

Southern California Teamster

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

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February 20, 2020

Teamsters Get Roadway Protection in New NAFTA

By Mark Gruenberg
PAI Staff Writer

WASHINGTON (PAI)—Mixed messages from Union leaders on the "New NAFTA," preceded the U.S. House's approval on Dec. 19 of legislation to implement the "free trade" pact, formally called the U.S.-Mexico-Canada Agreement (USMCA). The vote was 385-41.

The measure, HR5430, to put the three-way pact into effect is jammed with tighter and enforceable labor standards, especially applied to Mexico, in an effort to slow the rampant export of U.S. factory and later white-collar jobs south of the border.

Those changes satisfied the AFL-CIO, the Steelworkers, and Teamsters President Jim Hoffa.

Hoffa explained the "free trade" pact curbs NAFTA's permission for rampant roaming of unsafe Mexican trucks over all U.S. roads. The union spent much time in the last two decades in Congress and in court defending U.S. truckers and safety, trying to keep those Mex-

ican vehicles to within 20 miles of the U.S.-Mexico border.

Those Mexican trucks threaten both U.S. highway safety – the vehicles are creaky and the drivers don't meet U.S. licensing and drug-testing standards – and competitiveness, Hoffa said. A letter exchange between Trump's top trade negotiator, Robert Lighthizer, and the Mexican economic minister says Mexico now will adopt and enforce U.S. truck safety standards. They're much higher than Mexico's.

"Renegotiation of NAFTA and the subsequent improvements made by Democratic leadership have resulted in a final package that is superior to the original," Hoffa's statement said. The Canadian Teamsters President, François Laporte, agreed, emphasizing improved and enforceable worker rights. "Nobody got everything they wanted, but our Union has decided not to make the perfect the enemy of the good."

"For the first time, there truly will be enforceable labor standards -- including a process that

allows for inspections of factories and facilities that are not living up to their obligations," the AFL-CIO added.

Mike Dolan, the Teamsters' legislative rep who worked with U.S. congressional bargainers on trucking issues, said in a phone interview the new trucking language is "more ambitious" than just limiting the Mexican trucks to within 20 miles of our southern border.

"The U.S. can adopt and maintain new restrictions on operating authority" for the Mexican trucks to roll on U.S. roads, he said. And that language was not only in the USMCA but in the implementing bill, too.

Further, if the Mexican trucks undercut U.S. trucking firms and workers economically, the Teamsters – or anyone else – will be able to make a case to the U.S. International Trade Commission and seek economic relief. "We'll have access to the mediation manufacturing unions had" under NAFTA "and this is a first for a service industry," long-haul trucking. "We're very happy with that."

630 Chief Heads JC's Food Council



Los Angeles Teamsters Local 630 Secretary-treasurer Lou Villalvazo in early February was unanimously

elected chairman of Joint Council 42's Southwest Food Industry Teamster Council.

That means Villalvazo will be chairing the area's upcoming master Teamster food contract negotiations covering thousands of members at major chains. The leadership of several JC 42 Locals with food industry

members voted in Villalvazo.

At the election meeting, plans were mapped out on future committee meeting dates, members' contract questionnaires, bargaining strategies, subcommittees, media and community outreach.

"Our food industry Teamster leaders are excited about Lou's role. We have also enlisted active support and integration from the western states' food and warehouse leader Stave Vairma, and key departments of the International Union for ancillary support," JC 42 President Randy Cammack said.

JC 42 Teamsters Head Up IBT's Port Division

A pair of Teamsters Joint Council 42 leaders are now in charge of the International Union's port division.

Ron Herrera of Local 396 is the new port division director and Eric Tate of Local 848 is newly named assistant director.

Locally, the massive ports of Long Beach and Los Angeles will be targeted for even more organizing attention. The ports have long been Local 848's jurisdiction.

Herrera is also the president of the Los Angeles County Federa-



Herrera



Tate

tion of Labor, AFL-CIO.

"The IBT has made some astute choices in tapping Ron and Eric to lead the charge. This will benefit our port efforts across the country," Joint Council 42 President Randy Cammack remarked.

JC Scholarship Applications Available

Teamsters Joint Council 42's 2020 scholarship program for graduating high school seniors has applications available now.

Applications are available by calling or emailing Joint Council 42 (626.974.4212, jct42@aol.com), or at the Joint Council website: www.teamstersjc42.com.

At least one scholarship will

be awarded for each of 23 Teamster Local Unions affiliated with Joint Council 42. Eligible are children of actively-employed Teamster parents graduating in spring 2010.

A fall 2019 transcript and photograph is required and there are three essay subjects.

Apply by May 18.

Pre-Retirement Seminar Returns in June

The highly popular Teamster pre-retirement seminar staged by the Southern California Teamster Retiree Association returns this June.

The annual event convenes at Teamsters Local 952 Saturday, June 20.

Soon-to-retire Teamsters must make a reservation by calling the Retiree Assn. at 909.629.2539,

or emailing: fzamora@teamsterretirees.net.

The free seminar covers a multitude of topics with speakers from Social Security, Medicare, insurance, financial and Teamster pension.

It begins at 9 am and concludes at 12:30.

Local 952 is located at 140 So. Marks Way, Orange CA 92868.

Years Later, Total Repeal of Cadillac Tax Permanently

WASHINGTON (PAI)—Lawmakers have repealed the Affordable Care Act's "Cadillac tax" on high-value health care plans, for good.

That was one of the leading highlights for workers as lawmakers rushed through two "minibus" spending bills for the rest of fiscal 2020, which began Oct. 1 and ends next Sept. 30.

"This is why it is so important to stay on top of the political process and work hard to elect politicians who will do the right thing for working people," Teamsters Joint Council 42 President

Randy Cammack said.

Other union leaders hailed the permanent death of the "Cadillac tax," which Democratic President Barack Obama forced into the ACA, as a supposed cost-saving measure, a decade ago, over labor's strong objections.

Unions swallowed hard and backed the ACA – and have spent the ensuing decade first getting lawmakers to postpone it, and now, to repeal it. They pointed out, rightly, the tax would hit users of the high-value plans – most of them bargained collectively – particularly hard.

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**SOCAL
TEAMSTERS
PRIMARY
ELECTION
ENDORSEMENTS
PAGE 2**



CALIFORNIA Teamster March 3 Primary Election ENDORSEMENTS

State Assembly

AD 37 Cathy Murillo
AD 38 Dina Cervantes
AD 40 James Ramos
AD 41 Chris Holden
AD 49 Ed Chau
AD 50 Richard Bloom
AD 51 Wendy Carrillo
AD 52 Freddie Rodriguez
AD 53 Miguel Santiago
AD 54 Sydney Kamlager
AD 55 Andrew Rodriguez
AD 57 Lisa Calderon
 Sylvia Rubio
AD 58 Cristina Garcia
AD 60 Sabrina Cervantes
AD 62 Autumn Burke
AD 63 Anthony Rendon
AD 64 Mike Gipson
AD 68 Melissa Fox
AD 69 Tom Daly
AD 70 Patrick O'Donnell
AD 72 Tyler Diep

State Senate

SD 17 John Laird
SD 21 Kipp Mueller
SD 25 Anthony Portantino
SD 27 Henry Stern
SD 28 Joy Silver
SD 33 Lena Gonzalez
SD 35 Steven Bradford
SD 37 Katrina Foley

U.S. Congress

CD 8 Chris Bubser
CD 24 Salud Carbajal
CD 25 Christy Smith
CD 26 Julia Brownley
CD 27 Judy Chu
CD 28 Adam Schiff
CD 29 Tony Cardenas
CD 30 Brad Sherman
CD 31 Pete Aguilar
CD 32 Grace Napolitano
CD 33 Ted Lieu
CD 34 Jimmy Gomez
CD 35 Norma J. Torres
CD 36 Raul Ruiz
CD 37 Karen Bass
CD 38 Linda Sanchez
CD 39 Gil Cisneros
CD 40 Lucille Roybal-Allard
CD 41 Mark Takano
CD 43 Maxine Waters
CD 44 Nanette Barragan
CD 45 Katie Porter
CD 46 Lou Correa
CD 47 Alan Lowenthal
CD 48 Harley Rouda
CD 49 Mike Levin
CD 51 Juan Vargas
CD 52 Scott Peters
CD 53 Georgette Gomez

LOS ANGELES COUNTY

District Attorney
 Jackie Lacey

Supervisor

District 2 Herb Wesson
District 4 Janice Hahn
District 5 Kathryn Barger

Superior Court Judge

#76 Emily Cole
Commerce City Council
Carlos Maravilla
Oralia Rebollo

Gardena City Council

Mark Henderson

Glendale City Council

Dan Brotman (at-large)

Los Angeles City Council

District 2 Paul Krekorian
District 6 Nury Martinez
District 8 Marqueece
Harris-Dawson
District 10 Mark
 Ridley-Thomas
District 12 John Lee
District 14 Kevin De Leon

L.A. Community College Board

District 3 David Vela
 (at-large)

L.A. Unified School Board

District 1 George McKenna
District 5 Jackie Goldberg
District 7 Patricia Castellanos

Long Beach City Council

District 2 Jeanette Barrera
District 6 Suely Saro
District 8 Al Austin

Long Beach School Board

District 2 Tonia
 Reyes Uranga
District 4 Doug Otto

Maywood City Council

Eduardo De La Riva

Pasadena City Council

Seat 4 Charlotte Bland

Pomona Mayor

Tim Sandoval

San Dimas City Council

David Estrada

Whittier Mayor

Louis Reyes

ORANGE COUNTY Supervisor

District 1 Miguel A. Pulido

O.C. Board of Education

Jordan Brandman
Andy Thorburn

SAN DIEGO COUNTY

Supervisor

District 1 Rafael Castellanos

San Diego City

Measure C Vote YES

Cadillac Tax continued

"It is simply wrong to penalize workers who have successfully negotiated quality insurance coverage. Universal health care will be achieved by protecting and supporting these plans, not undermining them," a Labor spokesman said.

Workers also overall won when lawmakers added \$48 million to Trump's requests for spending on worker protection programs – the Occupational Safety and Health Administration, and the Labor Department's Wage and Hour Division, which enforces overtime pay and mini-

mum wage laws.

Half of the overall hike goes to OSHA, increasing its budget to \$582 million. But OSHA still has fewer inspectors now than when it began in 1970.

DOL's program to help women learn building trades will get \$1.3 million, \$300,000 more than 2019. Trump wanted zero. And "for the first time in more than 20 years, the bill includes funding – \$12.5 million – to specifically support firearm injury and mortality prevention research," at the Centers for Disease Control, the House Appropriations Committee said.

One final money bill irony: The House cut the government's annual payment to Washington, D.C., by \$11 million. But within the \$714 million total, lawmakers budgeted \$18 million – 50% more than in fiscal 2019 – for "D.C. emergency planning and security costs."

The city has been forced to shell out additional millions of dollars ever since Trump took office to cover everything from police overtime to port-a-potties to cover costs of the always justified and virtually weekly demonstrations against the president and his policies.

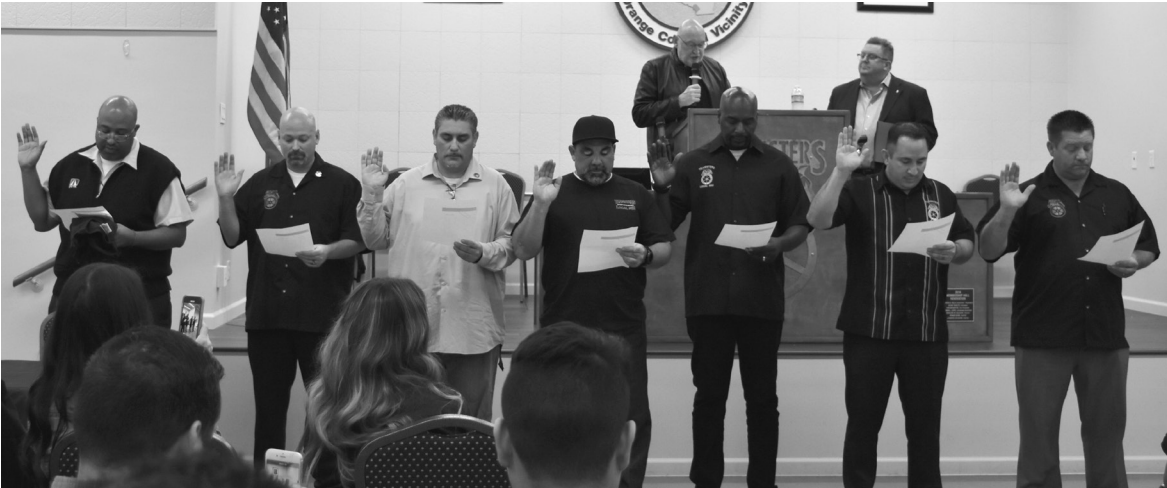
Black Caucus Awards Coming Up

The Southern California chapter of the Teamsters National Black Caucus (TNBC) will be staging its annual leadership awards luncheon March 14 in Long Beach.

Among the honorees are Teamsters Local 396 President Jay Phillips (lifetime achievement award), Local 63 President Sam Stewart (lifetime achievement award), Local 63 retiree Larry White (leadership achievement award) and Local 1932's Seval Haley (community service award).

State Senator Lena Gonzalez will accept the labor solidarity award.

The luncheon is at the Hotel Maya.



TAKING OFFICE: Newly elected officers of Orange County Teamsters Local 952 are administered the Teamster oath of office at the Local's January membership meeting. From left, Recording Secretary Al Burgess, Trustees Shawn Monson, Eliazar Baltazar and Keith Barton, Vice President Danny Herbert, Secretary-treasurer Eric Jimenez and President John Green. Conducting the ceremony (on stage, rear) are Teamsters Joint Council 42 Vice President Bob Lennox and Joint Council 42 Trustee Chris Griswold.



THE OATH: Newly elected executive board members of Teamsters Local 495 take oath of office administered by Teamsters Joint Council 42 President Randy Cammack. From left: Trustee Orlando Hendrix, Recording Secretary John DiFlauro, Secretary-treasurer Bob Lennox, President George Park, Trustees Felipe Contreras and Ben Denovel, Vice President Albert Bautista



SANTA MONICA: Teamster Public Employee Local 911 members two weeks ago were among hundreds from several Unions that showed up to rally to get the city of Santa Monica to start negotiating new contracts realistically with their city employees.

June 13 Save Date!

Teamsters Joint Council 42 will be hosting an organizing boot camp for all activist Teamsters on Saturday, June 13 in the greater Los Angeles area.

Details will be forthcoming soon on the Joint Council 42 website...www.teamstersjc42.com

All Teamsters Blood Day at Local 986

All Teamsters and retirees are invited to donate blood Saturday, March 28 at a City of Hope donor day at Teamsters Local 986's new headquarters in Covina.

The hours are 9 a.m. to 3 pm and telephoning in your reservation for a convenient reservation time is highly preferred. Call the Local Union at 626.350.9860.

Local 986 is located at 1430 West Holt Ave., Covina 91724, just off the 10 freeway.

Your VOTE MATTERS!

Quick Looks at Items of Interest

The Eye



4% of solar power generation and 5% of wind power generation jobs are **Union jobs**.....polls between 2012 and 2018 say 5% of Americans **vegetarian**, and 3% **vegan**---& last month 23% of Americans said they ate **less meat** last year than before.....in November, Customs seized 154 pounds of **Mexican bologna** smuggled into El Paso--thousands of pounds have been seized in 20 years there, officials say.....American **wine sales dropped** almost 1% last year, the first drop in 25 years.....new **physicians** survey shows 42% reported feeling some sense of **burnout**.....largest **monetary remedy ever** in National Labor Relations Board's 85-year history was **\$76 million** from CNN for 300 people. The network terminated the contracts of unionized camera operators and is paying the price.....Cali Sec'y of State says 2018 primary election saw more than **two-thirds of votes** from **mail-in** ballots.....**113,000** are on the **national transplant waiting list** says Health and Human Services but on average 20 a day on the list die waiting.....25% of **veterans** are **ethnic minorities**, rising to 33% in 2037 Veterans Affairs says.....U.S. Senate Majority Leader "Moscow" Mitch McConnell has **pigeonholed** at least **300 pieces of legislation** passed by the House of Representatives.....Census Bureau: average retirement age is around **63**. If you reach 65, men will live 18 more years, women 20.....Stanley Jenkins---he's the guy in 1929 who got a patent for making **corn dogs**.....the U.S. ranks **7th** in the world for its **infrastructure**.....there are roughly **7,111 languages** spoken in the world.....there are about 650 generals and admirals in our military, and **women** comprise **63** of them. In late 2000 there were just over **30**.....in 2019 Baltimore ranked as the country's **deadliest city** (murders).....by 2050, the weight of **ocean plastic** will rival that of fish.....**Mexico's** share of North America's auto workforce is now **41.3%**, United Auto Workers Union says.....since NAFTA passed in 1994, the Mexican auto workforce grew from 112,000 to **767,000**.....27% of Americans ages **65 to 74** are **working**, up from 17.7% in 1998.....more than 80 million of our households put up exterior **lighting displays** each **December**.....an American military cemetery in south Manila is the final resting place of **17,058 soldiers** killed in WW II fighting in the Philippines and South Pacific.....know what **CVS** drug store chain stands for? Consumer Value Store.....**credit card debt** last quarter of 2019 soared to a new record--\$930 billion.....Nevada DMV joins California in **removing parallel parking** from behind-the-wheel testing for a license.....



Retired Local 63 President and Business Agent **Ken Haarala** passed away November 14 after a long, valiant battle with cancer. He was 78. He began work as a Teamster in 1969 at United Parcel

Service, and moved from shop steward to the Local Union staff in 1990. He chaired the UPS Southwest Region Grievance Panel. Services were at Christ the King Lutheran Church in Redlands. Memorials may be extended to City of Hope in Duarte.



Andrew Alan (Andy) Perry died November 25 after a brief illness. The affable retiree, 71, retired as a business agent after a long career Local 986. He previously was an executive board member of the Local

Union. Services were held December 9 at Valley Funeral Home in Burbank.

Retired Local 572 business agent and political coordinator **Thomas M. (Tom) Beatty** passed away September 22. He was 65 and retired in 2018. Services were held October 12 at the Church of St. Mark in Venice, and October 19 at St. Teresa's Church in Buffalo, New York. Memorial contributions may be made to the American Civil Liberties Union.



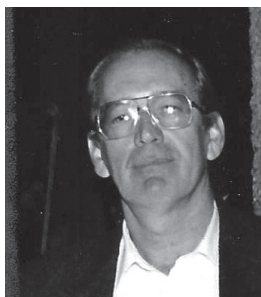
Douglas Paul (Doug) Erlitz, 76, died in November following a brief illness. The longtime Local 986 business agent retired in 1998. He was hired as a representative after a long stint working to organize his warehouse in Los Angeles. A

memorial will be held March 8 at La Mirada Golf Course in La Mirada.

Former Freight Drivers Local 208 business agent **George Minnehan** passed away January 6. Services were held at Miller Mies-White Chapel in Bellflower January 15.



Long retired Joint Council 42 office manager **Jerry Milholland** died in Texarkana, Texas. She was hired at the Council in 1975 and retired nearly 20 years later.



Retired Local 595 (now Local 630) representative **Walter Pettitt** passed away in October following a long Teamster retirement. He was a food division coordinator at his Local Union. He moved to Oregon shortly after he began his leisure life. His niece is Sandy Wohler, retired representative of Local 166. His late brother was Art Pettitt who headed the Southern California Teamster Retiree Association for several years, following his Teamster Safeway driving retirement.

Southern California Teamster

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AOC: Fed \$\$ to Pro-Worker Firms and Unionists

By Mark Gruenberg
PAI Staff Writer

WASHINGTON (PAI)—Every year, the federal government hands out billions of dollars – \$500 billion last year – to corporate contractors and, through them, subcontractors. Rep. Alexandria Ocasio-Cortez wants to ensure those dollars go to union members, union shops or firms that will let workers unionize.

If they don't, the first-time Democratic Socialist U.S. representative from New York City says legislatively, they'll lose out.

That's the point of HR5073, the A Just Society: Uplift Our Workers Act, which Ocasio-Cortez dropped in the hopper. It says, in no uncertain terms, that firms getting federal funds must be pro-worker, obeying all labor laws and not putting roadblocks in front of unionization, either, or else.

The federal contractors and subcontractors won't like the pro-worker provisions, which include everything from card-check recognition after union organizing drives to guaranteeing the right to strike to employer-subsidized high-quality health care to a \$15 minimum wage, or prevailing wages, whichever is higher, immediately.

Ocasio-Cortez introduced the bill as the first step in demanding future action to protect and promote the nation's workers and their rights.

But one presidential hopeful, Sen. Amy Klobuchar, DFL-Minn., already backs it, in principle.

"I'd make sure we have the right to collective bargaining and put these provisions in all government contracts," Klobuchar told the Teamsters presidential forum in Cedar Rapids, Iowa, on Dec. 7, and a livestream audience. "I'd have the prevailing wage, and make sure they (contracts) were fair and would go to union workers, too." She did not mention Ocasio-Cortez or the bill by name, however.

HR5073 would affect corporations and other enterprises large and small, from a "Christian-only" South Carolina day care center to Walmart. She views contracts as leverage to force firms to recognize and follow workers' rights.

Ocasio-Cortez's legislation goes

beyond federal contracting recommendations which then-President Barack Obama (D) issued late in his eight-year tenure. He told federal contracting officers – who decide which firms qualify for federal work and which win specific bids – to strongly consider several factors in those decisions.

One was the firm's record on obeying, or breaking, worker rights laws, including labor laws, wage and hour laws and job safety and health laws. Others were if the firm obeyed civil rights laws, paid its taxes and obeyed environmental laws.

Obama also made clear he wanted errant firms to atone: They would get a chance to shape up and correct prior wrongdoing before being barred from bidding for federal business.

Ocasio-Cortez not only requires firms to follow labor laws, but her legislation doesn't give them an out.

HR5073 orders the Office of Management and Budget and the Labor Department to set up a scoring system for federal contractors. It says a contractor's or subcontractor's score "shall be considered approximately equal in importance, or significantly more important than cost or price," when firms bid for federal work or to provide goods and services to the U.S.

That score, the measure adds, depends on whether the contractor or subcontractor follows a host of requirements, or doesn't. It doesn't say how many "points" a firm would need to pass, or how few mean it would flunk.

The mandates include requiring firms "to be in compliance with any federal laws or executive orders" on workers' rights, and to guarantee that "a maximum amount of work shall be performed by full-time workers working 40 hours a week."

That provision would hit one notorious labor law-breaker, Walmart, right in the pocketbook. It provides millions of dollars' worth of goods to the military alone.

HR5073 also says workers must get paid overtime they earn as well

continued next page

Fed \$\$ to Pro-Worker

continued

as a minimum wage of \$15 an hour or the prevailing wage – for construction contracts – whichever is higher. And they must get 56 hours of paid family and medical leave yearly, with the ability to adjust their hours once they come back to work, so they can take care of themselves or loved ones.

And the firms must not only grant union recognition to workers upon a card-check majority or an unionization election win, but must commit to good faith bargaining with unions when the workers choose unionization.

Subcontractors can't get away with avoiding the law, either. Not only does it apply to them, but the prime contractors who hire those

subcontractors would be held responsible for the subs' law-breaking, too.

And the contractor or subcontractor must show the feds it has "a policy to employ individuals who are represented by a labor organization that has entered into a collective bargaining agreement on the behalf of such individuals."

In plain words, a union shop.

Pro Act Biggest Worker Victory in a While

By Mark Gruenberg
PAI Staff Writer

WASHINGTON (PAI)—Turning aside a multitude of Republican "poison pill" schemes, Democratic-run U.S. House passed the Protect The Right To Organize (Pro) Act, the nation's most-comprehensive pro-worker labor law reform in decades, 224-194. Five Republicans and 219 Democrats voted for it. The rest of the GOP and seven Democrats opposed it.

And as strenuous worker lobbying, by e-mail and toll-free phone preceded the Feb. 6 late-evening win, the head of the labor-environmentalist BlueGreen Alliance believes the "green jobs" his group pushes for will increase, pay well and likely be Union jobs, thanks to the legislation, too.

But alliance Executive Director Jason Walsh also concedes, from past service in Democratic President Barack Obama's White House, that the Pro Act won't move in the GOP-run Senate. "We're laying groundwork for the future" for both Unions and greens, he says.

Pro-worker lawmakers and Union legislative representatives crafted the Pro Act (HR2474). The legislation would largely undo 72 years of GOP anti-worker laws, court rulings and National Labor Relations Board decisions that have hamstrung organizing and made it almost impossible for workers to join together and fight for themselves.

Among its reforms, the Pro Act would repeal the section of the GOP-passed

1947 Taft-Hartley Act that permits states to enact so-called "right to work" laws, which let workers use Union benefits and protections without joining or paying one red cent for them.

It also would outlaw "captive audience" meetings where bosses can force workers to listen to anti-Union diatribes, often from "consultants," aka union-busters.

And the Pro Act would impose stiff fines on labor law-breakers and mandate illegally fired workers immediately get their jobs back. Current labor law, as emasculated by the GOP, has minimal fines and workers have to wait years to get their jobs back, if at all. And almost all employers only have to post we-broke-the-law-and-won't-do-it-again notices.

HR2474 would also order bosses to bargain with newly chosen Unions within a set time of election wins, and the election period would be shorter. If bargaining failed, there would be mandatory arbitration for that first contract.

The measure also says a corporate employer – think McDonald's headquarters – and its local franchise holders are jointly responsible for obeying or breaking labor law. And it would narrow, if not completely eliminate, bosses' "independent contractor" misclassification of workers. Misclassification eliminates any labor law protection, plus employers' Social Security, Medicare, jobless benefits and workers comp payments.

To show GOP hate of workers and Unions, their amendments would have, among other changes, eliminated dues

checkoffs after Union contracts expire, even if the two sides were still in bargaining. In right-to-work states, workers could opt out of checkoffs at any time. Those two measures would have hurt Unions – and their ability to defend workers – in the pocketbook.

Some other GOP amendments would have kept the misclassification of independent contractors intact, let the "joint employers" get away from bouncing workers' rights and complaints from the corporate headquarters to the local outlet and back, ban labor law from covering any "religious organizations" – such as hospitals and schools – and write into legal stone past court rulings letting bosses "permanently replace" strikers. All the Republican amendments lost on roll-call votes.

By contrast, the GOP also wanted to legalize employers' notices of how to decertify Unions. Rep. Robert Roe, R-Tenn., wanted to outlaw voluntary employer "card check" recognition of Unions in all cases. An NLRB decision in 1962 legalized card check.

And notoriously anti-worker Rep. Virginia Foxx, R-N.C. – who once told reporters Unions are unnecessary and should be banned – wanted to let people use the "n" word or the "c" word or other slurs against you and get away with it. Her amendment lost, too.

"The House agreed to restore fairness to the economy at a time when income inequality has stifled the ability of far too many hardworking Americans to earn a decent wage that allows them to support their families," said Teamsters President Jim Hoffa.

Local 631

Vegas Teamsters.
Chauffeurs & Helpers

By Tommy Blitsch
Secretary-Treasurer



Tommy Blitsch: download the 631 App and get a chance weekly to win two movie tickets. Each week those registered on our app will

receive a push notification-reply and you could be the winner of the movie tickets. Teamster Wet n Wild day will be Saturday, June 6. You'll need to have our app downloaded to make sure you can register for this event in the coming months. If you've recently moved or plan on moving, please notify the Local Union of your new address.

UPS: Attendance is an ongoing issue. Be at work and at your work station 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, and this could affect your eligibility for retiree insurance. We made it through another successful peak season. We thank all of you for your hard work and dedication throughout this busy time of the year, the workers make the holidays joyful for so many families. There should be many promotions into feeder and package driving jobs this year. Part-timers: if you are interested in a driving job make sure you have turned in your full-time intent form to HR and make a copy for yourself. 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.

Government Contracts: we are off to a great start for 2020, let's keep it going. We have contract openers for MST Construction and MST Fire & Rescue, so please pass on any contract language concerns to your shop stewards in the coming months. We will start putting proposal together in the next couple months. It's everyone's job to enforce their contract, we ask each of you to watch your work.

Republic Services: always a good idea to check your driver's license online with DMV. If you drive a company vehicle at any time while your license is suspended or revoked, the company will terminate you. Examples: if you don't pay your car insurance or don't take care of tickets. If you get a traffic citation in your personal vehicle or the company's, make sure you let the company know about it. Please check with your HR manager if you don't know where you are with your attendance occurrences. The attendance sheets posted are not always up-to-date. The number to BeneSys Administrators is 702-415-2185. Take a few minutes and read your contract. If you have any questions on what you have read don't hesitate to call us.

CertainTeed: congratulations to the members that have been sworn in and to those who have been awarded their years of service pins. First Transit ACC: keep your eyes on the bulletin boards for updates and meetings. MV Paratransit: transition is complete, the growing pains are obvious, and the

issues are being addressed, keep your eyes on the bulletin boards for updates and meetings. Movie Industry: currently slow in activity.

Heavy-Haul: Werdco and Delong are busy transporting equipment around the valley for local contractors. Hours are up for both companies. Construction: there are still several big projects ongoing in the Vegas Valley which includes the new Raider Stadium, the Raider practice facility, and the new Convention Center expansion. As workers head into the last cold months of winter, remember to stay warm by dressing in layers. We are in the last year of our CBA and are gearing up for negotiations in May and June and are already working on proposals.

Ready-Mix: SilverStar Ready Mix and Nevada Ready Mix have been busy pouring concrete in the early morning hours on Vegas Valley projects. Please remember to stay warm during the last part of the winter season.

Convention: Wow! 2020 is proving to be a busy and controversial year and isn't showing any signs of slowing, with many rotational shows on the calendar! Members continue to perform diligently to ensure the success of the many events that come to our fair city. Our Secretary-Treasurer, Tommy Blitsch, jumped right in as the leading force opposing proposed regulation by the Clark County Department of Building and Fire Prevention. As the proposed regulations could have crippling effects on the trade show industry, Tommy had unilateral support from a full spectrum of industry leaders as well as the united membership of Local 631. Tommy acted swiftly and sternly to set this movement on its heels by using his influence with the county commissioners. Members continue to feel the benefits of a new dispatch program as we take advantage of modern technology. As a reminder to all – take care of your health and get proper rest amid the chaos.

Rinker Hydro: stewards Antonio Sosa & Aaron Leyva have been working hard on keeping the company in check. Any issues make sure you talk to them first. Contrary to popular belief our CBA expires November 15, 2021, not this year like many believe. Be safe and get your rest as we are once again busy

Cemex Block: we have a new plant manager; make sure you're at work on time. He's writing guys up for simple stuff. Don't give him that chance. Keep notes of all hours worked and what's going on to better prepare us for the grievance procedure. There is a lot of work since Old Castle closed the doors. Be alert be safe.

"Come and get me tech bro's. I'm here every single day to take on the plight of workers against big tech."

--Lorena Gonzalez, CA Assemblywoman, 80th district

RETIREEE ROUND-UP

SAN BERNARDINO: Happy New Year, we welcome all retirees to our meetings, come one come all, we would like to meet you. We meet for breakfast around 8 am, before our meeting at Farmer Boys, 18694 Valley Blvd., Bloomington, corner of Cedar Ave. and Valley Blvd. Then at 9:30 am it's across the street to Teamsters Local 166 for our meeting. We meet the 4th Saturday of the month at 10 am. We re-elected in January our e-board for another 2 years: Dean Horne-President, Ray Jimenez-Vice President, Alice Jimenez-Treasurer, Terry Sanchez-Recording Secretary, Trustees Jesse Sanchez, Henry Nettles & Karen Connor. For more information call Dean (951)566-5049

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

LONG BEACH: We meet the first Saturday each month at Local 848, 3888 Cherry Ave., Long Beach, at 9:30 am. We plan special events, luncheons, speakers and exciting field trips. Our speaker in March is Miguel Lopez. After that a Teamster pension rep. Join us and keep our membership growing. Sharing is caring. 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.

SAN DIEGO: We meet on the third Thursday of every month, at Teamsters Local 542, 4666 Mission Gorge Pl, San Diego, CA 92120. Meetings begin at 10 am, preceded by coffee and donuts at 9. Upcoming meetings: March 19, April 16,

May 21, June 18. 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. You might see an old friend. John Norman, president of the Teamsters Retiree Club of San Diego, can be reached at: jdnrock542@gmail.com or 619-562-5796.

EL MONTE: Hope you all enjoyed the holidays with family and friends, looking forward to the events that the new year will bring. We closed out 2019 by taking food boxes to South El Monte Fire Station for the needy. Our Christmas luncheon was well attended and we had a great time. Election of officers was held at January meeting with Phil Zamora administering the oath of office. Be sure and mark your calendar for the Primary Election March 3. We meet at VFW Post 8070, 250 E. 1st St., Azusa, at 10:30 am on the third Thursday of the month. Coffee, donuts and fellowship at every meeting. We have guest speakers from time to time, with important information for us retirees. For more information call Charles (714)742-5775. Hope to see you soon.

MONTEBELLO: We started our new year re-electing our e-board for 2 years at our January meeting. We meet on the 4th Thursday of the month, 1 pm at VFW Post 7734, 9128 Bermudez St., Pico Rivera. March 26 our speaker will be Susan Meyer, organizer from California Alliance for Retired Americans. April 23 is our pot luck luncheon, expect a call from our new volunteer Betty Alvarado asking what you can bring. Mark your calendar on May 16, that is the date for our Harrah's Casino turnout, cost \$15, please pay by April 23. We have retiree t-shirts, buttons,

decal, stickers and coasters. Call Phil Zamora cell (562)505-1387, for more information.

HI-DESERT: We meet on the last Tuesday of the month at the Golden Corral in Hesperia 92345 (off I-15 @ Main St.). Doors open at 8 am for breakfast with the meeting at 9. We have guest speakers and normally the representative from Kaiser Permanente is available. Members of the Retirees who bring a new attendee will receive a free breakfast; the new attendee will receive a membership card and a beanie. This March, the Hi-Desert Retirees will be observing their 16th anniversary (the correct date was actually in October 2001). Originally, we met at Don's Restaurant on 7th St. in Victorville. All Teamsters are invited. See old friends and make new ones. We do Opportunity Drawings and raffle some gifts. We also have a scholarship fund for members and families. Please consider participating. Remember, "You retire from your company, Not your Union"; so join a Retiree chapter.

ORANGE COUNTY: The Orange retiree meetings are the second Wednesday 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 am. We have coffee and donuts always, guest speakers sometimes, information always, and bingo always after the meetings. We go out to dinner twice a year on our Lunch at Home Town Buffet. We voted for officers at our last meeting. President - Karen Connor, V. President - Carmen Arce, Treasurer - Tom Olson, Recording Secretary - Carman Olson. Trustees - Phil Garcia, Ralph Williamson and Rosie Williamson. Phil Zamora was there to swear us in.



By Jaime Vasquez
Secretary-Treasurer



Secretary-Treasurer Jaime Vasquez – Happy New Year to all of our Teamsters Local 542 members. 2019

was a very busy year for Teamsters Local 542. We've been in negotiations for different newly organized units as well as finished negotiations with current employers. We supported our new members of Teamsters Local 542 out of Republic Services Otay Landfill with a strike that started on December 26, 2019 and lasted for 45 days. These courageous workers took on one of the biggest

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Southern California Teamster

companies in the nation in the waste industry demanding dignity, respect and a fair contract. We are now proud to say that they are more than welcome to the Teamsters Local 542 family. We have several scholarship applications now available at the Local Union offices intended for our members' children and in some cases their grandchildren. Please call our office at 619-582-0542 or our El Centro branch office at 760-352-6571 to request an application form or you may download the applications by going to our website at www.teamsters542.org. Don't wait, deadlines to turn in the application forms start as soon as March 2. We're happy to announce that we have available for our members the Teamsters 542 phone app. If you have an I-Phone or an Android go to your phone's app store and download the Teamster 542 app to receive the latest news and alerts.

Business Representative Mike West: Costco - ****Important** We will be sending ballots out for the company proposed attendance changes. As always, you will receive the changes in your voting packets and I will be available to answer any questions regarding the new language and how that would differ from the current policy. Please make sure to update your ESS system regularly (including your phone number), and if you have moved within the past 6 months, please double check your address in our system by calling the office @ (619) 582-0542. Combo language should be heard by the arbitrator by the time this article is read by you. Although we may have a decision, we may still need to negotiate additional language that works with the current language and how it applies to scheduling, pay rates, and early start times. Stay tuned. Canteen - the company will be paying close attention to your vehicle electronics over the next few months in an effort to crack down on safety. I have studied the reports from the system and most of the alerts are due to seatbelts and speeding. I know and understand that most drivers are commission based, but safety should always come first as professionals. I will be starting negotiations for your upcoming contract around September. Please take this time to start thinking what you would like changed and writing it down. I will schedule your proposal meeting in August and expect a better turnout than last contract.

Business Representative Alvin Mitchell: Univar - we have a 40 year member and Shop Steward Ralph Whitacre that has retired, happy trails brother. It has become now a tradition for Teamsters Local 542 participate with the San Diego Teamsters truck in the Martin Luther King Jr. parade. I want to thank all of our Teamster brothers and sisters who participated or attended the event.

Business Representative Dwayne Garrett: negotiations have begun with Del Mar Thoroughbred Club. We have met one time since the contract extension agreement was signed. We are looking to convene again later this month. We will be getting together soon with our members from Central Meat & Provisions to go over proposals for their contract. We are currently working on a contract extension agreement as well. At UPS feeder we are pleased to congratulate UPS feeder driver Robert Young who recently retired after 38 years of service.

Business Representative Ruth Duarte: County of Imperial - the new schedule for our 2020 craft meeting was sent out by email to our members. The meetings will take place at the Teamsters Union Hall, 2298 Merrill Center Rd., El Centro. They are held the third Wednesday of each month

at 5:30 pm. Snacks will be provided. Palo Verde Unified School District: Head Start teachers, we have received confirmation from the superintendent that negotiations will start on March 19,, 2020. I will keep you updated as we go. Support Group II: please look over your Union contract to get ready for proposal meetings. Business Representative Flavio Grijalva and I were out there February 18.

Business Representative Michael Morales: First Transit drivers: copies of the new contract have been passed out. Please get to know your contract. Republic Services: negotiations are ongoing, our next schedule negotiation dates are February 20 & 21. We have entered into economics and the company is to provide a response to our economic package. Prepare yourself for a long hard fight. Bimbo Bakery: Teamster Locals met with the employer on February 7 in Fullerton. The company is getting ready to roll-out phase two of the route reorganization. There will be another bid of all routes. Callexico will have a new route. Stores will be taken from existing routes to supplement the new route.



Hawaii Local 996

By Wayne K.S. Kaululaau
President



Kulia I Ka Nu'u: as we begin the year 2020 in Hawaii, the Union continues "to strive for excellence" (Kulia I

Ka Nu'u) in representing members and elevating the Teamsters in the Hawaii labor community.

Teamsters Local 996 is proud to have rejoined the Hawaii Building and Construction Trades Council. When the Teamsters rejoined the HBCTC it afforded the Union a position at the table and strengthens the status of our members to capitalize on work opportunities. In the past, the Union lacked credibility at the counter, placing our members at a disadvantage.

Recently, the HBCTC joined the Hawaii Lodging and Tourism Association, an organization representing 700 lodging properties statewide. The benefit to the Teamsters is rather significant.

In 2019 the organizing group at Local 996 organized Bad Boys Hawaii, a graphic design and garment printing company. Both private and public sector Unions, lawmakers, banks, hospitals, and government entities have been encouraged to reach out and work with the company when purchasing shirts, hats, pop tents, folders, etc.

In standing with our brothers and sisters at UPS, the Local Union will no longer accept parcel deliveries from FedEx. Union leaders throughout Hawaii have committed to joining the efforts in supporting UPS by no longer accepting

deliveries from FedEx.

Recently at the construction site of a new Kaiser Permanente Hawaii facility, one of two non-Union cement companies had been observed pouring loads. The Union reached out to Kaiser Permanente officials, who immediately informed the sub-contractor to cease dealing with the non-Union company.

A merger occurred between Serta and Simmons, both separate facilities, completed in late fall. The Serta (Teamsters) and Simmons (ILWU) members after consolidating into one facility, voted unanimously to merge with the Teamsters.

The Honolulu Rail Transit project intended to provide an alternative way to travel from the west side of the island of Oahu to the Ala Moana shopping center started the construction phase of the 20 miles above grade rail line in 2011, now scheduled for completion in 2020. Teamsters pour concrete at the base for the columns and pour the concrete to form the guideways. Teamsters haul dirt and gravel to and from the work sites.

The organizing group at Local 996 has made numerous attempts to contact workers at the rail maintenance facility, which is operated by Hitachi Rail who continues to hinder access to the facilities. Thanks to our resurgence in the political arena, the Union can reach out and connect with government officials and policymakers who schedule meetings at the facilities allowing the organizing group access to the facilities. The story continues.

A partnership with the American Diabetes Association Tour De Cure brings to center stage the Union's commitment to our members' health. A large percentage of Teamster CDL drivers suffer from hypertension and high cholesterol, which leads to diabetes and other diseases. Often members fail to understand the risks these symptoms place on the body until too late. Collaboration, education, and choice provide members with opportunities to monitor the overall health and address underlying conditions with medical professionals before the risk takes a toll on the body.

Kaiser Permanente was the provider of choice in administering the annual flu shots to members this year. The program was such a success that next year we should again team with Kaiser Permanente Hawaii.

On the legislative front, the Government Affairs Liaison continues with excellent job monitoring and advocating support for the legislation and working hard to convince policymakers of law that is detrimental to working people. Good relationships are an essential part of the success of Unions. Teamster members at Liberty Dialysis, Hawaii Coffee, OTS, MEO, studio drivers, location and casting directors, and animal wranglers benefit from the ongoing efforts of the government affairs liaison.

And finally, the OTS/Teamsters Friends and Family Fishing Tournament shall be held during the second quarter of 2020. The tournament was started by the late brother Jerry Teves and now coordinated by brother Kalani Lum. The competition is open to Teamster members on Oahu with the weighing of fish caught in the ocean, rather than store purchased, on the final day of competition at POP Fishing and Marine Pier 38. This year, like years previous, there will be entertainment, gifts, prizes, and, most importantly, ohana, family, and friends celebrating a good time in memory of Jerry Teves.

Mahalo to the executive board, business representatives, and staff for working tirelessly in support of members and ensuring the Union continues

to move forward and "strive for excellence." Mahalo to the members for the continued support; overall, the comments that we receive indicate most members are happy of the direction we as a Union are headed. A few members remain unsatisfied and we shall continue working hard to win them over.

In solidarity!



By Larry Griffith
Secretary-Treasurer



This past summer Local 14 signed an agreement that ended the twenty-year representational battle for the Clark County

School District (CCSD) support staff. The CCSD is the 5th largest school district in the nation and Local 14 will now have the opportunity to represent a unit of 4,500 support staff employees. Our members will be mostly in the blue-collar job classifications including bus drivers, custodians and skilled trades. The agreement provides that Local 14 will initially work with the current employee association until such time as the Local has fifty percent membership and at that time we will be granted exclusive recognition of our unit. The Local, under the direction of our new Organizing Director Jason Gateley and with the support of International organizers, has launched an extensive organizing campaign to sign up these new members.

After initially running into some unexpected obstacles with the District, the campaign is up and running and we are well on our way to getting a majority of the support staff employees as our Teamsters brothers and sisters. We have already begun representing these new members in disciplinary matters and look forward to the day that we can sit down and negotiate a new and improved collective bargaining agreement and improve the support staff's living and working conditions. We welcome these new members to Teamsters!

The Local would also like to welcome several new employees and wish one a happy retirement. Christi Springer, a long-time employee of the school district and an ardent supporter during the representation campaign has been brought on staff at the support staff office. Vince Delgado, a 31-year Teamster with Nevada Beverage, Barry McGiffin, a 16-year Teamster with the Water District and Danny Santiago, a 7-year Teamster with Johnson Brothers, have been brought in to be business agents/organizers with the Local for the support staff.

Business agent Mike Dennie retired at the end of last year. Mike had been with the Local for 8 years and had been with the Teamsters as a linen driver for over 20 years. Good luck and enjoy your retirement!

The Local has recently completed CBA negotiations for our members at Americold, Reyes - Golden State Foods, the city of Caliente and Mondelez. Americold and Reyes ratified a new 5-year agreement, Mondelez agreed to a 4-year CBA and a new 1-year agreement was ratified with Caliente. The Local appreciates the input and time spent by the committees to get to these agreements. The Local is currently in negotiations with the city of North

Las Vegas, the city of Henderson and Cintas for a new CBA. We will continue to work with the committees to get the best possible wages, benefits and working conditions for our members at these locations. We will soon be holding proposal meetings for our members at Albertsons Liquor and the Las Vegas Valley Water District for their upcoming negotiations. If you are a member of either of these groups please check your bulletin board and plan to utilize your membership to attend the meeting and give your input.

After the success of our shop steward seminar last year the Local will be hosting another shop steward seminar this spring. If you are a shop steward please keep an eye out for our mail-out announcing the date. If you aren't a shop steward, and you have an interest in becoming a shop steward, please contact your business agent.

Don't forget to mark your calendars for the general membership meeting on the third Thursday of every month. Dinner is served at 6:00 p.m. and the meeting begins at 6:30. Stay up to date with the activities and business dealings of the Local while being able to socialize with your fellow Teamster brothers and sisters!



By Steve Dayan
Secretary-Treasurer



Secretary-Treasurer Steve Dayan: with the New Year, we have a new Executive Board member. I'd like to welcome Phillip Quansah to his

new position as trustee of Local 399. Philip has demonstrated his passion for our members in everything he does. I welcome Philip's input and look forward to working with him during this term. I'd also like to thank everyone who voted and participated in the 399 elections. I will continue to work hard for the gains for all of our members over this term.

2019 was an extremely busy year for this Local! We began the year by welcoming our General President to our January general membership meeting. We welcomed Calvin McDowell, Jane Vasquez and Cecilia Sanabria to our staff. We hosted many events last year including our annual Ralph Clare golf tournament, the 5th Annual 399 Car & Motorcycle Show and our 399 Retiree Event at the Castaways. With membership approval, we increased the Leo T. Reed Scholarship from \$2,500 to \$5,000 for 10 deserving children from our membership.

We were also busy on the organizing front. After a lengthy battle, we successfully organized the DOT administrators at Universal and Warner Brothers. We will continue to negotiate with other companies on behalf of the DOT administrator classification as we hope to include them into the "Black Book" in our next round of negotiations with the AMPTP.

We also concluded negotiations with Zio/Studio Services, as well as the deserving administrative staff at CSATF. I'm happy to report that at the start of 2020, we've successfully concluded 3 1/2 years of negotiations on behalf of the catering support staff. Cook helpers and those who drive are now covered under a side letter to the "Black Book." We look forward to fighting

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alongside this group to continue to improve their wages, benefits and working conditions. I'm proud of our record on organizing, but I'm most proud of the individuals who stood up and demanded more for themselves and their co-workers.

We continue to expand our education classes for our membership. In addition to some optional CSATF training classes, Local 399 also is developing a curriculum for new members, drivers and location managers. We are open to add additional classes for any of our classifications.

Stay tuned on our communication channels for constant updates from myself, the Union Hall and your business agents. I wish you all a healthy and prosperous 2020!

President/Business Agent Kenny Farnell: grievances have been settled at NBC/Universal for hiring non-rostered wranglers and at ABC/Disney for laying off out of grouping. Thank you to our members who called these violations in, and our shop stewards who are the first line of defense on the lots. Head to www.ht399.org for more information about scholarships, events, announcements and more.

Vice President/Business Agent Ed Duffy: location managers, keys and assistants, please remember to let the Callboard (Callboard@HT399.Org) know when you are working and the name of the project. Assistant location managers cannot work in the classification of key assistant until they've completed and turned in 150 rostered Union days to Contract Services and have been placed on that roster at the Callboard. Congratulations to our 399 casting directors and casting associates that were nominated or won an Artios Award at this year's event!

Recording Secretary/Business Agent Lindsay Dougherty: since my last report, I've signed over 100 film, television, and new media agreements. Thank you to those members that attended our first Coordinator Class as well as the New Member Orientation. We will have more upcoming classes throughout the year.

Business Agent Ernie Barraza: after over 30 years of trying to organize the catering assistants, we are proud to welcome them into the Teamsters Union. This has been a long, rough battle to capture this group and we look forward to representing them to the best of our ability. I would also like to congratulate Frank Duarte on becoming the chief steward at Universal Studios. Frank has proven to be a great and passionate steward and has graciously taken the position to oversee and assist the rest of our stewards at Universal. We look forward to a great 2020 continuing the practice of building Teamster Power!

Business Agent Joshua Staheli: I would like to congratulate our newest members working at Zio Studio Services and give special thanks to Bubba, the recently elected shop steward. Additionally, I want to remind our members to check their hours as they are being reported into the Motion Picture Plans. It is very important that you keep your paystubs as changes in payroll over the last year and a half have caused quite a few problems. If they haven't been credited, please contact MPI or a business agent. As a reminder, the driving of forklifts, gators and reach forklifts is the work of drivers. This is Teamster work and we should not be letting others do it. Paragraph 75 of the "Black Book", Definition, Duties and Divisions of Work clearly states that this is the work of drivers. If we as a Local don't fight for these jobs, we will lose them. If you see anyone but a driver operating one of these pieces, please take a

picture and alert the Local either with an email or anonymously through the App.

Business Agent Chris Sell: proposals were submitted for 2020/2021 skills training to help our members further their careers. Training that was approved included: forklift, rough terrain forklift, bobcat, introduction to operating water trucks, tractor/trailer refresher training and a course to receive your passenger endorsement. I have recently settled grievances at Fox and CBS. Make sure you are aware of the dangers using CBD oil as a CDL holder, any questions call the Hall: 818-985-7374.

Business Agent Calvin McDowell: I organized over 100 commercials last year, continuing to bring in hundreds of hours of benefits to our members. I have also filed grievances against multiple AICP companies for violations against our commercial contract.



**By Bob Lennox
Secretary-Treasurer**



I'm pleased to announce that Local 495 is now live on Facebook. Check out the latest news, photos and updates and share with friends and family. I have also overseen an update of our Local website, at www.teamsters495.org. There you will find news, member photos and much more. If you have an interesting story with photos you would like to share, please contact your business agent and send them the information. 2020 is once again going to be a major year for contract negotiations in a variety of industries. When we call meetings for proposals, updates and ratification votes, please be sure to attend. Help us keep the U in Union!

George Park: Local 495 is preparing for the upcoming "Food" negotiations with the other Locals out of the Joint Council. Shop stewards from each of the involved Locals will be participating in the negotiations. Watch your Union bulletin boards for updates and called meeting times and locations.

Jim Lennox: 2020 is starting off with a bang. VWoA: we have negotiated and ratified an excellent new 3 year contract with Volkswagen of America's western states PDC. Thanks go out to our stellar bargaining committee of John Nevarez, Alvaro Delgado and Jim Blankenship. Hertz Local Edition: surveys have now been sent out to all of our HLE members. Please be certain to fill out this important information request and return it to the Local ASAP so we can add them into the proposals collected from throughout the western states. Enterprise Holdings: lastly, we have started bargaining a successor agreement for the LAX, Burbank, O/C, Anaheim and Long Beach contract. Please keep an eye on your bulletin boards for updates.

Kevin Barrus: we are starting contract negotiations with Enterprise Holding and are preparing for negotiations with HLE. Hertz LAX: returned 3 shuttle drivers and 3 VSAs from termination. Avis LAX returned a bus driver from suspension. Enterprise LAX returned 2 employees from suspension.

Johnny Espinoza: I'm happy to announce that we were able to bring back two employees at WWS that were wrongfully terminated through the

grievance process. Welcome back Adrian Serrano and Jeremy Flores. We are in the process of preparing for our upcoming negotiations with WWS. At Long Beach Hertz VSA Dave Aguayo was paid out two years worth of premiums after bringing his concerns forward. Whittier Firestone employee Ruben Rivera will be paid out on insurance claim after filing a grievance. At Disneyland California Adventure and RT&P four terminated employees were brought back to work through the grievance process. I would like to thank our steward team for all their hard work in resolving issues for our members.

Damascus Castellanos: Waste Management: thanks to our negotiation committee-Chief Shop Steward Adrian Cervantes, Albert Saiz, Jose Salas and Aurelio Altamirano for all their help in getting a successful agreement for their co-workers. Local 495 and the company is currently proofing the draft that will become the contract books we will be handing out to our members. Race-track: our member from Los Alamitos Racetrack was charged with misconduct by the CHRB. Local 495 participated in our member's hearing, argued on our member's behalf and was successful in getting the case dismissed. Our member suffered no loss of wages or license. Thank you to all the witnesses that came out to support our member. Ralphs & UNFI: all participating Locals have begun to gather proposals for upcoming negotiations with your companies. Please pay close attention to your bulletin boards and JC 42 paper for information. When meetings are posted please make every effort to attend.

Art Carrillo: congratulations to our members at American Woodmark on ratifying a new 5 year agreement. We would also like to thank our negotiating committee Abel Bucio (shop steward) and Rafael Zuniga for all their hard work in putting this agreement together. Javier Solis from Enterprise Holdings, Inc./Orange County filed a grievance because he was not called into work overtime by seniority. Happy to report that Mr. Solis was paid 8 hours of overtime pay. Opening letter has been mailed to Commercial Tire and we are in the process of contacting and scheduling meetings with the company to begin negotiations which expires on March 31, 2020.

Carla Castro: happy New Year-I hope you had a great holiday season. During the holidays my dedicated shop stewards and I were busy adding some extra magic for some of our members. A huge congrats goes out to Iggy Roa, who in the final hour before arbitration was offered a settlement and is back to work. I'd also like to welcome back Shelly Shay, Abcde White, Millie Rivera, Jose Asmara, and Collin Williams. We have also had a good number of reductions or expungements of disciplines. Some of these successes went to Kevin Lutz, Shannon VanLeewen, Rosario de la Cruz, Todd Miller, and Summer Soline. Lastly, we are up and running with orientations. We are looking forward to a successful year bringing more unity and knowledge to our Disney members.

Mark Manning: the New Year has begun with a lot of activity geared towards upcoming negotiations. Many contracts are open this year and efforts are well underway to negotiate a new agreement for Amerit Fleet members. The members at Amerit have been through a lot over the years and many members have stayed loyal even through very difficult economic times. Your Union held proposal meetings on December 15 and we have developed our proposals. Our brother Local in Las Vegas, Local 14, also held

meetings with their members and our proposals will be combined as we will be engaging in joint negotiations with them. We will begin negotiations on March 11 - 12 and set additional dates at that time. Negotiations began at Enterprise Holdings February 11 for the four airports in the region. The Ontario Airport has a stand-alone Enterprise agreement which is also open for negotiations this year.



**By Eric Jimenez
Secretary-Treasurer**



Brothers and Sisters of Local 952:

Thank you for the honor of serving as your secretary-treasurer. I, your administra-

tion, and the staff all look forward to serving the membership. Our intention is to build solidarity whether you voted for my administration or not. I ask that all members get involved because without you there is no power. And don't hesitate to reach out and let us know how we can help you. The hall doors are open and the phones are always on.

The Orange County MOA was ratified in December 2019 covering over 400 Teamsters in the maintenance unit. The new four-year MOU includes wage increases, monetary improvements to the retirement plan, and additional classification and compensation studies. I want to thank Business Agents Jeff Sweet and Norma Lopez for their leadership in these negotiations.

Pepsi was also ratified in December. BA Jeff Sweet co-chaired the negotiating team with Local 896 Secretary-Treasurer Phil Cooper. The four-year agreement brings strong wage increases and significant improvements to sick leave, and was overwhelmingly ratified throughout L.A. and Orange counties.

In January, a new five-year agreement was ratified with Farmer Bros. for our warehouse, drivers and inventory clerks at the Santa Ana facility. This agreement was negotiated with 20 Local Unions and was overwhelmingly supported by the members.

Negotiations began in January for Reyes Coca-Cola. We are among three Locals (952, 848 and 986) who are bargaining two contracts (and a stand-alone Local 896 agreement) with the company that covers roughly 1250 drivers, warehouse and production members in several different locations.

We are engaging with UPS to get some information as soon as possible regarding their Change of Operation. In June, certain Local 952 routes will be moved to the La Mirada location (Local 396). This could have a significant impact for our members on those routes. For those drivers who may be affected, there will be an opportunity for you to attend feeder orientation with Local 396 that is tentatively scheduled for May. We will keep members updated as we learn more.

I would like to remind all UPS members to keep track of your hours worked, and I must stress the need to file any grievances in a timely manner. Please work with your shop steward and business agent as soon as possible following a contract violation.

Since coming into office in January, I'm happy to report that we have had several meetings with Albertsons Labor Relations and have come to an agree-

ment to change a number of policies, including how grievances are filed. The company has agreed to have grievances filed at the distribution centers which will help us streamline the process. Another long-term issue we are addressing is trying to stop the third-party work out of the distribution centers and to regain those positions. Stay tuned.

The Albertsons/Vons/Pavilions agreement expires in September. Opening letters have been sent out and we are in the process of putting our negotiating team together. This year, several of our shop stewards will be able to attend the negotiations.

The Local filed for recognition of 125 employees at Albertsons Riverside in early February. As of this writing, the Feb. 21 vote has not yet taken place however it appears as though the Teamsters have a lot of support from the workers. I would like to thank all of the Local 952 BA's and shop stewards who have gone to the location and met with the employees.

We held proposal meetings with our members at OCTA (Orange County Transportation Authority) in mid-February and are currently putting the negotiating team in place. The three-year agreement expires April 30 and covers coach operators at the Santa Ana and Garden Grove locations.

We are also working with management to address the Coronavirus and ways we can protect our members. We are in discussions with OCTA to have drivers wear masks. I want to thank BA Charles Johnson for his leadership with this important health concern.

Local 952 President John Green and BA Emerson Diaz have been working with CVS and were able to get a more streamlined grievance procedure approved. John was also in talks to have the company return the safety bonus program and change language on certain company policies which would be favorable to our drivers. Although they are making progress, Green and Diaz will continue to meet with the company's labor relations specialist to address nearly a dozen issues affecting our members. Additionally, while the contract doesn't expire until September, CVS has shown a willingness to start negotiations earlier this year and the Local expects to begin proposal meetings and establishing a negotiating team in the very near future.

This is going to be a busy year for 952 with over 20 contracts expiring. Currently, we are in the process of member proposal meetings or scheduling negotiations with several companies including, Stremicks Heritage Foods, Southern Glazers Wine and Spirits, Youngs Market, Westside Building Materials and Valencia Trucking.

Your new 952 leadership has been tackling a number of important member and contract-related issues, as well as some challenges we encountered with the day-to-day operations of the Local when we took over Jan. 1. I'm very happy to have Frank Sevilla back at the Local. Frank brings a wealth of experience and knowledge in a wide variety of areas. I, John Green, Frank, and your entire leadership team are unwavering in our efforts to quickly address issues and give you the representation you deserve.

In closing, I would like to let you know that starting this spring we have moved all general membership meetings to the weekend, which will include Saturday and Sunday meetings. Please check out our website at www.teamsters952.org for all of the dates.

United We Bargain, Divided We Beg. In solidarity, Eric Jimenez, Local 952 Secretary-Treasurer.

Local 683

San Diego Sales Drivers



By Lee Fletcher Secretary-Treasurer



Lee Fletcher, Secretary-Treasurer: it is with great sadness that we inform you of the passing of brother Brian Merz. Brian passed away on January 9, 2020. Brian had been a valued member of Local 683, Sysco Riverside/San Diego since 2002 and will be missed. Brian never wanted to be a shop steward but was always active in improving the working conditions for his co-workers. Early on in Brian's career he was terminated for fighting to get part-time warehousemen full-time status. Part-time employees were working 50+ hours a week and not getting sick leave, vacation or medical insurance because of their part-time designation. Because of the courage of Brian and others all employees at Sysco Riverside/San Diego are full-time with all the benefits. Please keep Brian's family in your thoughts as they go through this difficult time. Teamsters Local 683 sends its condolences to the family of our Coordinator/Business Agent Richard Hurd for the recent passing of his father Thomas Hurd on December 9, 2019; he was 81. Thomas Hurd was a true trade Unionist. Thomas Hurd started his carrier in 1961 with ROHR Aircraft as a tool and die maker in Chula Vista. Thomas worked his way up the ranks elected to shop steward, recording secretary, vice president and president of Local Lodge 755 in Chula Vista. Thomas was also elected as business agent of District Lodge 50 in San Diego. He was later appointed to the IAMAW as Grand Lodge Representative and administrative assistant to the General Vice President for the western territory before retiring in 2002. Thomas Hurd will be truly missed. Rest in peace.

Richard Hurd, Coordinator/Business Agent: happy 2020; as all the members know 2019 was a very busy year for the Local with all the expiring contracts. Not only were some of the Local's biggest employers' contracts expiring, we were also left with several contracts that should have been completed in 2018. The staff took this as a challenge to set a course for the Local's new administration. I'm proud to say that we have surpassed our goals. We have been successful in all of our contract negotiations. We have not accepted any takeaways. We have secured some of the biggest wage increases our members have ever seen. We were able to get nice pension increases. Also, language changes that benefit the members. We were successful on moving out of the Coca-Cola company medical plan and into a Teamsters Trust Fund—something that has been tried for more than 20 years. For the contracts that are currently being negotiated as well as the ones expiring later this year, Local 683 Principal Officer Lee Fletcher wants all the members to know that this Local will continue to fight to secure the best possible contracts our members and families deserve. Congratulations to Joseph Roman from Farmer Brothers on your beautiful baby girl Jocelyn Roman born on 10/6/19.

Jose Puga, Business Agent: congratulations Transdev Chula Vista drivers who ratified their new 30 month contract by 100%. Some highlights are significant pay increases over the span of 2.5

years, health & welfare will go down in cost, pension Increase, additional PTO added at 15 year tier and birthday counts as an additional PTO day, \$30k term life insurance, picket line language to be able to honor sanctioned strikes, shop steward language to get paid during work hours for discipline meetings. Also, employees and eligible family member will be provided system passes at cost from client to Transdev, uniform language to be able to wear polos and no ties during 5/1 - 9/30, attendance language incentives—work 2 months consecutively and knock off the most recent absence—and added FMCS Federal Mediation Conciliation Services language in the grievance process. A big shout out to our Negotiation Committee Carmen De Los Santos and Jose Santana—thank you for your time and dedication. Shout out to Brent Demoss from Transdev South Bay and Ernesto Flores from Pasha Automotive Services in National City. These members understand the obligations of being an active Union member. As the saying goes, "A goal without a plan is just a wish." With internal organizing we must understand that organizing does not stop when a company recognizes a Union and the contract is bargained and agreed-upon. Ongoing internal organizing is a must to have a strong membership. One of many unemployment appeal hearings: we successfully got a member 15 weeks of back unemployment pay, not to mention got him reinstated with Pasha. Congratulations to the newly elected stewards at Transdev South Bay: Brent Demoss, Maritza Prieto, Mary Gutierrez, Arturo Ramirez, and Giovanni Diaz.

Jesus Cano, Business Agent: we have been successful getting Bimbo Bakeries to pay three of our members that were affected by Bimbo misinterpreting the language in the contract. Waste Management El Cajon shop worker was suspended for an infraction and the company wasn't following the proper steps of the contract on a safety violation; we were able to bring this member back to work with full pay.

Abel Sabino, Business Agent: Reyes Coca Cola has 3 arbitrations coming up. Reyes Coca Cola Oceanside filed a grievance of management working a Union position and successfully got member affected paid on this. Pepsi resolved grievance regarding seniority. Seven Up successfully won an arbitration for a member wrongfully terminated, member was brought back to work with seniority and full back pay. Challenge Dairy contract negotiations have begun.

UC Local 2010

By Jason Rabinowitz Secretary-Treasurer



For nearly 25 years, trades workers at the CSU have not had salary steps, which has kept their wages well below the salary earned by other state workers in similar positions and even newer Skilled Trades employees at the CSU. Because the CSU has been so resistant to reinstating salary steps for CSU trades workers, Teamsters Local 2010, CSUEU and SEIU sponsored joint legislation in 2019 addressing the issue. Gov. Newsom took notice of the bill on his desk for signature and asked the Unions to give CSU one last chance to bargain in good faith to restore

these salary steps – with his support.

Gov. Newsom fulfilled his initial promise to send a letter to CSU on Nov. 5: "The troubling absence of merit salary steps takes the biggest toll on the most long-serving workers, who fall further behind their more recently hired colleagues each year they serve our students. Moreover, the CSU is the only state agency that does not provide salary steps to staff."

In mid-November, Teamsters 2010 Secretary-Treasurer Jason Rabinowitz, Skilled Trades Director Drew Scott, CSU Bargaining Team Member from CSU Long Beach Chris Rooney, Local 2010 Researcher Alex Vermie, and four CSU students addressed the CSU Trustees at their monthly meeting in Long Beach.

"We are proud to have the support of Governor Newsom and CSU students in our battle to win fair pay for CSU workers," Rabinowitz said. "Students and workers are united in demanding that CSU fulfill its mission to create good jobs in our communities and affordable education for our kids."

Despite support from Gov. Newsom, CSU students, and now Lt. Gov. Eleni Kounalakis, during negotiations with our Teamsters Local 2010 team on Feb. 4-5, the CSU proposed healthcare and pension cuts, claiming they cannot afford to provide salary steps and fair pay for its workers. When our Union rejected the cuts, CSU threatened tuition hikes for students, despite having built a \$1.7 billion surplus since 2014 through overcharging students on tuition and underpaying workers.

"CSU claims they're trying to find savings to fund step raises," said Bargaining Team member Cal Mason, a lead electrician at CSU San Diego. "It's outrageous because that's not a raise when you take money out of our pockets somewhere else."

Our Teamsters Bargaining Team says Hell No to benefits cuts and pension hikes!!

Local 630

Food, Industrial & Beverage Warehouse, Drivers and Clerical Employees

By Lou Villalvazo Secretary-Treasurer



Our thoughts and prayers go out to the Malgoza family, friends and coworkers at Ventura Foods for the loss of our brother Joe Malgoza; also to the Valenzuela family, friends and coworkers at US Foods, for the loss of our brother Daniel Valenzuela who will be missed; also to the Villalobos family, friends and coworkers at QCD, for the loss of our brother Martin Villalobos, who passed away on Christmas morning; and to the Contreras family and coworkers at Vons Dairy for the loss of our brother Art Contreras, who lost his battle to cancer. May they rest in peace!

I'm glad to announce that our members at JFC International unanimously ratified a 3-year contract. The new agreement provides for great increases in wages, and pension contributions each year. We were successful in maintaining our full MOB, and the new pact provides for the addition of new warehouse positions. We were also able to strengthen our seniority language, which will address the many grievances that plagued everyone the previous years. But most importantly, we were successful in removing dangerous long-standing subcontracting language; that will protect our work! Thank you to our negotiating committee: Frank Afoa,

Alfred Salazar, Robert Machuca, Francisco Murrillo, Jose Garcia, Guadalupe Estrada and Frank Avalos for their valuable input in these negotiations.

Penske Logistics: after many meetings we were successful in negotiating a great contract. The members overwhelmingly ratified a new 5-year agreement, which provides for many language improvements along with increases to their retirement benefits. It provides our members with the highest wage increases our members have ever received. I would like to thank our negotiating committee: Frank Afoa, Yolian Munoz and Lenny Ruffin for their assistance in these negotiations.

Congratulations to our members at Thrifty Ice Cream for ratifying a 3-year contract with great wage and pension increases for every year of the agreement and preservation of our medical benefits with no out-of-pocket from our members.

Congratulations to all our members at Ventura Foods for unanimously ratifying a new 4 1/2 yr. contract. The new agreement brings many improvements to sick language, improvements to progressive steps of discipline before termination, improved layoff language, improved bidding language, improvements to funeral leave, it provides for the highest per hour wage increases in over 30 years, we lowered the out pocket monthly contribution for the medical and we increased the hourly pension contribution to be over four dollars by the end of the contract. We negotiated a separate appendix for the mechanics that provides for the highest wage increases and opportunities for our members to apply for new classifications that provide higher wages. Thanks to our negotiating committee: Hugo Juarez, Alex Flores, Robert Serano, Willie Chacon and Joey Gallegos, for all their hard work.

Congratulations to our members at Coast Citrus who unanimously ratified a new historic 5-year contract in the produce industry. This contract eliminates long standing two-tier language and provides full medical benefits for new members and their dependents; it removes a 2-week cap on vacation accrual for current members. Our members will gain significant increases in wages for all classifications along with pension increases throughout the agreement. I would like to thank our negotiating committee: shop stewards Jose Navarro and Roger Sanchez and our representatives Alfredo Salazar and Carlos Santamaria.

Many of you remember my predecessor, the late Secretary-Treasurer Jerry Vercruse, who was a pillar of our Local Union and our Joint Council 42. Jerry was the chair of the Food and Grocery negotiations for many years. He negotiated many contracts that allowed our members to become part of the middle class, allowing them to buy homes enjoying great medical benefits, great wages and a pension retirement. I'm proud to announce that your executive board and I have started the Jerry Vercruse Memorial scholarship fund, that will provide scholarships for our members' children attending university, college or a trade school. Please feel free to visit our website or stop by the Local to fill out a registration form.

Local 630 continues to participate with our sister Locals and other Unions in Southern California through our Joint Council 42 and the Los Angeles Federation of Labor, which combined represents close to 1 million members and their families in Southern California. We work close with many Unions vetting, interviewing and endorsing politicians at the local, state and federal levels. We have a list of suggestions

that you can view or download and share with your families and communities by visiting our website. We ask you to vote for leaders that will protect, improve the living standard by protecting and creating legislation that will improve collective bargaining, our health and welfare and our pensions.

In order to utilize our political muscle, we need to be counted! That means we need to make sure you and your family along with those in your community participate and make sure you are counted in this year 2020 census. The 2020 census will insure we gain power, through the apportionment of Congressional seats and redistricting at all levels of government, which will be determined by the 2020 Census data. This will strengthen your community's political power by getting counted in 2020.

It will provide protection, through an accurate count, helping ensure the enforcement of a broad range of benefits and rights, through billions of dollars that come to our state and communities by way of federal dollars. Make sure you, your family and friends make their voices heard by participating in the Census. Fill out your form to help make sure you don't miss out on your fair share of resources.

We hope to see you at a general membership meeting and ask you to bring a member and spread the word. We have some difficult negotiations ahead in the dairy, grocery and food industries, we need our members to participate in our meetings and be prepared for what's coming, save your money! Stay connected through our Facebook, Instagram, twitter, phone app. and our website www.teamsters630.org



By Ron Herrera Secretary-Treasurer



The Executive Board of Teamsters Local 396 wishes all our Teamster brothers and sisters in Joint Council 42 a happy New

Year. All of us here at Teamsters Local 396 are looking forward to continuing our mission of building Teamster power while helping working people throughout our jurisdiction.

As many know, UPS is the largest employer of Local 396 members. Our members enjoy the benefits of a strong Teamster contract, which includes excellent wages, full family healthcare, and generous retirement contributions into the most robust pension plan in the country, the Western Conference of Teamsters Pension. UPS Teamsters have been able to secure these gains through years of contract negotiations and worker unity. Now, UPS Teamsters face one of the largest threats in the history of our Union due to the unprecedented growth and expansion of Amazon.

While Amazon currently contracts with UPS for a significant amount of its product delivery, the company has demonstrated that it looks to expand into the package processing and delivery business. Amazon has expanded its operations tremendously, and it continues its record growth. A recent report published by Economic Roundtable shows that on average, Amazon workers earn \$20,585 per year and have two times the national average of on-the-job injuries. The report also indicates that taxpayers paid a total

continued next page

of \$850 million towards the public benefits used by Amazon workers in Southern California. In response to this growing threat, Local 396 members are taking action and getting involved to protect our good Union jobs. At our January general membership meeting, we hosted sisters Rosemarie Molina and Claudia Magana from the Los Angeles County Federation of Labor. They did a presentation on the growth of Amazon and how it is critical that this massive corporation is held accountable to provide the communities they expand in with good jobs and a safe environment.

As the largest Teamster sanitation Local in the nation, we are hard at work bargaining with our current Teamster employers, as well as organizing new sanitation companies to lift standards and improve working conditions in the sanitation industry. Statistics show that the sanitation industry is the fifth most dangerous in the country, however, sanitation workers who enjoy the benefit of a Teamster contract work in much safer conditions than workers who are employed in a non-Union shop. Negotiations continue for our sanitation members employed by Republic Services at the 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 levels.

As Teamsters, it is essential to participate in the political process by voting as well as providing input regarding proposed legislation that impacts Teamsters and their families. 2020 is also an election year, so it is important to remember to participate in the political process by voting and encouraging your fellow Teamster brothers and sisters to register and vote. In January, Teamsters Local 396 Vice President Javier Bonales, Recording Secretary David Castro, Business Representatives Sam Cornejo, Ruben Duran, and Political Coordinator Jim Smith joined hundreds of other Union members in Sacramento to demand the enforcement of AB 5. This law, which went into effect at the beginning of the year, makes it harder for companies to break the law by misclassifying workers as independent contractors and makes it easier for workers in the gig economy to organize and form a Union.

One of the greatest benefits of being a Teamster is having a strong pension plan in order to enjoy retirement security. Local 396 members enjoy the coverage of one of the strongest pension plans in the country, the Western Conference of Teamsters Pension. Thanks to the strength of Teamsters on the West Coast and the excellent stewardship of Teamster leaders who sit on the board, the Trustees have granted a special one-year 25% pension bonus under the Plan's contribution account benefit formula for the year 2020, increasing the benefit percentage from 1.2% to 1.5% of contributions for that year. Therefore, Plan participants will earn a higher pension for every hour of covered work for 2020. The Trustees were pleased to grant this bonus in light of the Plan's recent funding improvements and accelerated path toward its funding targets. For more information on how this impacts your retirement planning, please contact the pension office.

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 as well as have easier access to their contracts, medical benefits information, and pension infor-

mation. Recently our Local Union also launched a smartphone app for 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.

2019 was a tough year for Local 396 due to the fact that a significant amount of members passed away. We want to honor their memory and thank them for their leadership and dedication to our Local Union. Their names are Nina Romo, Kevin Turner, Phillip Burns, Domingo Tomas, Jabali Dumas, Carlos Cortez, Ofelia Sanchez, Michael Blatt, Manuel Beltran, Charles Cortez, Alfredo Munoz, Davontay Jones, Ruben Serafin, James Suazo, and Javier Rodriguez.

We also congratulate recently retired Local 396 members John Alvarez, Everardo Cabral, Danny Carter, Shellie Dorman, Tomas Murillo, Agustin Lopez, and Antonio Perez. Our next general membership meeting will be held on Sunday, February 23 at our Local Union Hall.



**By Randy Cammack
Secretary-Treasurer**



Ron Seamans, BA, Freight: ABF - the company reached the 95-operating ratio, and all will receive a 1% bonus

on 2019 gross earnings. Checks will distribute end of February, the contract has been sent to print and will be distributed when received from the IBT. YRC has put in for a change of operations that will affect 8 dock and 1 hostler position in Bloomington moving to a new break bulk facility in Illinois. Hutting and Aava Dental contract negotiations start in March.

Scott Berghoefer, BA: Thanks to everyone that attended the Volunteer Organizing Training, it was great to see the enthusiasm and willingness to get involved. Goldstar Foods: we just completed a weeklong labor standards study, report should be out soon. Thank you to all that participated. Also, a craft meeting took place for the warehouse to discuss upcoming contract and labor standards. Thank you to those that attended. ITS Conglobal LA: the contract is expiring this year, we need to show solidarity and strength at the yard, proposals will be out in the coming months. Westrock: Alex, Frank and Angel, you guys are doing an outstanding job keeping the barn solid. On the organizing front, we are doing actions to battle back the Hillwood developers at the San Bernardino Airport, we want a community benefits agreement with the employer we believe to be Amazon. We need all the help we can get, if you would like to get involved please reach out to me (909)877-4760 ext. 1090.

Rick Ellison, BA: we will be going into negotiations with Frisco Baking and Darling International at the end of February and Baker Commodities before October. Following February's membership meeting the members want the Local to have a craft meeting with Darling and Baker. We had a meeting with Bimbo February 7 to go over the down days and upcoming bids for the imports. Still in talks to work out a resolution. The hearings are scheduled for ABF and Reddaway in

February, May, August and November for grievance procedure and for YRC every month. Upcoming we will have change of operation and it will affect Local 63 and Locals back east. Details provided later.

Brian Wood, BA: P&R Paper Supply: congratulations to the members on ratifying their renewal contract, thanks to Kurtis Smith-Gonzalez for all your hard work on the bargaining committee. Congratulations to Zahid Mahmood on becoming the new night warehouse shop steward. Pasha: congratulations on ratifying your renewal contract & thanks Scott Ruston for all your hard work. Alberts Organic: thanks to all the members for standing together in solidarity—it helped us secure a great new contract! Fernando Martinez—you did a great job on the bargaining committee. UNFI: congratulations to Lorenzo Martinez on being elected night drivers shop steward, looking forward to working with you. Goldstar Foods (drivers): we are in renewal contract negotiations. Remember, united we win. I hope to be setting a ratification meeting soon. Thank you, Daniel Blackwood, Chris Jett and David Ortiz, for being on the bargaining committee. Coca-Cola Reyes: we started our first session of contract negotiations February 18; your bargaining committee is RJ Whitecotton, Frank Lions and Robert Ortiz. Edward Don: setting a meeting soon for contract proposals, please start thinking about changes you would like to see.

Carlos Barnett, Dairy and Miscellaneous BA: Alta Dena as you know has filed for Chapter 14. IBT Dairy Conference Director sent out an update: Deans Foods public position is that two possible outcomes include a sale to Dairy Farmers of America or a stand-alone reorganization. We are working hard to straighten out the problems with regards to routes and deliveries. Contracts open are Individuals Food Service, Challenge Dairy, Budget Car Rentals LAX, Rocky's Meat and McCain & Dooley. The committee and I have had several meetings with IFS and have asked IBT for a standards study. Hope to have an offer by the end of Feb. Challenge Dairy will be meeting with the Unions March 26 and 27. Budget negotiations are March 2-3. Driftwood Dairy had DRIVE representatives sign up members, thanks to all. Reminder at Driftwood that Mac Berry and his family should be in all our prayers, we have all lost a good man.

Tim Fraley, BA: ONTCA feeder - we have plenty to celebrate in feeders; 2019 was a record year for you, we trained over 100 new drivers. As we move into 2020, we have negotiated an additional 180 drivers! Growth at ONTCA will provide additional "Local, ID, and Sleeper Runs" that we are currently working to schedule in for our annual bid. Also, will provide additional opportunities to promote into feeders for our package drivers. I encourage all package drivers that are interested in promoting to get your name on the feeder intent list ASAP! The Local is in negotiations to draft language and use if that intent list is exhausted! Please don't let this opportunity pass. The 2020 feeder orientation Saturdays are March 21, June 20, August 22. Orientation is one requirement before admittance to feeder class. Call the Hall to reserve (909) 877-4760 ext. 120. ONTCA shifters - just finished the annual bid that included the addition of 50 F/T positions! Thank you, stewards! We will begin the vacation bid this month, as well as start an aggressive training schedule to secure our F/T back-up shifters. If you would like to become a back-up shifter, sign up in

H/R. The company has agreed to train additional CDL shifters. If you would like to promote sign up ASAP!

Tony Villegas, BA: Ralphs Riverside-we are seven months out from contract expiration. For first time at Ralphs, Local 63 will have three stewards in negotiations one from dry, one from perishables and a driver. Save your money; believe me, we didn't get this far because employers were nice, we're here because of the sacrifices and hard work of Union members and officials who often put their jobs on the line. Remember and uphold the Union's traditions.



**By Mike Bergen
Secretary-Treasurer**



It's that time of year again for our graduating seniors. The James R. Hoffa and Teamsters Joint Council 42 scholarship applications are now

available online at teamsters166.com or by calling the Local Union at 909 877 8326. The Local 166 and Hispanic Caucus scholarship applications will be available beginning April 2020.

At the Unionized Costco locations, the company is attempting to lower the Union locations' attendance policy to almost match that of the non-Union locations' attendance policy implemented by the company two and a half years ago. The company-revised Union Policy will be put into a mail ballot and sent out for vote to the Union locations' members at the end of February. Please read the company's last-best-and-final document before you vote. Any questions about the proposed policy should be directed to your Union representative for an explanation. Remember, your voice will be heard by just voting and mailing the ballot back.

At Farmer Brothers Coffee, the participating Locals are pleased to announce that the Master Coffee agreement has been ratified by a majority of the members voting. This contract covers 20 Local Unions in 3 states, and we were able to secure major increases in the company contributions to health and welfare as well as increases in pension and wages for each year of the 5 year-agreement.

At Bimbo Bakeries the Unionized members continue to gain back market share and taking product back from the owner-operators thanks to the hard work of our members. The new contract is in the process of being proofread and finalized before distribution to the membership.

ATM dba Republic Master Chefs and Medico Linen: the membership has ratified a new three year agreement with wage and pension increases.

The Stremick's Heritage Foods Riverside plant and logistics warehouse negotiations are ready to begin with member proposals already gathered. Also, the Ralphs Creamery Riverside negotiations are underway with member contract proposals.

Dean Foods Dairy bankruptcy update: IBT Dairy Conference Director Rome Aloise and Local 166 state: "Our guiding philosophy is to preserve as many jobs as possible. We will do everything we can to protect our members and their best interest as this situation unfolds at Dean Foods". For more information please call Local 166 and/or visit teamster.org/deanbankruptcy.

At Kaiser Permanente the pending grievance on behalf of the radiation therapists and the changing of the work schedule of the part timers has been moved to the third level of the grievance procedure and the Local Union is now awaiting confirmation for a meeting with labor relations to discuss the issue. The Teamsters are asking the company to honor the 2012 bid signed by management and the Union for resolution in partnership and to honor those days and hours of what the radiation therapists bid on.

The Alliance of Health Care (ACHU) are as follows: Teamsters Local 166, UNAC/UHCP, OFNHP, ILUM Local 28, IUOE Local 1 & 501, KPNA, UFCW Locals, USW Local 7600, and UNITE Local 5. The Local Union has currently been busy setting up meetings with Kaiser to discuss issues in San Bernardino and Riverside counties that have been ongoing major concerns of our membership.

Contract negotiations with Mondelez Global and Locals 166, 186 and Local 683, were successful with the affected the membership voting to ratify a new three year agreement which included increases in wages and pension, with some language changes and their health plan remaining the same with no additional charges to the membership.

At Fort Irwin the LOGCAP 5 contract that Dyncorp protested has been tied up in the court system and there should be a final decision by March 2020. The Union will call a general meeting for all affected DynCorp, DA Defense and VETS members as soon as we know the outcome. At NORCO Navy Base, the safety vest issue has been temporarily resolved with the Union. You will now be allowed to put in for the correct size for each of you not just one size for all!

In San Diego we welcome new Business Agent Jose Estrada. Many of you will know him from the many construction jobs he has been on over the years in the San Diego area. Hazard is still looking for qualified drivers. Hanson Aggregates hired drivers recently and still looking for more. The new Hanson contracts have been printed and are being delivered to the membership. If you haven't received yours contact your steward. Pinnick, Inc. and Marlins have started a new job in the Bonsall area. The job is expected to last for a while. Please contact Ed or Jose if you need a HAZWOPER refresher as we will be scheduling a class for San Diego in April or May.

In contract compliance, the Construction Teamsters Contract Fund is pleased to announce that Ms. Karen Welch has accepted the position of field investigator for the Compliance Fund. Karen brings a wealth of knowledge to the Fund and looks forward to working with your business representatives, stewards and field personnel along with the respected signatory contractors to assist in leveling the playing field for our industry workers in Teamsters Joint Council 42 jurisdiction. To view our recent addition for information, please go to our new website at: pessitebldr.com

The Apprenticeship program is scheduled to interview candidates for the program in the latter part of February. If any members have anyone interested, please have them contact the apprenticeship office to make arrangements for testing.

Congratulations to James Bledsoe on his retirement after 32 years of service at Ft. Irwin. Our thoughts and prayers go out to the families of Steve Sanders and Ray Snyder of Ft. Irwin who passed away last month. RIP



By Abel Garcia Secretary-Treasurer



186 Secretary BA-Abel Garcia: hope all is well with you and your family and your New Year

has started off great. So far this year we have settled Coke, Farmer Brothers Coffee and T&T Truck and Crane. We are still in negotiations with JM Smuckers and are very close to having a tentative agreement offer to present to the membership. We are also in continued talks with UFCW on transferring over the drivers at EJ Harrison Rubbish Co. UPS peak: just like everybody is reporting, it was one of the worst. Not enough staff, no trucks but plenty of PVD's.

186 Vice President/BA-Fernando Lara: Alta Dena (Dean Foods) - as we all know, the company has filed for bankruptcy - the Local Union will notify the membership of any changes. For further information about this matter, please visit Teamster.org/dean bankruptcy. Bimbo Imports - the second phase of Barcel (Takis) will take effect at the end of February 2020, which would add two extra routes in our Local for our members. Coca-Cola (Reyes) - we are happy to announce our membership has unanimously ratified a three-year agreement with increases to their pension, better health and welfare protection, and the major decision was increases to wages. We would like to thank our committee: Shop Steward Jairo Altamirano and Trustee Max Pineda. Farmer Bros - a five-year agreement was unanimously ratified with new benchmarks for health and welfare, increases to pension, wages, and base pay. Mission Industrial Santa Barbara - an update on negotiations: currently we are on an extension due to the company's lead H.R. leaving the company; we apologize for the delay - we will keep you informed of any updates. Pepsi - our membership unanimously ratified a four-year agreement with the biggest increases to wages and pension, along with improvements to health and welfare. Thanks to our committee, Shop Steward Rogelio Hernandez and Trustee Tom Lyle for their input and hard efforts throughout negotiations. Sysco - we have settled pending grievances. We have also scheduled a Ventura driver meeting on February 29 to discuss concerns with upcoming negotiations. We will be paying visits to our outline yards in the upcoming months. Smuckers - negotiations are still ongoing with wages being the major issue at the table. T&T Truck and Crane - we started negotiations this month. We will keep everyone informed with updates. UPS Freight - we thank and congratulate our steward and brother Gerry Geisbauer on his retirement, you will be missed. Thank you!!! Lastly, don't forget to support Union-friendly businesses.

186 Business Representative Jedediah Johnson: at the Ventura Port District, the opening letter went out; we are waiting for the Port to respond with negotiation dates. At Virginia Hardwood, I regret to inform that the Oxnard store will be closing April 1, 2020. We have filed a request with the company for "Effects Bargaining." We have two Teamster members affected by the closure. At Young's Market and SGWS - we are still meeting as a com-

mittee to improve the QIPP incentive program. The QIPP program recently went live for Young's statewide - QIPP and company issues will be addressed at Committee meetings. Opening letters for Young's Market and SGWS (sales) will go out next month, contract expires May 31, 2020. I will keep you updated on negotiations as we get closer. At Amerigas we have a new manager. We will make sure that the new boss isn't like the old boss. Fresh Start - we let the company know that they need to properly train employees. Employees need to be set up for success instead of failure. At Ferguson Plumbing Supplies - the opening letter went out for the area wide agreement, we will have had a contract proposal meeting before the publication of this article. We are also going to have a shop steward election. The Ferguson election posting will be announced. Our general membership meetings are the 2nd Sunday of every month at 11:00 am. I encourage all members to get involved and to attend Union meetings. Hope your New Year is great!

Local 481 San Diego

By Victor Torres Secretary-Treasurer



As we exit Winter and head towards Spring, the political temperature in 2020 is as hot as it gets.

This issue is reaching you just as you are preparing to vote in the California March Primary election. There are many offices to fill with dozens of potential candidates striving to obtain your vote. This newspaper contains a listing of Teamster endorsements for many of these positions. The San Diego and Imperial Counties Labor Council is another resource for you to utilize to obtain a listing of additional labor-friendly endorsed candidates. Links to both are available on our website.

In order for any of these candidates to receive labor's endorsement, they must demonstrate not only by words, but most importantly by their actions that they are in tune with and completely support working families.

While our branding is widely coveted, it is not easily obtained. We set high standards and we have long memories with deep roots in our San Diego community. The voting records of local politicians running for re-election are frequently referred to during the vetting process. Community involvement supporting working families is another measurement that we utilize for incumbents as well as first-time candidates.

In addition to the candidate races, there are also important initiatives that voters will be weighing in on.

The most important of those initiatives impacting working people in the City of San Diego is Measure C. Simply put, Measure C will expand the San Diego Convention Center. In order for the big conventions like Comic-Con to continue to be held in our great city, the Convention Center must be expanded. Nearby cities in Southern California such as Anaheim and Los Angeles, already provide convention facilities which outdo our almost 30-year old center. Failure to approve this measure is not acceptable. Good paying jobs associated with our Convention Center including new jobs and construction trade jobs hang in the balance.

The structure of Measure C is that there are no taxpayer tax increases

associated with it. The cost of the Convention Center expansion lies with those visitors that stay in our local hotels and actually attend the various conventions which take place in the Convention Center area.

Additional components of Measure C that are important for you to know about is that significant percentages of the monies collected to expand the Convention Center are earmarked for increased creation of affordable housing and for social services desperately needed to assist the homeless population in our city.

It is also noteworthy that Measure C is a bipartisan initiative. Representatives from all parties, Republicans, Democrats and Independents support this measure. From the most powerful business interests to our Labor Council have played a part in drafting Measure C and instituting safeguards that these monies are lock-boxed exclusively for the stated purposes. Enforceable penalties for any violations of these funding provisions are included in Measure C.

The majority of our current Local 481 membership is tied in with the tourism industry. A significant segment of our future Local 481 membership is also tied in with tourism. For that reason and many others, we strongly recommend that you review materials being sent to you on this subject and vote Yes on Measure C.

All of this and more is possible if we register to vote in mass and vote in both the primary and the general elections in 2020.

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

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

In scholarship news, the 2020 Local 481 Scholarship Program is available. This scholarship program is open to not only the children and grandchildren of our members who are enrolled in and attending an institution of higher learning, but also eligible are the spouses and domestic partners of our members. In addition, our members themselves are eligible to participate in this program, as well. The deadline to submit applications including the proper essay and all supporting documentation is Thursday, September 10, 2020. There are eight \$500 scholarships available.

Concurrently, there are additional scholarship programs available with their specific qualifications, eligibility requirements and rules. There's the IBT James R. Hoffa scholarship program (deadline for submission March 2, 2020), the John S. Lyons program (deadline March 2, 2020) and the Joint Council 42 scholarship program (deadline for submission May 18). We should be receiving details regarding the California Teamsters Hispanic Caucus Scholarship Program soon. Once those details are known, we will provide you with the specifics.

For information on any or all of these programs, feel free to contact our office or visit our website (www.teamsters481.org) for further details or to obtain or download a scholarship application.

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

Several times a year general membership meetings are held in North County or on a weekend. Check our website, Facebook page, sign up for email blast reminders or contact our office for more details. We serve refreshments at our monthly membership meeting.

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



Local 986 Miscellaneous Warehousemen Drivers & Helpers

By Chris Griswold Secretary-Treasurer



Hope everyone had a safe holiday season as we welcome in 2020!

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 months 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 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.

The Bureau of Labor Statistics (BLS) shows that, on average, Union workers earn higher wages, receive larger wage increases and have far better health

and welfare benefits than those of non-Union workers. Please contact our offices at (800) 247-4986 if you have any organizing leads to help other workers join our Union and want to enjoy the benefits of having their wages and working conditions guaranteed with a Union contract.



Local 848 Wholesale Drivers Salesmen

By Eric Tate Secretary-Treasurer



We hope that you all enjoyed the holidays and are eager for a bright New Year filled with new adventures.

Congratulations to the following on their retirement: Saul Veloz, Ralphs, 39 years; Julio Barrera, US Foods, 33 years; Andres Rosales, TABC, 45 years; Kuy Ung, TABC, 33 years; David Alvarez, MV 163, 20 years; Fred Fikse, Fikse Environmental, 49 years;

Our condolences to the families of the following: Roberto Garibaldi on the loss of his sister; family of Connie Echeverria, Tropicana retiree; Ken Iverson, US Foods, on the loss of his son; Alvin Eugene Hayward, US Foods retiree; Patricia Martinez, Toyota Motors.

Leonard Leal - Pepsi - the drivers and MEM's out of San Fernando and Baldwin Park have ratified their four-year contract with great economics. Thanks to committee members Dave Northup, Sam Castaneda, Raul Ramos, Sal Castillo and Richard Segura for all their hard work. I would also like to congratulate Sal Avalos and Francisco Zuniga (merchandisers), Sam Castaneda (driver) and Raul Ramos (MEM) on their appointed positions as shop stewards. Thanks to all Pepsi San Fernando merchandisers who attended the successful proposal meeting. As you all know by now, we have a four-year agreement with Pepsi merchandisers San Fernando with pension and wage increases and some language changes. I would like to thank committee members Sal Avalos and Francisco Zuniga for their hard work. SGW&S/Youngs Market sales: we will be gearing up for your upcoming proposal meeting. Dates will be sent out shortly.

Gordon Ament - Keolis Pomona - please be advised your new GM has informed the Local he doesn't care for last chance agreements. CYA. MV Trans Burbank Bus- congratulations on your new three-year contract. Special thanks to your negotiating committee for its help. Your new CBA will be available soon. MV Trans Thousand Oaks/Cala-basas - your current CBA expires June 30, 2020. The company has received the opening letter, you have given me your proposals and I'm currently waiting on dates to begin negotiations. Keep an eye on your Union board for updates. MV Trans Glendale (DAR) - by now everyone should have received your new CBA. If you haven't please contact my office. There are open positions for shop stewards and alternates. Please contact my office if interested. Transdev LACMTA - by now everyone should have received the MOA clarifying Articles 25, 29, and 32. The grievance filed for unrecieved 2019 vacation pay has been resolved. All affected members should see this reflected on your next pay cycle. It's come to my attention that members are signing last chance agreements without counsel

continued next page

from this office. Never sign any settlement agreement without speaking with the Local first!

Juan Medina/Ralph Black - Ralphs - congratulations Jerry Petty (31 years) and Pete Jandris (21 years) on retirement. We have sent out a proposal questionnaire for this year's grocery negotiations. Please fill them out and get them back to the shop stewards right away. DHL - your contract is up this year, we will be sending out a proposal survey. Palisades Ranch - we are waiting for the company to add verbiage to the health & welfare language. Once done, we will send it to print. SGW&S/YMCO - this is just a reminder: negotiations are around the corner. A proposal meeting will be scheduled soon. Vons/Albertson Boxford - the proposal questionnaires are out, please fill them out and return them to your shop steward Al Baltazar. UNFI - the proposal questionnaires will be out to you very soon. DPI - we are currently waiting on the info-request regarding the standards. The interest sheet is up for two stewards at R1 second shift. Drivers, please be aware of the second meal break beyond your twelve hours. CPFD - we congratulate Julius on his recent retirement. Please welcome Paula as the new clerical shop steward. Bake-Mark - now that the bid is behind us, we need to prepare for the upcoming negotiations. A proposal meeting will be held soon.

DISTRICT COUNCIL 2

By Clark Ritchey
Secretary-Treasurer



During the past few months District Council 2 has ratified contracts for approximately 475 District Council 2 members in California, Nevada, Utah, Oregon and the state of Washington.

Our organizing efforts are paying off! We recently ratified 3 first time contracts in Southern California at Georgia Pacific, FHT Printing and Quality Printing, and 2 first time contracts in Northern California at Dome Printing and 4 Guys Print & Mail. At Georgia Pacific, a corrugated plant, we ratified a 5-year agreement for approximately 80 members, to include wage increases in each year of the contract, Grievance Procedures & Seniority, up to 6 weeks of vacation based on years of service, paid sick leave and holidays, and bonuses at ratification. Both Quality Printing, a 4-year contract, and FHT Printing, a 3-year contract, bargained wage increases in each year of the agreement, as well as contributions to the SIP 401(k) Plan, paid vacations, sick leave and holidays. In Northern CA, approximately 130 members, at Dome Printing, negotiated a four-year deal with wage increases, up to 23 days of vacation based on years of service, and Grievance Procedures & Seniority. 4 Guys Print & Mail is a commercial plant that ratified a 2-year contract with wage increases in each year of the agreement. Congratulations to all our new members at DC2!

In Southern California, DC2 recently ratified an agreement for three years at Greif. GWIs in each year of the contract were bargained, as well as increases to shift differentials and improvements to vacations. The company will also continue to pay health & welfare premiums

at 100% and increase the equipment allowance.

PCA, Industry, recently bargained a 5-year agreement including GWI in each year of the contract with several wage adjustments, vacation bonuses-payoffs, and an increase in shoe allowance.

Currently in negotiations in Southern CA are Gared Graphics, Sonoco, and Westrock. Upcoming negotiations include Commercial Lumber, DeFrance Printing, Ellie Sewing, Inc., Royal Paper Box, Tension Envelope, and Titan Graphix & Promotions.

DC2 continues bargaining in Northern CA at Georgia Pacific and Westrock. Future negotiations in this area include Custom Paper Products, Firefighters Print & Design, Gowans Printing, Lodi News Sentinel, Metro Mailing Services, and PCA - San Lorenzo.

In Nevada, Prime Care Benefits (formerly Nevada Dental Benefits) ratified a 3-year agreement with wage increases in each year of the contract, as well as contributions to the SIP 401(k) Pension Plan. Language was also updated in the contract.

In Salt Lake City, UT, 6-year contracts were ratified at PCA corrugated and specialty plants. Wage increases in each year of the agreement were bargained along with numerous wage adjustments. Improvements were made to the contract language regarding holidays, seniority, vacation and bereavement. Health & welfare was also improved, as well as increases to the equipment allowance.

We will be in bargaining in the near future in Utah at Newspaper Agency; and in Colorado at C & D Printing, DP Media Network, LLC (formerly The Denver Post), Egan Printing, and Gamino Printing.

In the Northwest Region, we recently ratified 3-year contracts at Flint Group, Hollywood Impress and Irwin Hodson Group, LLC. They all have general wage increases in each year of the agreement. Flint Group bargained an increase to the life insurance and AD&D each year of the agreement, and a \$500 ratification bonus. The contract includes progression changes for certain classifications, updates made to start times and personal holidays. At Hollywood Impress, the company increased the monthly contributions to the 401(k) Plan. Irwin Hodson Group made improvements to funeral leave, vacation, holiday, and defined work hour shifts. They also increased contributions to the 401(k) Plan and updated some classifications.

Johnson Cox, in the state of Washington, ratified a contract for 1-year with a general wage increase while maintaining the status quo.

DC2 is currently in bargaining in the Northwest Region with Westrock, Georgia Pacific, K & H Printers, and Yakima Herald Republic. Upcoming negotiations include Cenveo Worldwide, Pride Printing Co., The Post Register/APG, and K/P, LLC.

***Please note the scholarship and journeyman postings on your Union bulletin board. Make sure that you apply prior to the designated deadlines. If you have any questions, contact the DC2 Office (800) 333-4388

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

Local 388M active members: Edward Collins, Eric Brownfield, Grady Adams. Local 388M retired members: Cleo Adams, Maurice Mungeon, Frederick Calori. Local 543M retired members: Dennis Stoll, Glen Tjaden. Local 625S retired member: George Flugstad. Local 747M active member: Dennis Finnegan.

Visit the District Council 2 website at www.Teamstersdc2.org. You will find important information such as: available scholarships; the Privileges of the Family Medical Leave Act (FMLA), Weingarten Rights (your right to request Union representation), etc. 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.

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



By Ray Whitmer
Secretary-Treasurer



City of Los Angeles - We would like to thank you for your patience as we continue to enforce the terms and conditions of our new MOU. Citywide the Controller's Office is still working to process all payments and updates based on the terms and conditions of the MOU. On January 22, 2020 we started our joint labor management committee meetings. Your Union representatives on the committee are Carlos Rubio, Doris Weston, Savannah Robinson, Bonita Straughter and Malvinder Grover. Kathie Yang is the new human resources representative for the city of Los Angeles overseeing the Crossing Guard Program and her number is (213) 972-5988. Please remember, safety is the number one priority.

Occidental College - Randy Glazer is the new human resources director. We have started our cleaning services success team and grounds maintenance meetings to find ways to improve operations. City of Palmdale - we will explore a way to start negotiations early in collaboration with new City Manager JJ Murphy. Once we commence the bargaining process we will let you know.

City of Redondo Beach - we held our first steward and membership meeting for 2020. We obtained the budget calendar for this year and have prepared the final draft for our MOU reopener to be sent later. We congratulate brothers Jorge Olguin and Sergio Zaragoza for their recent recruitments to further their careers. Although it is sad to see them leave, we are grateful for their service and commitment to our Union. We would like to thank Chief Steward Jerry Galbez and Stewards Wallace, Tyler, Sergio, and Chris for starting on the right foot this year. Although we will be losing Sergio, we are certain we will find a leader to step up.

City of Santa Monica - the Coalition of City Unions has reached impasse and will be going through fact finding. We will continue to advocate for our members and fight the right fight to stand for our members and what is right. We will continue to update you as we proceed. South Bay RCC - we are in negotiations. Thank you to all members who completed a survey. Thank you to your 2020 bargaining committee: Jeff Williams, Rhonda Zeck, James Hawkins and David Lopez. We will keep you updated.

South El Monte - we commence negotiations in March and have installed a plan to wrap up by June 30. We

will hold a membership meeting this month. Perris - we have started negotiations and look forward to securing wage growth, increases to our medical, and a number of other objectives. We thank each member for their continued support and participation during this process.

PSUSD - we are in the beginning stages of negotiating our re-openers for TEAMS 1 and TEAMS 2. Our goal is to secure continued wage growth and increases to our medical plan. Poway - Union and city agreed to two year contract featuring \$5,000 stipend and no takeaways. Rancho Water Authority - the Union ratified a successor MOU, securing wage increases and no concessions as to benefits.

San Diego Airport Authority - 911 completed second and final day of arbitration in matter alleging selective employer misinterpretation of absentee policy and absence of just cause for discipline. Separate grievance founded on uncompensated out-of-class performance referred to arbitration. Negotiations for successor MOA to commence shortly.

San Diego Unified Port District is set to conduct steward election and begin preparation for identifying priorities heading into a contract year. San Diego County Water Authority has hired new its general manager, Sandy Kerl. 911 welcomes Ms. Kerl, and we look forward to a long and productive relationship. San Diego Lifeguards - 911's unfair labor charge was amended to include additional grounds for anti-Union animus and interference, and we completed the 6th and final date day of PERB trial. Contract negotiations have resumed.

Vista Irrigation - PERB issued 911's complaint against VID for their failure to produce documentation related to a termination. Teamsters are preparing for mediation. ATS - ATS gave four months' notice to LAWA (LAX Airport) letting them know that they will terminate their contract because business has diminished dramatically with the implementation of the new parking lot designated to share with Uber and Lyft. We are looking into possibly trying to accommodate our remaining members with other operators in the LAX area.

Classic Parking - we have sent our request to reopen the Staples Center Union agreement and we will commence contract negotiations very soon. Encore Parking - we have finalized negotiations and the contract has been ratified. We were able to get substantial wage increases and maintenance of health and welfare benefits.

MV Transportation - after negotiating over 3 months, we reached an agreement. Our members overwhelmingly ratified the contract which has maintenance of health and welfare benefits and wage increases. Smarte Carte - after long negotiations, we have been able to reach an agreement and the contract has been ratified by our members. The Union was able to secure substantial wage increases and maintenance of health and welfare benefits.

Impark - we have a new parking operator in town. Effective March 1, 2020 Impark will be taking over the operations of a current ABM location, the CNN Building on Sunset Blvd. All of our members will keep their jobs with the new company and will keep their existing work and economic conditions, including full seniority.

The following parking companies have signed a "me too" to the successor master parking agreement: Primo Parking, LAZ Parking, Parking Network, Modern Parking, Motor Parking, Corinthian Parking, Imperial Parking, Quality Parking, and Unite Parking.



By Rick Middleton
Secretary-Treasurer



Rick Middleton: one of the most important things you can do this year is exercise your right to vote. Those who vote in large numbers are not forgotten, so let's make sure that Labor is represented at the polls and at all levels of government. From electing our country's president to electing our local school board members—it all makes a difference in our lives. Make sure you also exercise your right to vote regarding issues that affect your job. Have you completed your contract proposal survey? Will you be attending your contract ratification meeting? Don't let others make decisions that affect you. We have some big contracts opening up this year, so get involved and let's stand in solidarity to ensure we get the best contracts possible. We have a lot of work ahead of us, but we're also making plans to have a good time with our members while improving our communities and bringing attention to important causes. Stay tuned and stay informed. We have a lot to do this year!

The start of a new year is always a good time to review your personnel file at your worksite to make sure it's not littered with things that don't belong there. If you find something that doesn't belong and you can't get it resolved, call your business representative for assistance. The start of the year is also a good time to calendar any necessary renewals that may impact your ability to work. The expiration of credentials and licenses are no laughing matter when they keep you from earning a paycheck.

Stay safe. Work hard. Stand in solidarity with your Union brothers and sisters. And, always, always, enjoy your friends and family.

Buy Union Made



By Phil Cooper
Secretary-Treasurer



There are some things in life that a person just doesn't want to hear. On January 6 of this year, the Teamster Sisters and Brothers working at the Miller Irwindale Brewery received some life-shattering news. On what was the 40th anniversary of the iconic landmark brewery, the new parent company, Molson-Coors, announced that they decided to close the brewery in September of this year. As you could imagine, the news was heart-breaking to the workers. We all know that this sort of thing happens all too frequently in our country, but it's one of those things that usually happens to someone else. But this one is hitting our 896 Union family, and it just stinks!

It's never easy to understand why these things happen, and while we may have read somewhere or even listened to the reasons behind the company's decision, it's almost impossible not to

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Official Teamster Notices & Announcements

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on payments to service providers
-- Assets held for investment
-- Transactions in excess of 5% of plan assets
-- Insurance information including sales commissions paid by insurance carriers.
- Information regarding any common or collective trusts, pooled separate accounts, master trusts, or 103-12 investment entities in which the plan participates
To obtain a copy of the full annual report, or any part thereof, write or call the office of:
THE BOARD OF TRUSTEES OF TEAMSTERS
DEATH BENEFIT TRUST FUND
225 S. LAKE AVENUE, SUITE 1200
PASADENA, CA 91101
(626) 463-6011

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

You also have the legally protected right to examine the annual report at the main

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

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

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

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

This is a summary of the annual report for the TEAMSTERS' MISCELLANEOUS SECURITY FUND, Employer Identification Number 95-6060502, Plan Number 508, for the period June 1, 2017 to May 31, 2019. The annual report has been filed with the Department of Labor, as required under the Employee Retirement Income Security Act

of 1974 (ERISA).

Insurance Information

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

The total premiums paid for the plan year ending May 31, 2019 were \$181,458,661.

Basic Financial Statement

The value of the plan assets, after subtracting liabilities of the plan, was \$170,373,110 as of May 31, 2019, compared to \$144,691,496 as of June 1, 2018. During the plan year, the plan experienced a change in its net assets of \$25,681,614. This change includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets

acquired during the year. The plan had total income of \$249,407,151 which included employer contributions of \$241,562,487, employee contributions of \$3,247,408, unrealized gain from increase in value of investment of \$1,627,027, earnings from investments of \$2,576,587 and other income of \$393,642.

Total plan expenses were \$223,725,537. These expenses included \$8,410,719 in administrative expenses and \$215,314,818 in benefits paid to participants and beneficiaries.

Your Rights to Additional Information

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

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

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

THE BOARD OF TRUSTEES OF
TEAMSTERS' MISCELLANEOUS SECURITY
FUND
225 S LAKE AVENUE SUITE 1200
PASADENA, CA 91101
(877) 214-8928

The Report is furnished without charge.

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

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

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

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

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

ask, "why me" or "why my family". And even if you can come to grips with the inevitable conclusion, the news is devastating to these Union members and their families. Good Union jobs like the ones provided by the Miller Brewery in Irwindale are hard to come by. Excellent wages, a great defined benefit pension plan with all-hours-worked contributions, full maintenance of benefits (MOB) health care provided by the excellent Union contract will be hard to replace.

The Brewery will shut down in phases, with the first round of layoffs coming on April 30, a few more in late May, more in June and July, with the prospect of the doors being closed when the last beer is shipped on September 1.

Effects bargaining for severance packages for the Miller members continued the second week of February. While the packages will be very similar to those the Teamsters of the Eden Brewery received a few years back, they are a small consolation for employees losing their jobs. The members should know what the severance packages will look like very soon.

There still is the possibility that the makers of Pabst Blue Ribbon will buy the brewery, and we have even seen representatives from Pabst in the brewery checking out the place. We can only hope they are doing their diligence before they announce their intentions. As of this publication, there have been no meetings between representatives of Pabst and the Union, but when this happens, the members will be the first to know.

The Union has been extremely busy since the last publication. We successfully finished negotiations for our Pepsi Los Angeles members and ratified one of the best contracts they had received in many years. The contract was overwhelmingly ratified in December by the members. We also ratified both of our Budweiser merchandiser contracts. This was their second contract, and we were able to make significant improvements in their wages.

The New Year sees us in negotiations with our Pepsi Riverside members, and while this is only their second contract since becoming Union four years ago, the members are only asking they be treated fairly. After many years of losing benefits, they reached out to Local

896 and voted Union Yes. While the members of our Los Angeles market Pepsi facility just ratified a very good contract, the Riverside members just voted down a last best and final offer from the company almost 3 to 1.

The members made it clear that they feel disrespected by the company's offer and their wages should be equal to their Union brothers and sisters working at Pepsi facilities in So. Cal. The most senior Riverside workers had their wages frozen during the last four years and only received bonus monies for the life of the contract; the new company offer had them receiving small yearly increases that would have them still below the L.A. market. The employees with less than 9 years received the largest increase, but they too would be far below the L.A. market. Employees in their first 4 years of employment received the largest bump in pay, but in 4 years they would be far below the L.A. market for members with comparable time in the company. I will be reaching out to the company for future dates, but not expecting any new sessions until March. Stay strong Pepsi Riverside members, also stay focused and work safely.

We also began negotiations on one of the larger 896 contracts, Reyes Coca-Cola. These negotiations began a couple of weeks ago, and should continue through March, with a chance of having a ratification meeting before the April 4 expiration date. Like all the other great contracts recently negotiated by the Local, the Coca-Cola negotiations will be mainly about wages, pension and health care costs. Our Coca-Cola members deserve a very good contract, and the negotiating committee is committed to delivering just that! I would to take this time to thank Eric Jimenez and Local 952 for being so gracious to allow us to use their great Union hall for these important negotiations.

Congratulations to our recent retirees: Martin Moreno (Anheuser-Busch) and Louann Temple. Our deepest condolences: John Martinez, Marcus Hernandez and Joseph A. Garcia (Coca-Cola).

Buy Union Made

Local 1932 San Bernardino County Public Employees

**By Randy Korgan
Secretary-Treasurer**



Teamsters Local 1932 has entered the new decade ready to fight for working people across the Inland Empire.

pire.

Our efforts to win a Community Benefits Agreement guaranteeing good jobs and clean air out of Amazon's anticipated expansion of San Bernardino International Airport has seen some explosive developments in recent months. Hundreds of community members participated in a picket line in front of Amazon's first facility in California, ONT 5 in San Bernardino, on Cyber Monday. On a day in which this corporate behemoth noted record sales, residents of our region made their voice heard — enough is enough! Amazon can no longer take our communities for granted as it continues to drag down standards for work in the Inland Empire. Moving forward, our coalition of residents and community organizations will continue to work hard to win a Community Benefits Agreement from Amazon and its developer, Hillwood. We are building a model for what healthy economic development in the region can look like and it's powered by working people for the well-being of working people.

Local 1932 is also staking its claim in electoral politics. Over the past few months, our Union's Political Action Committee has interviewed several dozen candidates who are running for office. What is notable is how far we have come in getting these aspiring elected officials to understand and promote our message. Politicians in our region have come to see Local 1932 as a serious player that must be respected and worked with to ensure that good jobs, not just any job, will be the standard for local residents. In January 2020, we hosted a successful

Town Hall session that made it clear that working people and their families must be at the center of all discussions. Ahead of the March 3rd state primary, please keep an eye out for Local 1932's endorsement list on the Political Action section of our website, as well as mailers sent to your home.

We're building skills! Local 1932 held a huge training seminar for stewards in January 2020, with hundreds in attendance. Karin Jones, Christy Bailey, and Sally Payne from the IBT led sessions on the history of our Union, the need for politically active members, and how to best motivate members at work as a steward. As Local 1932 begins mobilizing members around the IBT DRIVE program for the first time since our Union's affiliation in 2015, we're confident that members have been given the tools for success. Moreover, Local 1932 has also hosted Volunteer Training Organizing sessions. Members who have gone through these training sessions have helped thousands of working people organize and join our Union. Please contact us to participate in the next training. We're using these new skills to bring new members into our movement now! In December, 115 non-supervisors at the San Bernardino County Fire Department came together to join Teamsters Local 1932. Another 19 supervisors will vote to join on Feb. 20th. This is how we transform the Inland Empire for working people!

We're ratifying strong contracts! In December 2019, Teamsters at the San Bernardino County Superior Court voted yes to approve a new three-year agreement. The supervisory unit voted 41 to 7 for approval, while the professional unit voted 52 to 9 for approval. The contract was praised by members for the substantial amount of contract language improvements and new reimbursements included. Also in December 2019, the hard-working Teamsters at the city of Hesperia finalized a new two-year contract! These members, who help maintain the city and keep its public services running, have secured increases in take-home pay and a wide-range of improvements at work. These are just two highlights from recent months. When Teamsters stand together, we win!

We're also building to win stronger contracts later this year! Teamsters at

the San Bernardino County Preschool Services Department have begun negotiations for a new contract. Their working conditions are also the learning conditions for kids all across the county. With this in mind, they're taking to action to raise issues related to high staff turnover that must be addressed with the new contract. On the first day of negotiations, all across San Bernardino County Preschool Services Department facilities in the region, PSD Teamsters went Red for Ed, standing together by wearing red as a symbol of their solidarity. The next week they passed out flyers raising their concerns to the hundreds of county and business leaders visiting the county's State of the County event at Ontario's Toyota Arena. They're ready to raise standards!

We're coming together outside of work too. Teamsters Local 1932 members have created a local affiliate of the Teamsters National Hispanic Caucus. The Local Caucus will be organizing family-friendly events to fundraise for scholarships open to all Teamsters, as well as other advocacy projects for the well-being of working families in our region. The Local 1932 Hispanic Caucus held its first event on November 1st — a Dia De Los Muertos gathering to play the classic card game, Loteria. Get involved — email Carlos Gonzales at cgonzales@teamsters1932.org. All Teamsters are welcome to join!

In closing, please take the time to remember the lives of those murdered in the tragic shooting on December 2, 2015, in San Bernardino. Our community was robbed of the love given by 14 amazing individuals. It was the love given by these human beings that make their loss unforgettable, irreplaceable and a guiding light for all of us at our darkest times. We will always lay down a wreath for them on the anniversary of their death. Teamsters Local 1932 will forever remember their love.

Please, also, keep in your thoughts the life and love of Kimberly Sinclair, a member from the city of Colton, who died from cancer in January. Our Teamster family sends our thoughts & prayers to her loving husband, family, and friends. We will miss you tremendously, Kimberly, and we hope that you know that Teamsters Local 1932 will continue to carry the fight in honor of you.

Official Teamster Notices & Announcements

★★★ Local 166

General membership meetings of Local 166 are held at 7:30 pm at the Bloomington office unless otherwise noted, below:

At Local 166, Bloomington

March 12
April 9
May 14
June 11
July 9

August 13
September 10
October 8

November 12
San Diego @ Local 542, 4 pm

March 14
September 12
Christmas Meetings
Monday, December 7
Hi Desert-Barstow
Tuesday, December 8
Lower Desert-Palm Desert
Thursday, December 10
San Bernardino
San Diego @ Local 542
Saturday, December 12

★★★ 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

General membership meetings of Local 399 are held on Sundays from 8:30 am to 10:30 am. at Pickwick Gardens, 1001 Riverside Dr., Burbank 91506.

Following are 2020 meeting dates:

April 26
July 26
October 25

Location Managers

Local 399 location managers meet on Tuesdays at 7 pm at Pickwick Gardens, 1001 Riverside Dr., Burbank 91506.

Following are 2020 meeting dates:

April 21
July 21
October 20

★★★ 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 495

General membership meetings and initiation meetings of Local 495 are held at 10 a.m. and 8 p.m. at 225 No. Barranca St., 4th floor, West Covina 91791.

Following are 2020 meeting dates:

March 12
April 9
May 14
June 11
October 8
November 12
December 10

★★★ Local 630

Membership meetings of Local 630 are held at 8 a.m. at Local 630 headquarters located at 750 So. Stanford Ave., Los Angeles 90021.

Dates of 2020 meetings:

Sunday, March 8
Sunday, April 5
Sunday, May 3
Sunday, June 7
Sunday, July 12
Saturday, August 1
Saturday, September 12
Sunday, October 4
Saturday, November 7
Saturday, December 5

★★★ Local 683

Membership meetings of Local 683 are held at the Local Union located at 1333 E. Madison Ave., El Cajon 92021, as follows:

Saturday, March 14, 10 am
Thursday, April 9, 6 pm
Saturday, May 9 10 am
Thursday, June 11, 6 pm
Saturday, July 11, 10 am
Thursday, August 13, 6 pm
Saturday, Sept. 12, 10 am
Thursday, October 8, 6 pm
Saturday, Nov. 14, 10 am
Thursday, Dec. 10, 6 pm

★★★ Local 848

The general membership meetings will be at the offices of Teamsters Local 848 located at 3888

Cherry Ave., Long Beach, at 9:00 am, on the following dates:

Sunday, March 22
Sunday, April 26
Sunday, May 17
Sunday, June 28
Sunday, October 25
Sunday, November 15
Sunday, December 6

We will be voting to suspend the meetings for July, August and September at the June 28 meeting.

Shop Steward meetings are at 8 am on every general membership meeting day except at the December meeting.

In order to be eligible for a gift at Teamsters Local 848's annual Christmas party, the member must be in good standing and have attended at least four general membership meetings in that year. If you are not in attendance at the December meeting you are not eligible for a gift. If you need to leave for work, please check in up front and give your name and you will still be eligible to win a gift. You must pick up your gift within two weeks, or it will be raffled at the January, 2021 meeting.

★★★ Local 896

General membership meetings will be held on Sundays.

Branch 3 meets at 8:30 am and Branch 4 meets at 10 am at 2050 Lincoln Avenue, Pasadena CA 91103. Upcoming meeting dates:

March 29
April 26

★★★ 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:

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.

UNION SECURITY NOTICE

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

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

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

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

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

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

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

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

AVISO DE SEGURIDAD DE LA UNION

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

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

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

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

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

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

Moving? LET US KNOW

February 2020

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

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

Summary Annual Report for
TEAMSTERS DEATH BENEFIT TRUST FUND
This is a summary of the annual report for TEAMSTERS DEATH BENEFIT TRUST FUND, EIN 23-7203857, Plan Number 523, for the period August 1, 2018 to July 31, 2019. The annual report has been filed with the Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Insurance Information

The plan has contract with ANTHEM BLUE CROSS to pay the following types of claims

incurred under the terms of the plan:

The total premiums paid for the plan year ending July 31, 2019 were \$214,304. Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$1,973,692 as of July 31, 2019, compared to \$2,024,567 as of August 1, 2018. During the plan year, the plan experienced a change in its net assets of \$(50,875). This change includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of assets at the beginning of the year or the cost of assets acquired during the year. The plan had a total income of \$413,358 which included

employer contributions of \$328,173, gain from sale of investments of \$40,961, unrealized loss from decrease in value of investments of \$(11,269) and earnings from investments of \$55,493.

The plan expenses were \$464,233. These expenses included \$249,929 in administrative expenses and \$214,304 in benefits paid to participants and beneficiaries.

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

- An accountant's report
- Financial information and information

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