a better life at work for county workers. We did this together, Teamsters! Congratulations to all county workers!

We also congratulate the Teamsters at the city of Pomona who ratified a new contract in late August. The new contract secures strong pay increases and improvements to healthcare and contract language. Like county Teamsters, their win was also built on unity and action, and highlights the importance of working people coming together for change.

Teamsters are in action for healthy economic development, too. Hundreds of community members and Teamsters joined us at the August 8 Federal Aviation Administration hearing on the proposed Eastgate development at San Bernardino International Airport. Many Teamsters from other Locals were present and we thank them all for their presence and civic engagement. It will prove to be crucial as the FAA makes up its mind on the Eastgate project in the next few months.

Our efforts August 8 were a part of our community campaign for guarantees on job quality and high-level air quality impact mitigation at the Eastgate development. The developer of the project, Hillwood, has the exclusive rights to 14,000 acres of former Norton Air Force Base land. So far, they've developed nothing that can guarantee good wages for working families. With Amazon being the rumored tenant of Eastgate, now is the time to organize for better jobs and a roadmap to cleaner air in communities with some of the dirtiest air in the country. Local 1932 was featured on ABC 7 on the day of the hearing as we outlined our commitment to unite community members and make Eastgate the best it can be for our region's working people. Keep an eye on this exciting campaign on our website and social media accounts.

Our Union also has an update on member benefits! In March 2018, Teamsters Local 1932 began a partnership with UC Riverside to provide a tuition discount to Teamsters utilizing their Extension - Professional Studies academic programs. UCR Extension provides professional certificate programs year-round. A professional certificate program is a sequence of courses that provides you with practical instruction to stay current with new developments in your career field. We are pleased to announce that over 80 Teamsters have benefited from the members-only discount as of press time. We encourage all Local 1932 members to check this opportunity out as it could be helpful for your progression at work. This summer, California Baptist University and Local 1932 partnered up to provide members with a similar tuition discount, so keep an eye on that as well. Please, visit the Member Benefits section of our website for more information.

I'm also happy to bring news of our hugely successful 3rd Annual Family Day picnic. The event saw nearly 3,000 people in attendance and for good reason – it was an amazing family fun time with smiles everywhere at Glen Helen

Regional Park. I was fortunate to see my children grow up at Teamster functions like this, and now that Family Day is in its third year, we can see that it will be a new tradition for many Local 1932 families across the Inland Empire.

As always, I encourage all members to take the time to follow us online at [Teamsters1932.org](http://Teamsters1932.org) or at Teamsters 1932 on Facebook and Instagram, as well as the Teamsters Local 1932 mobile app on your phone's app store. Stay informed, Teamsters – we hope to see you at an action or event ASAP! Thank you Teamsters for all of the hard work you do each and every day for our communities.



**By Bob Lennox  
Secretary-Treasurer**



After traveling to Sacramento in September to participate in a day of protest and lobbying to protect our

members' jobs from underpaid gig workers, I sent the following letter to the Governor and our Legislatures: "Teamsters Local 495 and its 10,000 members stand in opposition to any amendments to AB 5. We are calling on you to stand up for California workers and not allow corporate America to gut the employment rights of working people. If the gig economy gets away with this outrageous power grab, it will open the doors for employers everywhere to reclassify their workers in the ultimate race to the bottom. We are better than this and California should set the example for the rest of the nation." Several days later, with the support of Joint Council 42 and the Building Trades, we were successful in getting the legislature to pass AB 5, which forces Uber and Lyft and other gig employers to reclassify these workers as actual employees. This was a landmark win for workers' rights in California and will help to level the playing field for our car rental members.

George Park: thank you to all shop stewards for participation in the special-called meeting. The importance of protecting your rights and being politically involved could not have been better stated. Negotiations with ATM, Medico Linen and Republic Master Chef continue with the next negotiation date October 30. The advancement procedures for Penske Truck Rental have been presented to the stewards, should you have any questions contact your business representative. As always, thank you for your continued assistance and support.

Jim Lennox: Eaton/Cooper Lighting Solutions: I am pleased to report that our membership stood strong and ratified their new 4-year agreement, 98% to accept. Beyond economic improvements in many areas, we seized this opportunity to re-craft and fortify the entire contract - including strong successor language since Eaton is in the process of spinning off

continued next page



the Cooper brand. Also, the new contract has now been signed and the booklets should be fully distributed by the time you read this. Avis - LAX/96th St./BUR/LB Shuttle: negotiations have begun and we expect to have this wrapped up in October. Avis Long Beach rental reps and service agents: we will be taking proposals soon - please keep an eye on your bulletin board for the date and time for your upcoming proposal meeting.

Kevin Barrus: we are currently in negotiations with Avis RAC at LAX, 96th St., Long Beach and Burbank for the shuttle drivers contract. I was recently successful in increasing the starting wage rate for the HLE utility workers and National/Alamo bus drivers. Avis LAX returned a shuttle driver to work from suspension. Hertz LAX: returned a VSA to work from termination. Hertz/Burbank returned a CSR to work from suspension.

Johnny Espinoza: I was able to resolve two pay disputes at Avis Long Beach for shuttle leads Marlene Diaz and Isabel Morales that resulted in nearly two years of backpay. At Hertz Long Beach I was able to resolve a pay dispute for several Hertz drivers that resulted in a pay increase plus retro for Lonnie White, Jim Debbie, John Stegnall, Allen Osborne and Richard Perez. At Disney we were able to bring back two cast members from termination after the filing of a grievance.

Damascus Castellanos: National Ready Mix & CPC: the contract drafts have been proofread and will be ready soon for distribution. Waste Management: we are currently in negotiations and your committee has been working diligently to make sure our members' concerns are properly represented. Racetrack: Local 495 has been aggressively participating in the off-track meetings to address the many issues that are threatening our industry and our members' jobs. We need to stay together in this time of unnecessary attacks. Thank you to those who have been able to join us in peaceful anti-protesting events and news conferences. Reminder: come out and support your brothers and sisters at Santa Anita through November 5.

Art Carrillo: there will be a special contract proposal meeting for all members at American Woodmark: Tuesday, October 15 at 4 p.m. in the company's lunchroom. Please make it a priority to attend this important meeting. Shanty Morfin of Enterprise Holdings, Inc./Orange County filed a grievance because she was sent home 2 hours before her shift ended. After discussing the issue the company agreed to correct her pay and make her whole. Congratulations to Maria Galindo for being elected steward for the Hertz transporters at Orange County Airport.

Carla Castro: it was a very busy and productive summer at Disneyland. I'm happy to announce our newest steward in Fantasyland, Shelby Johnson. She will be teaming up with Karli Bull. Together along with the great work of the rest of our shop stewards we have brought back employees and reduced disciplines. We are so happy that we were able to get Kenneth's retirement into effect. And congrats to Susan Sako for her full backpay win. And welcome

back Freddy Smith, Lucinda Gaza, Greg Valentino & Becky Salvador.

Mark Manning: recently we have seen an increase in members being accused of mismanaging their work time. Some employers will characterize this as "wasting time" or "stealing time". Depending on how much time is taken and the circumstances involved, taking time beyond your break or meal period can result in serious discipline. Many of the work sites our members report to have security cameras covering areas we routinely move through during our shifts. Video footage of members not working when not on a break or meal period is powerful evidence. We have experienced a variety of stealing time terminations, some having valid extenuating circumstances and others where we were not able to produce a valid argument to overcome the termination. Please, be mindful of your work hours and do not extend your break and meal periods. Cases such as these are difficult to defend. Do not jeopardize your job by putting yourself in this situation.

### Local 631

Vegas Teamsters,  
Chauffeurs & Helpers

By Tommy Blitsch  
Secretary-Treasurer



To better communicate with our members, Teamsters Local 631 has created an app that our members can download on their cell phone. We encourage all of our members to take a minute and download the Teamsters Local 631 app which is available either on the iPhone or Android app stores or check out your Union bulletin board and scan the code with your smart phone. Information will also be on the Teamsters Local 631 Facebook page. To make it fun and encourage everyone to get connected to our app, we will be raffling off a Samsung 4K Smart 65" TV. All members who download the app by November 21, 2019 will automatically be entered to win the TV. The winner will be announced November 22. Our membership holiday party is scheduled for Saturday, December 7 at the World Market Center Pavilion #2 from 11:00 a.m. to 2:00 p.m. Make sure to notify the Local Union of your new address, when you move.

Government contracts: MST Construction had a wage opener this year. With the help of the negotiation committee we were able to get them a very good wage increase that the members overwhelmingly ratified. Congratulations to the JanTec mail driver couriers for ratifying their first ever CBA. It's everyone's job to enforce their contract, so I ask each of you to watch your work.

Republic Services: we are coming into daylight-saving time, make sure you set your clocks and get plenty of rest. Check out our new app, info is on our bulletin boards. If you are not sure where you are with your attendance occurrences, please check with your

HR manager. To check on your pension with Northwest the number is 1-866-648-6878. The number to BeneSys Administrators is 702-415-2185. The next raise will be December 1, 2019. Check the Union boards for the allocation date to vote on your raise. Take a few minutes and read your contract.

UPS: attendance is an ongoing issue. Be at work and at your workstation on time, unless you're on approved time off. The Union recommends making a pension appointment well in advance of retiring to make sure you have the correct number of points to qualify. Northwest Administrators can be contacted at 866-648-6878--- it is your responsibility to know if you are eligible for retirement. The Union would encourage all members to have monies earned all the way up to the last week prior to collecting a pension check. If not, you will not have health insurance for those weeks as this could affect your eligibility for retiree insurance. We are heading into peak season so be prepared for long workdays, drink lots of water and get rest when you can. Anyone interested in extra work make sure you sign up on any list made available to you. Please make sure you have a good address on file with the Local Union. Call 702-453-6310 to verify your address with the office staff.

Convention: we are back to being as busy as ever after a lull during the summer months. Make sure you contact the Training Center to get any re-cert's and training you may need, including OSHA 10, which will soon be required. Improvements and modifications to the new dispatch system are an ongoing process. Our goal is to make it as user friendly and beneficial as possible for all our members. We appreciate your input so far as we have used much of it to enhance the system greatly!

Ready Mix: we are pleased to announce that the Ready-Mix Teamsters ratified their new 4-year contract in late July. The negotiation committee successfully negotiated a nice hourly increase over the life of the contract. On top of the wage raise, we successfully negotiated an increase in the mechanic premium. The committee worked diligently to make sure the company heard the demands of Southern Nevada Ready-Mix drivers and mechanics.

Construction: a few of the major construction projects have wrapped up, including the Aviators Stadium and Project Neon. The Raider Stadium is in full swing as the deadline for kickoff of the 2020 season approaches. The Las Vegas Convention Center expansion is also in full swing. Several street revitalization projects have started throughout the Vegas Valley. Remember to dress in layers to keep warm as the winter months are approaching.

CertainTeed: the Union Committee would like to thank all the members for their unity, strength and pride as we continue to address the company and the all-around issues in the plant. First Transit RACC - the representative from Prudential 401(k) was at the location for new signups and to answer any questions members may have had, the turnout was great. MV Fixed Route - currently

in negotiations. Transdev Paratransit- RTC has awarded the contract to MV Transportation and the transition is in motion, keep your eyes on the bulletin boards for updates and meetings.

Movie industry - we continue to address Nevada film and permits office for work being conducted in our jurisdiction.

ABF: terminal has gotten some needed new equipment. Thanks to stewards Greg Wilson and James Nowak for keeping things running smoothly. YRC: continuing to see lots of new faces as senior members retire. Still looking for a shop steward.

Reddaway: tentative agreement was reached on a new 2-year contract, we are awaiting results of the vote. Thanks to Steverson Green and Brian Stone for all you do.

UPSF: thanks to stewards Sal Pamiza, Wayne Augustine and Elfracio Gallegos for putting fires out.

### Local 399

Studio Drivers

By Steve Dayan  
Secretary-Treasurer



I am happy to report that we have been extremely busy since our last report, operating at full employment

for most of September. I want to remind our members that even during the heightened periods of work, if you have any issues on the job please make sure to reach out to your shop steward or a business agent to help resolve any issues. You can also report any workplace violations anonymously through our new mobile App, available for IOS or Android users. Should you have any questions about the App, please contact amy@ht399.org.

This past quarter we have seen a lot of success on the organizing front. We have successfully ratified the first Union contract for 51 CSATF workers making them our newest Teamsters Local 399 members. This group put up a tough fight and we are proud to have them part of our Teamster family. When you stop by CSATF make sure to congratulate and welcome your new Local 399 sisters & brothers. We will be further highlighting this group in our Fall Newsreel, stay tuned.

We have also organized Scenery Shop 'Goodnight & Company' and we are working to finalize negotiations with Zio / Studio Services, DOT Admins as well as with Netflix for our Casting Directors Agreement. We have a few other organizing campaigns underway and will share more about these at our upcoming general membership meeting.

Our last general membership meeting of the year will be held on Sunday, October 27 at Pickwick Gardens at 8 a.m. I encourage all members to attend. Attending your general membership meetings is the easiest way to get involved and stay up-to-date with Union. An unengaged membership is dangerous to the strength and solidarity within our Union.

We had a great retiree event at

Castaways in Burbank on September 28 in which over 250 retirees and their guests joined us for the evening. I have to thank Business Agent Chris Sell for organizing such a special event for our retirees. It is always wonderful to see our longtime and new retirees in one room to reminisce and catch up. I want to thank CEO of MPI Dave Asplund for being in attendance at the event to talk to our retirees about the health of the plans. He shared that we currently have 18,000 retirees that the plans are servicing from the Motion Picture Industry and that the plans just crossed the 10 Billion Dollar mark and we hit a historic 100 million hours contributed last year.

We will be rolling out our captain and coordinator class soon! Make sure you are connected to all of our communication channels to know when this class, as well as any other classes or other important updates, are shared. Wishing our members, a safe and wonderful Holiday Season!

Kenny Farnell - filed and settled grievances at NBC/Universal and ABC/Disney over non-rostered personnel operating forklifts and passenger vans on their studio Lots. Thank you to Lot Shop Stewards Tommy Ray Smith, Robert Parilla and Eddie Canett for their assistance on these matters. It's a very busy time in the industry right now so make sure your personal information is updated with Local 399, Contract Services and the DMV to avoid missing out of any work opportunities.

Ed Duffy - Casting Associates wage and IAP pension contractual increases went into effect on September 29. If there are any questions or concerns, please contact me at the Hall. The quarterly location managers meeting will be on Tuesday, October 22 at 7 p.m. at Pickwick Gardens. It's very busy so location managers, keys and assistants please remember to remove yourself from the availability list when you take a job so we can keep it current.

Ernie Barraza - I have been working with my shop stewards to correct and grieve contract violations. We have also ratified the 24/7 contract and have been preparing to negotiate new contracts with companies we have recently organized. Organizing never stops and we are finding more and more workers are seeking us out in order to protect their futures. When Teamsters fight, Teamsters win!

Calvin McDowell - I have continued to flip non-Union commercials since my last report. We had the first meeting with our new Commercial Steering committee in July of this year. Our next meeting will be held in October. I have filed grievances against Division 7, Supply & Demand, Station Films and ABC/Disney.

Joshua Staheli - I have filed and settled grievances at Warner Brothers and on the New Media Show "Adventure Force 5" for using non-bargaining unit employees to do bargaining unit work and for layoffs out of grouping. I have also filed an unfair labor practice at Warner Brothers for violating employees' Weingarten Rights. Weingarten Rights guarantee an employee the right to Union representation during an

continued next page



investigatory interview. Your employer doesn't have an obligation to inform you that you are entitled to Union representation but if you ask for representation, they must stop the interview until your Union representative can be present.

Lindsay Dougherty - since my last report, I've signed over 100 Film, Television, and New Media agreements. DOT Admin negotiations with WB and Universal are still going on. The CSATF bargaining unit overwhelmingly voted their first contract and are now officially members of Local 399.

Chris Sell - I've filed 6 grievances recently at Sony, Fox and CBS. If you are ever called for a random drug test and have questions, please call the Union. New members-educate yourselves attend the next Black Class and New Member Orientation Class. Don't assume, call the Union if you have any contract questions. Any questions on the Skills Training or logging contact Chris, CSELL@HT399.org.

## Local 630

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

**By Lou Villalvazo  
Secretary-Treasurer**



We would like to take this opportunity to congratulate the following members from Vons Dairy on their

recent retirement: Armando Brito, 34 years; Manny Espindola, 28 years; and Carl "Chico" Davis for 35 years of service. Also, to our brothers from Alta Dena North on their recent retirement: Kenny Maron, 50 years, started at Alta Dena North in 1971; and Victor Elias, 36 years; both drivers in the Transportation Department. Congratulations to all of you brothers, we wish you the best and ask that you stay involved and volunteer.

Gallo Wine: we are ready and begin negotiations this month, we will keep you informed. Penske: we are scheduled to resume negotiations as of the writing of this article and look forward to having an offer to vote this month.

Ralphs Market: the arbitration regarding the porters/sanitation working out of classification and doing preferential jobs, is scheduled for December 3. We conducted our 1st craft and proposal meeting September 25. We will continue scheduling meetings to allow all our members the opportunity to attend. We would like to thank those that attended and ask that you spread the word. We are a year away from negotiations and need to prepare! Remember, save your money and let's get organized!

UNFI-Commerce/Santa Fe Springs: we scheduled our contract proposal meeting for October 26 at 10 a.m. for the upcoming 2020 negotiations. UNFI is acting like it's not Union. They have a Union-busting agenda, that's why we've held 3 craft meetings within the last 6 months and will need to continue to meet and strategize to push forward. I am asking all our members to come together in uni-

ty and solidarity as we prepare for the storm ahead.

JFC Int.: we began negotiations September 27 and are on calendar for several negotiating sessions the month of October. We are looking forward to these dates and looking to get an offer before the expiration of the contract. We will keep you informed. Be prepared and vigilant!

Sygma: the Union filed a charge with NLRB against the operations manager, Mike Almarez. The company's attorney has reached out to the NLRB agent and is proposing a possible settlement. We will keep you posted. Union busting will not be tolerated! Speak up & stand up! At Driftwood Dairy, the Union was successful in reinstating our brother Jose Manzano with back-pay. Welcome back, brother!

BakeMark: after 11 sessions of negotiations, I'm glad to announce that our members overwhelmingly ratified a 5-year contract with many improvements to the language addressing several grievances through the years. Furthermore, we were able to secure full MOB for our members and an economic increase per year to the wages and pension, with the ability to divert wages to pension every year. I would like to thank our negotiating committee: Hugo Juarez, Chris Coto, Fidel Ponce and Paul Macias and our members for their valuable input and patience. It goes to show you when we fight, we win! On a different note, if the company issues any points for using your sick days, immediately notify your shop stewards or representative Hugo; the Local Union will address the issue.

Americold COI & Vernon: congratulations to the membership at Americold, we negotiated a great deal of favorable language that addressed overtime and seniority issues, lowering the progression rate to 2 years, adding DRIVE language and gaining favorable production standard language for our members, along with a new 5-year agreement. Furthermore, we were able to secure full MOB for our members and an economic per year to the wages and pension. I would like to thank our negotiating committee: Alfredo Salazar, Miguel Plaza, Jose Alcala and Adrian AKA (Bullet) Perez, for all their input and assistance. It goes to show you when we stick together, we win!

Le Vecke: we have concluded the arbitration for our sister Maria Espinoza, who was terminated without just cause. The arbitrator ruled in the Union's favor. This process took a little over a year, but we are proud that she was made whole with full seniority, full wages and pension retroactive for well over \$67K. This goes to show you what it means to have a contract and representation on your behalf. When we fight, we win! A special thanks to her representative Adam Methus.

I would like to thank all our Local 630 members that participated in our 1st driver seminar September 15. We had a great class that was taught by officer Jason Lamborne from the California Highway Patrol and our representative Alex Flores. Our members got a chance to learn and be informed on new updates to DOT regulations and the law.

We would like to thank all our members that came out to our annual health fair and membership BBQ. It was a blast and our members and their spouses were able to get free health screenings by the Kaiser mobile unit along with being able to talk directly to all their health providers and their pension representatives. I would like to thank our staff and representatives along with their families and our member volunteers, some of who were there all day from 7 a.m. to set up until 6 p.m. to help us clean up. We thank you and appreciate you very much. We look forward to next year.

Please register to vote and pay close attention to all the candidates! Remember Teamsters vote, and Teamsters participate in DRIVE.

Have you moved? Please make sure you update your contact information with us at the Local. The Union is you, attend a general membership meeting and bring a member, spread the word. From my family to yours, I would like to wish you and your families safe and wonderful holidays.

Stay connected through our Facebook, Instagram, Twitter, phone app and our website [www.teamsters630.org](http://www.teamsters630.org).



**By Patrick Kelly  
Secretary-Treasurer**



Secretary-Treasurer Patrick D. Kelly: Teamsters Local 952 members who work in maintenance and service with the Orange County Transportation Authority voted by an overwhelming 94 percent in favor of a new three-year contract. The 160 workers provide critical maintenance services for transit buses and vehicles throughout the county. The contract provides for wage increases in the first, second and third years. Improvements were also made in the areas of shift differentials and an additional paid personal holiday. For the first time, DRIVE language was included in the agreement, enabling members to participate in DRIVE. DRIVE is the Teamsters' political action program and stands for 'Democrat, Republican, Independent Voter Education.' This is the best contract we've negotiated for this group. It also shows the importance of political action and the DRIVE program. We defeated Prop 6 last year, which would have repealed the fuel tax. The fuel tax goes to road and bridge construction and transit work. This win last year now means more revenue to transit agencies, instead of cuts in service. It supports transit and good jobs like the ones our members perform.

The defeat of Prop 6 and the passing and signing of AB 5 by the Governor are significant events for the Labor Movement in general and California in particular. The cheating of workers that takes place with misclassification and the undermining of Social Secu-

urity, Medicare, Medicaid, Workers' Comp and the rest of the safety net is one of the biggest challenges Union and non-union employers and employees face. Signs of the expansion of the Gig economy are everywhere. You see it with Amazon Prime, Flex, Uber, Lyft, and a whole bunch of entities performing delivery and transportation work without Unions and without participation in the honest economy. In order to protect the interests of Union employers as well as everyone else that's paying taxes, it is absolutely necessary that our members sign up for DRIVE and engage in the political process by registering and voting. If we don't do this, not too far down the road our society and country will look a lot different and not in a good way. Our children and grandchildren will have a much tougher time in surviving the economic disruptions of the new "Gig" and corporate environment. Thank you for your support of the Teamsters Union. Our October membership meeting is Sunday, October 20 at 10:00 a.m. in Orange.

President & Business Representative Grant Maertz: UPS currently is gearing up for peak season. All part-timers interested in being driver helpers or independent helpers have signed up in HR by now. RPCD, 22.4 and cover drivers continue to be trained. There will be a feeder meeting on Saturday, October 19. Bimbo: currently we're preparing for the Barcels products to start being distributed through our depots. The training has started and the new bids have already been completed. The Monday through Friday routes will take effect for us in December. Capistrano Unified School District: we are prepared for the upcoming negotiations but waiting on the district for dates as they are still working with the other associations at the table.

Business Representative Jeff Sweet: Pepsi: negotiations have moved into economics and several dates have been scheduled. Coca Cola: we are preparing for the 2020 negotiations. UPSF: if you don't already have a copy of the new contract, please see your steward. Seven-Up: the new night shift for drivers should be on the October bid. Organizing of Sparkletts Water for all Southern California is building momentum.

Business Representative Dave McCaffrey: GKN: contract surveys have been mailed. Please fill out and return your survey by October 16. Blue Booth/Super Shuttle: the employer has been purchased by Black Street Holdings. We expect a smooth transition but will correct any issues that may arise. UPS Laguna: we welcome new shop steward Jesse Mojica and with heartfelt thanks congratulate his predecessor, Joel Simmons, on his retirement. Thank you Joel for your years of service as shop steward to the brothers and sisters employed at UPS.

Business Representative Al Baltazar: our sincere condolences to the family of Albertsons/Luckys driver Ron Perkins. Albertsons Transportation: we are scheduled for arbitration on October 30 for the subcontracting work to Tolleson, Arizona. Details to follow. Congratulations to retirees Don Helmick, 29 years and Jim

Misiti, 37 years. CVS Transportation: we have an upcoming JLM scheduled for October 17. We are also in discussions to release the safety bonus points and monies asap. Congratulations to Al Wittig on his retirement from CVS (24 years). Farmer Bros.: we will keep you informed on the progress of upcoming CBA negotiations. We appreciate you all for participating in the proposal meeting. SGWS: congratulations to Juana Fernandez on her retirement (12 years).

Business Representative Ulises Godinez: it is important that we as Teamsters put our differences aside and work together. September 2020 will be here before you know it so make smart financial decisions leading up to contract negotiations for both Albertsons/Vons and CVS Health. Albertsons/Vons: congratulations to retirees Jeff McDaniels, Bill Meehan, Kenneth Coleman, and John Velasquez. CVS: we recently held JLM meetings and look forward to working with the stewards and the employer to remedy certain issues. Congratulations to retirees Miguel Gonzales and Christina Mercado.

Business Representative Almata Carter: on September 29 OCTA maintenance members overwhelmingly voted in favor of a new three year agreement. There are significant improvements. We would like to thank the negotiating committee and Secretary-Treasurer Patrick D. Kelly for all their hard work during this process.

Business Representative Chris Gallegos: Stremick's Heritage Foods: in working with Local 166, we were able to increase the pay for the handstackers. Thank you to everyone who helped in this matter.

## UC Local 2010

**By Jason Rabinowitz  
Secretary-Treasurer**



Teamsters 2010 members working at UCLA Health filed multiple grievances and gathered dozens of petition signatures, resulting in vacation accruals being returned. Our contract states that the UC must notify employees: "Sixty days prior to an employee accruing the maximum amount of vacation, the employee shall be given notice that the maximum accrual will be reached."

The UC PATH system automatically stops vacation accruals whether or not the Teamster member was warned, which is then a violation of our contract.

Teamsters 2010 members handed out about 400 leaflets and talked to dozens of students and residents heading into the August 15 Phase II opening of the UC Merced 2020 Project. The leaflet "congratulates" campus administration for selling out the Merced community.

The 2020 Project portion of UC Merced campus is a public-private partnership, which is a fancy way of saying that good, Union jobs

continued next page



maintaining the buildings and grounds have been subcontracted out by the developer and allowed by the university.

Teamsters Local 2010 members joined CSUEU and other Union members at the Aug. 12 Joint Legislative Oversight Hearing in Sacramento to discuss the results of a report by the California State Auditor that showed the California State University deposited \$1.5 billion into discretionary outside bank accounts from 2008 to 2018 and failed to disclose this information to the Legislature and the CSU community.

The auditor also found that the CSU Chancellor's Office failed to ensure that campuses explore alternatives to costly parking structures even as they charged exorbitant parking permit fees.

Teamsters 2010 members spoke during public comment and said this money could have been used to reinstate step raises, ensure adequate staffing, address the CSU's more than \$3.7 billion deferred maintenance backlog, and give staff fair compensation. The report also found that campuses and the Chancellor's Office recorded millions of dollars in savings on salaries that could contribute to this surplus.

The University of California is one of the richest educational systems in the world, yet their latest plan to fix their retirement investment mistakes of the past 20 years is to effectively cut worker pay by making employees pay an additional 1.5 percent of their pay into the UC Retirement Plan (UCRP).

The UC didn't pay into the Retirement Plan for 10 years and now they say it's partially unfunded and overly optimistic about investment returns. What's UC's answer? Take it out of employee pay. We won't stand for this money-grab by the UC Regents.

Our voices have been heard and the Governor has indicated his interest in elevating the need for merit salary steps for our members at the CSU. The administration has committed to actively work with the Teamsters, CSUEU, SEIU and the CSU to negotiate a fair resolution on step increases over the next few months. In light of this, our Unions have determined that the best path forward is to hold AB 369 in the Senate while the CSU is given a final opportunity to proactively and meaningfully negotiate merit salary steps.

We are optimistic that with active engagement from Governor Newsom, and the strength of our Unions, we can work together to address our workers' right to merit steps and stop salary inversion. AB 369 will remain active in the legislative session and will remain an important tool to hold the CSU accountable! We retain the right to bring the bill to the Governor's desk in the event that negotiations do not result in a fair agreement for workers.

Our Teamsters Local 2010 Bargaining Team has made winning fairness through salary steps a top priority when bargaining with the CSU begins on Nov. 6.

## Buy Union Made



### By Rick Middleton Secretary-Treasurer



Rick Middleton – the busy fall season is well underway with school bus drivers and attendants back at work and preparations being made for seasonal hiring and the extra work hours required to keep those grocery store shelves and coolers fully stocked. It's a busy time for everyone, but there's no reason to cut corners or take steps that can endanger your safety. Safety first! Our country is going through a challenging time politically, and sometimes what we hear and read in the news can be overwhelming, but we need to stay informed and involved. Everything the labor movement has fought for and won is at risk under the current GOP administration, so if there was ever a time for you to use your voice and energy for working people, it's now. It is with great sadness that I report the passing of our Teamster brother, Tom Beatty. At Local 572, Tom tirelessly worked to protect our LAUSD members, and throughout his career, he focused his full attention on organizing and securing strong contracts for working people across the country—from New York to Nevada and finally, California. His contributions to the labor movement were great and impacted thousands of lives.

Steve Badger – Ralphs Transportation: drivers, this is another reminder to keep track of all your hours and to take your time when logging your hours onto the new system. Also, remember to call in any delays over 15 minutes and to log them on your trip ticket, along with the dispatcher's name and the time you reported the delay. Bimbo Bakeries: the Teamsters Bakery Council agreed to open negotiations early at Bimbo's request. We're pleased to report that the end result is a new, ratified six-year contract, with 30 million dollars of new business from a third-party, non-union distributor. The bulk of the new work will go to the Import Express routes; however, some of the work will also go to the Import Traditional routes. We also achieved many language improvements that benefit the route sales drivers and transport drivers.

Adriana Salazar Avila and Mike Ford – recently, our Teamsters Local 572 leadership team met with the LAUSD Superintendent for the first of many standing monthly meetings. We discussed the issues plant managers are facing with "curb appeal" and no resources, as well as the daily struggles faced by food service managers. We also began serious conversations about the SAAs, their lack of staff, and the district's request that they perform nursing duties. Thereafter, we pointed out that contractors are performing the work of district employees at three times the cost and that there are numerous classifications working outside of their class description. Lastly, we stressed the need for

training for our members. The superintendent voiced his interest in these issues and asked for ways the district can improve communication with you. This was only the first meeting so we expect that changes and improvements will develop in the months to come. If you have any concerns that you believe need to be addressed at these meetings, please bring them to our attention. Additionally, if you know of a contract professional (a.k.a. contractor) or a group of CPs performing work that district employees can perform, let Business Representatives Mike Ford (mford@teamsters572.org) or Adriana Salazar Avila (asalazar@teamsters572.org) know. We are listening to you and want you to know we are addressing your concerns.

John Flammia – it is an honor to announce the retirement of Kit Hixenbaugh after 32 years of service at UPS Gardena. Enjoy your well-earned Teamster pension, Kit. You will be missed. The new contracts have been ordered and should be delivered in the next couple of weeks. I will distribute them at the buildings as soon as I receive them. As we head into peak, there are many employment opportunities, so if you know someone who wants to be a driver helper, or if you are a part-timer who wants to work as a driver helper, please notify Human Resources.

Traci Smith – First Student/Avalon: we've had a great start to our 2019-2020 school year. L.B.U.S.D. has awarded this location more work. Stewards will be keeping you updated on the process of our upcoming contract negotiations. Open enrollment for health and welfare is coming up in November for coverage effective in January. This is the time to make any necessary changes to your coverage. Mission School Transportation/L.B.U.S.D.: your final wage increases are scheduled for January. I will be posting for a vacant shop steward position with an election to be held within the next month. Contact me or steward Lois Webb with any questions. MV Transportation/MTA (Metro South): we realize there are a lot of questions and concerns about OCB and 4-day work schedules—we remain available to address all of them. Because of hours of service rules, you can be called back to work only one day in a two-week period. Remember, it is 15 hours on the clock, 10 hours behind the wheel of the bus, and 70 hours in any 8-day period. Again, be mindful of blind spots, particularly if you're operating new equipment. If you don't feel safe, don't do it. Again, safety first!

Grace Guitron – thank you to all our shop stewards for helping with the fall bids. The bids are fast-paced and often peppered with issues, so we appreciate your assistance. I'm pleased to note that this year all our kickoff meetings and bids went well at STA and First Student Hesperia, San Fernando and Palm Springs. MARTA Crestline and Big Bear: our members just ratified another three-year contract with good wages and health and welfare benefits. Here are a few critical reminders as the fall season gets busier: 1) if you're signed-up to work out of town, please be mindful of your behavior

and actions at all times; 2) stay off your cell phone while driving; and 3) make sure to call in if you will be absent from work and document the date and time of your call.



### By Abel Garcia Secretary-Treasurer



Abel Garcia: hello to all. A lot has happened at Local 186 this year—so far we have negotiated contracts for Amerigas, Mission Linen (North Hollywood), Hayward Lumber, Bimbo, OST Truck and Crane and MTD in Santa Barbara. Before the year is out we will start negotiations with Smuckers, Virginia Hardwood, T&T Truck and Crane, and Challenge Dairy. At UPS, harassment is at an all-time high. 9.5 drivers are being retrained and held accountable to eighteen (18) seconds to select a package and get out of the car. 9.5 drivers are being asked by Newbury Park and Ventura managers to get off the 9.5 list and management will leave them alone. The grievance was heard at panel last month and referred back for possible settlement. We want harassment to stop and discipline removed from affected employees' files. We have also filed unfair labor charges against the company. We will use every means legally possible to stop the UPS bullies. General membership meetings are the second Sunday of the month at 11 a.m. This month we will have UPS Healthcare providers, UPS Legal Trust, Western Conference of Teamsters Pension and Teamsters Miscellaneous Healthcare Trust. See you here Sunday, October 13 at 11.

Fernando Lara: first, Teamsters Local 186 would like to welcome all our brothers and sisters to our general membership meeting and 2nd Annual Health Fair on Sunday, October 13 from 11 a.m. – 2 p.m. at our Local 186 in Ventura. Secondly, here are some updates regarding our members and contracts: 1) Bimbo – as of October 7 our members will begin distributing Barcel Products (Takis) by our brothers and sisters at Bimbo. Barcel Products was previously distributed by non-union independent contractors. Bimbo has begun to view how Union members have made a positive performance around the Bimbo line of products. For this reason, Bimbo decided to move the Barcel line of products to our Union members. Great job, brothers and sisters! This will increase the number of Union bakery trucks in our cities. Finally, we would like to thank the negotiation committee and its chairman, Mr. Mike Pharris, the president of Local 166. 2) Coca Cola – Local 186 will be having our proposal meeting on Sunday, November 10 – we will be scheduling a meeting with the company to discuss the vacation planner for 2020. 3) Farmer Bros – we have an upcoming proposal meeting; please meet with your steward Mark for

further information. 4) Hayward Lumber – congratulations to our members on their 5 year contract agreement; a special thank you to our shop steward Mike Holguin for all his time and effort through the negotiations. 5) Mission Industrial Santa Barbara – currently, we have an extension with full retroactivity; we have negotiations dates set for next month, November. 6) National Ready Mix – after much negotiation, a new 5-year contract agreement was ratified. We would like to thank our members that participated in the ratification process. 7) Pepsi – negotiations are still ongoing; as we ask our members for their patience, we stand in unity as one with our brothers and sisters in Southern California. 8) Mondelez – negotiations are currently ongoing; being that health and welfare is the intense topic, dates have been set for November. 9) Sysco – Local 186 would like to remind our brothers and sisters that we do not have Productivity Standards. Also, we do not recommend our members use their personal cell phones as a form of communication with the company – this can be used as another tool of harassment. 10) T&T Truck and Crane – a proposal meeting will be held on Sunday, October 13 at 10 a.m., an hour before our general membership meeting. 11) Smuckers – we thank all our members that participated in our proposal meeting. We currently have negotiation dates set at the end of November. 12) UPS Freight – we still have a number of pending grievances in Oxnard. As a reminder to our members, any type of documentation is extremely important to win grievances. We would like to welcome back brother Ray Romero and thank our stewards Gerry Geisbauer and Timmy Chifos for all their efforts. In addition, we would like to congratulate our brothers and sisters from UFCW on their new 3-year agreement with Teamsters Local 186. Lastly, do not forget to patronize Union businesses.

Jedediah Johnson: at Ferguson we have reduced all disciplinary actions. At Amerigas we would like to welcome new Teamsters Mariano Guerrero and Joshua Suniga. At MV Transportation in Santa Paula—we have many grievances pertaining to harassment, protected concerted activity and seniority. Those grievances are at the second level. We have also filed a charge against the company. At Challenge Dairy we welcome new Teamster Jose Gonzalez. We have not had any discipline at Challenge Dairy in six months, no contract violations have been reported in as many months either. At Young's Market we are testing an incentive pilot program for the month of October called QIPP. Thank you to Young's steward Greg Goulart, he is active and very helpful. At SGWS, we put a compensation pilot program in place until the expiration of the CBA. SGWS has been running the QIPP pilot program for some time now. When the CBA expires we will take a look at all the data and take the proper steps from there in negotiations. At Virginia Hardwood entered into contract negotiations on October 10. We will see you at the general membership meeting on October 13 at 11.



# Official Teamster Notices & Announcements

continued from page 12

## Local 542 Notice of Nomination & Election of Officers

Nominations for elected officers of Local 542 will take place at a special called meeting on Wednesday, November 6, 2019, at Teamsters Local 542 Meeting Hall located at 4666 Mission Gorge Place, San Diego, CA at 7:00 p.m. The only order of business shall be the nominations for the offices of the Secretary-Treasurer, President, Vice President, Recording Secretary, and three (3) Trustees.

The election will be conducted by mail referendum ballot. Ballots will be mailed to active members on or about November 18, 2019. Ballots will be counted on Monday, December 9, 2019. To be eligible to have your ballot counted, your dues must be paid through November 2019. The last day you may pay dues to ensure your eligibility to have your ballot counted is Friday, December 6, 2019, until 5:00 p.m. Members on dues check off shall be eligible to nominate or vote if they had sufficient money owed to them by their employer from which the dues for the months in question could have been deducted. Members may get duplicate ballots if they did not receive a ballot or if their ballot is defaced in some

manner. The last day to request duplicate ballots will be December 2, 2019. You must make the request for a duplicate ballot to the Local 542 offices either in writing or in person by that date.

The term of the office shall begin on January 1, 2020, and continue through December 31, 2022.

Please see box on last page, "Notice All Members", for further details and rules governing Local Union nominations and elections.

## Local 630

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

November - 3 10 a.m.  
December 15 - 10 a.m.

## 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:

October 12  
November 9  
December 14

## 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, Oct. 27  
Sunday, Nov. 17  
Sunday, Dec. 8

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

## Local 896

General membership meetings are held on Sundays.

Branch 3 at 8:30 a.m. and Branch 4 at 10 a.m. at 2050 Lincoln Avenue, Pasadena 91103.

Next meetings are:  
October 27  
November 17

## Local 911

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

October 16  
November 20  
December 18

## Local 952

General membership meetings of Local 952 will resume Sunday, October 20 at 10 a.m. Effective November the regular meetings will continue on the third Wednesday of each month at 7:30 p.m. at 140 South Marks Way, Orange, 92868.

For our Organizing Department please call (714) 740-6200. For more information on upcoming events or updates please visit our website at [www.teamsters952.org](http://www.teamsters952.org). "Like" us on Facebook at [www.facebook.com/Teamsters.local.952](http://www.facebook.com/Teamsters.local.952). Follow us on Twitter @Teamster952.

Organizing workshops

When: Second Sunday  
each month

Time: 8:30 am - 11 am

Where: Local 952, 140 S. Marks Way, Orange

Teamsters Local 952 provides a death benefit to our active members in good standing. Please be sure that your beneficiary information on record with Local 952 is accurate and up to date. If not, please contact Local 952 to submit a new Beneficiary Designation Form. Members who request a withdrawal card due to disability must provide additional

documents which are required by the Plan Summary. Please contact our Local Union at 714-740-6200 if this pertains to you.

## Local 986

Monthly general membership meetings of Local 986 are held at 7 p.m. at the Local Union meeting hall located at 1430 East Holt Ave., Covina, CA 91724, as follows:

Wednesday, November 6  
Thursday, December 5  
**2020**

Tuesday, January 7  
Wednesday, February 5  
Thursday, March 5  
Tuesday, April 7  
Wednesday, May 6  
Thursday, June 4  
Tuesday, July 7  
Wednesday, August 5  
Wednesday, September 2  
Tuesday, October 6  
Wednesday, November 4  
Tuesday, December 1

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.



By Jaime Vasquez  
Secretary-Treasurer



The San Diego County members of Teamsters Local 542 celebrated our annual picnic this past September at De Anza Cove in Mission Bay. It gives the executive board of Local 542 great satisfaction in knowing that the membership and their families had a great time at the event enjoying great gifts, food, games and raffles. We're looking forward to the next picnic at Crummett Park in Calexico for our members in Imperial County and Yuma, AZ on Saturday, November 16. Since this will be the last newspaper issue of the year I want to wish all of our Teamsters Local 542 members and their families Happy Holidays! And finally, the political season is upon us and 2020 will be a year to stand with candidates that will support working families. We will be only endorsing candidates that have your best interest at heart, so get ready to vote!

Michael West, Business Representative: Costco - talks with the employer continue regarding what "Combo" intent is since its elimination in 2013. The Union has two separate grievances on the matter, so we are looking for resolution soon. We are also negotiating the attendance policy and its compliance with California

state law. By the time that you read this article, you should have electronic copies of your contract available in PDF format. Printing of the CBA will follow soon after and we will be in the buildings to hand out hard copies to our members.

Nicole Moreno, Business Representative: as we know, Teamsters don't cross picket lines!! That being written, I'd like to applaud the 300 brothers and sisters that honored the extended strike lines brought down by our brothers out of Local 25 from Republic Services. An injury to one is an injury to all! Thanks guys for showing your true Union colors.

Ron Cutitta, Business Representative: to all the part-timers at UPS, the holiday season is almost here. There will be driver helper forms out soon, so take advantage of the extra work. Also, there has been a lot of movement with the part-timers going into driving to further their careers so make sure you always know where you are on the driving seniority lists.

Alvin Mitchell, Business Representative: at ABF, happy trails to Nick Berlin, Bill Hobbs and Rick Role who will be retiring in the near future as well as Ralph Whitacre, our senior guy from UNIVAR and Mike Curry and Roy Daily out of the YRC 641 terminal. Congratulations to our members from Reddaway who ratified a new contract.

Ruth Duarte, Business Representative: Palo Verde School District (PVUSD): I would like to thank Kim Santero for her years of volunteer service as shop steward representing her co-workers in Support Group I. Kim was always at the forefront taking care of the

members' needs. Having reported that, I would like to introduce the new steward to represent Group I, Moussa Sabbara. Moussa, I thank you for stepping up and taking the role of steward. It will be my pleasure working with you. County of Imperial: just a sweet reminder that October 16 will be the last craft meeting of the year. There will be discussion on Know your Rights at the workplace and updates of current events. Please make every effort to attend.

Michael Morales, Business Representative: ALSCO: Welcome and congratulations to the new addition to our 542 Teamsters family. ALSCO employees in the El Centro and Palm Desert areas voted to accept their first three-year contract.

Flavio Grijalva, Business Representative: ECRMC RN/LVN contract - I would like to take this time to congratulate the Teamsters Local 542 RN/LVN membership of El Centro Regional Medical Center. The hospital has officially ratified the new successor agreement, as of September 23, 2019. The contract includes a nice increase over three years, new certificate bonus payments and increased float pay percentages to name a few. New contracts will be handed out soon. We would like to extend a giant thank-you and appreciation to the committee that helped reach this agreement. Feel free to let them know you appreciate their hard work. Committee members were Shleah Edwards, Alicia Ramirez, Wendy Dowden and Norma Villaescusa. Great work, ladies. ECRMC Tech Group contract - we are currently in negotiations on a first contract for the tech group departments of El Centro Regional

Medical Center as well. With this group agreeing to be represented by Teamsters Local 542, along with the RN/LVN group, it created the largest bargaining group of the hospital, with over 500 employees (over half the hospital) being Teamsters members. The tech group committee has been working diligently and hard to make sure all of your concerns are being addressed at the bargaining table and we are looking forward to presenting a tentative agreement to the bargaining group soon.

## Hawaii Local 996

By Wayne K.S. Kaululaau  
President



Aloha, brothers and sisters, thank you for the continued support for the executive board, business representatives and staff at the office. We continue to push forward with the agenda of change. Change can cause uncertainty and unnecessary stress to members. Change is good for the Union and offers new perspectives on working to protect the rights of members. Recently acquired desktop computers for the office and laptops for the field staff have replaced desktops that have far exceeded the life expectancy while facilitating the updated technology necessary to perform the daily work of the Union.

Business representatives have worked comprehensively and diligently with members of the negotiating committees at Lion's Coffee, Queen's Medical Center, Liberty Dialysis, St. Francis Community HealthCare, Kapiolani Medical Center for Women and Children, Airgas USA, YRC Freight, Honolulu Wood Treating, and Don Quijote USA, to ensure strong Teamster contracts providing increases in wages, benefits, health, and retirement.

The organizing staff was successful in organizing efforts to bring into the Union a locally owned and operated company called "Bad Boy Hawaii", a graphic design and garment printing company. Bad Boy Hawaii is the only Union printing shop in the state of Hawaii and recently received commitments from other Unions, government, political leaders, Kaiser Permanente Hawaii, different health care providers and other businesses who have welcomed the shop with open arms.

Labor Day 2019 was celebrated by the members of Local 996 at the Waikiki Shell with thousands of other brothers and sisters from the Hawaii Building and Construction Trades Council. The event featured live music, free food and drinks, ice cream, garlic fries, giveaways, and hours of fun. Solidarity and unity were the theme for a strong commitment by all Unions. In solidarity!





# Official Teamster Notices & Announcements

## ★★★ 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:

October 12  
November 7

## Local 166 Notice of Nomination & Election of Officers

Nominations for the offices of Secretary-Treasurer, President, Vice President, Recording Secretary, and three (3) Trustees of Local 166 will be held at a Special Nomination Meeting prior to the General Membership Meeting of Local 166 at Teamsters Local 166 hall located at 18597 Valley Boulevard, Bloomington, California 92316 beginning at 7:00 pm on Thursday, November 07, 2019. The General Membership Meeting will follow immediately after the Nomination Meeting. The new term of office shall be January 1, 2020 and will end December 31, 2022.

To nominate a candidate or otherwise participate in the nomination meeting, your dues must be paid through October 2019. Prospective nominators, seconders and candidates are advised to verify, in advance of the nominations meeting their respective eligibility to nominate, second and/or run for office. The rule requiring attendance at fifty percent (50%) of the General Membership Meetings shall not be invoked.

For any contested offices, a mail referendum ballot election will be conducted by the Election Committee. The ballots will be mailed to all active members of Local 166 on Monday, November 18, 2019. If any member does not receive his/her ballot, or defaces his/her ballot, a duplicate ballot may be requested by calling (909) 877-8326, or writing or visiting the Local Union at the address noted earlier in this notice. Such duplicate ballots should be requested no later than the close of business on Friday, December 06, 2019. In order to be counted, your ballot must be in the post office box rented by the Election Committee by 10:00 am on Monday, December 09, 2019, at which time said ballots will be picked up and counted immediately thereafter at the Local Union Hall in Bloomington. To vote in this election, your dues must be paid through the month of November 2019. The last day to pay your dues for your ballot to be eligible to be counted is the regular close of business on Friday, December 06, 2019.

In order to mail ballots to all members it is important that we have your current mailing address. If we do not, please notify the Local Union immediately.

Please note and read the box entitled "Notice All Members!" on the back page for further details and information.



## ★★★ 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.

## ★★★ 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:  
October 27

## ★★★ Local 481

Local 481 general membership meetings are usually scheduled at 7 p.m. on the second 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.

## Local 481 Notice of Nomination & Election of Officers

Nominations for the offices of Secretary-Treasurer, President, Vice President, Recording Secretary, and three (3) Trustees of Local 481 will be held at a special meeting at 6:00 p.m., November 1, 2019, at the Union's offices at 2840 Adams Ave., Suite 103, San Diego, California 92116. The only order of business will be the nomination of officers of Local 481. The 50% meeting requirement shall not be enforced as a condition of eligibility to run for office in this election. The new term of office shall begin on January 1, 2020, and end on December 31, 2022.

For any contested offices, a mail referendum ballot election will be conducted by mediator David Hart. Ballots will be mailed to all active members on November 15, 2019. Ballots will be counted at the Union office, 2840 Adams Avenue, Suite 103, San Diego, California, on December 3, 2019. In order to be counted, your ballot must be in the Post Office box rented by the Election Committee for the election by 9:00 a.m., December 3, 2019.

To be eligible to have your ballot counted, your dues must be paid through the month of November 2019. The last day you may pay your dues to ensure your eligibility to have your ballot counted will be December 2, 2019, until 4:15 p.m.

If you do not receive a ballot, or if your ballot is lost or defaced, you may request a duplicate ballot by writing, calling, or visiting the Union office during business hours: 8:00 a.m. to 12:00 noon and 1:00 p.m. to 4:15 p.m., Monday through Friday. The requests will be called in to the office of the mediator where they will be processed. The Union

## NOTICE ALL MEMBERS! NOMINATION & ELECTION RULES FOR LOCAL UNION OFFICER ELECTIONS The following nomination and election rules for officers' elections apply to all local unions. See your local union notice for time, date, place and further details.

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

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

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

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

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

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

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

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

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

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

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

will not have ballots available in the Union office. In order to allow the necessary time for processing, no duplicate ballots may be requested after 4:15 p.m., November 22, 2019.

It is imperative that the Union has a current address for each member so that each member can receive a ballot. If you have moved within the last three years, please notify the Union office immediately.

Please see further details, rules, and instructions regarding Local Union elections elsewhere in this issue.

## ★★★ 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:  
November 14  
December 12

## Local 495 Notice of Nomination & Election of Officers

Nomination for the offices of Secretary-Treasurer, President, Vice President, Recording Secretary and three (3) trustees of Local 495 will be received at a special membership meeting of the Local Union on November 12, 2019 at 9:00 a.m., at the union hall located at 225 N. Barranca Street, 4th Floor, West Covina, CA 91791.

To nominate a candidate or otherwise participate in the nomination meeting, your dues must be paid through October 2019.

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

Election for officers of Local 495 shall be conducted by mail referendum. In order to vote in the election, a member must be in good standing and have paid his/her dues through November 2019. Members may pay all dues arrearages, initiation or reinstatement fees, at the Local 495 office until close of business on December 13, 2019.

Ballots will be mailed to each active member of Local 495, at that member's last known address on November 26, 2019. Returned vot-

ed ballots from members of Local 495 must be received by UniLect Election Services no later than 9:00 a.m. on December 16, 2019 at the designated Post Office Box, in order to be counted in this election. All ballots will be counted on December 16, 2019 at the Local Union Conference Room located at 225 N. Barranca Street, 4th Floor, West Covina, CA 91791 at 10:00 a.m.

If a member has not received their ballot by December 3, 2019, or has spoiled their ballot, call UniLect Election Services' Duplicate Request Call Center toll free at 1-855-240-0363 to request a Duplicate Ballot. English and Spanish speaking operators are standing by and available 24/7 throughout the election period. You will need to have your Teamsters Member ID Number or the last 4 digits of your Social Security Number available and let the operator know you are with Teamsters Local 495. A member must call personally to request a Duplicate Ballot. If more than one ballot is received from a member, the ballot marked "duplicate" will be accepted. UniLect Election Services and Local 495 cannot control

USPS delivery time. A duplicate ballot requested will be sent using standard First-Class Postage. The sooner you request a duplicate ballot, if you know you are in need of one, the better chance you have of receiving your ballot in time to mail it to the Post Box in time for the ballot count on December 16, 2019.

The term of office is January 1, 2020 through December 31, 2022. Please refer to the Notice All Members section of this paper for complete details, including, but not limited to, eligibility to nominate and run for office.

## ★★★ 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](http://www.teamsters542.org)).

Following is 2019 meeting information:

Oct. 17, 7:30 p.m., 542  
Nov. 21, 7:30 p.m. 542  
Dec. 15, 10 a.m. 542

continued page 11

## Moving? LET US KNOW

October 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