

# Southern California Teamster

Official Publication, Teamsters Joint Council 42

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

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June 1, 2020

## Fighting to Protect Our Teamster Pensions

The fight to protect your Western Conference of Teamsters pension, for both active working Teamsters and collecting retirees, has been raging in Teamsters Joint Council 42 for the last two months.

Each of 23 JC 42-affiliated Local Unions has at least one political coordinator, plus a chief executive officer who jointly pursue legislative issues to benefit workers in general and Teamsters in particular. They have been putting in overtime to fight a threat to Teamster pensions--the ill-named Give Retirement Options to Workers Act (GROW). The GROW language was inserted in last month's Heroes Act legislation that passed in the U.S. Congress. Prior to that vote, JC 42's political coordinators repeatedly contacted every Democratic congressperson in southern California, Hawaii and southern Nevada urging the removal of GROW from legislation.

When contacted, most of the congressional representatives had no or little knowledge of GROW--technically a composite plan which would undermine the Western Conference of Teamsters pension plan and

other well-funded plans across the country--as the GROW language was buried in the middle of a 2,000 page bill.

Congresspersons in JC 42 know Teamster representatives, and they know them well. Each Local Union political coordinator year round keeps contact with congressional offices. So, access and communication are good. After contact, in most cases the Democrat congressional reps put in writing their opposition to GROW as the Heroes Act moves on for amendments. And most reached out to House Speaker Nancy Pelosi advising of their opposition to the GROW inclusion, at our Teamster representatives' request.

Now, according to JC 42 President Randy Cammack, JC 42 Political Screening Committee Chairman Ray Whitmer of Local 911, and Chuck Mack, Union chairman of the Western Conference pension fund, it's time for rank-and-filers and retirees to step up.

Each Teamster should reach out to their congressperson and U.S. Senator and send a simple message--you want them to oppose the GROW Act. The Act

will hurt your pension if enacted. You've worked too long and too hard to have your pension credits sucked away to bail out poor pension plans. You can also mention you want your representative to let House Speaker Pelosi know your position, too. It's as simple as that, Cammack, Whitmer and Mack said. Emails and phone calls to congressional offices will do the trick.

This legislation is still pending and everyone should keep the interest and pressure on.

**Following is the position of your Union pension trustees which was distributed nationally the week of the Heroes Act vote. It explains in detail the dangers to our pensions:**

Twelve unions, representing the majority of private-sector union members, including the International Brotherhood of Teamsters, oppose the GROW Act. So why have the House Democrats included it in their latest coronavirus relief bill?

The GROW Act hurts workers, retirees, employers, and the Pension Benefit Guaranty Corp. and should not become law.

The GROW Act is deeply flawed because it allows multiemployer

plan trustees to "refinance" their obligations to workers and retirees in the existing pension plan over 25 years instead of 15 years, so they can divert money to create a new composite pension plan. This weakens the existing plan and leaves neither plan--the existing plan, nor the composite plan--with enough money to pay promised benefits.

The current public health and economic crisis illustrates the harm the GROW Act would inflict on Americans. If Congress had already passed the GROW Act and it was law now, workers in a previously healthy multiemployer pension plan that converted to a composite plan would face draconian benefit cuts. The benefits composite plan participants expected they would earn would be cut 70%, and the vested benefits they already earned would be cut 25%. At the same time, the vested benefits of workers in the existing plan would be cut 21%. To avoid benefit cuts, employers would be required to increase contributions by approximately 82%--above and beyond what they already committed.

Supporters of this terrible legislation claim that transitioning to a composite plan is voluntary. Composite plans are anything but voluntary. They undermine multiemployer defined-benefit pension plans by shifting risk from the plan sponsor (employer) to the worker, thereby creating an incentive for employers to flee defined-benefit plans. If GROW succeeds, it guarantees it will be an issue in every negotiation where unions currently have defined-benefit plans and result in a race to the bottom. The more than one million Teamsters who are essential workers risking their health to continue going to work amid the pandemic deserve to retire with dignity and financial security.

We urge Speaker Pelosi and House Democrats and our U.S. Senators from California, Hawaii and Nevada to listen to the majority of the labor movement to say No to GROW and No to undermining the pension benefits of 600,000 members and retirees.

--the Union trustees of the Western Conference of Teamsters pension trust.

### CHRB MEMBER

## Governor Appoints Castellanos



California Governor Gavin Newsom has appointed the president of Teamsters Local 495, Damascus Castellanos, to the prestigious California Horse Racing Board.

The seven member Board, known as the CHRB, regulates all state horse racing and pari-mutuel betting at licensed race tracks. This in-

cludes off-track betting as the CHRB coordinates with other states' racing boards.

The industry is highly unionized in California. And Local 495 holds the jurisdiction and represents a wide array of track workers at golden state tracks. Among them are Santa Anita, Del Mar, Los Alamitos, Golden Gate Fields (in the Bay

area), and county fair meets including the State Fair, Pleasanton, Santa Rosa, Ferndale and Fresno.

When you go to a race track, many of the people you see making the racing day work are Teamsters. They include Local 495-represented starters and assistant starters,

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### CHAIRMAN'S REPORT

## So. Cal. Food Contract Talks Preview



By Lou Villalvazo

*(ed: Earlier this year Villalvazo was elected by leadership of food-related Local Unions in Teamsters Joint Council 42 as the chairman of both the council's Southwest Food Council and upcoming food contract renewal negotiations)*

Brother and sisters laboring in the Teamster food industry, first off, I hope you and your

families are safe and well as we live and work through this devastating COVID-19 pandemic. Our thoughts and prayers are offered to the loved ones of all our Local Unions who have suffered a terrible loss. I want to thank all of you for providing the great "essential" Teamster service benefiting the community since the outset.

As you probably know, seven of our Teamster Local Unions

are stepping off into bargaining a successor contract with the southern California food employers covering our work.

Representatives and stewards from Locals 63, 166, 495, 572, 630, 848 and 952 will be involved in the negotiations.

Months ago we began our journey with several meetings and conversations with your Local Union principal officers and

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# JUNE 9 SO. NEVADA TEAMSTER ELECTION ENDORSEMENTS

## U.S. CONGRESS

District 1 - Dina Titus  
District 3 - Susie Lee  
District 4 - Steven Horsford

## STATE SENATE

Dist. 1 - Pat Spearman  
Dist. 3 - Chris Brooks  
Dist. 4 - Dina Neil  
Dist. 5 - Kristee Watson  
Dist. 6 - Nicole Cannizzaro  
Dist. 7 - Richard Carrillo & Roberta Lange  
Dist. 11 - Dallas Harris  
Dist. 15 - Wendy Jauregui-Jack-  
ins  
Dist. 18 - Liz Becker

## STATE ASSEMBLY

Dist. 1 - Danielle Monroe-Moreno  
Dist. 2 - Jennie Sherwood  
Dist. 3 - Selena Torres  
Dist. 4 - Connie Munk  
Dist. 5 - Brittney Miller  
Dist. 6 - Shondra Summers-  
Armstrong  
Dist. 7 - John Stephens III  
(Teamsters Local 14 member)  
Dist. 8 - Jason Frierson  
Dist. 9 - Steve Yeager  
Dist. 10 - Rochelle Nguyen  
Dist. 11 - Bea Duran  
Dist. 12 - Susan Martinez  
(Teamsters Local 986 member)  
Dist. 13 - Thomas Roberts  
Dist. 14 - Maggie Carlton  
Dist. 15 - Howard Watts II  
Dist. 16 - Russell Davis & Cecelia Gonzalez  
Dist. 17 - Claire Thomas  
Dist. 18 - Charlene Frost  
Dist. 20 - David Orentlicher  
Dist. 21 - Elaine Marzola  
Dist. 28 - Edgar Flores  
Dist. 29 - Leslie Cohen  
Dist. 34 - Shannon Bilbray-  
Axelrod

Dist. 35 - Michelle Gorelow  
Dist. 37 - Shea Backus  
Dist. 41 - Sandra Jauregui  
Dist. 42 - Alexander Assefa

## STATE UNIVERSITY REGENT

Dist. 10 - Andrew Diss

## STATE BOARD OF EDUCATION

Dist. 1 - Timothy Hughes  
Dist. 2 - Katie Coombs

## CLARK COUNTY

Commission Dist. A - Michael Naft  
Commission Dist. B - Marilyn Kirkpatrick  
Commission Dist. C - Ross Miller  
Commission Dist. D - Moises Denis & William McCurdy II  
School Trustee Dist. A - Lisa Guzman  
School Trustee Dist. B - Jeffrey Proffitt  
School Trustee Dist. C - Barbara Dreyer

## JUDICIAL ENDORSEMENTS

Nevada Supreme Court, Seat B - Kristina Pickering  
Nevada Supreme Court, Seat D - Ozzie Fumo  
Nevada Court of Appeals - Bonnie Bulla

## District Court Judgeships

Dept. 1 - Bita Yeager  
Dept. 2 - Dustin R. Marcello  
Dept. 3 - Michael Justin Miceli  
Dept. 4 - Nadia Krall  
Dept. 5 - Terry A. Coffing  
Dept. 6 - Jacqueline Marie Bluth  
Dept. 7 - Linda Marie Bell  
Dept. 8 - Trevor Lee Atkin  
Dept. 9 - Cristina Dionne Silva  
Dept. 10 - Tierra Jones  
Dept. 15 - Joseph Paul Hardy, Jr.

Dept. 17 - Michael Pasquale Villani  
Dept. 18 - John A. Hunt  
Dept. 19 - William David Kephart  
Dept. 20 - L. Eric Johnson  
Dept. 21 - Bruce L. Gale & Caesar Almase  
Dept. 22 - Susan Holland Johnson  
Dept. 23 - Karl Wesley Armstrong  
Dept. 27 - Nancy Lee Allf  
Dept. 28 - Ronald J. Israel  
Dept. 29 - David Michael Jones  
Dept. 30 - Jerry A. Wiese, II  
Dept. 31 - Joanna S. Kishner  
Dept. 32 - Rob W. Bare

## Judgeships, Family Division

Dept. A - William Oaks Voy  
Dept. E - Charles Joseph Hoskin  
Dept. G - Rhonda Kay Forsberg  
Dept. H - Thomas Arthur Ritchie, Jr.  
Dept. I - Soonhee Bailey  
Dept. J - John Scott MacDonald  
Dept. L - David Scott Gibson, Jr  
Dept. P - Sara Dayani  
Dept. S - Vincent Ochoa  
Dept. T - Nadin J. Cutter  
Dept. U - William Braulio Gonzalez  
Dept. V - Margaret Pickard & Jack Wesley Fleeman  
Dept. W - Stacy Michelle Rocheleau  
Dept. X - Heidi Elizabeth Almase  
Dept. Y - Maricar Salvador Andrade  
Dept. Z - Michele Lynn Mercer & Romeo Ruiz Perez

## Justice of the Peace-Las Vegas

Township Dept. 3 - Christopher K. Lee  
Township Dept. 12 - Shanon Clowers-Sanborn

## Southern California Teamster

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## Governor Appoints Castellanos

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clockers, outriders, parking and stable gate attendants, security, water truck drivers, hay and straw removal, gardeners, and security at satellite betting operations.

Local 495 Secretary-treasurer Bob Lennox responded to the gubernatorial appointment of Castellanos, "there is no labor leader in the racing industry who commands

more respect than Damascus, from the members through top corporate officers and track operators."

Castellanos said the recent challenges facing the industry and its Teamster workers are challenging and Board members are working hard to resolve crucial issues important to all.



## Reyna from 63 Passes Suddenly

Retired longtime Teamsters Local 63 member and officer Joe Reyna passed away May 9 from COVID-19.

Reyna was a Local Union business agent and executive board member and worked for Lily-Tulip Cup in Riverside for 30 years, beginning in the early 1960s when he migrated from his 1943 birthplace of Corpus Christi, Texas and joined the National Guard.

Local 63 legend includes the fact that Reyna responded to a supervisor's haranguing deprecation of Local 63 and its leadership with a knockout.

He is survived by children Debbie Harrington, Jennifer Rutherford, Sean Reyna and Kevin Reyna.

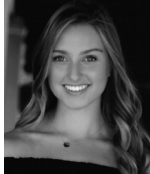
The family scheduled a memorial July 5, and Reyna's grandchildren are planning a special memorial garden at his Riverside home. Information on plants donation and services is available by calling Jennifer Rutherford at 951.313.9382.

Local 63 Secretary-treasurer Randy Cammack said "Joe was one of the kindest, compassionate persons I have ever had the pleasure of knowing and working with".

## Here's a look at last year's college-bound Teamsters Joint Council 42 scholarship recipients...



**Mary Martinez**, the daughter of Local 63 YRC Freight member Armando Martinez, compiled a 4.63 GPA and is off to Stanford to study chemistry and computer science.



**Marta Maynes** scored a 4.4 GPA at Sacred Heart Academy and is studying business at USC. Her father is Richard Maynes of Local 399.



**Natalie Santillano** is matriculating at UCLA studying microbiology-immunology-molecular genetics. Father Eric Santillano is a Local 572 member at Los Angeles Unified School District.



**Silvana Mazun's** top choices for collegiate studies were University of California campuses, after wrapping up a 4.3 GPA at San Bernardino High. The scholar's Local 166 Teamster parent, Pablo Mazun, works at Boral Roofing.



**Sali Marroki** took her 4.5 GPA to San Diego State to study biology. Her Teamster Local 481 parent Maher Yousuf is a service agent at Avis.



**Francisco Palacios** is at Cal State San Bernardino studying history. His father Otilio Palacios is a Local 630 member working at Torn & Glasser.



**Janelly Valencia** is off to Cal State Fullerton to study nursing after excelling (4.58 GPA) at Santa Paula High making her Teamster Local 186 father Carlos Valencia of Bimbo Bakeries proud.



Local 495 member Francisco Bautista of Avis in Burbank is proud of **Francis Bautista** who compiled a 4.57 GPA at Valencia High and is studying computer science.



**Destin Belcher** racked up a 4.33 GPA at Northwest Career and Technical Academy in Las Vegas and is at Nevada Reno studying economics and mathematics. Local 631 parent Kizzy Belcher works at Freeman.



**Athziri Guerra**, a 4.47 star, is studying psychology/social science at a UC campus. Her pop is Local 396 Republic Services member Eduardo Guerra.



**Cayla Maltman** is at UC San Diego studying psychology after scoring a 4.5 GPA and playing varsity softball, basketball and volleyball. Local 542 mom Maria Maltman works at Costco.



**Xitlalit Tellez Padilla** is taking general courses before declaring a major at a university in San Diego. A 4.37 GPA widened the choices for education. Parent Guadalupe Robledo, a Local 683 member, works at Pasha.

continued next page



Quick Looks at Items of Interest

# The Eye

**5.8 million** Americans have Alzheimer's.....recent years show **China** produces about **80%** of the world's fresh **garlic**.....late last year we had 305 **drive-in theaters** in the U.S. In 1958 there were 4,063. NY, Cali & PA lead the pack.....workers in **construction** and **extraction** have the highest **suicide rate**, according to the CDC.....in 2017, nearly **38,000** working-age Americans died by **suicide**.....18% of U.S. students have **no** access to **broad-band internet** at home.....some **6,590 pedestrians** killed by motor vehicles last year—highest in 30 years.....61% of Americans **lonely**, up from 54% in 2018, Cigna survey says.....normally, U.S. **airlines** have about **750,000** employees.....**allergies** to fish and shellfish are experienced by about **3%** of U.S. adults.....across the country, **car dealers** total about 16,700.....**two-thirds** of taxpayers got a **refund** last year.....EPA says **food packaging** waste is **23%** of what goes in landfills.....in 2019, **electric plug-ins** were **2%** of U.S. vehicle sales.....15% of **milk** produced here is **exported**.....when World War II broke out in 1939, the United States had the world's **18<sup>th</sup>** largest army.....U.S. **marriage** rate **fell 6%** in 2018, lowest rate since feds began tracking vows in 1867.....also in 2018, **5.3%** of working Americans did it **from home**.....**World War II** cost American taxpayers \$296 billion (that's **\$4 trillion** in today's currency).....1990: 66 U.S. billionaires; 2020: **614 billionaires**.....African-Americans in mid-May were **34%** of coronavirus deaths in states reporting racial breakdowns and are **13%** of the **population**.....women comprise 70% of **restaurant servers**.....**Navajo Nation**, touching areas of New Mexico, Arizona, Utah and Colorado, has the highest per capita coronavirus illness rate in the U.S.....remember Trump pimping **coal** as a great energy source? Murray Energy, country's largest coal company, **filed bankruptcy**.....

## Scholarship

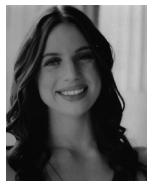
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**Maryjane Guadalajara** has taken her 4.53 GPA to the University of Redlands to study mathematics. Dad Jose Guadalajara is a Local 848 member at ITS Con Global.



**Mara Ono** is at UNLV majoring in elementary education after a 4.1 GPA at Roosevelt High in Honolulu. Father Patrick works at Oahu Transit Services and is a Local 996 member.



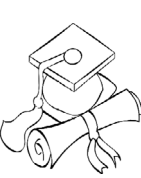
**Katarina Rieck** is studying math for secondary education at Grand Canyon University. Local 896 father James Rieck is a Local 896 member at Coca-Cola.



**Jayden Montalvo** is off to Davidson College to study astrophysics, armed with a 4.0 GPA. Parent Tashia Aguilar, a Local 1932 member, works for the San Bernardino County Dept. of Public Health.



**Simardeep Gawra**, with a 4.46 GPA, is a neuroscience major. Local 911 parent Jatiner Chhabra is an environmental health specialist for Los Angeles County.



**Celeste Rangel** is at UCLA studying psychology after excelling at Northridge Academy with a 4.46 GPA. Mother Elizabeth Gonzalez is a Local 2010 member at UCLA.



**Gerardo Perez** is studying business administration at Chapman University after reaching a 4.02 GPA at Savanna High. His dad Gerardo is a Local 952 member at Bimbo Bakeries.



**Javier Sanchez** is studying criminal justice at Centralia College. Dad Tito Sanchez works at George-Pacific and is a District Council 2- 747M member.



**Kendall De La Vega** is a premed student at UCLA after studying his way to a 4.69 GPA at Hart High School. Father Darryl, a Local 986 member, works at Costco.

## So. Cal. Food Contract Talks Preview

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representatives and Joint Council 42 President Randy Cammack—all representing Teamsters working at distribution centers in Southern California. We have collated and analyzed proposals from members' surveys. This year's negotiations will be very important as we prepare to address our members' indicated concerns on safety, engineering standards, attendance, medical benefits, Teamster pension and wage increases. Most important: we will be collectively striving to elevate the industry standards for our members.

In order to accomplish our goals, we must all push forward together as one. I will be working and communicating closely with all principal officers, Union reps and our shop stewards. This will be the first time stewards will participate in negotiations and this will hopefully insure a great line of factual communication, not rumors, direct to our members.

Generally speaking, here's what we're looking at: lots of issues affecting 1,700 members working at Albertsons, with 11 contracts covering two distribution centers; our contracts with Stater Brothers covering over 1,100 members; and seven contracts that impact well over 2,500 members at the three Ralphs distribution centers. Historically, these employers try to pit our members against each other throughout their facilities.

All the grocery employers have been breaking profits records, their volume has increased over 200%, and of course the prices they charge for the same products has increased. While these employers have increased their profits and their salaries, the threat to our members and their family's health has increased tremendously. Our members have stepped up to the challenge by delivering for the employer, the customers and the communities they serve. We can't say the same for all the employers.

As the coronavirus spread, the employers were slow to react, yet your representatives quickly engaged the companies to prioritize members' health and safety. Your representatives pushed to provide well-deserved hazard pay for frontline Teamsters. Some employers didn't hesitate, while others provided bonuses and then tried to segregate members between part-time and fulltime. We lobbied our congressional representatives to put the force of law behind the treatment of frontline workers.

Union contracts don't cover every eventuality that can emerge in the workplace. But

that doesn't stop your Union from charging forward to wield power for change.

First up was our Locals' demand for immediate PPE including gloves and masks and implementation of COVID-19 protocols. Then, our pushing netted temperature checks and sanitizing throughout the facilities.

While receiving more compensation for your hard work is very important to us, your safety and that of your families is paramount. We will continue to push these employers to abide by the World Health Organization and CDC guidelines.

No one knows how long this will last and no one knows what normal will look like when the threat of COVID-19 is over. In California the "Shelter in Place" order continues to be extended. While some states are opening slowly this doesn't change the reality of the increasing number of cases and deaths across the country. In fact, our workplaces have seen an increase in positive COVID-19 cases across southern California. This does not reflect a return to normal, and we will continue to strive for the safety of our members, especially in the new contract. We have communicated our message to politicians in congress to make sure that all essential workers receive some type of "hazard pay", as you all are keeping this country running. But more importantly, we will pressure congress and our local and state government to place legislation and policies that protect our members' health. At the end of the day, no amount of money will help our members or their families if you're six feet under the ground.

As we gear-up for negotiations, our actions and lessons in dealing with the pandemic will be foremost in the negotiators' minds at the bargaining table.

Concurrently, we will need our members to participate as we schedule actions to show our strength and unbreakable solidarity. We also want to show the employers that our members move this economy and that you are essential to our country and deserve a safe environment to work in and a great contract. We will not wait for the employers to give us anything, we will move to take it for our members.

Contract updates and news will be provided to you primarily from communications from the negotiating committee and Local Unions. We will rely heavily on social media and Union Board notices, as the next issue of your Teamster newspaper is not out until August.



# Teamsters Helping Teamsters Through Pandemic

The 23 Local Unions of Joint Council 42 have been staging food drives, procuring and distributing PPE's and assisting and intervening with gov't agencies on behalf of furloughed members---and continue to do so.





## RETIREE ROUND-UP

**SAN BERNARDINO:** Our SCTRA luncheon has been postponed until hopefully later this year. I know that after this lockdown, you will be ready to get out of the house and get together with us retirees. We hope to start our meetings in October, but for now shop is closed. Our meetings are on the 4th Saturday of the month at Teamsters Local 166, Bloomington. Call Dean Horne (951)566-5049 for more information. Hope to see you soon.

**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:** Due to the Covid-19 pandemic, we cancelled our meeting, hoping to restart on Saturday, October 3, 9:30 am at Teamsters Local 848, 3888 Cherry Ave., Long Beach. We invite all retirees to join us for donuts, coffee and information for all of us. We wish a speedy recovery to our members that have been ill, we miss you and hope to see you when we start up again. Please call Tony Mosqueda (323) 569-9127 for more information.

**SAN DIEGO:** As this publication comes to you, we hope that you are safe and well. We don't yet know when we will be able to meet again. Tentative dates are June 18, July 16, August 20, Sept. 17. We will reach you when the restrictions are lifted. We meet on the third Thursday of every month, at the meeting hall of Teamsters Local 542, 4666 Mission Gorge Pl, San Diego, CA 92120. The meetings begin at 10 am. All meetings are preceded by coffee and donuts starting at 9. We hope you will join us. We have a great time. You might see an old friend. John Norman, club president, can be reached at jdn-rock542@gmail.com or 619-562-5796.

**EL MONTE:** I am sure we all wish this would end sooner than later, but in the meantime follow the rules, stay at home, wear a face mask when outdoors to be safe. Sorry to hear some of our brothers and sisters have been ill, but on the road to recovery. Let your friends know you care, stay in touch by text or phone calls until we can be back together. We are among the lucky ones as Teamster retirees, that we have a secured income. We will have no meetings until further notice. When we start again (hopefully soon) our meeting are the third Thursday of the month at VFW Post 8070, 250 E. 1st Street, Azusa. Call Charles Fuller (714) 533-6557 for more information. Wishing everyone a safe 4th of July.

**MONTEBELLO:** Our condolences to the families of our departed brothers Ed Mireles, Tony George and Robert Crandell. May they RIP. Speedy recovery to Dave Alvarado, Betty Alvarado, Gilbert Zardenetta, Anthony Contreras, Candy Candelaria, Josie Caudillo and Georgia Mabini. Due to Covid-19 we cancelled our meetings until further notice. Casino turnaround and acclaimed pre-retirement seminar off until next year and our SCTRA luncheon will be much later this year. We want our members to be safe, stay home, stay healthy. Big thank you to the Locals of JC 42 for support of our retirees. For more information call Phil Zamora (562) 505-1387. Thank God for the Teamsters..

**ORANGE COUNTY:** Well times have changed. No meetings for now. We will let you all know when we will be allowed to continue our meetings. This will last until the doctors can figure things out. So be patient and stick to the guidelines. Do not become arrogant and think that you know more than our medical professionals. They are trying to keep us all as safe as they can. Stay safe. Talk on the phone to family and friends. Play with the dog or cat. Do gardening if you can. .

**SO. NEVADA:** We have sad news to report—our long time club trustee Jim Booker passed away at home. He put up a valiant fight against cancer. Jim was always in good spirits and smiling, never a complainer. He was an activist and volunteer in all labor and political areas. Condolences to wife Heather and we will contact you all with arrangements. Membership meeting have been cancelled until further notice.



*Southern California Teamster*

## Air Local Lands In JC 42 Area

The Teamster pilots, mechanics and dispatchers of Allegiant Air will now have their own Local Union at it will be headquartered in Las Vegas.

There are over 1,100 pilots at Allegiant, a regional carrier and the ninth largest airline in the United States.

Allegiant headquarters are also in Nevada, in Summerlin.

The new unit has been designated Local 2118, the International Union said.

The Local is the 24th in the jurisdiction of Joint Council 42.

## Buy Union Made

**Local 630**  
*Food, Industrial & Beverage Warehouse, Drivers and Clerical Employees*

**By Lou Villalvazo**  
**Secretary-Treasurer**



I hope I find you and your families in good health. We've had to cancel our steward and general membership meetings for the months of April

and May and have closed our local office, due to the "Shelter in Place Order". We're working from the office and your representatives are still processing, investigating and meeting on grievances; we're still negotiating contracts, and you can schedule an appointment with your representative. Also, we are providing information via text messages, our website, phone app., and our social media outlets.

Morita Produce has permanently laid off all 25 members. The company is permanently closing due to their mismanagement. Our rep Carlos Santamaria was able to assist our members filing their wage claims for unpaid wages and vacations.

Brentwood has temporary laid off all 150 members, due to not being considered an essential service! See's Candy, all 45 members were temporarily laid off.

I'm sad to report that West Central Food Services has permanently laid off over 260 members. To make matters worse, the company violated state law by not providing our members with their money and vacation. Contact rep Alfred Salazar for assistance on filing your DLSE claim.

Foster Farms: unfortunately the company has temporarily laid off all 250 members; we were able to negotiate with the company to cover our members' insurance health benefits. Fresh-Point: the company laid off about 130 members a couple weeks back. Since then the company gained new business that West Central lost and has recalled 90% back to work.

Sysco laid off about 70 members and we have placed several at Stater Bros. and Albertsons. I want our members to know that we tried reaching an agreement that would allow the company to be able to send members to work

at several Union grocery distribution centers in Southern California, without having to be laid off. But unfortunately, we were unsuccessful, due to the VP of Operations trying to trade for the Local not pursuing certain grievances. Local 630 doesn't play that game and reject this!

QCD violated the state law regarding 80 hours of sick time due to COVID-19, also violated several sections of the CBA. We have filed with the government and QCD will be held liable! The Union has filed for arbitration and has filed ULP's with the NLRB.

BakeMark, I'm sorry to report that 70 members have been laid off. The company went from 3 shifts to 1 shift.

Southern Glazier Wine & Spirits laid off 30-plus members and we were able to reinstate about 10 back to work. We are in constant talks with the company so please contact your representative Felix Chavez for up-to-date information.

We have extensions with Challenge Dairy and California Dairy—contact your representative Alex Flores for more information.

We are in negotiations with Leinage Cold Storgae, L.A. Cold Storage and Jacmar; we will keep you apprised of progress.

After meeting with the members from Season Prod., J.Helman, Shapiro SGS, Times Prod., Umina Brothers and I&T Produce, we have extended the current contracts until January 31, 2021, as we see ourselves negotiating in uncertain times.

Alta Dena: the mismanagement of Dean Foods jeopardized a lot of good Union jobs across the nation and some of our sisters and brothers paid the ultimate price by losing their medical, pension and in some cases, their jobs. I want you to understand that the national negotiating committee did a great job considering the circumstances we faced to preserve as many jobs and maintain as many benefits as possible for members and retirees. I'm glad to announce that our members along with those across the country voted yes to keep good Union jobs in place along with our retiree medical and pensions.

UNFI: Both warehouses have been working 14 to 20 plus hours of overtime a week. Our members understand how important their role of being essential! We were successful in getting UNFI to rescind a step of discipline for IE standards and attendance. The IE standard was lowered from 95% to 85% for the week.

Gelson's services 26 stores but their volume has gone upwards of 200%. We were able to place about 18 laid off Local 630 members at Gelson's.

US Foods: the Union was successful in getting an agreement with the company to allow them to work our members at other grocery distribution centers with no loss of hours, benefits or layoffs.

Leveck & Barton Brands: I'm glad to report that during this COVID-19 crisis, Leveck & Barton Brands have both retooled and are manufacturing and bottling hand sanitizer and keeping our members working.

Lineage Cold storage: we are still in negotiations, the company has implemented temperature testing for employees prior to the start of each shift and is providing free COVID-19 testing. The Union was successful in overturning the company's unilateral change of not allowing our members to wear Union safety vests. The agreement allows stewards and drivers to wear Teamster vests over company issued jackets, and all members are permitted to stitch on a Union logo to their jackets. I want to thank our stewards Jason Anguiano, Ignacio Gonzalez and activist Rick Amaya for taking a stand.

Torn & Glasser: on 5/16/20 our members ratified a new contract. The new 5 year agreement provides language that strengthens seniority, overtime and shop stewards. It provides a rebid of fork operators at all 3 locations, for our members to exercise their seniority for the incentive pay. This agreement provides for an increase in wages higher than the last 2 contracts combined and passed by 87%. I would like to thank our committee Julio Contreras, Albert Cardenas and Ralph Rodriguez.

If you've been laid off, please contact your representative or the Local if you need assistance applying for unemployment benefits or a DLSE claim.

I want to thank my executive board, staff, representatives and shop stewards and all our members for your help and patience.



**By Jaime Vasquez**  
**Secretary-Treasurer**



Secretary-Treasurer Jaime Vasquez: I want to thank all of our members who continue providing services as essential workers,

whether you pick up trash, deliver packages, stock and sell essential products or care for the sick and injured. We are all very proud of every single one of you! We've been extremely busy here at Local 542. Since the last Teamster newspaper we have accomplished many things. Contracts have been ratified with San Diego Convention Center and Seeley County Water District. After a 45-day strike Republic Services Otay Landfill employees ratified the company's offer and are now new Local 542 members. We also want to welcome to the Local 542 family workers from ALSCO in El Centro and the tech group from El Centro Regional Medical Center. Due to the uncertainties and the extra expenses incurred due to the coronavirus pandemic, the executive board has decided not to hold picnics in 2020. The Local will be looking for ways to provide PPE equipment to our essential working members as well as ways to help our members on layoff or furlough with food and other financial assistance. Please call our office at 619-582-0542 if you need any type of assistance. As you well know, we have also canceled general membership meetings during March, April and May. We are looking on holding general meetings via video conferencing. Please keep an eye on the Union bulletin board at your worksite for future meeting notifications. Whether you are working or at home, please take care, stay healthy and safe.

Business Representative Ruth Duarte: county of Imperial - many members are reaching us about their concerns and we're making progress in our conversations with employers and specific departments. As an essential employee, your safety and well-being is our priority. If you do not inform us we can not help. Local 542 will continue to meet with the county to ensure that our members are provided the safest working environment possible. Palo Verde Unified School District - due to COVID-19, negotiations has been on pause for Head Start teachers. I have sent a letter to the district to resume as soon as possible. Take care and stay safe.

Business Representative Flavio

Grijalva: UPS El Centro: we continue bringing health and safety issues to the company on a daily basis and we have been successful in getting the company to implement such recommendations. Due to the coronavirus pandemic, panels had been put on hold, however, we started having them via Zoom and we have been successful in the different cases presented. ECRMC tech group: congratulations for voting and accepting their first contract. ECRMC nurses: I want to thank all the entire tech group and nurses at El Centro Regional Medical Center for your continued service to the community. We currently have a side letter of agreement that covers both nurses and the technical group that covers exposures, leave of absences, paid administrative leave and worker's compensation claims, for contraction that was established even before the executive order by Governor Newsom. We are also working on another side letter that will address the "helping hands" and "floating" assignments currently being established during this pandemic. We already have an agreement with nursing administration that addresses any current approved changes will only be in effect until restrictions are lifted by the government. Questions? Concerns? Please feel free to contact me, cell or email.

Business Representative Michael Morales: the federal government has identified all of us as essential service employees. Employers often see their employees only as essential for keeping their businesses open and protecting their profit margin. If there is something positive that has come out of this crisis, it is that the disparity of working people and that of the corporations has come to light like never before. Labor Unions such as Teamsters have been sounding the alarm for generations that working people are the backbone of the nation and without us the world doesn't function. Teamsters Union is planning a Day of Action but in order to make it a success we need everyone to take part; every working person Union and non-Union to participate. To stay informed on upcoming news and events visit the Teamster IBT webpage, Teamsters 542 webpage and Teamsters 542 Facebook page.

Business Representative Shelly Allsup: Tradeshow - unfortunately, work has been cancelled through October 2020 at this time. I've reached out to the signatory companies to discuss extending the layoff and recall language for regulars and creating additional security in 2021 for the current preferred and industry casuals. If you have any questions regarding your health and welfare benefits please contact Benesys at 619.849.1051. Best wishes to Michelle S. for a quick road to recovery! Iron Mountain - most recently a review was done of the "pool" for the members' monthly contributions for health and welfare and a reduction of approximately \$35.00 per month has been passed on to the members. OMNI - the employer's potential date for re-opening was reassessed and pushed back until the beginning of July 2020. An agreement between the Local and employer has been reached to freeze all members' ranking, job shifts, etc. until they report back to work. If you have any questions regarding your health and welfare benefits contact Benesys at 619.849.1051. Our 30-year member Don Childs recently passed away peacefully in his sleep. Our hearts and prayers go out to his family, friends, co-workers. US Foods, San Diego Division - recent furlough negotiations between the employer and Local have come to a standstill due to

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the employer's inability to adhere to the negotiated terms and conditions as discussed and drafted within the LOA they approached the Local with on March 20, 2020. Local 542 filed a NLRB charge and 3 "all affected" grievances on March 29, 2020. Additionally, the employer continues to cut corners by using management persons to perform bargaining unit work. I'm in contact with your shop stewards in regards to several other issues happening at this location and we are addressing them accordingly.



### By Lee Fletcher Secretary-Treasurer



Lee Fletcher, Secretary - Treasurer: members of Local 683, conditions have changed considerably since the last newspaper.

As soon as the orders went out to shelter in place on March 19, Local 683 was searching for protective personal equipment (PPE). It was nearly impossible to find the proper PPE for our members. Shortly after the shelter in place order we were able to get the cloth masks and distribute them to the members along with gloves. To this day we are unable to get hand sanitizer or wipes. The difficulty in getting PPE is an issue everyone is dealing with. This difficulty prompted me to contact several state politicians in early April. My main point to them was "I realize medical responders have a priority, but if food supply chain is compromised, we will all be in trouble." No response as of today and we are now having issues with food supply chain. I have been told by some company representatives that they believe the death toll is inflated and this is nothing more than the flu. It's very concerning to hear management that is responsible for employee safety make comments like that. The fact that they are missing is even if the employee gets through the illness relatively well, it could affect vulnerable family members. Many of our members have older family members or people with other health conditions living with them. In the past 2 months Local 683 has had nearly 500 layoffs at various companies due to COVID-19. We have had 8 members confirmed with COVID-19. We have reports from members that they have tested positive for antibodies, which means they have had the virus at some point. AFC Urgent Care facilities in San Diego have this test available to the public. For workers deemed essential risking their own health and their family's health, we need companies to have testing and PPE now! Negotiations: arbitrations and several types of legal hearings are moving very slowly. Some companies have agreed to conduct negotiations over a platform called Ring Central offered by Federal Mediation. Other companies are insisting on in-person negotiations. We have several arbitrations that were scheduled 9 months ago that have been postponed until further notice. We have several NLRB charges, they are taking information over the phone but that is about as far as it's going at this point. If the Supreme Court can conduct a conference call hearing, we should be able to do the same. If a way to conduct these hearings is not figured

out soon it will make what is already a lengthy process far worse.

Richard Hurd Coordinator/Business Agent: I hope this finds all the members and their families of Local 683 safe and healthy. It has been a very unique time. Local 683 has been hard at work negotiating contracts just to get hit in the face by the Coronavirus. The impact on the Teamsters and Local 683 has been hard but like any other obstacle the Teamsters and Local 683 always find a way of getting through adversity in a much better position and I have no doubt that this will work out the same. Gallo Wine, Rexel and Performance Contracting had no layoffs. Farmer Bothers here in San Diego was hit hard with 3/4 's of the members on layoff. Young's Market and Southern Glazer did their best to keep everyone on the payroll until May 8. Sales and hourly were put on temporary layoff until July. We are hoping with the state opening slowly it may be sooner. Both Young's and Southern per the strong contract language, health and welfare will continue for the laid off workers.

Jose Puga, Business Agent: Transdev South Bay members-thank you for being frontline workers and moving the city forward. Drivers ratified a 3 1/2 year contract with substantial raises. Transdev South Bay mechanics and service workers have begun contract negotiations via Zoom. I just a got a terminated long time mechanic reinstated to his position, keep his seniority and no lapse in medical. Transdev CVT filed a grievance for the retro-pay and moved this grievance to arbitration. Pasha-we are moving forward with grievances, mediations, charges including in the near future, arbitrations.

Jesus Cano, Business Agent: due to the pandemic Local 683 has worked out an agreement (LOU) with Mission Linen Supplies to minimize layoffs; hours are being reduced to keep more members employed through the months of April. I'm working with AlSCO San Diego to try to keep more members employed during this time. We have multiple grievances filed against Aramark, Bimbo Bakeries, Mission Linen and Industrial and due to the situation, the process is taking longer to resolve. Prudential Overall Supplies - we were able to get an agreement to re-establish a guarantee for a member in the amount of \$400 on a weekly basis. Also, we have a couple of cases in arbitration for Waste Management on hold, and other grievances settled.

Abel Sabino, Business Agent: D.P.I.- everything seems to be working smooth as the company is staying within contract language and has had no layoffs. Alta Dena Dairy - besides filing for bankruptcy and being sold to DFA, I'm happy to say with a lot of hard work on behalf of the Union Dairy Committee they managed to keep 98% of the contract language especially wages, health and welfare, pension and retirement benefits. Pepsi - still working through reimbursement of medical overpayments that Pepsi owes members once audit is complete; I will post the date when they will be reimbursing the members. Amerit Fleet Solution - negotiations have been extended to June due to COVID-19. We have an extension in place for all retro-activity. Coca-Cola Oceanside - working on several grievances-one is a driver cell phone violation-company withdrew the corrective action. Warehouse ELS standards-the companies are holding employees accountable for picking standards even with the COVID-19 rules and regulations making it difficult for the employees to keep up on their standard time allotted.



### By Randy Cammack Secretary-Treasurer



Ron Seamans, BA, Freight: ABF-contract books have been printed and are ready for shipping. YRC contracts will be printing soon, will inform stewards on anticipated

arrival date. Aava Dental and Bellflower Dental are both open for business, use your benefits and help your brothers and sisters at those locations. If you feel sick stay home, don't take chances, stay safe and enjoy the summer.

Tony Villegas, BA: Ralphs Riverside: this pandemic is sweeping our country and world. With mass casualties our brave Teamster office, warehouse, crate yard, maintenance, and drivers at Ralphs show up every day while putting their lives on the line and the risk of their own family members' health. Again, we have proven in Riverside that manpower will always overcome automation. As an essential worker now more than ever hazardous pay needs to remain in place.

Brian Wood, BA: every one of you on the front lines are heroes & I hope you and your family stay safe! If there's anything I can do, please don't hesitate to reach out to me. Reyes Coke, we will be continuing negotiations June 10-12 on your contract renewal. Edward Don: negotiations on your contract renewal will start mid-June. If any of your family members are working in unsafe conditions and would like to talk about organizing, please call me @ 626-290-0239.

Ramiro Alonzo, BA: UPS Freight, Ralphs and Stater Bros.: we lost a very strong Teamster, Oscar Carreno, a long-time a driver for Stater Bros. All our condolences go to his family, he will be missed. During these unprecedented times with COVID-19 please take all safety measures that are put in place to be healthy and safe. Thank you to all members for all your stellar performance during these times.

Craig Quiroz, BA, Stater Bros.: as this article goes to press the temporary agreement should've gone away. The guys and gals at Stater did an outstanding job making sure product was available at stores. We had originally planned to meet the company May 1 to start negotiations but COVID remains, we will be looking at dates in June. Stewards will be informed. USF Fontana is slowly starting to recall people from lay off. The International is in talks with YRCW to secure restroom locations. Remember we are less than a year away from your contract expiration. To all my members stay safe out there, your family depends on it.

Richard Montoya, BA, UPS: over 90,000 people have lost their lives to COVID-19 in the U.S. This pandemic has changed the structure of how our country runs and has put a face on what is truly essential in our daily lives. The volume of deliveries has rose, our brothers and sisters at UPS are working day and night through this pandemic. We understand that many of the part time employees are putting in 50-60 hours and working 6-7 days a week. The Teamsters have aggressively expressed that they need to hire more employees to help with the surge in workload. We are pressing this issue in daily conference calls. They agreed to ramp up the hiring process as they are aware. Never hesitate to call your business agent on issues. Local 63 will never stop fighting the good fight!

Martin Perez, BA/Coordinator: hope all our members are staying safe and following the guidelines that are set by our state, hopefully things will get back to normal soon, thus getting our members back to work. Now this is the time to really show what Teamsters are about staying strong and helping our brothers and sisters in this time if need. A special "thank you" to all the shop stewards for all your help during this difficult time of need. God bless all.

Tim Fraley, BA, ONCTA: as "essential workers" your hard work is greatly appreciated. Staffing continues to be an issue in feeder and compounded by influx of volume. The company is ramping up training to catch some of our 2020 training goals that had been paused by COVID. DMV locations in Desert Center, Fontana, and Fullerton are open and available for CDL permit testing. Package drivers that are interested in promoting into feeders need to contact their HR and get on the feeder intent list! The Local will be hosting our next feeder orientation course on Saturday, June 20. This orientation will be scheduled as a "zoom" type meeting. This course is a mandatory requirement to promote into feeder. Please call the Local for reservations. ONCTA shifters - the company will be training "back-up" shifters and acquiring equipment to help relieve our current workforce. If you want to become a shifter, please get with HR. We have added 3 additional stewards: Charles Smith, Jose Quintanilla, and Silver Agular, congratulations!

Carlos Barnett, Dairy and Miscellaneous BA: Dairy Farms of America bought Dean Foods out of bankruptcy. Our directors were able to reach an agreement that saved jobs, wages, benefits and pensions for some 4,500 workers. The members ratified it. This agreement is good for 5 years, wage increases the first 2 and wage openers the last 3. Medical coverage was preserved along with coverage for all existing and future retirees. Pension contributions are 25% less than the previous contract with an option to take from current wages to make up the difference. This was a great deal and I am thankful to the members who supported it. Driftwood Dairy & Clearbrook Farms employees have suffered the most layoffs because of school closures. Budget LAX employees also suffered huge loss of hours since LAX closed. We were right in the middle of negotiations when COVID flipped economy upside down having to postpone. Individual Food Service rejected a company offer in March shortly after this the pandemic went full-blown. These essential workers are out there every day. Foster Farms, Challenge Dairy and Rockview Farms are out picking up products for markets and restaurants. These drivers are putting themselves in harm's way to make sure you have food.



### By Bob Lennox Secretary-Treasurer



Bob Lennox: the spread of the Coronavirus has brought about a sweeping and devastating impact on thousands of our members and their families.

With very short notice, the state has implemented stay at home orders and forced the closure of thousands of employers here in California. Local 495 also been dramatically affected by the closures. With thousands of members suddenly unemployed we have also had to make hard decisions on staffing levels to deal with our new reality. On March 21, President George Park retired and the executive board unanimously voted to appoint business agent Damascus Castellanos as president. Office clerical Jackie Figueroa was laid off and business agent Kevin Barrus has announced his retirement in late June of this year, but through it all the business agents have all stood strong and continue their vital work assisting our members on a daily basis. Our office has remained open to assist members Monday - Friday during the entire time. As we look to the future, we are optimistic that the virus will be controlled and many of our members will be recalled to work. If you need information on resources available for financial assistance, please go to our website teamsterslocal495.org. I would like to thank our members for all their support over

the years and to reassure everyone we're strong and united and we will work our way through this.

Jim Lennox: 2020 is truly the most tumultuous year we have ever faced in our lifetimes. With the advent of the Coronavirus we must all modify our behaviors - including washing our hands frequently, wearing a face covering and keeping our social distance from others when we are out of our homes. Times are tough but we are tougher and we will get through this together. I also would like to thank all of our "essential worker" members who have continued on their jobs - you are truly heroes to all of us. Contract update: both the Hertz Rental Representatives L.A. Metro agreements and the Hertz Western Region HLE contract have ratified one year extensions to their contracts unanimously.

Damascus Castellanos: the Coronavirus pandemic has put us all in a very unfortunate situation, some of our members have been affected by lay-offs and others are working excessive hours as essential workers. We have been working closely with your companies to make sure we all follow the proper procedures of the contract, and local, state and federal government edicts. Local 495 has been successful in getting those companies that fell behind in providing the proper PPE's to our members, to do so. Unfortunately, this battle goes on daily due to the stubbornness of some of our companies but Local 495 will continue to fight for our members in every way.

Art Carrillo: I want to thank the many wonderful members and stewards I have met at my new job assignments. The warm welcome is greatly appreciated and I look forward to working with each of you. Opening letter has been mailed to Border Tire/Santa Fe Springs and we are in the process of scheduling meetings with the company to begin negotiations; contract expires June 30. We are currently in negotiations with Three G's Inc.

Kevin Barrus: during the past 42 years I have been honored to be both a member and business representative of Local 495. However as of June 26, 2020, I will be retiring. I would like to take this opportunity to thank Bob Lennox, the staff at Local 495, the stewards and the members of Local 495 for all of their dedicated support over the years. Please stay strong and united. Long live the Teamsters Union and Local 495.

Johnny Espinoza: first of all I want to thank all our heroes who continue to work during these unprecedented times. I know it's been tough but together we will get through this. At UPS Cerritos penalty pay was provided after Maria Gonzales challenged the company through the grievance process with help of steward Terrance Estrada. At Disney California Adventure, a member will be reinstated after being terminated for months with the help of Brian Bailey and Brian Freeman. At Long Beach Airport, National Alamo service agent Mark Castillo was finally paid 80 hours once brought to the union, after being ignored by the company. Thank you shop steward Nicole Wilson.

Mark Manning: how dramatically life can change without being able to prepare for what change may bring. We came into this year with a large bargaining load ahead for 2020 and now we are looking at a lot less actual negotiations and instead we are extending some agreements for an additional year due to the devastating impacts of widespread job loss. Rather than providing on the job support under some of our agreements, we are providing assistance to members in managing furloughs, layoffs and recall rights, extending health & welfare benefits where we are able to, and a lot of just reassuring members. With no known end in sight to this time of transition it is exceedingly difficult to plan for much of anything but adapting to life as it comes. We have a wealth of knowledge and contacts with resources to assist our members with a variety of issues we are all facing right now. We know we will get through this together and be stronger for it as a result. Please stay safe and well.

Carla Castro: hello everyone, hope this finds you all safe and well. This has definitely been an interesting quarter with the quarantine happening. Despite having

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to be furloughed we were able to secure seniority and health coverage throughout the Disney Parks closure for both our part time and full time members. Grievances were settled and we have welcomed back Star Shines; reduced disciplines for Bethany Clover, Annabella Saucedo, and Jackson Whistler. It's been a pleasure meeting members as I join in representing other accounts. Thank you to all who are currently working, and thank you to those staying home.



**By Eric Tate  
Secretary-Treasurer**



This is a trying time we are all currently going through, and I hope everyone is doing what is necessary to stay safe and healthy. Our

general membership meetings were cancelled for the months of March, April and May due to the pandemic and the executive board will be meeting soon to decide if that will include June as well. Please stay updated with this and other pertinent information by visiting our website at Teamsters848.org or calling our Glendora or Long Beach offices. Office hours have been modified due to the coronavirus and the recommended social distancing. The Glendora office is currently opened M-Th 8:00 am to 4:00 pm and our Long Beach office is open M-Th from 9:00 am to 5:00 pm; both offices are closed on Fridays until further notice. Business representatives are currently working remotely so if you need to get a hold of your business rep please call the offices and the administrative assistants will contact your rep and have them return your call.

Congratulations to the following members on their retirement: Ralph Penn, Reyes Coca-Cola, 48 years; Arturo Torres, TABC, 41 years; Carlos Herrera, Reyes Coca-Cola, 37 years; David Alvarez, MV 163, 20 years; Jesus Calleros, MV 64, 19 years.

Our condolences to the families of the following: to Baudelio Flores (Tropicana/Naked Juice) on the loss of his wife and mother; the family of Bryan Prentice of Weber Logistics; the family of William Engle of Connolly Pacific; the family of Pablo Calangian of Trans Dev; and the family of Oscar de Haro Cabral of Praxair.

Louie Diaz - to the members I represent at Hyatt Die Cast, Kloeckner Metals, Mitsubishi Warehouse, Morton Salt, TABC and Tell Steel, I wish you and your families good health during the COVID-19 pandemic. If you need to reach me, please call my office and leave a message; one of the front office staff will contact me because I am not currently working in the office.

Juan Medina/Ralph Black - the COVID-19 pandemic has changed how we work as well as how we live, many have been laid-off and we are hoping they return soon, but many have been going to work because their companies are deemed essential. With that said, we want to thank our Ralphs, Albertsons/Vons, DHL, UNFI, Tropicana/Naked Juice, DPI, Coastal Pacific, Sygma, Southern Glazer's, Palisades Ranch, US Foods, Young's Market, Bake-mark and Gallo Wine members who have been on the front lines supplying the services needed to the public on a daily basis. Our thoughts and prayers go out to each and every one of you....stay safe.

Gordon Ament - all yards - you are all essential workers and I could not be prouder of the work you continue to do. The Local has and will continue to aggressively apply pressure to ensure that employers follow CDC guidelines which seem to change weekly, if not daily. FT Cerritos-the city of Cerritos has decided to cut service with the employer deciding to conduct layoffs despite our efforts to keep everyone working. Contact my office and I will try to get you work elsewhere. FT Pasadena-the city has decided not to cut service and has

in fact increased service on certain routes to aid with social distancing. Props to the city of Pasadena. Keolis Pomona-with the exception of express routes, Foothill Transit has not cut service. Props to Foothill Transit. Please be mindful of the accident policy and drive safely. Your new GM views the CBA as black and white with no gray area or wiggle room to save employee jobs. Los Angeles Regional Food Bank-the Local continues to receive A+ assessments from your employer regarding the work you do and has temporarily increased your pay due to the outbreak and subsequent increased need for food in our communities. Props to the Food Bank. MV Trans Thousand Oaks/Calabasas-we are currently in negotiations. Elsa and Sergio have taken on the role as your negotiating committee. Your employer is up to its new usual self by dragging things out and not being prepared. Keep an eye on your Union board and mail for updates.

Tom Tullius - RCCB - congratulations on the ratification of a very lucrative contract. A special thank you to all the stewards that participated in the negotiations. As you are aware by now, RCCB has taken the position that the Torrance/Carson facility has closed and there is no intention at this time to reopen it. That means that the Carson drivers in the L.A. and Downey yards are now dovetailed with those delivery drivers. The company, with the assistance of the stewards, also devised geographical maps that were used in the recent driver bids, so besides selecting a start time and schedule you will be selecting an area that you prefer to deliver in. Those drivers hired after April 3, 2015 should have received the paperwork to sign up for the negotiated 401k plan so the company can transfer money they have been holding and start the monthly contribution. If you have not received this packet, see your shop steward for advice. To all Local 848 members and your family, stay safe.

## DISTRICT COUNCIL 2

**By Clark Ritchey  
Secretary-Treasurer**



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

Our organizing efforts continue as we recently ratified a new contract at a print shop in Northern California, The Edge Print & Promotional, Inc. This newly organized company ratified a 2-year contract with wage increases in each year and contributions to the SIP 401(k). Congratulations to our new members.

In Southern California, members at Sonoco, Norwalk ratified a 3-year agreement with wage increases each year of the contract, increases to shift differentials and to the defined benefit pensions. Improvements were made to vacations and the safety shoe allowance, while the health & welfare (Kaiser) retained the status quo.

Titan Graphix & Promotions ratified a 3-year contract with wage increases in each year of the agreement.

Currently in negotiations in Southern California: Ellie Sewing, Inc., Tension Envelope and Westrock. Upcoming bargaining includes Commercial Lumber and Pallet, DeFrance Printing, Gared Graphics, Royal Paper Box, and Uribe Printing.

Lodi News, in Northern CA, extended their contract for 1 year, while Georgia Pacific and Westrock continue negotiating their agreements. Upcoming negotiations in this area include Corrugated Packaging, Custom Paper Products, Firefighters Print & Design, Gowans Printing, Metro Mailing Services, Metro Print & Signs, and River City Printers, LLC.

Other 1-year contract extensions were ratified in Colorado and include C & D Printing, Egan Printing and Gamino Printing.

Future bargaining in this area includes DP Media Network LLC, and in Salt Lake City, Utah - Newspaper Agency and Sun Lithographing Co.

In the Northwest region, The Post Register (APG) recently reached an agreement on a 3-year contract, which includes GWIs in each year of the contract, changes in classifications, and holiday pay improvements. This agreement was unanimously ratified!

Yakima Herald Republic, in the state of WA, ratified a 3-year deal with wage increases through the term of the contract.

DC2 continues negotiations in Oregon and Washington with Westrock, Georgia Pacific, and K & H Printers. Upcoming negotiations include Cenveo Worldwide Limited, Pride Printing, Daily Journal, K/P, LLC, Rotary Offset Press, Tacoma Rubber Stamp, and TR Graphics.

Our country has been dealing with the current coronavirus crisis for well over 2 months now. This is unlike anything many of us have experienced in our lifetime. It has been a serious threat to the economic and physical health of all members and their families.

The Union leadership at DC2 is in regular communications with employers, health officials, and International Union staff to be certain that we are up-to-date on the most recent developments in this fight to protect the lives and livelihoods of our members.

We will keep you informed of any steps that we as Union officials are advised to take to provide a safe work environment if you are an essential employee and still in the workplace. In the meantime please follow the Centers for Disease Control Guidelines (CDC) which can be found at <https://www.cdc.gov/>.

We cannot stress enough the importance of following the strong recommendations of the medical professionals to keep your families and yourselves safe.

If you have been affected by the COVID-19 outbreak, visit our DC2 website at [www.teamstersdc2.org](http://www.teamstersdc2.org) for more information on your rights & benefits under your state's labor laws. All our members have rights and benefits under your state's labor laws; and if COVID-19 has directly or indirectly made you unable to work, you may qualify for government benefits in the form of money paid directly to you. You can find charts that list the benefits based on your state, which explains how to obtain more information on those benefits, and how to file a claim. (Note: these benefits are in addition to the benefits and protections you have under your labor contract.)

The CARES Act (Coronavirus Aid, Relief, and Economic Security) was passed by Congress in March 2020. The CARES Act (1) expands the scope of individuals who are eligible for unemployment insurance (UI) and (2) for individuals who are normally eligible for UI, increases the amount the individual receives. The Act also implements several changes to facilitate the administration of benefits. The CARES Act temporarily enhances and expands unemployment insurance (UI) benefits through three key programs. To participate in the programs, each state must enter into an agreement with the federal government.

If you have any questions, please call the office at 800-333-4388 and ask to speak to your representative.

\*\*\* Please note the Scholarship and Journeyperson Postings on your Union Bulletin Board. Please make sure that you apply prior to the deadline designated. If you have any questions, please contact the DC2 Office at (800) 333-4388.

Our deepest condolences to the families of the following members who recently passed away: Local 388M - retirees: Kenneth E. Fairless, Delbert Larsen; members, Rogelia Barrios, Patricia Cortes. Local 543M - Bruce Prine. Local 747M - retiree: Dennis L. Paola; members: Reginald Alderman, Brian Judd, Rebecca Evans.

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

chase 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**



Adelanto - we have begun negotiations and will continue to do our best to secure a favorable contract for our membership. In the meantime, please

remain safe, wash your hands, and practice safe social distancing. CVMVCD - we are in the final stages of settling our one year agreement with a wage increase and the remaining status-quo. Negotiations were placed on hold pending COVID-19.

City of Perris - negotiations have been placed on hold, pending the COVID-19. We are eager to get back to the bargaining table. PSUSD - negotiations have been placed on hold, pending the COVID-19. We are eager to get back to the bargaining table.

LACOAHS - we have continued to work with the county to maintain proper PPE for our health inspectors. Please know we absolutely value and appreciate each one of our members who are making their daily inspections and keeping our communities safe. City of Santa Monica - city council authorized hundreds of layoffs citywide. Our unit was originally set to have a couple of hundred authorized layoffs. At this point this number has been reduced to 24 and we are hopeful that through impact bargaining we will be able to further protect jobs and our members. The impacts of COVID-19 have also impacted the public sector in reduced revenues and increased expenses. We will notify you of any updates after our next bargaining session. Job security and your health and safety are our priority.

City of Los Angeles - we are following up with the city to determine what our summer program will be and what the plans are for LAUSD's return to school. We have been successful in protecting jobs and securing compensations during the COVID-19 pandemic. However, the city council has authorized proposed reductions and we are doing everything we can to protect the crossing guard program.

City of Redondo Beach - the city has identified reductions to eliminate a 9 million dollar deficit. Thanks to the commitment and dedication of our members, although we may be faced with reductions, we may not see anyone actually get laid off for this upcoming fiscal year. Our MOU expires at the end of the year and we want everyone to remain focused and aware of the Union process. We would like to thank stewards Jerry Galbez, Wallace Iosia, Danny Garcia, Tyler Williams, and Chris Peindl for their commitment to our membership.

City of Lancaster - we thank former utilities division steward James Rush for his service as a steward and for all his contributions. Special shout out to our former chief steward Ray Tomlinson for all his years of service as a chief steward and for his commitment to our membership. We would like to welcome Ryan Brown as the utilities division steward.

City of Palmdale - we are holding discussions with the city to evaluate the impacts of COVID-19. As you all know we are scheduled for a wage increase in July. Occidental College - the college has been cooperating with our efforts of preserving jobs and keeping employees safe during COVID-19. We will be assessing the impacts of COVID-19 to our operations. Once this occurs we will notify you of next steps in the collective bargaining process. City of Vernon - the city will authorize the return of various classifications to work. Of course safety is the number one priority. The city will be offering free COVID-19 testing for our members working for the city.

South Bay RCC - Executive Director Erick Lee has submitted his resignation. He will be replaced on an interim basis by former Teamster steward John Krok. We have pending matters and ongoing negotiations and are hopeful to bring a good agreement before you soon.

San Diego Lifeguards - Teamsters 911 is in contract negotiations with the city, and negotiations are proceeding amicably. Teamsters have been in constant communication with management with regard to its pandemic response.

San Diego County Regional Airport Authority - negotiations have commenced for a successor MOU. Both sides are hopeful an agreement can be reached shortly. Teamsters wrapped up an arbitration on wrongful disciplinary appeal, and we are waiting on the arbitrator's decision.

Vista Irrigation District - 911 filed an Unfair Labor Practice with PERB subsequent to the disciplining of a district employee. The matter is currently set to be considered by PERB in July.

San Diego Port Authority - 911 has been in regular communication with Port management and the executive board concerning the Port's response to the pandemic. Teamsters have presented our position and desire to maintain transparency with the board as we navigate the upcoming financial challenges.

Teamsters have maintained regular scheduled communications with its stewards and management in the cities of Temecula, Poway, Oceanside, Escondido, and San Diego, as well as port of San Diego, San Diego Regional Airport, Vista Irrigation District, San Diego County Water Authority and Rancho California Water District. All units report adequate supplies of PPE and are adjusting well to the realities and challenges of teleworking and physically distancing in the workplace.

## UC Local 2010

**By Jason Rabinowitz  
Secretary-Treasurer**



Teamsters Local 2010 has been on the forefront of the fight to protect workers' safety and jobs at University of California and California State University through the COVID-19 crisis.

Our Local has won guarantees from both universities to impose no layoffs due to the pandemic through June 30, 2020. Now, in the face of projected budget cuts from the state, we are redoubling our efforts to protect our members' jobs and livelihood into the future.

Through the first weeks of the crisis, Local 2010 participated in daily calls with both systems, urging administrators to do the right thing for their workers, students and communities. Both UC and CSU ultimately agreed to provide full pay for employees through various programs, and promised no layoffs through June 30, 2020.

Teamsters are sad to say we know of one member lost to COVID-19. Emmanuel Gomez, a journeyman electrician working at UCLA Ronald Reagan Medical Center and a Teamsters Local 2010 Skilled Trades member, passed away on April 24. Local 2010, Joint Council 7 and Joint Council 42 contributed more than \$10,000 to assist Emmanuel's family during their time of need.

Our Teamsters family is devastated by the loss of our brother Emmanuel. We have his family and loved ones in our hearts and in our prayers.

Below is a timeline of some of the recent coronavirus-related activities and major milestones for Teamsters 2010 members.

Late March - Local 2010 creates a comprehensive COVID-19 informational section for UC and CSU members on the [www.teamsters2010.org](http://www.teamsters2010.org) website.

April 3 - UC leadership issued a letter

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committing that "there will be no COVID-19 related layoffs for all career employees through the fiscal year ending on June 30, 2020." May 4 - Teamsters Local 2010 participated in a vigil and "Honk-a-Thon" along with members of other UCLA Unions outside of the Ronald Reagan Medical Center on the Westwood campus, to mourn the COVID-19 related death of Emmanuel Gomez and demand appropriate personal protective equipment (PPE) for all UCLA workers.

It took multiple demands by Teamsters 2010 and more than a month went by before the university fit-tested and trained the majority of Skilled Trades workers in the HK unit on the use of N95 respirators, even though these employees work in and around the hospital where they are at-risk of COVID-19 exposure. To add insult to injury, when workers received their N95 masks, they were a different N95 model than the one for which they were fit-tested and trained.

May 12 - Teamsters members and representatives spoke to the CSU Board of Trustees, pointing out the CSU's \$1.7 billion reserve should be spent on worker pay since it was partially gained through salary savings from not filling worker positions or paying competitive wages.

May 13 - After weeks of Teamster pressure, the University of California updated the Covid-19 related leaves guidance to allow pay continuation through June 30, 2020 for pregnant and other staff particularly vulnerable to Covid-19 illness. If a career staff person has been advised by a healthcare provider to self-quarantine and they are not allowed or able to work from home, have used available paid leave under UC policy and the Families First Coronavirus Response Act, and they meet the other qualifications, they should be eligible for continued pay through June 30, 2020.

May 13 - Teamsters 2010 leaders took swift action after Cal State University Chancellor Timothy White announced that CSU plans to conduct most instruction online during the Fall 2020 semester. This means campus operations would continue to be dramatically reduced compared to the status quo preceding the pandemic. Our Union sent a letter demanding to bargain the effects of this decision, strongly urging the chancellor to avoid layoff or furlough of our hard-working Skilled Trades Teamsters who have been and are essential to ensuring that CSU can continue to operate.

May 13 - UC President Janet Napolitano and UC Board of Regents Chair John Perez called a meeting with Union leaders Wed., May 13, during which they shared information about the UC's current fiscal challenges but did not make any specific proposals regarding how to address budget shortfalls. In a strong showing of unity and common vision, the UC Coalition of Unions sent a letter to President Napolitano and Chair Perez outlining our vision for an equitable budget that honors frontline staff and students.

The Teamsters and our sister Unions called on UC to stand with the workers whose work has built UC. UC has substantial resources that it can draw on to avoid layoffs and cuts to workers and services, including billions of dollars in reserves and stimulus funds. I urged UC to use creative solutions such as reassignment of staff, telework opportunities, reduction of executive bloat, and addressing deferred maintenance, rather than resorting to layoffs.

May 19 - Seven Teamsters spoke to the UC Board of Regents, expressing how a layoff would affect them and stressing the critical importance of appropriate personal protective equipment as some workers begin the process of returning to their facilities. Local 2010 also presented the UC Board of Regents with a petition with more than 3,100 signers urging UC to protect workers' rights, livelihoods and lives.

May 20 - Teamsters Local 2010 members joined sister unions in a Day of Action. Workers throughout the state wore "Essential Not Disposable" stickers, and some joined lunchtime rallies in front of UC San Francisco Parnassus, UCLA Ronald Reagan Medical Center, UCLA Santa Monica Hospital, and UCSD Hillcrest and Jacobs health centers. Teamsters 2010 also kicked off a #WeAreAllEssential social media campaign the same day.



### By Mike Bergen Secretary-Treasurer



First of all, thank you's must go out to all of our members who continue to provide essential services under serious social conditions.

Today you continue to supply the lifeblood of society and our hearts and thanks go out to you—the Essential Workers. Local 166 honors you for continuing to work and proudly do what Teamsters always do in the face of adversity.

At Costco, the Costco Locals representatives have been on weekly conference calls with the company concerning workplace conditions and protections for our members working during this pandemic. New safety policies are being stipulated as conditions change. Any member that may have concerns about their workplace safety should contact their managers or business representative with their concerns. The attendance vote count has been delayed until we can gather the representatives together to count the ballots. We will keep you informed of the status of the vote count.

Anheuser-Busch Riverside contract proposal surveys have been received as we prepare for negotiations. In wholesale liquor, the Local Unions extended front-line hero pay until May 31, 2020. Young's Market Chino warehouse has instituted wellness screening for all entering the warehouse.

At DynCorp, DA Defense and VETS Ft. Irwin, our members have been deemed essential workers and continue to do their jobs supporting the Army in the face of possible exposure to COVID 19. We did have a positive COVID case at Ft. Irwin and we are happy to report that our brother recovered and luckily no one else tested positive working nearby. The Army has issued a "up to" one-year extension to DynCorp on LOGCAP IV but the Army could still have the awarded company (KBR) proceed with phase-in prior to the one year. The protest court litigation is still ongoing and depending on the outcome things could change. It could possibly go the other way and DI could be given a notice to continue/proceed for LOGCAP V. The Union will keep you informed as decisions are forthcoming. At NORCO we are under extension on the COVID grievance and will keep you updated. At Ft. Irwin, HDSS, Technica and BSTS—the Local has negotiations starting in June. At SpecPro Ft. Irwin we are in negotiations with distancing due to Covid-19.

At Kaiser Permanente, the Alliance of Health Care of Unions have continued to meet (phone conferences) with Kaiser region and local to discuss ongoing working conditions of all health care workers in order to keep them safe and working. A Labor Pool has been established to keep all Union employees working with no layoffs—Surge planning as well which all Labor has been a part of from the beginning. As of April, KP and AHCU started a child care grant program and temporary shelter program for all Kaiser Permanente health care workers in the AHCU.

COVID economic benefits value to our Alliance members has been analyzed and that total is over \$30,000,000 for various programs including, but not limited to: enhanced benefits which vary from area to area, childcare grants, KP staff off-hour housing stays, and paid leave hours through the COVID-19 Temporary Positive Leave Program. As our front line warriors in this COVAD battle, KP again has led the way in providing for their employees and taking care of its membership. Surge planning has come down most of the medical centers, with talks resuming to see how we can start opening up the hospitals and try to get back to normal. Some areas have started calling to get some minor surgeries and exams back etc., but continuing to keep everyone safe, with social distancing

and masking also with proper PPE when needed. KP will be setting up more COVID testing sites for walk-ins in the medical centers.

At Mondelez, the work load has been the same with no layoffs. Mondelez has a company that sanitizes the trucks and work area; unfortunately this company has cut back, so now they had to go get cleaning supplies and extra masking for all employees to keep them safe as possible. Saturday delivery has increased a bit, now it's going back to where it was before COVID (normal). They are continuing to do temperature checks before entering the building until further notice.

In construction, work has been steady through this difficult time. Our construction companies have remained busy and our stewards are doing a great job. Together we are all making sure workers have masks and that the companies are providing hand sanitizer and keeping social distancing. Lane Security is starting to gear up for the 10 freeway express lanes; we should get a few members out on that job site. Match took delivery of 6 new trucks. In the summer time work should be picking up. Coffman has started working on interstate 10 through Cabazon, keeping a few members working. The pipeline work is still busy and should pick up even more this summer. Our pipeline stewards are doing a great job. We will be going into negotiations for Olsen Precast drivers. Our training school contract is also up and we will be going into negotiations with them as well and working on getting a good contract for both. JC 42 just finished the wage/fringe allocation for the master construction agreement. The money will be allocated evenly between wages and health and welfare. The Vulcan rock plants have been steady; told by management if you want time off take it now as come summertime will be very busy. San Diego: Hazard Construction continues working day & night shifts. They are starting a new job in El Centro and are still looking for qualified drivers. At Hanson Aggregates work continues to keep everyone busy—the Escondido plant has been moved to Oceanside to finish 15 HOV lanes, working day & night shifts. At RCP, the contract is on extension with negotiations scheduled to start soon.

Our thoughts and prayers go out to the family of Kenneth Schendel, a retired member from Marlins who passed away in February 2020. RIP

## Buy Union Made



### By Tommy Blitsch Secretary-Treasurer



Tommy Blitsch: it is my hope that you are all staying safe and practicing social distancing guidelines during these very difficult times. Almost

weekly, I have been updating the membership in writing regarding COVID-19 and your Local Union. These updates are posted on our website [www.teamsterslocal631.org](http://www.teamsterslocal631.org), the 631 app (available on Google Play Store or the Apple App Store), and are being sent via text message to your cell phone number on file with the Local Union. If you have not been receiving these texts, please make sure to call the front office M-F 8:00 a.m. to 5:00 p.m. and update your phone number along with your address, if you've moved. In addition, we are providing a face mask to all members, and have had several food distributions to members in need. Please contact your business agent if you haven't received a mask yet or are in need of food so that we can get you on the list to be notified of future food distributions.

Government contracts: we are still in the process of getting ready for contract

openers for MSTs Construction and MSTs Fire & Rescue; please pass on any contract language concerns to your shop stewards in the coming months. Just want to say thank you to all those Teamster members that were deemed essential workers and continue to work through the COVID - 19 pandemic. It is everyone's job to enforce their contract; I ask each of you to watch your work.

UPS: Attendance is an ongoing issue. Be at work and at your workstation on time, unless you're on approved time off. The Union recommends making a pension appointment well in advance of retiring to make sure you have the correct number of points to qualify. Northwest Administrators can be contacted at 866-648-6878—it is your responsibility to know if you are eligible for retirement. The Union would encourage all members to have monies earned all the way up to the last week prior to collecting a pension check, if not, you will not have health insurance for those weeks and this could affect your eligibility for retiree insurance. Due to the COVID-19 virus, health and safety is of the utmost importance. The Union passed out gloves and masks to all employees and has been working with UPS to ensure that the conditions are as sanitary as possible in the workplace. The government deemed UPS an essential business to ensure the supply chain of many essential items. The Union and company have made several agreements to get more help for the drivers wishing to be relieved of excessive overtime. At the time of this writing, the Union has processed over 200 requests, 8 and 9.5 grievances combined, checks will be sent via USPS so make sure that you have a good address on file with UPS.

Republic Services: the June raise was voted on recently and will be going on your check. We are coming into the summer months—make sure you take a few minutes to hydrate yourself when you are out on your routes. Any driving citation on or off the job should be reported to the company. If you do not know where you are with your attendance occurrences, please check with your HR manager. The sheets that they have at the time clock are not up to date. To check on your pension with Northwest Administrators call 1(866) 648-6878.

Convention: these are very trying times for the entire country as well as our 631 membership. Thousands of our members are laid off with no end date in sight. Trade shows are currently shut down entirely. In the interim, we have been trying to be the liaison for our members having difficulty filing for unemployment. We have been working with Governor Sisolak's office to facilitate these issues. We have held two drive-through 631 mask distributions at the hall for convention members. If you have not yet received a mask, contact your business agent. In addition, we have partnered with Locals 986 and 14 in holding two food distributions within the last six weeks along with helping ULAN distribute food. Thank you to the volunteers who helped. Please keep yourselves and your families safe.

Construction: Southern Nevada has seen an increase in roadway improvements. The Strip has projects running from Downtown to Spring Mtn. with underground and revitalization projects. Raider Stadium is nearing completion as well as their practice facility in the south part of the Valley. The Convention Center expansion is in full swing, as well as the tunneling project to connect the Halls underground. Summertime always means longer workdays in the Vegas Valley. Make sure to drink plenty of fluids, and always make sure to protect yourself, especially as we deal with modern day issues.

Ready Mix: drivers have been busy delivering concrete to all construction projects in southern Nevada. With summer upon us, the workload for ready mix increases as construction projects increase. Nevada Ready Mix is finishing up Resorts World as SilverStar is finishing up Raider Stadium. Again, always protect yourself, and hydrate as we enter the long hot days of summer.

CertainTeed, First Transit RACC, MV Transportation Paratransit and Fixed Route and the Movie Industry, ABF, YRC, UPS Freight: the coronavirus has affected the

everyday workplace in many ways and new guidelines for safety have somewhat been established in the facilities but seem to change minute by minute - deep cleaning facilities, daily disinfectant of facilities and equipment, the use of additional PPE masks, gloves, etc., social distancing, tracing exposures, quarantine of employees, reduction of the workforce, reduced schedules and hours. This unprecedented time creates new and challenging issues that are being addressed; day to day operations, grievance hearings and other meetings are being reviewed with the new guidelines, we will keep you updated, please be patient and most of all be safe.



### By Eric Jimenez Secretary-Treasurer



Brothers and Sisters, I hope this message finds you and your family well. I would like to say to all the Teamsters who are still working and have been deemed essen-

tial workers, Thank you for your hard work and dedication. You are considered heroes to this Local. We all know that Teamsters have always been essential but now more than ever we're proving it.

Teamsters Local 952 along with so many others across the states are stepping up to make sure the country gets through these tough times. Our members are getting food, medical supplies, water, linen, and so many other essential items from the warehouses to the hospitals and homes.

Our Local has held seven food drives and I am proud to say that we have fed 576 families (2,293 individuals). We've also partnered with Colette's Children's Home to provide financial assistance for members living in the city of Anaheim who are facing utility shutoff or eviction notices. Additionally, we held a blood drive so we do our part to ensure our hospitals have a life-saving blood supply.

I would like thank my staff for all their hard work. It takes a team to get things done. While trying to work through the COVID pandemic, they're still doing their best to conduct regular business. And the Local has been busy.

Westside Building Materials: special thanks to the shop stewards in Anaheim, Robert Cruz and Chris Corona, and Larry Branson in Hesperia, and Ricardo Flemenco in Chatsworth for their help in securing new 3-year contracts (respective locations) that give our members much improved wages, sick leave, pension, health and welfare. Many thanks also go to the members who showed the power of unity and solidarity through the whole process. Outstanding job! All three contracts were ratified with 100% vote.

Local 952 members at Reyes Coca-Cola bottling in Orange and Rancho Cucamonga have ratified a new 4-year agreement that came with substantial wage increases, financial improvements to the pension plan, strong health and welfare language, and the ability for members to have access to the Teamsters 401K plan in addition to the pension. Congratulations to all and many thanks to all the shop stewards for their support and commitment throughout the process.

We are in the process of ratifying a one-year agreement with OCTA that includes a pay raise. We've secured masks, gloves and hand sanitizers for our members and we're also investigating hazard pay for our drivers.

Local 952 represents drivers and mechanics at a variety of transportation companies. This area has been hit particularly hard. As an example, MV Transportation's volume dropped by 90%. They laid off about 180 members in all classifications. We are hopeful that as the federal, state and county authorities start opening things back up and stay-at-home orders are lifted, these companies will begin to bring back

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*Southern California Teamster*



these essential members.

At the beginning of the pandemic crisis, Local 952 business agents joined me on the ground at UPS where we handed out masks. Recently, we were able to bring back three employees who had been terminated, and we've pushed the company into providing PPE's for all of our members. We were also on site to see Dave Smith roll back into the yard for the last time. Dave retired with over 30 years of service with the company.

Albertsons Irvine and Brea drivers and truck mechanics: the increase in volume working 6+ days a week through this time to get the product to stores was incredible and puts us in a great position for the upcoming negotiations. Congratulations to newly-elected stewards Chad Gentile, Mike Mandahl, Chris Sherman and Albert Lazo.

The Local has finalized a 2-year agreement at Blue Diamond Materials that included full retroactive wage and pension increases. We are currently in the process of securing negotiation dates for CVS drivers and truck shop members. Congratulations to Tim Sprinkle and Richard Ceja for being elected shop stewards.

We've had to step in and enforce our CBA with CYTEC Solvay on a few occasions, ensuring that when the company decided to change work hours and furlough/layoffs, our members had representation to oversee any of the unilateral changes. We've had to file multiple grievances and feel confident we will be victorious with some pending arbitrations.

Lastly, we are fortunate to have our Orange County workers on-the-job providing essential services around the county. With the help of our amazing stewards, we been able to troubleshoot any safety concerns and work changes. We've been in constant communication with Employee Relations and respective HR personnel throughout the different departments. Thanks to the Local's constant oversight, the county has begun their contractual responsibility in providing an up-to-date "class and comp" study for our "operator" classification series. With multiple leaders and Teamster members providing their input and expertise, we hopeful this long overdue study will be completed and will result in a classification change and wage increase.

The Local has several upcoming proposal meetings scheduled with large member groups. Because our members' health and safety is our #1 priority, the Local is exploring ways to conduct these meetings via teleconferencing.

Members, please reach out to the Local or your business agent if you or anyone you know from Local 952 has been furloughed or laid off. We will do our best to help. There are programs available that may be able to help you. In time we will get through this and like always, our Union and its members will be in the spotlight for the good they do during uncertain times. Thank you again for showing why Teamsters have always been essential.

## Local 896 Bottlers

By Phil Cooper  
Secretary-Treasurer



Hello members, this is by far the hardest article that have had to write since I became secretary-treasurer. It is hard to be positive with over 1.4 million cases of

COVID-19 Virus and 90,000 deaths in our country in the last three months. I know the jobs that our members do are considered essential (not expendable) and even though we were fortunate to have most of our members working during the ongoing pandemic, many of our members and their families were exposed to the virus and some lost loved ones and our Local even had one of our members, from 7up Vernon, lose his life to the virus.

We had some of our employers like Pepsi and 7up step right up to the plate

and offer their employees "Hero Pay" incentives for leaving their families each day and continuing to work, even with the fear of catching the virus and taking it home to their families and friends

We had other companies like MillerCoors and Budweiser follow suit with incentive pay for their workers after the Union reminded and persuaded them it was the right thing to do for their workers. Then there were companies like Reyes Coca-Cola that finally agreed to give their workers incentive pay, but it was tied to attendance. If you missed a day of work, you forfeited the incentive for that week. That kind of incentive would encourage workers to come to work even if they were not feeling well! For the members working for Reyes-owned beer distributors, they never saw any incentive pay, none. Reyes was also the first to pull their incentive pay several weeks ago and we already heard that most of our employers will follow suit at the end of May.

We were able to finish the Reyes Coca-Cola negotiations on March 16. With over 1400 members represented by Locals 896, 848, 952 and 986 affected by these negotiations, the fact that we were able to get these negotiations done before mandatory social distancing went into effect was a victory in itself. Due to social distancing, the ratification was done very differently by each Local. Some Locals voted on premise and others had mail-in ballots, but in the end, the contract was overwhelmingly ratified by all Locals. This contract saw some of the best wages and pension contributions our Coca-Cola members had seen in many years, and the committee members from each Local did an amazing job. Our committee members were called on often because of their subject matter expertise and were a major part of the reason we received such a good contract.

If we would've postponed these negotiations, the negotiating committee agreed that a post pandemic contract would not have been anywhere close to the one we negotiated. The pandemic hit everyone hard including the companies we represent. While most of our members continued to work, peoples' buying patterns changed. Keg beer sales vanished completely, and syrup sales fell off dramatically because of the loss of on-premise sales; two-liter sales suffered too. Some of the companies got creative in keeping members working while others did not.

The current pandemic caused the postponement of the Pepsi Riverside negotiations. The members had already rejected the company's final offer and the company had agreed to return to the table, but social distancing protocols placed the negotiations on hold.

On the heels of the successful Reyes Coca-Cola contract negotiations, the company decided to close their Carson branch here in southern California and Union City distribution center in northern California. Both shops were Teamster facilities, and with their closures, the members went to work at other facilities. Unfortunately, with layoffs in the Los Angeles and Downey Coke shops, the closures led to 45 Carson workers being laid off at this time. There are some signs of production ramping up soon which should help all laid off workers get back to work.

The sad closure of the Irwindale MillerCoors Brewery continues to move forward. April and May saw the first round of permanent layoffs. June and July will see even more layoffs with the last of the workers getting laid off with the final closure of the brewery August 28.

On May 5 we did hear some positive news when Pabst announced that they will be purchasing the Irwindale Brewery. While this is good news, the Pabst volume that our members working in Irwindale were producing, saw this volume transferred to the Teamster Brewery in Fort Worth, Texas and to the non-Union Coors Brewery in Golden, Colorado. With Pabst products being produced elsewhere, there appears to be no sense of urgency for Pabst to begin brewing in Irwindale anytime soon. Pabst has until November 5 to complete the purchase of the Irwindale facility and we are all very hopeful that Union jobs in this brewery will be on the horizon sometime after that.

To our Coca-Cola members with their

stand-alone contracts in Victorville and Ontario, your negotiations will also resume hopefully in the very near future. Please watch your Union bulletin boards for further information.

Union membership meetings have also been on hold since the beginning of this pandemic, but we are hopeful that we will be able to have a meeting in June. The city of Pasadena has not relaxed their social distancing requirements as of the writing of this article, that is why we had to cancel the May meeting.

The world we live in has forever changed and I will be asking our members to remember this when they attend any type of large gathering including Union meetings. We will ask members to observe self-imposed social distancing and the use of hand sanitizer.

Congratulations to our recent retirees: Shelton Arnold (Coke Downey), Alicia Zuniga (Coke San Leandro), Katya Asturi (AB Van Nuys) and Jaime Chua, Ruben Tapia, Lillian Carreon, Aurora Hernandez & Denise Trout, all from MillerCoors.

Our deepest condolences to the families of: Billie Dunn (retiree, Anheuser-Busch Fairfield), Rafael De La Torre (Keurig Dr. Pepper/7UP).

## Local 1932 San Bernardino County Public Employees

By Randy Korgan  
Secretary-Treasurer



These are incredibly challenging times, and we first want to say thank you to all Teamsters for all the work you are doing

to serve communities in need during the public health and economic crisis caused by COVID-19. You are all heroes and we are proud to be your Union.

As soon as the severity of COVID-19 crystallized in March, Local 1932 began work to keep members working and working safely. With urgency, we proceeded to settle an agreement with employers in the region for standards on telecommuting, sanitary work conditions, leave balances, and job security for our members. For those of you who went through the Great Recession, you know the challenges that we will be facing over the coming months, and perhaps years. While we can't predict how the economy will appear then, our Union is communicating with employers daily to protect the interest of our members and their future. Please visit our website and connect with your business agent for the latest on keeping safe at work during this crisis.

Relatedly, we're proud to have helped lighten the load for Teamster parents dealing with new distance learning protocol with our School Supply Pick-Up Drive in May 2020. Hundreds of Teamsters stopped by Local 1932 Union Hall for curbside pick-up of school supply bags for Teamster kids. We received so much positive feedback, and we hope to continue organizing similar events throughout the region. We want to send a warm thank you to the following individuals and organizations that donated materials for the event: AAVA Dental, Blue Shield of CA, Community Action Partnership, Joe Baca Jr., Music Changing Lives, Teamsters Local 63, Teamsters Local 1932 Charity, and Voluntary Benefits Solutions.

If you are a Teamster at the county of San Bernardino, it is crucial to stay connected on the latest developments with the new Teamsters Local 1932 Health & Welfare Trust Fund. Thousands voted yes to lock-in immediate healthcare savings with the 2019-2023 county Teamsters contract. Moving forward, a strong Teamsters Local 1932 Health & Welfare Trust Fund will build on our success. This is where affordable healthcare comes first and benefit improvements become possible. During open enrollment, between June 1 and June

21, you will have an opportunity to enroll in the new Health & Welfare Trust Fund or stay with your current plan through the county. Your participation is key, Teamsters – choose the Teamster Trust!

Local 1932 has brought more working people into our Union in recent months. Hundreds of workers at the San Bernardino County Fire Department, as well as workers at the city of Grand Terrace, were organized, joining our Union. These working people and their families can now count on all of us to help build power at work. They are now organizing for a strong first contract and appreciate your support. Congratulations on the victory, brothers and sisters!

Additionally, in recent months, Local 1932 has engaged with thousands of Amazon workers throughout the region who want to secure justice at work. With the help of community allies who have recently been involved in the fight for good jobs at a new Amazon Air facility at San Bernardino International Airport, we are building a movement that can outlast this current crisis. Our collective actions have led to an OSHA investigation at an Amazon facility in Eastvale, CA, and a letter by the Labor Commissioner's office ordering the company to comply with a new paid sick leave law. More will be done. Amazon is now the largest private employer in the region – a trillion-dollar company owned by the richest man in the world who has continually benefited from the hard-working people of this area. Workers at Amazon deserve better and we will get them there. Let's not forget, Amazon is now a competitor with most Teamster industries as well as they are a huge drain on our public funds.

We've also ratified strong contracts. The PSD Teamsters Negotiation Team has reached a historic tentative agreement with the county of San Bernardino in May 2020, with members approving the agreement by an overwhelming margin. The ratified contract includes no takeaways with immediate savings on health care premiums, stronger job protections, and improved language on differentials among other items. Additionally, PSD Teamsters will be allowed to join the Teamsters Local 1932 Health & Welfare Trust Fund's next open enrollment. These hard-working Teamsters do so much for our community, and it was their unity – through Red for Ed days of action and action at public events – that won this strong contract. Congratulations, Teamsters!

In closing, we must remark on a recent milestone for Teamsters Local 1932. On April 14, 2015, thousands of county and city employees throughout the region voted to form Teamsters Local 1932. Working people like you knew the potential of our collective power and demanded an organization that fulfills that potential. Because of our collective power, it's been 5 years of victories for working people since then. The on-going public health and economic crisis caused by COVID-19 may have changed our plans for a celebration of our 5th anniversary, but still, Teamsters at Local 1932 are staying strong. We are proud of these past 5 years and we will keep fighting for working people across the region.

## Local 481 San Diego

By Victor Torres  
Secretary-Treasurer



As June is here, unfortunately we have been hit with rather unpleasant circumstances.

A person who represents the spirit that flows throughout our entire Local 481 organization was taken away from us. March 10, 2020, marks the day that we lost our dear sister, Isabella "Bella" Virgilio. Bella Virgilio began her Teamster membership with her employment as an office secretary/TITAN operator at Local 481 in 1987 through her retirement in 2007.

However, her involvement with the la-

bor movement began prior to that when she worked at the law offices of Domnitz, Prochazka, Levine and Muller during the 1970's. It is during her tenure at the law office that she connected with countless Unions and Union members while assisting them with the many legal matters that were being handled there over those years.

It was also during those years where Bella developed the roots of Union leadership as one of her proudest achievements was becoming an officer as Local 481's Recording Secretary in the early 1990's through her retirement. Sister Virgilio was equally proud of this achievement as she was one of the first female Local Union officers to ever serve in our Joint Council. She was a pioneer who broke ground and set the path not only for Local 481, but our entire Union's transformation into an organization whose leadership is a true reflection of our membership and of our society.

Even though her professional accomplishments are many, it is Bella's unofficial achievements which make her legacy unique in Local 481's history. Bella worked under multiple administrations during her 20+ year Teamster career. She was retained by each one because everyone knew that in addition to Bella's competency as an administrative employee, there was no better ambassador for the Local and for the labor movement. She knew that when a member called most of the time they were calling because of something that was not going well for them and that they needed assistance of an urgent nature. For any of you who ever called our office between 1987-2007, you probably can vouch for the fact that Bella's personality created a sense of calm that made you feel better about the situation and made you feel better about your Union as well.

As someone who worked with Bella for the majority of her 20-year tenure, I can tell that Bella also spread that sense of calm to all of us who were fortunate enough to work with her. You could always count on Bella's warm greeting and genuine concern for your well-being every single day.

That is not to say that Bella didn't also have a great sense of humor. Take my word for it that she absolutely did. Even if you were on the receiving end of a joke or comment, it was never mean-spirited; it was always delivered gently and with witty flair.

It is with the heaviest of hearts that we send our sincere condolences to Bella's daughters Marianna and Christina, granddaughters Ciara, Kayleigh and Saleah, brothers Mike and Nino and countless extended family, in-laws, friends, neighbors and fellow St. Vincent parishioners and St. Vincent/OLP classmates close with Bella her entire life. Thank you for sharing your mother, nana and sister and friend with us. Please know that she will forever be missed, but never forgotten. On behalf of the officers, staff and membership of Local 481, our sincere condolences to the entire Virgilio family, extended family and friends.

While details are sketchy as we go to press, we have also been made aware of the recent passing of one of our retirees, Michael "Mike" Armstrong. Brother Armstrong was a Local 481 member through his 26+ year employment as a mechanic at the San Diego Zoo. Mike also served as shop steward and Local 481 Trustee for several years. On behalf of the officers, staff and membership of Local 481, our sincere condolences to Michael Armstrong's entire family. Brother Armstrong, rest in peace.

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 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. The deadline to submit applications including the proper essay and all supporting documentation is September 10, 2020.

For additional information on this program, feel free to contact our office or visit our website ([www.teamsters481.org](http://www.teamsters481.org)) for further details or to obtain or download a scholarship application.

For information on resources concerning unemployment, food distribution, rent/

continued next page



mortgage and utility bill assistance that may be available to our members during the ongoing COVID-19 pandemic, visit our website for access to a 5-page information packet we have put together for our members to refer to. Members can also call our office and we can mail them a hardcopy.

We will get through this together.

Our General Membership meetings are usually scheduled at 7:00 p.m. on the

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

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

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

By Larry Griffith  
Secretary-Treasurer



Local 14 hopes everyone is staying safe and healthy during these very trying times. The lockdown brought on by the COVID-19 virus has affected every employer

in our Local. Your representatives at the Local have had conversations and negotiations with every employer in an effort to minimize the effects of the lockdown and closures on our members and their families. The Local has discussed contractual concessions and a multitude of alternatives with the employers to keep as many of our members working and/or paid. Unfortunately, there are situations where the employer has had no alternative but to lay off employees. In these situations, the Local has made sure that the employer is following the seniority contractual terms for lay-offs and recalls. In an effort to minimize stress on our members and their families the Local 14 Health Trust Fund made the decision to continue covering the medical expenses, through July 31, for all participants in the Trust fund who have been laid off. This decision also applies to the participants' covered dependents. Local 14, in cooperation with Local 631 and Local 986, has held two food drive giveaways. We have handed out food over the course of several days to assist members of all three Locals that have been laid off. Hundreds of members and their families were able to pick up a variety of necessary staples for their family.

With the gradual easing of the lockdown conditions we are hoping that most of our members will be returning to work within the next 45 days. Our business agents have had to, and for the near future will continue to have to, limit their on-site visits. The agents are always available to speak to you by phone. If you don't have a phone number for the business agent, please check with your steward or call the Local.

The shutdown could be especially difficult for our public sector employers. While the loss of tourism impacts most of our employers the loss of tax revenue could have a significant impact on our members working for local governments/entities for an extended period of time into the future. The Local was in active negotiations with the city of North Las Vegas, the

city of Henderson and the Las Vegas Valley Water District when the lockdown was announced. Unfortunately, these agreements will now look much different than what we were expecting in early March. We began negotiating again with these entities towards the end of April. Our members in Henderson have already ratified a one-year CBA with no cost-of-living increases for the fiscal year. Our members at the Water District will have just completed voting on a one-year extension agreement with no cost-of-living increases. We have met with the management in Boulder City and it was determined that no concessions were necessary. We are also meeting with management in the city of North Las Vegas, Mesquite, Caliente and the Las Vegas-Clark County Library District to discuss finances and employee benefits. Management at these locations are asking for concessions that range from twenty-five percent cuts in pay to two years of frozen merits and cost-of-living increases. The Local will do everything in its power to protect our members' wages and benefits and to ensure that if there is a need for concessions that the employer justifies the need. There have been and will be many tough conversations and decisions to be made and we appreciate the assistance that our stewards will provide during this situation.

Unfortunately, due to restrictions and health concerns, the Local will not be able to host our annual Wet & Wild Health Fair Day this June. Depending on the situation we will look to possibly host an event at the end of the summer. Also, the monthly general membership meetings are still cancelled and with the summer black-out period coming up our next scheduled meeting will be in September, if possible. Local 14's front office remains open for business and phone calls but ask that you don't come in without an appointment.

We hope everyone continues to stay safe and healthy and looking forward to seeing you as soon as we can return to some form of normalcy!

## Hawaii Local 996

By Wayne K.S. Kaululaau  
President



Brothers and sisters, I would like to extend a warm aloha and best wishes to friends and families. I hope everyone remains healthy and

safe during such an unprecedented public health crisis for our country and many others worldwide. The bond, the solidarity between members of Teamsters, and other Unions remain strong. The COVID-19 pandemic has changed the way our members work. Some members were able to work remotely from home.

In contrast, others faced a new reality where facemasks and consistent application of hand sanitizer after extensive hand washing have become the new normal. The past few weeks have been challenging with beaches, restaurants and stores closed by government order, travel restrictions, and enforcement of stay-at-home orders.

I wish to recognize the business representatives who have been helping improve working conditions for members during the COVID-19 pandemic. The Union recognizes Fred Liva, Nadine Kahala, Jill Alagao, Scot Paiva, Cody Sula, James "Kimo" Laroya Jr., Tina Pulu, and Asimoto Fakaosi. Without the dedication and determination of these business representatives, members would not have received heroes' pay or personal protective equipment amongst the many other things business representatives fought for members to have.

With the government restrictions on "stay at home, work from home order" in effect, the government laid out rules that directed a large number of members as essential workers. Two thousand members working at Oahu Transit Services Inc, dba TheBus and The Handivan, Honolulu's pub-

lic transportation system, suddenly became essential workers with the stroke of a pen. In the beginning, members worked without the safety of wearing facemasks, barriers, and limited available hand sanitizers. The clerical staff could work remotely from home while the bus operators, mechanics, and other support staff reported working.

The construction industry deemed essential with many workers from Hawaiian Cement and HC & D, the two largest companies providing cement in the state and B & C trucking company. During the height of the pandemic, members continued to work on the 20 miles, 21 stations, an above-ground rail project. The project was deemed an economic driver for the state. Other construction projects included the consolidated rental car facilities and the Ewa end concourse at the Daniel K. Inouye International Airport.

Other members have also contributed as essential workers in various industries, such as at The Queen's Medical Center, Kapiolani Medical Center for Women and Children, Liberty Dialysis Hawaii, St. Francis Community Services, St. Francis Medical Center, Kahi Mahala, Allegiance Environmental Services, and Don Quijote.

Members at Airgas provided vital services to hospitals. Other companies such as Hawaii Gas, Aloha Petroleum Ltd., Johnson Brothers of Hawaii, Meadow Gold Dairy Hawaii, Paradise Beverages, Southern Glaziers Wine and Spirits, Youngs Markets Hawaii, Honsador Lumber, YRC, Spectrum, UPS, ALSCO, Hawaii Transfer, Martin Trucking, Golden State Foods, Island Pumping and Services, Island Commodities, McKesson, Mercantile Trucking, and MEO provided essential deliveries and services to the communities.

Five thousand cloth facemasks were purchased for members by the Union as an additional layer of protection. Teamsters Local 996 joined the other Locals of Teamsters Joint Council 42 in these purchases that benefited thousands of Teamsters.

During the pandemic, local and state governments released stay-at-home work from home orders limiting the abilities of everyone to remain at home—these orders made for some challenging times for members and the community in general.

Construction jobs on the neighbor islands trickled to a crawl once the state government initiated travel quarantines of 14 days for anyone traveling inter-island, or new arrivals.

Nearly 900 Teamsters thanks to COVID-19 related closures and downsizing have been without a job. In response to the plight of these members, the Local Union enlisted the staff and other members in collecting food donations. Thank you to all members who participated in such a great cause.

Special thank you to the Hawaii Building Construction and Trade Council for the generous donation of \$15,000. The Ironworkers stabilization Fund pledged a generous donation of \$5,000. UHA donated \$5,000 to the cause. Pledges continue to be received from Optum Rx, Central Pacific Bank, and others.

Thank you to Golden State Foods for the cases of water and spam. Paradise Beverages contributed cases of coconut water and soft drinks. Thank you, Hawaiian Sun, for the cases of Hawaiian Fruit Punch and other juice drinks. Special thank you to Y. Hata and Hawaii Food Service Alliance for the donations of food products and beverages.

Special shout out to Mayor Kirk Caldwell and chief of staff Gary Kurakawa for sponsoring the food drive at Aloha Stadium. Thank you, Mayor Caldwell, and the city Dept. of Parks and Recreation, for opening city restrooms so bus and paratransit operators could relieve themselves while on the road.

There are countless numbers of others who have come together to make the food drive a success.

Teamsters have been able to assist others while on the front lines during the unprecedented health crisis the country faced as most people are forced to remain indoors. Don't forget to thank a brother or sister for their unselfish service to the people and community. Thank you, Teamsters, for the excellence in service to the community.



By Abel Garcia  
Secretary-Treasurer



Abel Garcia-Secretary-Treasurer/  
Principal Officer: I hope at this time of pandemic we find you and your family safe and healthy. Many of

you in Local 186 have been laid off and in the country thirty-six million have been laid off in only eight weeks. Local 186 staff is working in the office, practicing social distancing, and can be reached by phone. We have provided masks to all essentials in Local 186. Those working are doing a great service to our communities and our country by keeping the packages, passengers and groceries moving as it appears COVID-19 is not going away any time soon. In closing, stay safe, practice social distancing and shelter in place. In Solidarity-Abel.

Fernando Lara-Vice President/Business Representative: Dean Dairy – formally known as Dean Foods/Alta Dena recently changed its name in southern California due to a recent buy-out. Even though this offer wasn't satisfying, the membership overwhelmingly voted on the new agreement, however, it does retain pension and retiree medical. Mission Linen Industrial – because the company was hit hard financially due to COVID-19 and not being in a suitable position to negotiate, we are still on a contract extension. J.M. Smuckers – even though we have been dealing with the pandemic, the membership has overwhelmingly passed the best contract ever obtained at Smuckers. Thank you to our negotiating committee of Alvaro Castellon, Miriam Ornelas, and Sean Cronauer. T&T Truck and Crane – unanimously passed a three-year agreement with full M.O.B. and the membership decided to add additional wages into their pension. I am happy to announce that we have been successful in negotiating hazard pay or some type of compensation for our members on the frontline. As our country faces this pandemic, our members have been facing challenging situations by being put through the elements. Some are having a reduction or working long hours, layoffs, and/or dealing with this pandemic in their personal life. As we don't know what the future brings us, this will change the way we live our lives, but one thing is for certain, we must show unity, solidarity, and be good stewards in our community.

Jedediah Johnson-Business Representative: thank you essential workers for keeping America moving during the COVID-19 Pandemic! At Youngs Market and SGWS - on premise sales folks have been laid off due to the closures of restaurants and hotels pertaining to COVID-19. A statewide grievance was filed on behalf of the affected. Opening letters have been sent out to both companies and the Union is awaiting negotiation dates. At the Ventura Port District, we have completed two negotiation sessions; negotiations are ongoing. At Ferguson, we have a contract extension through June. Area-wide contract negotiations have been delayed due to COVID-19. At Amerigas members continue to work as they are essential. Stay safe.



By Ron Herrera  
Secretary-Treasurer



The executive board of Teamsters Local 396 hopes that all of our Teamster brothers and sisters in Joint Council 42 are well. 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.

We are currently grappling with one of the most significant challenges that our Union has faced in decades. The pandemic of the coronavirus (COVID-19) has spread across the globe and now presents a threat to the health of our Teamster families.

While our nation struggles with this ordeal, it has been hard-working Union members, many of whom are Teamsters, who have been the first line of defense, protecting and serving the public during this national health crisis. Local 396 members including UPS workers, sanitation workers, convenience store delivery drivers and race track workers have been proven critical in protecting the public health. They are the unsung heroes who ensure that people are safe and healthy, have access to food and that hospitals can receive the supplies that they need during this crucial time.

Our current crisis clearly demonstrates the weakness of the U.S. social safety net and how more often than not, our nation's most vulnerable families are most affected. Key issues, including poverty, lack of access to good jobs, and healthcare, have the potential to exacerbate the spread and impact of this deadly disease on American families.

It is clear that a key component of addressing the health crisis caused by the coronavirus (COVID-19) is also addressing economic inequality in our country. We need bold leadership to stomp out this disease and strengthen the key institutions that ensure that every U.S. resident is safe and that no one falls through the cracks.

Teamsters Local 396 in conjunction with Teamsters Joint Council 42 and the Los Angeles County Federation of Labor have doubled our efforts. We have been a key voice in negotiating with employers for improved protections and advocating for legislation such as increased paid sick leave, unemployment benefits, and workplace safety accommodations at every level of government.

Teamsters Local 396 Secretary Treasurer Ron Herrera, working in conjunction with Los Angeles Mayor Eric Garcetti and the Los Angeles City Council has secured additional protections for Teamsters Local 396 members who are part of the essential workforce that serve the city of Los Angeles amid the pandemic. This includes UPS workers who process and deliver packages across the city, including vital medical supplies to hospitals that are currently treating patients struggling with COVID-19. This also includes sanitation workers at Waste Management, Republic Services, Calmet Services and WARE Disposal who continue to pick up waste and recyclable materials, keeping Los Angeles' streets clean at a time when it is more important than ever due to the ongoing global pandemic caused by COVID-19.

The order, which went into effect on April 10, requires employers of essential businesses to either provide workers with cloth face coverings that shield their noses and mouths or reimburse employees for their cost. Essential businesses must also implement physical distancing measures for employees, customers, and visitors; make sure employees have access to a clean and sanitary restroom, stocked with all necessary cleansing products like soap and sanitizer; and allow employees to wash their hands at least every 30 minutes.

As the largest Teamster sanitation Local in the nation, we are hard at work bargain-

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*Southern California Teamster*



ing 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 job in the country, however, sanitation workers who enjoy the benefit of a Teamster contract work in much safer conditions than workers who are employed in a non-Union shop. We are proud to announce that in March, our members at the Republic Services Anaheim MRF ratified a new five-year contract. These hard-working men and women process and sort through multiple recycling streams. It's tough physical work. This new agreement will provide our members with increased wages, pension, and healthcare contributions. They were also able to secure improved subcontracting and workplace safety language.

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. California will now send all registered voters a mail-in ballot with the goal of increasing voter participation in the November 2020 election.

To increase our connection to our members especially during the coronavirus pandemic, 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 coronavirus resources, contracts, medical benefits information, and pension information. 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.

In closing, we would like to congratulate recently retired Local 396 members John Alvarez, Everardo Cabral, Danny Carter, Shellie Dorman, Tomas Murillo, Agustin Lopez, and Antonio Perez.

## Local 399

Studio Drivers



By Steve Dayan  
Secretary-Treasurer



The COVID-19 pandemic has completely devastated the entertainment industry and the work of our members. Productions shut down almost immediately when

the first orders were set out by Governor Gavin Newsom back in March. My staff has been working around the clock to help members and their families navigate this difficult situation.

Though we're not certain when our members will return to work, we're doing everything within our power to support our members at this time. We're working closely with other entertainment industry labor leaders to help develop industry-wide safety guidelines to be implemented when our members return to work. This industry shutdown is just the beginning for a much longer journey ahead. We will continue to fight alongside our members every step of the way.

We're proud to have recently passed the Local 399 Emergency Recovery Fund that was just approved by the membership in mid-May. This fund will allocate up to \$500,000 from the Local 399 Treasury, and the Motion Picture and Television Fund will administer it. We believe that at this unique time in our Local's history we should be doing everything within our power to help our members. We're grate-

ful to our members that have remained on active status and voted to approve this fund to protect those that have been hit extremely hard financially throughout this pandemic.

We've been meeting virtually with all of our committees and getting feedback from our Drivers, Coordinators, Captains, Locations, Casting, Animal Handlers/Trainers, Wranglers, Cook Helpers and our Shop Stewards on what it looks like to return to work. I have spoken with many of our white paper contracts to discuss their plans on reopening and how we can support them in doing so. We want to get back to work just as much as you do and as you'll see by the Business Agent reports, each one of us is focused on an aspect of reopening. Whether it's a studio discussion, political or a safety issue, we're navigating all of the paths.

Despite the devastation this situation has caused our members, I truly believe that we will come back stronger from this. We have been keeping in regular communication with our members and you can find most resources available at [www.ht399.org](http://www.ht399.org).

Kenny Farnell: as of April 1 both the Disney and Universal lots are completely shut down with no return date as of now. Please continue to check our website at [ht399.org](http://ht399.org) for updates and information concerning the COVID-19 pandemic.

Ed Duffy: since the onset of the COVID-19 Pandemic I've been working closely with many different entities to protect and fight on behalf of our members. Our Entertainment Union Coalition was able to advocate on behalf of entertainment industry workers to ensure our members were included in any federal stimulus packages. I have been working closely with the Industry Safety Committee to develop industry standard guidelines that can be followed on every production. Studios, companies and organized labor are focused on coming up with the best global solutions. The first step is developing basic guidelines with the city, county and state that will allow us to begin working again. We have many meetings coming up with the L.A. County Public Health Dept. and the CEO of the City and County of L.A. to determine those safety regulations. I also continue to work with EDD to help our members struggling to get their UI.

Lindsay Dougherty: due to the COVID-19 pandemic, filming has come to a halt. I usually negotiate and execute 100 agreements every 2-3 months, however during these last two months, the fully executed contracts have dropped to 55. Although there isn't any filming at this time, our industry is preparing to come back, and I'm still signing agreements for late summer and early fall production. When the industry first shut down, I was focused on trying to place our drivers at grocery companies that were in need of Class A drivers. Although we didn't have much success, I want to thank those Locals that reached out, as well as business agent Tait Skifstrom from Local 572 and business agent Rick Ellison, Local 63. I especially want to thank Local 952 Principal Officer Eric Jimenez for his efforts and continuing support for our members. During times like this, your solidarity will always be remembered.

Ernie Barraza: due to the COVID pandemic the Local has stepped up even more to secure and protect our members' interests during these uncertain times. We've been in contact with the companies about re-entry procedures and policies, including our concerns regarding PPE (personal protective equipment) and social distancing in the workplace. We've been assisting and matching up the membership with community services, food drives, temporary employment and financial assistance. When challenges present themselves, that's when Teamsters are at their best.

Joshua Staheli: I settled grievances against Warner Bros. and Viacom Productions. These grievances were on "Cherish the Day" and "Yellowstone". These settlements resulted in WB sending adjustment checks to 20 Teamster-represented employees and 2 drivers receiving settlement checks on Yellowstone. Finally, MPI is offering employees "penalty free" with-

drawals from their accounts in response to the COVID-19 Crisis. The Local is advising against withdrawing your retirement unless absolutely necessary. These withdrawals will be taxed as income and many employees will never repay the amount they withdraw from their retirement accounts. If members in MPI choose to make the IAP Hardship Withdrawal, the opportunity to do so ends July 31, 2020.

Calvin McDowell: I am representing and assisting members during the industry shutdown by making sure that our members are aware of all available resources. I have also continued to close out grievances and I'm negotiating the Disney / ABC-TV contract.

Chris Sell: we are negotiating the TV City Services contract, which used to be CBS TV City. Remember, if your DMV physical or CDL expired after March 1 you have until June 30 to renew it.



## Local 986

Miscellaneous,  
Warehousemen,  
Drivers & Helpers

By Chris Griswold  
Secretary-Treasurer



Our condolences to all of the members that have lost loved ones as a result of the COVID-19 pandemic. Our hearts go out to them as they have been the

most affected by this unprecedented tragedy with over 1.5 million cases and 90,000 American lives lost as of when this column was submitted.

Local 986 has stood strong with our members as we have distributed masks and gloves to members that interacted with the public, distributed food to those members impacted with the loss of employment by doing food drives in California and Nevada and negotiated additional protections for our essential workers that continue to be gainfully employed during this pandemic.

We want to thank the first responders, nurses and medical staffs that are doing their best to keep our communities healthy across the country. Many of these people are members of the Teamsters or affiliated with other Labor Unions and they deserve our appreciation and respect.

Several thousands of our members in Las Vegas have suffered economically with the closure of the hotels and most of them have been laid off. We look forward to the next few weeks as some of the hotels begin to reopen under strict and safe guidelines for employees and hotel guests. We encourage our members throughout the western United States to take a trip to Las Vegas to help get them back on their feet, so more of our members can return to work.

Unfortunately, the lack of leadership from the White House has led to so much confusion as to how we should be fighting this pandemic and put our economy at risk with millions of people unemployed. Our members in the tourism industry have suffered the consequences of Donald Trump's action or more importantly his lack of action. Blaming the Democrats for creating a pandemic hoax or encouraging people to ingest disinfectants to get rid of the virus is reckless and dangerous. The divide and conquer approach will not help win this fight against the virus, however it will endanger the lives of more people until the medical professionals can develop a vaccine.

Remember to register to vote!!!!...we are just a few months away from the General Election in November and we must work hard to defeat Donald Trump. The Trump Administration has viciously attacked labor and taken away protections for workers from unsafe workplaces, wage theft, overtime violations and employee misclassification. We need leaders in Washington that support working families and the rights of workers to join a Union to negotiate a contract to guarantee wages, benefits and real job security.



By Rick Middleton  
Secretary-Treasurer



Rick Middleton - we are fighting to keep you as safe as possible at your worksite during this pandemic. You and your families have given a lot to keep our communities

running and we won't let the employers forget this. I have been issuing COVID-19 updates on our website and by email to let you know what's happening at the Local. If you don't receive our emails, please contact your business agent to make sure we have your current email address. I have been meeting with representatives of Congress to advocate for the passage of the Butch Lewis Act to protect our hard-earned pensions. Teamsters strongly object to the adoption of the GROW Act which the Republicans are pushing.

Adriana Salazar Avila - LAUSD announced that as of May 13 employees would no longer be paid MSND if they were unable to report to work. This did not mean that employees were to start reporting on May 13. You should wait to be contacted by your administrator/supervisor and directed to report. We want to ensure that you return to a safe working environment, which includes the District supplying you with PPE (face masks/gloves), hand-sanitizer and disinfectant wipes, and a sanitized work area. If you are unable to return to work when directed, you will either need to utilize your benefitted time or COVID-19 paid leave benefits.

Doug Brown - GCC: I am negotiating several GCC contracts and extensions remotely due to COVID-19. There are substantial layoffs in the industry. I have been working with both employers and employees to take advantage of the various assistance programs. Costco: The attendance policy vote count has been postponed until further notice. COVID-19 benefits that the Teamsters Costco National Committee previously negotiated were extended—see me for details.

Grace Guitron - some members at First Student/Hesperia are delivering meals for the Victor ES District and were to do so until June. At the First Student/Palm Springs yard all members will continue to deliver meals until the summer break. PSUSD has yet to announce whether this service will continue during the summer break. The Authority (aka MARTA) Big Bear and Crestline locations started running all routes May 11.

Jaime Villanueva - Gate Gourmet and ACTS: the Treasury Department has not yet released funding under the CARES Act to catering and related airline industry companies. We will update you as soon as they do and specifically, on the distribution of the money. Keolis: due to some unexpected resignations, all members must call in daily at your designated times and the company will continue to pay you. Pepsi, Aramark, Transdev and Western States Glass: make sure you are following safety protocols and wearing personal protective equipment.

John Flammia - with volume at the UPS Gardena building hitting record levels, we are actively working at both the local and national levels to relieve our overworked members. UPS has launched a friends and family hiring program. If you know someone interested in working at UPS, give their contact information to HR. We have reached an agreement with the company to allow our part-time members to deliver packages from their personal vehicles at top driver rate of pay before or after their primary shift. The requirements are posted in the building, and HR has the forms to apply. Please continue to wear masks in the building and abide by social distancing.

Michael Williams - members at all locations are affected by COVID-19. Due to the extended school closures, school districts

are now starting to terminate payments to school bus employers. This has resulted in furloughs for many of our members. We are still awaiting firm information regarding the status of the summer and fall sessions. Stay tuned and be safe.

Mike Ford - our LAUSD members are not only "essential" but "exceptional" on the frontlines responding to this pandemic. We have several classifications working the Grab and Go sites which distribute approximately 46,500 meals per day: warehouse members who play a pivotal role in getting food to these G&G sites, M&O members who are sanitizing the schools, SAAs who make sure employees are being paid, and ITD members who are making sure the marrow of the system still functions. The list goes on and on of members who are showing what solidarity means.

Steve Badger - Ralphs: we filed a grievance against the company because driver seniority was being violated by dispatchers when drivers worked their day off. I am happy to report we settled the grievance and that Ralphs will honor driver seniority work when drivers work their day off. Ralphs informed us that due to the heavy volume, all Compton drivers will be working 6 days until sometime in July. Puritan Bakery: the company has started recalling laid off route sales drivers.

Tait Skifstrom - Ralphs: the JC 42 food industry Locals, including our Local, and the IBT Warehouse Division continue to pressure the company to ease discipline infractions during this pandemic. We are monitoring the changes in employees' time (standards) with the new government-mandated safety guidelines. We are appealing to the company to continue the Hero pay program. Keep an eye out for updates regarding this via email, Facebook and our Local website. MV & Beach Cities Transit: I am in constant contact with the companies regarding their safety and deep cleaning practices. Please call me with any safety concerns.

Traci Smith - transit facilities are continuing to improve their procedures for providing Personal Protective Equipment (PPE) and sanitizing their equipment and facilities. These changes may not be convenient, but the goal is to keep you safe so you can return safely home each day to your families. Please be mindful of this fact and follow all safety guidelines. Our sincerest condolences to the family of Yolanda Tucker, originally from MST/Long Beach, and most recently of First Student/Long Beach North, who recently passed away due to complications related to COVID-19. We will miss her warmth, humor and radiant smile.

## TRUMP TRASHES ALL FEDERAL RULES, ENFORCEMENT

WASHINGTON (PAI)—Catering to corporate chieftains and right-wing ideologues, GOP President Donald Trump ordered all federal departments and agencies, large and small, to trash rules and regulations, and their enforcement. He used the excuse of stimulating the economy in the wake of the coronavirus pandemic.

The radical right cheered his executive order. Trump wasn't specific on which rules could be scrapped. That leaves minimum wage and overtime pay rules, job safety and health rules, clean air and water rules, consumer safety rules, civil rights rules, rules to curb shady speculators, curbs on financial finaglers, antitrust rules and more all up for grabs.

Right-wingers crowed over Trump's order, in a low-key way. One was Rep. Virginia Foxx, R-N.C., who, when she chaired what was then the House Education and the Workforce Committee, questioned the need for - and the legality of - labor unions.



# Official Teamster Notices & Announcements

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