

# Southern California Teamster

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

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## Members' Help Still Needed in Pension Fight

The fight to protect western Teamster pensions is still raging as the HEROES Act reposes in the U.S. Senate and contains the threatening GROW Act within its hundreds of pages.

To recap from the last issue, GROW (Give Retirement Options to Workers Act) is a misguided proposal that would undermine the Western Conference of Teamsters pen-

sion plan by shifting all of the risk from employers to Teamsters Union members.

Since 1955 when the Western Conference plan was launched, safe, sturdy investment policies have been paramount for Teamsters' plan trustees---both Union and employer representatives. Now, some mis-guided souls have finally got the GROW plan moving by inserting it in

the HEROES, some version of which is expected to probably pass out of the do-little U.S. Senate.

Pension Union Chairman Chuck Mack reports that in a recent two weeks period, Teamster reps and members responded by the hundreds in filming short videos railing against GROW, which have been sent back east for anti-GROW lobbying purposes. Joint Council 42 pro-

vided the most videos.

Mack also issued a new plea to all members in the Union: please send letters and/or social media messages to the following key U.S. Senators: Mitch McConnell, Chuck Schumer, Charles Grassley, Ron Wyden, Lamar Alexander and Patty Murray. Mailing address for all is: United States Senate, Washington D.C., 20510.

The GROW Act scheme

would allow multi-employer plan trustees to "refinance" their obligations to workers and retirees over a long period of time and divert money to a new "composite" plan---basically, just "robbing Peter to pay Paul". That's robbing you to pay someone else.

We're all for the HEROES Act---once they extract the GROW Act language.

## It'll be NO on Prop 22 in November

Teamster endorsements for the November General Election won't be published until the next issue of your Teamster newspaper---but you can mark this down now: **We will be voting NO on California Proposition 22!**

Proposition 22 is the Big Business attempt to throw out the golden state's passage of Assembly Bill 5 which demands a stop to

employees illegally treated as contractors with no labor law protection and benefits.

AB 5 is so financially scary to these abusive employers wreaking destruction in the gig economy (can you say Uber and Lyft) they have banded together to fund and get Prop 22 on the ballot. They're offering a few nickels to workers to avoid

paying dollars under established and new law.

The state has already started charging unscrupulous employers with violations of AB 5.

The fight to defeat Prop 22 in November has united all of organized labor and other workers' rights groups statewide.

On August 15 all Teamster members are invited to join a Zoom training call

on fighting the Prop 22 battle. The call, fostered by the California state Federation of Labor, begins at 10 a.m. Participation info: <https://zoom.us/signup> <https://calaborfed.zoom.us/join/register/tJApceGgrT8iHtXlcn2ElN5w2YVj3C5mRJy> or contact your Local Union of the Teamsters Joint Council 42 website.

# NO ON PROP 22

### CHAIRMAN'S REPORT

## So. Cal. Food Contract Talks Kicking Off

By Lou Villalvazo

To Teamster food contracts members:

Your contract expiration is fast approaching and the Local Union negotiating committee representatives and shop stewards signatory to the contracts recently met. We have finalized our proposals and have provided the employers with bargaining dates. Our contract communication campaign will be under way and we need full participation of our food members to ensure we get a great contract.

As you all know, COVID-19 is spreading and doesn't look like relief will be anytime soon. Some of you have personally been infected while others have had to quarantine

due to working close to another infected coworker. This pandemic situation will be a major focus in our negotiations as your safety is most important. COVID-19 has complicated many things including hosting and conducting large meetings in person. Therefore, for the safety of everyone, this will be the first time we negotiate our contracts using technologies such as video and audio communications from remote locations.

As we continue to refine our negotiations plans and strategy, we need and want you prepared to defend, protect and improve what many have fought hard for over decades. This includes our contract

language, wages, pension but most importantly, our medical benefits for both our actives and retirees. As we face unprecedented challenges with illnesses and new viruses that attack our health, it is imperative that we protect these benefits for Teamster families.

Many of you worked incredible amounts of overtime and made some extra money with "hero" or "hazard" pay. While the committee feels you should still be receiving hazard pay, we hope you saved your money and ask that you be prepared to defend what we have and what we will be demanding at the table. Should the employer decide to come to the table

with concessions, we need to be ready!

In the meantime, be safe out there, wear your mask, wash your hands and try to maintain social distancing. Rest assured that the entire negotiating committee has your best interests in mind. Contract updates and news will be provided to you primarily from communications from the negotiating committee and Local Unions.

**Members are urged to verify meetings with their Local Union due to COVID-19 cancellations**

# USMCA: Enforcement or Back to Same Old NAFTA

When thugs gunned down Oscar Ontiveros Martínez in May, they did more than silence a promising figure in Mexico's beleaguered labor movement. The 29-year-old's killing sent a warning to anyone still thinking about organizing the mine where Ontiveros once helped lead a strike.

And Ontiveros' fate showed that labor activism remains a deadly undertaking in Mexico even though the new North American trade deal theoretically ushered in the first real legal protections for workers there.

Only strict enforcement of the United States-Mexico-Canada Agreement (USMCA), which took effect July 1, will end violence against Union activists and give the Mexican people true freedom to organize for better working conditions.

Until then, no matter how lofty the rights enshrined in the USMCA, corporations will continue to exploit workers on both sides of the border.

The Teamsters and other labor unions vehemently opposed the USMCA's predecessor, the North American Free Trade Agreement (NAFTA). NAFTA enabled U.S. manufacturers to shift about one million American jobs to Mexican plants paying workers just a few dollars an hour. When U.S. and Canadian corporations launched operations in Mexico, they did so intending to reap huge profits through the systematic oppression of poorly paid workers like Ontiveros and his colleagues at the Media Luna Mine, which is owned by Torex Gold Resources of Canada.

Mexican workers who tried to organize and improve their lives faced severe repercussions from corporations, their corrupt government cronies and employer-controlled protection unions.

Ontiveros was the fourth organizer of the Media Luna strike to be gunned down in three years.

Labor unions have long fought for a new trade deal that ended the servitude of Mexican workers and created a more level playing field for their American counterparts. And in January, thanks to the hard

work and support of labor unions and their Democratic allies, Congress passed the USMCA with the pivotal labor protections America's Unions demanded.

On paper, the USMCA gives Mexican workers the right to organize democratic, independent unions like the one Ontiveros tried to establish at Media Luna. It requires the Mexican government to eradicate the bullying of union activists and rewrite the thousands of sham labor contracts employers foisted on powerless workers for a quarter-century under NAFTA.

The agreement provides Mexican workers a mechanism for reporting labor violations, and it enables the U.S. and Canadian authorities, unions and other parties to investigate suspected abuses. Corporations that violate labor protections could even have their goods blocked at the U.S. border.

These provisions have life-changing potential for millions of families throughout North America. As these workers improved their standard of living, corporations would lose the incentive to shift U.S. or Canadian jobs to Mexico.

That would end 25 years of off shoring that hollowed out American manufacturing communities, eroded the nation's industrial capacity and enabled employers to hold down U.S. workers' wages on the threat of relocating still more jobs. Rising wages in Mexico would even force U.S. and Canadian employers to pay their own workers more.

Instead of being exploited on both sides of the border, workers could use their collective strength to hold corporations accountable.

While the USMCA has the potential to end decades of predatory corporate behavior and lift up workers across the continent, however, the agreement itself isn't enough. It's really just the starting point.

Enforcement of the new labor protections is crucial to realizing the USMCA's possibilities. Right now, there are lots of reasons to worry about Mexico's ability to effectively police the deal.

Although Mexican President Andres Manuel López

Obrador strongly supports the agreement, the continuing attacks on labor activists show the brazen resistance of corporations and officials at other levels of government.

Capturing Ontiveros' killers—and solving the cases of the other Media Luna activists—would signal López Obrador's all-out commitment to protecting workers and living up to the letter of the USMCA.

Murder is one risk labor activists still face. Unlawful prosecution is another.

Last month, authorities in the border state of Tamaulipas trumped up charges against labor lawyer Susana Prieto Terrazas, who led strikes at dozens of factories and shamed employers for failing to protect workers from COVID-19.

Prieto knew she'd be arrested sooner or later. And while she refused to be bullied into silence, a continuing atmosphere of fear will have a chilling effect on other organizing efforts just as the USMCA legally paves the way for more of them.

Jailing Prieto enabled authorities in Tamaulipas—one of Mexico's economic centers—to do more than punish one vocal activist. It allowed them to thumb their noses at the USMCA and mock López Obrador's pledge to enforce it.

A judge freed her July 1, just as the USMCA took effect, but ordered Prieto to leave Tamaulipas.

On his first international trip, López Obrador visited Washington, D.C., to "celebrate" enactment of the USMCA. But that's premature.

Every day Mexico struggles to implement the USMCA, corporations will continue to exploit workers and keep them from organizing the unions that are essential to protecting workers in all three countries.

U.S. Labor Unions and American officials will have to keep pressure on Mexico to ensure it invests the money, resources and political will necessary to enforce the labor rights that are the linchpin of the deal.

Because if Mexico fails to relentlessly enforce the USMCA, the new trade agreement will be as big a failure as the old.

## Southern California Teamster

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## Biden: Clean Energy Union Jobs the Plan

The millions of clean energy jobs in the new economy presumed Democratic presidential nominee Joe Biden advocates "must provide an opportunity to join a Union," he declares.

Not only that, but the federal minimum wage should be \$15 an hour—more than double the \$7.25 it has stayed at for 11 years—and unionized shops of all types should get preference for federal contracts written into law, he proclaims.

"Taxpayer dollars should never flow to employers who steal workers' wages, violate labor laws, or engage in union-busting, and

Democrats will guarantee they won't," he says.

The pro-worker promises were part of a 110-page "green economy" plan a joint "unity task force" of backers of both Biden and his last remaining primary foe, Sen. Bernie Sanders, Ind-Vt., put together. Biden foreshadowed many of them in an April speech.

"We agree with scientists and public health experts that the United States—and the world—must achieve net-zero greenhouse gas emissions as soon as possible, and no later than 2050," his plan says. And Unionists must be the ones on the job, he states.

## House Labor-ED-\$\$ Bill Process Underway

**WASHINGTON (PAI)—**The mammoth, often controversial, House money bill for federal labor, health and education spending adds billions of dollars for schools and health programs, but could also set off several social issue uproars when it hits the House floor.

The measure doles out and increases funds for the departments of Labor, Health and Human Services and Education, especially money to battle the coronavirus pandemic. It also beefs up the National Labor Relations Board and job safety and health agencies, while banning two GOP Trump regime

anti-worker rules, a close reading shows.

The Democratic-run House Appropriations Labor-HHS-Education Subcommittee approved it on July 7. The full committee and the entire House will tackle it later. It allots \$196.5 billion for the fiscal year starting Oct. 1, plus \$24.5 billion more for this fiscal year for emergency spending on public health programs, due to the pandemic. President Trump wanted to cut the main bill by \$20 billion, with no extra dollars.

"We must work together to deliver the people in this

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House Labor-ED-\$\$ continued

country to the dawn of recovery, not abandon them to an economic collapse,” due to pandemic-caused business closures and bankruptcies, subcommittee Chair Rep. Rosa DeLauro, D-Conn., said.

The measure eliminates NLRB money to enforce two Trump regime anti-worker rules. One rule bans what the GOP scorns as “micro-unions,” units within one firm. Officially, the rule covers “representation cases.”

And lawmakers eliminate money for enforcing the NLRB GOP majority’s edict to let joint employers—think McDonald’s headquarters and your local McDonald’s franchise—off the hook in breaking or obeying labor law and collective bargaining rights.

Pro-worker groups worked hard for the Obama-era NLRB’s joint employer decision making both HQs and local franchises responsible. Trump’s GOP board majority tossed it in

the rule, setting their view in stone—but not if the board can’t enforce it.

The NLRB itself would get a 10% increase, to \$277.8 million in the fiscal year starting Oct. 1, along with a mandate to restore its full-time staff to fiscal 2019 levels. And \$1 million is earmarked to have the NLRB produce, within 30 days, plans to let union representation elections go all-electronic, another response to the coronavirus pandemic.

The bottom-line dollar measure of the entire legislation for the fiscal year that starts Oct. 1 is allotting \$196.5 billion in “discretionary” spending—money Congress controls—for everything from aid to schools that teach poor kids to the Occupational Safety and Health Administration (OSHA) to “rebuilding this nation’s aged public health infrastructure” to both battle the coronavirus and prepare for the next pandemic. Trump wanted a \$20 billion cut.

Besides the OSHA and NLRB provisions, other labor-oriented sections include:

--\$1.08 billion to retrain workers who lost their jobs to unfair foreign trade. Those programs are fund-

ed a year in advance, so \$860 million of that would be doled out in fiscal 2022, which starts Oct. 1, 2021.

--The measure also bans money for a favorite Trump scheme: Letting non-union cut-rate construction contractors get federal cash to train apprentices, often minimally. North America’s Building Trades Unions fought hard against the Trump plan, while Union-haters at the Associated Builders and Contractors pushed it. Overall, apprenticeship programs would get \$185 million. Trump wanted \$15 million more, to dole out cash to right-wing ABC members.

--\$593.8 million for OSHA, a significant increase over this year’s funding.

--In another indication the panel’s majority Democrats don’t trust Trump to enforce worker health and safety laws, the measure provides only \$3.5 million out of OSHA’s overall figure for the agency’s Voluntary Protection Program. That’s a favorite Trump-GOP scheme where OSHA inspectors give advice to bosses on how to protect workers—and also exempt those firms from actual inspections, enforcement and fines, unless a worker dies on the job.

--\$246.3 million, an increase, for DOL’s Wage and Hour Division, which goes after wage theft, such as firms refusing to pay the minimum wage or denying workers overtime pay. By contrast, the legislation also cuts 10% from the DOL Office of Labor-Management Standards. That GOP-created office rides herd on Unions and their spending, forcing disclosure of every penny from paychecks to paper clips. It would get \$42.2 million in the coming fiscal year.



Southern California Teamster

Quick Looks at Items of Interest



6% of U.S. population, or 14.1 million adults, have no **checking** or **savings** account and can’t access funds online..... **Alaska’s** fishing industry catches **60%** of **seafood** consumed in the U.S.....Mexico has a **median age** of 29.3, the U.S. 38.5.....Dept. of Veterans Affairs tends more than **4 million graves** across the U.S.---including about 1,000 for foreign POWs, mainly from Italy, Japan and Germany.....there are more than **31,000** post offices scattered around the country.....and, post office employees suffered **5,803 dog bites** in 2019 nationally.....the Marine Corps has **10 bands**.....rural areas now only have 45% of the world’s population, but **80%** of it is **poor**.....those hackers who carry a **golf handicap** shows an average of 14.3 for men, 27.5 for women.....**17%** of U.S. adults don’t have a **credit card**.....there are about **45,000** airport security screeners covering U.S. airports.....Facebook has about **45,000** employees.....happy 100<sup>th</sup> birthday to the **Jones Act** in June, which mandates only U.S. owned and crewed ships can carry goods between U.S. ports—all the while adhering to labor laws and marine standards.....by the way, **60 million** of our kids attend **public school**.....

USMCA Addresses Mexican Trucks on U.S. Roadways

**WASHINGTON (PAI):** The July 1 start of the U.S.-Mexico-Canada (USMCA) agreement, the new “free trade” pact between the three North American nations, has put an end to a problem that bedeviled its predecessor, NAFTA, for its entire existence: letting unsafe Mexican trucks, driven by exhausted drivers, roam all U.S. roads.

So says Teamsters President Jim Hoffa, whose Union led the long back-and-forth fight against that NAFTA provision. The Union won when Democrats controlled Capitol Hill. The Dems restricted the trucks to a zone within 20 miles of the U.S.-Mexico border. But it repeatedly had to go to court to try to restrict the trucks when Republican regimes ruled.

“For the first time, Teamster truckers will have protections on the job that they haven’t had in at least a quarter century thanks to the enactment of this

new trade pact,” Hoffa explained.

“From the get-go, securing an overdue fix to the cross-border trucking provision that threatened highway safety and the competitiveness of the American trucking industry was essential for this Union. NAFTA had made roadways less safe due to allowing older, Mexican-domiciled trucks on them.

“But thanks to the hard work of House Transportation and Infrastructure Chairman Peter DeFazio, D-Ore., and allies such as the Owner-Operator Independent Drivers Association and Advocates for Highway Safety, the USMCA adds a trade remedy to safeguard against material harm to U.S. truckers,” he said.

Hoffa warned that—like the rest of the USMCA—the proof will be in enforcement.

“We will continue to work closely with the agencies tasked with implementation

of the trucks to ensure it is implemented vigorously and transparently,” Hoffa said.

The top agency for barring the unsafe trucks and drivers is the Federal Motor Carrier Safety Administration, whose political leaders continually advocated letting unsafe Mexican trucks roll over all U.S. roads. They even wanted all the trucks to roll when they had insufficient safety data from Mexican truck inspections at the border.

That’s a safety threat, a point the Teamsters and their allies made in court and in Congress. It also cost U.S. truckers jobs.

Settling the Mexican trucks mess “was necessary, but not sufficient, to securing the Teamsters’ support of the USMCA,” Hoffa said. He also praised its “new enforcement mechanisms that will protect worker rights in Mexico, especially the right to form independent Unions.”

Tributes to John Lewis

**WASHINGTON (PAI):** From Barack Obama and Jesse Jackson to Jim Hoffa and Black Lives Matter, tributes poured in over the weekend of July 18-19 for Rep. John Lewis, D-Ga., the longtime civil rights leader and “conscience of the Congress”

who died late at night on July 17 of pancreatic cancer. He was 80 and had represented Atlanta in Congress starting in 1987.

All but two cited Lewis’s courage, with some adding his “good trouble, necessary trouble” statement, in the fight

for equal rights—political and economic—for African-Americans. They noted Lewis was the youngest speaker at the historic 1963 March On Washington, and a leader of the voting rights

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## John Lewis

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march and victim of an almost fatal beating by Alabama troopers at the Edmund Pettus Bridge in Selma in 1965.

"We want our freedom, and we want it now," Lewis, then 23, told the 1963 crowd.

Aside from GOP President Donald Trump and—to some extent, Senate Majority Leader Mitch McConnell, R-Ky.—everyone was gracious, and evoked the civil rights cause for which Lewis, chairman and co-founder of the Student Non-Violent Coordinating Committee, almost gave his life at the bridge in Selma. There were calls several weeks ago to rename the bridge for Lewis. Selma, population 20,750, is 80% Black. Pettus was a leader of the Ku Klux Klan.

"What gives each new generation purpose is to take up the unfinished work of the last and carry it further—to speak out for what's right, to challenge an unjust status quo, and to imagine a better world," said Obama. "John Lewis made that his life's work."

The former president thanked Lewis in person before Obama's first inauguration in 2009, saying that without Lewis's sacrifices, Obama would not have been able to attain the Oval Office. He later awarded Lewis the Congressional Medal of Freedom, the top U.S. civilian honor. "We will miss him dearly."

"He loved this country so much that he risked his life and his blood so that it might live up to its promise. And through the decades, he not only gave all of himself to the cause of freedom and justice, but inspired generations that followed to try to live up to his example."

Obama said the last public forum he held with Lewis was a virtual town hall, due to the coronavirus pandemic, talking with young activists leading the nationwide peaceful demonstrations against systemic and endemic racism.

"He could not have been prouder of their efforts—of a new generation standing up for freedom and equality, a new generation intent on voting and protecting the right to vote, a new generation running for political office. I told him that all those young people—of every race, from every background and gender and sexual orientation—they were his children," Obama said of their private talk.

Both presumed Democratic presidential nominee Joe Biden and Sen. Bernie Sanders, Ind-Vt., who served for decades in Congress with Lewis, tweeted their praise.

"I know of no man with more courage than John Lewis. He was a giant walking among us. When I saw him, I couldn't help but think one thing: 'I haven't

done enough,'" Biden tweeted. "May his life and legacy inspire every one of us to strive for justice, equality and what is right." Added Sanders: "John Lewis inspired millions to fight for justice. His courage helped transform this country. He won't ever be forgotten by those who believe America can change when the people stand together and demand it."

Several speakers, including Hoffa and Saunders, mentioned Southern racists' frequent arrests of Lewis and other Freedom Riders. Police arrested Lewis 40 times, including after the beating on the bridge.



### 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 Local 396 are looking forward to continuing our mission of building Teamster power while helping working people throughout our jurisdiction.

While our nation struggles with the COVID-19 pandemic, it has been hard-working 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, and convenience store delivery drivers have all been critical in protecting the public health.

UPS, the largest package delivery company in the world, is putting profit over human lives by denying its essential workers hazard pay and adequate health and safety protections, even as civil unrest rages and COVID-19 infections rise throughout Los Angeles County. Even as many cities have faced civil unrest and looting, UPS has required its workers to work past previous curfews set in place by the county of Los Angeles. This has put the lives of UPS delivery drivers at risk.

Before the unrest began, UPS workers throughout Los Angeles County were already facing increasingly stressful working conditions due to heavy workloads and a lack of adequate health and safety protections. UPS has seen a sharp increase in package volume due to medical facilities' high demand for supplies used in treating COVID-19 and increased online shopping following California's shelter in place order.

In the last quarter of 2019 alone, UPS profit margins increased by over 20% and are expected to increase further in 2020. Despite this increase, UPS has refused to provide its U.S. workforce with any hazard pay and has refused to take adequate steps to ensure that UPS workers can work safely during the pandemic. Our Local Union will continue to fight to ensure that UPSers get the dignity and respect they are guaranteed in our Teamster contract.

We are hard at work bargaining with our current Teamster sanitation industry employers, as well as organizing new sanitation companies to lift

standards and improve working conditions in the industry. From 2019 to 2020, profit margins in the sanitation industry have increased significantly especially with Waste Management and Republic Services, who are the first and second-largest waste collection and processing companies in the United States. Despite this increase in their profit margins, these companies have refused to provide its U.S. workforce with any hazard pay.

Local 396 which represents nearly 3,000 sanitation workers in southern California demands that these companies take the appropriate measures to ensure that sanitation workers are protected and can go home safely to their families. Before COVID-19, sanitation was already the fifth most dangerous job in the U.S. Now, workers are facing even more risks that jeopardize workers and their families. Local 396 will use all of the resources at its disposal including working with local and state officials to ensure that our members are protected, so they can work safely and are treated with the dignity and respect they deserve.

With the coronavirus leaving many Americans out of work, it has been a priority of our Local Union to support working people in our communities during this great time of need. Teamsters Local 396 members have been hard at work volunteering at multiple food distribution drives that have been organized throughout Los Angeles County by the Los Angeles County Federation of Labor. In addition to volunteering at the events themselves, Teamsters have also been essential in securing food donations including milk, eggs, and meat to distribute at the food drives. Through these events, Teamsters have been able to truly demonstrate what Union solidarity is all about by rolling up our sleeves and handing out food and supplies to those in need.

As Teamsters, it is essential to participate in the political process. Twelve National unions, representing the majority of private-sector union members, including the International Brotherhood of Teamsters, oppose the GROW Act. 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, workers in a previously healthy multiemployer pension plan that converted to a composite plan would face draconian benefit cuts.

We must all take action and urge our elected officials to listen to the majority of the labor movement that opposes GROW and strip it out of the HEROES Act.

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 web-

site and phone app for both Android and iPhone. 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.

Congratulations to recently retired Local 396 members Ariel Acedo, Anthony Esposito, Francisco Guzman, Lauer Fritz, Gerardo Lopez, Cenovio Montalvo, Luis Rodriguez and Vijay Sharma.

## Hawaii Local 996

### By Wayne K.S. Kaululaau President



The COVID-19 pandemic has devastated the local economy in Hawaii, like other states in the U.S. Employees reported

working without appropriate personal protective equipment for many days, continuously exposing themselves to the virus's dangers. Only after the experts at the Centers for Disease Control and National Institute of Allergy and Infectious Diseases started warning people to wear masks and wash hands had social distancing been implemented. Many companies had been caught flat-footed and unprepared to respond to the employees' demands of a safe environment to work. The situation got to the point where companies contacted me to seek out vendors who could provide the PPE because the traditional local vendors whose core business was in supplying PPE had no stock and would not restock for months. After contacting a couple of non-traditional local vendors, arrangements were made to collaborate between OTS, the company that operates public transportation in Honolulu, Hawaiian Cement, and HC & D to purchase face masks and latex gloves by the thousands, and hand sanitizer by the drum. The order arrived within a few weeks to deliver to the companies, which provided a safer working environment until the pandemic no longer exists.

Ryan Yoshida, secretary-treasurer, and I observed the government list of essential workers consisted of a few thousand members working for various companies and who would encounter the public with high frequency. We ordered 6,000 facemasks from a California company to supply members at: OTS dba TheBus and The Handi-van, Hawaiian Cement, HC & D, UPS, Hawaii Gas, Airgas, Martin Transportation, Mercantile Trucking, Hawaiian Sun, and McKesson. Also, Maui Economic Opportunity, Spectrum Hilo, Paradise Beverage, KCAA Pre-schools, Aloha Petroleum, ALSCO, B & C Trucking, Baker/Island Commodities, Cenveo, Budget Rent A Car, City Mill, Dollar Thrifty, Don Quijote, Golden State Foods, Hertz, Honolulu Wood Treating, Honsador, Johnson Brothers of Hawaii, Kahi Mahala, Kapiolani Medical Center for Women and Children, Liberty Dialysis, Queen's Medical Center, McKesson, Meadow Gold Dairies, Oahu Publications, Ryder Truck Rental, SA Tech, Serta Simmons, St. Francis Community Health, Unicol Corp., Young's Market, and YRC.

The impacts on companies from COVID-19 forced approximately 800 members statewide to be placed on furlough status or lay off from work.

The wheels started turning, and the E-board recommended a food drive benefitting members and their families who one day had a steady income and

the next day, unemployment. During the ensuing days, I would meet with and secure commitments from different sources, including the Hawaii Building & Construction Trades Council, which donated \$15,000. The T. George and Violet Paris Foundation donated \$5,000. Bank of Hawaii and Central Pacific Bank donated \$5,000 each. University Health Alliance donated \$5,000 plus 30 volunteers who put in a combined 115 volunteer hours. Kaiser Permanente Hawaii donated \$8,000 and provided 25 volunteers and 10 nurses to staff the first aid station. AFLAC provided workforce. Members received a large box containing loaf bread, box cereal, spaghetti, noodles, salmon, eggs, and canned goods. Also, another giant box with fresh fruits and vegetables, gallon of milk, gallon of Hawaiian Iced Tea provided by MGD Acquisitions, and Hawaiian Sun fruit drinks was provided each family who visited the food drive location. Honolulu Mayor Kirk Caldwell was instrumental in securing the usage permit free of charge from the state of Hawaii Stadium Authority for the Teamsters at the Aloha Stadium parking lot. The Union thanks the city and county of Honolulu's Emergency Management Dept. for assisting with the allocation of special duty Honolulu police officers who provided security. Former Honolulu mayor and current candidate for the same position, Mufi Hannemann, dropped by to share Aloha and talk with volunteers and food drive recipients. Former U.S. Attorney and State Judge Steven Alm, running for city prosecutor, stopped by and helped hand out boxes to. Mayor Caldwell also handed out boxes. The staff and volunteers had a great time serving the members.

This year marks the first year Local 996 was included in a Community Workforce Agreement with the city and county of Honolulu. The negotiations between the city corporation counsel and Georgia's special counsel who was hired to work with the parties dragged on for a couple of days. Then the special counsel agreed to insert the language which guarantees work for Hawaiian Cement and HC & D who both employ Teamsters. "Covered Work" means on-site construction work covered by Master Agreements of the Unions for a Covered Project, including facilities dedicated exclusively to supplying products to covered projects.

In other agreements, concrete delivery was considered distribution only and not covered under any agreement until now. Today is a great day for our brothers and sisters in the ready-mix industry in Honolulu.

As the pandemic has reared up again, I would like to recommend wearing a facemask, washing hands with soap and warm water, covering coughs, and practice social distancing at home, work, and when out on the town. Everyone has a responsibility to protect themselves, their families, and their communities. Everyone is encouraged to listen to scientists and physicians who are the leading experts in the epidemic, unlike the experts in the lounge.

Thank you to JC 42 President Randy Cammack, E-board, and principal officers who continue to support Local 996. Take care and stay safe in southern California & southern Nevada.

"It is not the critic who counts. The credit belongs to the man in the arena whose face is marred by the dust and sweat and blood. He strives valiantly who, at worst, if he fails, fails while daring greatly, so that his place shall never be with those cold and timid souls who know neither victory nor defeat."

~President Theodore Roosevelt~





Local 896

Bottlers

By Phil Cooper  
Secretary-Treasurer



I know you've heard this before, "the upcoming election is the most important election in your lifetime", but I have to say this time it is true. We have a Republican President that has stated many times that if a national Right to Work (for less) bill comes across his desk, he will sign it without hesitation. Now most of you know that Right to Work Laws are aimed at hurting Unions by making them weaker and will shrink Union membership by even more than it is today. Weaker Unions means weaker contracts, weaker contract enforcement, and makes it even more difficult than it already is to organize new shops and members.

We have a Democrat Congresswoman that has taken the "HEROES Act", something that most of us can agree on that is great for the workers of this country, and added the "GROW Act" to the bill. The GROW Act is a composite type of retirement that will hurt good pensions all over the country. The GROW Act allows companies to leave pensions like the Western Conference of Teamsters pension, one of the strongest pensions in the country, and negotiate into the composite type of pension that leaves all the liability on the workers and none of it on the company.

We have billionaires throwing millions of dollars to get Proposition 22 passed this November in California. In the upcoming weeks, you will see the Teamsters pushing NO on Prop 22! You, the Union members, are the key to protecting our good jobs! Prop 22, bankrolled by billionaires, is pushing the "gig economy". The gig economy in this case is what we call the Uber/Lyft agenda. These jobs, controlled by billionaires, are coming after our good jobs! Their agenda is to provide jobs without a minimum wage, no workers comp, no sick days, no paid FMLA, no unemployment benefits, no right to become organized and finally, no pension and healthcare! Defeating Prop 22 will be paramount to protecting our way of life and our Unions!

We have Republican members, Democrat members, Independent members, and even non-registered members. We have contract language in most of our contracts that allows members to donate as little as one dollar a week to DRIVE, which stands for Democrat, Republican, Independent Voter Education. We cannot use your dues to fight bad legislation or bad politicians. When I say bad, I am referring to bad for labor. When the Teamsters endorse a politician or fight to defeat bad legislation, they only consider one thing; that one thing is it good or bad for Labor?!

So, when you see the Teamsters endorsing a candidate, or asking you to help fight a proposition to defeat legislation, you can rest assured that they have done their homework and what they are telling you has been thoroughly vetted.

So yes, the 2020 November election is one of the most important elections in your lifetime! Your Union jobs are on the line. Vote! Vote! Vote!

Please be careful at home and at work. The COVID virus, while we had it on the run for a while, has returned with a vengeance. Many of us know someone this time around that has contracted the virus and our Local now has

had two members die from the virus since April of this year. While your Union continues to demand the businesses where you work continue to provide a safe environment, it has been a struggle with some employers. You need to take your safety into your own hands by wearing a mask as much as possible, washing your hands frequently, and by staying away from large crowds! If you are sick, please do not come to work. Your Union agrees that all of you deserve "Hero Pay" for coming to work every day during this pandemic and we will continue to try and negotiate with your employers these additional monies.

At the writing of this article, we find the Local in video call negotiations with Coca-Cola Victorville. While the Coca-Cola members in our Los Angeles agreements received a very economical contract a few months ago, the company's position is the members working in Victorville do not deserve the same due to the lower cost of living in the High Desert. The company does not sell their products any cheaper in the area, they just feel the workers do not deserve the same wages. We will be back at the table soon and our position will be the same, these drivers deserve parity in wages and benefits with their fellow drivers!

We also have the same issue in our Pepsi Riverside negotiations where that company also does not believe the pay scale in Riverside should match that in Buena Park, 30 miles down the freeway. These negotiations have also resumed and if we cannot come up with a fairer agreement in both negotiations, you might be asked to honor a picket line in front of your facility in the near future.

Since my last article, Reyes Coca-Cola has now decided to close the Lancaster branch and shift the work to the Sylmar facility. Our five members have been offered work in Sylmar, but this is a huge interruption in their lives.

We canceled the July Union meeting, but the Local has purchased the ability to use the IBT Zoom meeting capability and will have our first Zoom meeting in August. Please keep an eye on your Union boards for more information.

Congratulations to our newest retirees: Katya Asturi - AB Van Nuys, Jaime Chua - Millercoors, Ruben Tapia - Millercoors, Kelvin Antoine - Pepsi San Fernando, Ignacio Calderon - Millercoors, Michael Jerabek - RCCB Carson, Margie Candelaria - AB Van Nuys, Roger Rueter - Millercoors, Michael Kucala - AB Fairfield, James Brabec - AB Fairfield, Erwin Arceo - AB Fairfield.

Condolences to the families of Linda Watson (Reyes Coke - LA), and Vicente Ortega (Coke USA).



By Eric Jimenez  
Secretary-Treasurer



Brothers and sisters: I hope this message finds all of you well and safe. I'd again like to thank all of our Teamsters who are working hard to keep the country moving. Your dedication and commitment has not been overlooked. And while COVID-19 is going to stay around longer than we wanted, let's continue to respect and protect each other. I have no doubt we'll get through this together.

Due to the virus and government mandates, we have been looking into alternate ways to conduct our general

membership meetings including Zoom and Facebook Live. Our biggest challenge is the safety of our members, and that the information coming from these meetings is protected to the best of our ability. Our goal is to schedule these meetings in the near future. We'll keep the membership informed.

Local 952 combined resources with Local 986 on June 20 to host a community food drive in partnership with Colette's Children's Home in Huntington Beach. Together we provided food for over 1,000 families. These ongoing efforts have a tremendous, positive impact on our members who have been negatively affected by COVID. In addition to food assistance, Local 952 was able to partner with the city of Anaheim to provide financial aid for members living within the city limits struggling with an eviction or utility shutoff notices. If anyone continues to need food assistance, please contact the Local.

We are in the process of securing dates with the Food Committee for the upcoming Albertsons negotiations. We also have an arbitration scheduled for the Irvine facility subcontracting issue, and recently settled 20-plus disciplines in Brea. We're still pressuring the company to bring back the "appreciation pay."

The Local is currently in negotiations with CVS and we're due back at the table the beginning of August. Additionally, we've had several grievances settled with some large payouts, got one member his job back and another off suspension. The grievance over frozen bonuses has been settled and the money paid out, and we got the layover pay from Sept. 2019 covering the shortage. We also successfully settled several grievances over shorted vacation and sick pay for individual members. At First Transit, work has moved from a Sunday to a Saturday schedule providing more hours. We're working on the road supervisor/dispatcher and maintenance agreements and finishing up with the company to resolve widespread issues on vacation accruals. The I Shuttle contract continues to remain closed with all members still laid off. Work has increased at MV Transit, providing more hours with schedules starting earlier in the morning and going much later in the evening. We're continuing to work on the open agreements for maintenance, dispatch, scheduler, call center, quality assurance, customer service, leads and clerks. Unfortunately, the membership suffered a COVID-19 outbreak at the facility. Some of our members are continuing to heal and our prayers are with those affected.

We successfully negotiated a new OCTA operations contract recently and it was overwhelmingly ratified by the membership. We were also able to collaborate with the company to establish letters of agreement that allow members to stay home and get full pay for 3 months, and we were successful in getting bus signage indicating that masks are required to ride. At OCTA maintenance, we asked for and got temperature checks for all employees.

The Local won an argument concerning wages that Durham drivers earned during a recent special assignment to Oakland, and we were instrumental in assisting laid-off drivers with rent supplements. The PCA negotiations are moving forward. Our goal is to have the first-time agreement in place prior to Disneyland's re-opening.

Our coalition of Unions stood strong with the county of Orange and we were not willing to open up our contracts and roll back any agreement on wages or benefits. Rather, we worked with them

in developing a volunteer-based policy providing incentives for members close to retirement or who wanted to separate.

The Disneyland Craft Maintenance Council signed an MOU allowing members to return to work preemptively in preparation for Disneyland's opening. Many of our represented employees have returned to work. The Local is in continued talks with Capistrano School District as it faces budget deficits. We hope to come to a fair agreement. We're trying to secure negotiation dates with Valencia Trucking, and we got a member his job back.

We're in the process of getting the new Westside Building Materials contracts printed and out to the membership. We apologize for the delay but want our members to know that we've been diligently staying in contact with the company to get them to sign off on the approved agreement so we could get the contracts printed. Many of our represented industries have been affected in work volume. We've been working with groups like CYTEC to keep our members safe and working during the pandemic.

Congratulations to the following new stewards: OCTA Santa Ana base, Joaquin Barraza, maintenance swing shift; Regelio "Roy" Gaytan, Stremicks Heritage Foods, load out dept.; American Bottling Co. (7-Up), Ralph Trujillo, warehouse; and UPS Freight, Tommy Boites. Thank you for taking on this important Union role and serving your brothers and sisters.

The Local has recently established a Women's Committee. Anyone interested in joining this dynamic group is highly encouraged to contact Norma Lopez at [nlopez@teamsters952.org](mailto:nlopez@teamsters952.org).

Lastly, we mailed the first edition of our new publication "The 952" at the beginning of July. It was dedicated to all of our members. Don't worry, if your picture didn't make it in this one, you'll have another chance. We'll be sending out publications periodically throughout the year. All of the photos can also be viewed on our website. This was a goal of the newly elected administration and I'm happy to say we have achieved it.

Once again, thank you to all of our members and all of my staff for being so great. Stay strong, stay united and remember: united we bargain, divided we beg.

Local 630

Food, Industrial & Beverage Warehouse,  
Drivers and Clerical Employees

By Lou Villalvazo  
Secretary-Treasurer



Sisters and brothers, I hope you're well as we navigate through this pandemic. Unfortunately, due to the recently renewed shelter-in-place order, we can't conduct our monthly general membership meetings. I, along with the representatives and our staff are all working hard negotiating contracts, processing and investigating grievances and covering strike lines. Our front office is open, and you can schedule a meeting with your representative by appointment. We want to make sure we protect you and ourselves as we deal with this virus. Until further notice all general membership meetings and steward meetings will be postponed.

Teamsters Local 630 has been negotiating a contract with Valley Produce since the end of 2019. The company

continues to negotiate in bad faith, hiring a Union-buster. The company began to break laws which violated our members' rights. We filed charges with the NLRB as our members had enough and they went out on strike on May 25. Valley Produce is one of the largest and most profitable produce companies at the Los Angeles Produce Market, yet it's denying our members the dignity and respect they need on the job. To make matters worse, the company continues to disrespect our members and the community by using PPP Personal Protection Program (taxpayer money), under the 2.2 trillion-dollar CARES Act enacted by Congress. This money was meant for employers to keep workers employed during the pandemic. As our members have been out on strike for over 2 months, Valley chose to hire a Union-buster to try and scare and intimidate our members.

Back on July 9, several Local Unions within JC 42 from San Bernardino, Riverside, Ventura to San Diego came out for a caravan for justice along with the Los Angeles County Federation of Labor and joined Congressman Jimmy Gomez, State Senator Maria Elena Durazo and Assemblyman Miguel Santiago in support of our members at Valley. We thank all our members & Local Unions that have come out to the strike line & actions.

Lineage Logistics: congratulations on ratifying a 5-year agreement. The contract provides our members with improved medical benefits under the Labor Alliance Trust funds, by allowing our members and their families to be insured by United Healthcare and Kaiser, while putting substantial money back in our members' pockets every month. Also, our members will receive a great hourly wage increase every year along with doubling the pension contribution over the term of the agreement. Thanks to our negotiating committee: Andrew Medina, Jason Anguiano, Eddie Hidalgo, representatives Alfredo Salazar and Frank Afoa for a job well done.

Caldwell Fresh Produce: our members ratified a 5-year agreement which provides language that strengthens our seniority and adds another step of progressive discipline. This contract provides substantial pension increases. Congratulations to our members at Rancho Cold Storage as they ratified a 5-year agreement unanimously. This contract provides our members with a substantial hourly wage and pension increase per hour every year of the contract.

Assembly Bill 5: last year the California Supreme Court sided with the misclassification of sub-contractors on the Dynamex Case. The Teamsters along with Labor came together to lobby our state representatives in Sacramento to address the misclassification of workers and the new gig economy, by passing AB 5. Since then, gig companies like Amazon, Uber, Lyft and others are pushing Proposition 22 to destroy AB 5.

Prop 22 will affect at least 2 million workers that are misclassified in California as self-employed-like port drivers, Amazon, Uber and Lyft. This new gig economy will continue to affect many Union and non-Union workers in California. At least 40K UPS drivers will be affected if we don't fight and force these companies to be responsible. But more importantly this will open the floodgates for all Union employers to attempt to switch to this type of misclassification, removing workers' rights to organize or receive unemployment benefits, sick leave protections under the law or weaken our Social Security system.

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Prop 22 will impact taxpayers, as so-called self-employed or so-called independent contractors cost the government treasury \$128 million a year in loss of payments for disability insurance, workers comp, Social Security and Medicare.

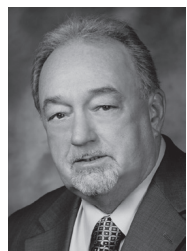
Prop 22 also affects our health insurance as many of these workers end up in the emergency room as they can't afford to pay for health insurance, 16,000 self-employed apply for tax credits and public assistance as their income shrinks to below 24k in yearly income. There are 2 million workers in California mis-classified as independent contractors.

In the end what matters to Teamsters is protecting workers' rights to bargain collectively our benefits, our wages, our pensions, working conditions and our Union as a whole. Elections have consequences! Register to vote and mobilize to get others to register to vote and Vote "NO" on Prop 22!

Please be safe, protect yourself and your families. Wear the mask, abide by the social distancing guidelines and wash your hands. These are very simple things we take for granted, but a few have paid the ultimate price with their lives. To all of you who lost someone due to this virus, our thoughts and prayers go out to all of you and your loved ones. We shall overcome together!

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

By Larry Griffith  
Secretary-Treasurer



COVID-19 has made the last several months very challenging for the Local, but fortunately, things are looking a little better over the last month. The majority of our members have been recalled to work and by the time this article is published we are hopeful that we won't have any members on layoff or furlough. We were successful in negotiating with most of our employers that they continued to pay the members' health and welfare contributions during a furlough. The Local worked tirelessly to try to minimize the effects of the virus on our members. We also met numerous times and were in constant contact with our employers to assure that our members were working in a safe environment.

The effects of the virus have significantly impacted the way that we conduct our day-to-day operations. It appears that video-conferencing will be the normal way to meet and negotiate for at least the near future.

Our public sector employers have been hit especially hard by the drop in tax revenues due to the lockdown caused by the virus. We have met and negotiated 1-year extensions or MOU's with the cities of Henderson & Mesquite, Las Vegas Valley Water District and the Las Vegas-Clark County Library District. We are still in negotiations with the cities of North Las Vegas & Caliente and hope to have an agreement with them soon. Even with the closure of the school district, and the difficulty in meeting with the employees, we have continued to have new members sign up. Our business agents in our school district office have done a phenomenal job of continuing to communi-

cate with the school district employees, represent their interests and sign-up new members.

On the private sector side, other than our negotiations with the employers regarding furlough procedures and safety accommodations, we are in negotiations with Albertsons liquor distributor for a new collective bargaining agreement. The membership has rejected several tentative agreements but will be voting shortly to ratify the newest proposed agreement.

There will be no general membership meetings at the Local until September of this year, at the earliest. We will be putting updates to this information on our Local 14 app and the website. Until further notice Local 14's office is not open for members to walk-in. If you have any questions or issues please call the Local and we can help you by phone or make an appointment for you to come to the Local if necessary. As always, our business agents are available by phone to assist with any issues. Please continue to stay safe and well!

## Local 1932 San Bernardino County Public Employees

By Randy Korgan  
Secretary-Treasurer



It is important to begin by sending a thank-you to all essential workers currently on the frontlines of the COVID-19 crisis. The country would not run without Teamsters like you. That is why we've broadcast this message loud and clear across billboards, yard signs, and our daily social media posts spotlighting members at work. Local 1932 is committed to raising standards so that working families are put first as we move toward the second half of the year.

Local 1932 is dedicated to organizing internally and externally so that members are safe on the job and can count on stable employment as tens of millions of Americans remain unemployed. Despite the lockdown, we remain connected. Steward meetings and general membership meetings have been held via online streaming software to ensure that we can keep building Teamster power together. We deeply miss interacting in-person, but Local 1932 takes this crisis seriously and remains committed to recommendations being made by public health officials. This is why safe return-to-work is at the center of bargaining initiated by Teamsters Local 1932 across the region. Stay connected to your business agent for the latest on this issue.

The Local has received numerous emails from members thanking our staff for helping create the safest work environment possible, as well as taking a firm position on allowing members to work remotely and prevailing. The fight to telecommute or work remotely will continue and is evaluated diligently. Work that can be performed remotely should be.

Our unity has never been more necessary. As of press time, Teamsters at the county of San Bernardino are voting to approve a tentative agreement, including guarantees against lay-offs and furloughs with no loss of future wage increases. When polled, more than 75% of the members support protections to eliminate lay-offs and

furloughs. No other labor organization representing employees in the county has secured such language thus far. As this crisis progresses, our Union will continue to make decisions consistent with the wishes of the membership and lead the way in representing working families everywhere. This includes taking action when necessary. Aside from the county, cities and other public agencies across the region represented by Teamsters Local 1932 are also engaging in bargaining over job security and substantial tax revenue losses. Please reach out to your business agent if you have questions.

Local 1932 is progressing its fight for good jobs at San Bernardino International Airport. After over a year of rumors and research all but confirming it, Amazon was officially named the tenant of the air cargo logistics center project, known as Eastgate, this past spring. Amazon has historically not paid its fair share of taxes with the company draining crucial public funds. We need to keep this fight up. Our members have built a strong campaign with community allies to secure job quality measures in a Community Benefits Agreement at this development. A recent socially-distanced protest in front of San Bernardino City Hall was incredible in its diversity of participants. Young and old, across identities, both Union and non-Union, people are standing together to call out Amazon for its labor and environmental practices. Teamsters Local 1932 is at the forefront of this fight.

Lastly, earlier this year, Teamsters Local 1932 premiered its podcast – the Teamster View. Across several initial episodes, our Union lays out its past, present, and future. We believe it is just one more way to stay informed. We cannot wait for corporate media to produce pro-worker content. The Teamster View podcast is our answer to this problem. Please subscribe to the show on Spotify, Apple Podcasts, or wherever you get your favorite podcasts. Catch up on past episodes and keep an eye out for more later this year.

In closing, please stay safe, Teamsters. Too many loved ones are ending up hurt or are no longer with us because of this pandemic. We must act deliberately and in unity for their safety. Moving forward, remember, we are on your side because working families come first.

## Local 63 Teamsters

By Randy Cammack  
Secretary-Treasurer



Martin Perez, BA/coordinator: first off, I hope everyone is doing well and staying safe and practicing face mask/social distancing. The companies I represent (ARC-Pomona and San Diego—Brass Craft- GSF/CIM—Essendant and Martin Brower) are all having major problems. We all need to pull together through these ugly times. I want to thank all my stewards for all their help during these times, hopefully our next article will be positive with everyone doing what we have to do. Stay safe and God bless.

Tim Fraley, BA, ONTCA Feeder: COVID-19 continues to impact all of us! We had feeder members and feeder management test positive for the virus. Please take personal responsibility by

practicing "social distancing" and show respect by wearing a face mask!! We all need to be vigilant during these unprecedented times to work through this global pandemic. If you have tested positive or have a member of your immediate household test positive, or, if you have been mandated to quarantine by a treating doctor, UPS, or a public health official, please complete the COVID-19 emergency leave form. We have negotiated benefits to cover qualifying members! By the time this article goes to print the Empire facility will be operating. This new 1 million square feet UPS hub will be bigger than the Ontario Gateway facility! Our drivers from the Meridian facility will be domiciled out of Empire after the "change of ops" is implemented. As additional work develops, it will be offered as "new work" and bid in seniority order to the entire feeder dept. With the additional hub added to Local 63 jurisdiction, we have added a BA for the feeder dept. Ron Seamans, a veteran 25-year freight BA, will be working with the members at Ontario; please welcome him to ONTCA! Training continues to be a challenge at ONTCA. We continue to encourage package drivers that are looking to promote into feeders to add their names to the "feeder intent list". The next "feeder orientation course" will be held on Saturday, August 22. The Local 63 feeder orientation is one of the requirements for admittance to feeder school! Call the Hall to make a reservation (909) 877-4760, ext. 120. Or, if you're a UPSer that currently holds a Class A CDL and would like to be considered for feeder. ONTCA Shifting-the addition of the Empire facility will offer opportunities to our shifting dept. With the enormity of this facility there will clearly be a need for "full time" shifters at Empire. We will make those positions available to bid out as soon as the shifts are permanently secured. The company used "temps" to supplement the shifting dept. at the first of the year. We won a settlement on this violation for \$5000.00 and had UPS train additional fulltime shifters. Please continue to keep your eyes open for any violations.

Rick Ellison, BA: thank you to everyone for staying safe, following the guidelines that are set by our state during COVID-19, and their hard work. We are almost at the end of negotiations with Darling International and following we will be entering negotiations with Baker Commodities and Western Bagel. We hope everything goes back to normal soon and we continue to stay strong!

Carlos Barnett, dairy and miscellaneous BA: DFA purchased Deans Food back in May. DFA employees are being asked to vote to take a dollar in wages and put it in the WCT Pension plan. Good idea, guys! IFS has a last, best and final offer in the mail and voting was until July 29. RockView, Challenge, Driftwood, Clearbrook, Rocky's Meat, Avis/ Budget Lax have all seen a change in the game due to COVID-19. Some have lost business, some lost employees and some lost family. My heart goes out to everyone and especially our clerical staff which has been working so hard to keep up with the changes and still maintain a positive attitude. Thank you and God bless Congressman John Lewis. RIP

Scott Berghoefer, BA: hope everyone is staying safe during this pandemic. We have had a few positive cases arise in some of our barns. We are working with the employers to make sure that everyone is protected and that the companies are taking necessary cleaning procedures to ensure that the rest of the employees are safe. Want to wel-

come Hickman's Egg Ranch to Teamster Local 63, they ratified their first contract unanimously. Thanks to Gino and Bernie for all their hard work to get this contract done. GoldStar warehouse: we have completed the extension on the contract, and everyone should be receiving their bonus in August. Pacific Logistics: we signed an extension for the contract as we continue to work through the negotiations. Westrock: hopefully things will be getting back to normal soon. Organizing is the life blood of the Union, we have a few campaigns that we are working on. If you know of anyone in a non-Union company that would like to organize, have them reach out to us.

## Local 481 San Diego

By Victor Torres  
Secretary-Treasurer



We have been hit again with rather unpleasant circumstances. A person who many of us have known for many years was taken away from us. June 24, 2020, marks the day that we lost our dear brother, Gerald "Jerry" Gallenberger.

Jerry began his Teamster membership with his employment as a groundsman at the San Diego Zoo in August 1968. He later moved to the C&M Dept. for several years until making his final move to the Ornithology Dept. as a bird/senior keeper for the rest of his career. Jerry is best known for being the main keeper for Zoo icon King Tut, the cherished salmon-crested cockatoo, for 20 years. It became part of everyone's routine to observe Jerry bringing King Tut out to his perch every morning and taking him back to his resting quarters every afternoon. This ritual provided comfort and stability for countless Zoo visitors/coworkers for decades.

At Local 481, Jerry is also known for his involvement with our Union. Whether the activity was gathering ideas on how to resolve a particular workplace issue or joining us for our Union social activities, you could always count on Jerry to be there. Jerry played a part in some of Local 481's earliest years representing the workers at the San Diego Zoo and expanding the Union's presence in representing workers not only in the animal care areas, but all of the additional work groups that exist today. As proud as Jerry was to have participated, Local 481 was equally fortunate for Jerry's willingness to contribute to the cause.

For anyone who worked at the Zoo during his tenure, Jerry had a unique way of making your day a better day. His pleasant demeanor was only surpassed by his genuine interest in how your day was going. He brought an old-fashioned family feel to the workplace that does not commonly exist in today's fast-paced work world. He also brought a great sense of humor with him. Witty, but never at anyone's expense.

It is with the heaviest of hearts that we send our sincere condolences to Jerry's entire family, including his friends and his coworkers. Thank you for sharing him with us. Please know that he will be forever missed, but never forgotten. On behalf of the officers, staff and membership of Teamsters Local 481, our sincere condolences. To our brother Jerry Gallenberger, rest in peace.

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Local 481 stands united with our International Union and our local Labor Council and all of our sisters and brothers in organized labor in condemning the racial profiling and resulting public murder in Minneapolis of George Floyd based solely on the color of his skin.

Labor organizations such as Local 481 incorporate non-discrimination directives in all our internal and international policies. This has been the case for at least the last half of the 20th century through the current time. This is something we should all be proud of because this sets us apart from virtually every other component of our society whether it be Corporate America, political systems or financial/lending/real estate industries which continue to systemically institutionalize discriminatory practices.

Despite these past accomplishments, we cannot let our pride get in the way of what needs to be done. Resting on our laurels is not an option. It has obviously fallen short when incidents such as the murder of George Floyd and dozens of similar incidents involving women, men, and children of color continue to occur. It is unacceptable and we will not stand for these discriminatory practices to go unchecked.

Local 481 will be an active participant with our International and our Labor Council to listen and learn from our sisters and brothers who have suffered through these painful life experiences and to support historic change and enhanced protections from out of control tyranny that has gone on in the shadows of our communities, but has nonetheless gone on for hundreds of years.

We will utilize what we have used in our labor world to eliminate race/skin-color/gender biases and all other forms of discrimination, and work within our labor family and our corresponding place in our human community to make our world a better place to live our lives with dignity and respect for all.

Accordingly, we will always hold ourselves to the highest ethical and moral standards of non-discrimination throughout our labor organizations across the globe. In doing so, we strive to influence all other segments of our society to do the same.

In scholarship news, the 2020 Local 481 Scholarship Program is available. This scholarship program is open to not only the children and grandchildren of our members who are enrolled in and attending an institution of higher learning, but also eligible are the spouses and domestic partners of our members. In addition, our members themselves are eligible to participate in this program, as well. The deadline to submit applications including the proper essay and all supporting documentation is 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/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 hard copy as well. We will get through this together.

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. Mem-

bers 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



### By Ray Whitmer Secretary-Treasurer



CUSD - A member was facing termination for allegedly assaulting a student while addressing a disturbance in a classroom. The

member was assaulted by the student and attempted to remove him from the classroom. The Union was able to demonstrate that the member was reacting to a volatile situation and intended to maintain order in the classroom. Through the Union's effort, the member received a 30-day suspension in lieu of termination.

LACCD - The Union filed a grievance on behalf of the membership regarding wage step advancements. The issue was members were not receiving wage step advancements if they had less than six months of service prior to the date of the scheduled increase (July 1 of each year). There is no CBA language requiring that they be employed for at least six months. The Union was able to go back three years and the membership collectively received approximately \$120,000 in back wages owed.

San Diego County Regional Airport Authority - contract negotiations have commenced and we are hopeful to have a quick and amicable resolution. Local 911 is pursuing an arbitration regarding on an out-of-class issue regarding locksmith designation. San Diego Lifeguards - negotiations continue and we should have a contract shortly so the guards and city can return their energies to public safety during the pandemic. San Diego Port Authority - the members have met and conferred with management and have successfully forestalled any discussions of economic concessions and layoffs. Local 911 has been continuing its efforts at securing federal stimulus funds by direct advocacy to our elected representatives and senators.

Vista Irrigation District - Local 911 is proceeding with a Public Employees Relations Board hearing on the scope of information to be provided pursuant to an information request and the applicability of the deliberative process privileges claimed by the district.

Local 911 has weekly standing COVID-19 response meetings with cities like Oceanside, Temecula, Poway, Escondido, and all special districts. Local 911 and the stewards are developing the means to conduct meetings remotely and increase the availability of direct lines of communication.

Palmdale & Lancaster - we have entered into a letter of agreement with the cities that provides for protections between now and June 30, 2021 as a result of COVID-19. The cities will also place a sales tax measure on the ballot for the voters to decide in November. If approved, the funding may provide maintenance of essential and vital ser-

vices.

City of South El Monte - we have reached a two-year agreement that protects our members and provides for wage growth during this uncertain economic time. South Bay RCC - we have reached a six-month extension that protects all of our terms and conditions as they currently stand during this uncertain economic time.

Occidental College - we were able to protect our contractual terms and conditions for the contract that expires on June 30, 2021. Unfortunately, the last quarter of the year is projected to have a shortfall in revenues due to the pandemic. We may face difficult times, but we will make sure that we keep you up to date on any issues and we commit to bargaining and protecting your terms and conditions of employment to the best of our ability.

City of Los Angeles (crossing guards) - as a result of the pandemic, return to school may be extended until further notice. We understand that there is concern associated with payment due to a school closure. We are working with city officials to advocate on your behalf and pursue protections during this difficult time.

City of Santa Monica - what started with a list of 250 employees with a lack of work notice from the city, ended with a small number of employees losing their jobs to layoff. This is always a difficult situation, but we did our best to present you with an opportunity to save jobs by taking a temporary reduction in salary and benefits. You voted it down and we respected your desires. Unfortunately, some of our brothers and sisters lost their jobs. We did however negotiate a severance package and a restoration program with a recall for two years. We thank our stewards for supporting their co-workers and their Union in this difficult fight against the negative impacts of COVID-19. We will continue to do our best for our members to the best of our ability.

City of Redondo Beach - we were able to protect job eliminations by freezing vacant positions. Protecting our members is our number one priority. We thank our stewards for stepping up to the plate in effectively representing the issues that our members care about

### Local 399 Studio Drivers

#### By Steve Dayan Secretary-Treasurer



Kenny Farnell: the Universal/NBC Transportation Dept. is now open with drivers returning equipment from shows that were wrap-

ping before COVID-19. A few shows are getting ready to start prep and will be picking up drivers. The mechanics and auto service personnel are also back to sanitize equipment and start BIT inspections. The Disney/ABC Transportation Dept. is open and they have started prepping and sanitizing their equipment anticipating shows that will start prepping in August. Please continue to check out our website, the Local 399 App and our official social media pages for the latest information regarding returning to work protocols, MPIPHP updates and all COVID-19 related resources.

Ed Duffy: this is a reminder to all location managers and casting classifications to call or email in their jobs to the Call Board. If you have started on a

project, we need to know about it in order to ensure that safety protocols are being followed and that our members are protected on the job. If the location managers, keys, assistants and commercial scouts are in-person scouting, please be aware of the safety protocols in the Labor Management guidelines and the L.A. County Appendix J guidelines. If you are asked to work in an office setting, please take all precautions seriously.

Lindsay Dougherty: as I reported in May, film production has slowed due to the COVID-19 pandemic, so there are less contracts being executed. Since my last report, I've signed only 30 contracts with independent companies. I'm getting contacted more and more by productions that want to begin filming in late summer/early fall, so the industry is going to get busier. I've also been in the ABC office employees contract negotiations, as well as the AMPTP return to work discussions. We are also preparing for next year, as we have 22 contracts that will need to be negotiated. Those include our major contracts like the "Black Book," casting, locations, as well as the AICP agreement. As productions start prepping for filming, we are all evaluating the return to work protocols individually. Please report to the Call Board if you are working. Last but not least, all drivers that are being hired must be hired in grouping. Even if you are a Group 2 or Group 3 that was working on a production that went down due to COVID-19, Groups 1's have seniority rights and will be hired first.

Joshua Staheli: a grievance was filed against Warner Bros. for having a non-bargaining unit employee operate a Pettibone on the lot. I have also filed additional grievances on "Holey Moley" for late payment of wages, not paying premium days correctly and deducting second meals when no meals were given. I still have open grievances on "Holey Moley" for using non-bargaining unit employees to drive gators, forklifts and reach forklifts. Due to COVID-19, we have moved our financial fitness classes onto Zoom. So far, we have hosted Budgeting & Debt Reduction, Understanding Your Pension and IAP, Protecting and Growing Your Assets, and How to Build a Truly Diversified Portfolio. We are also having MPI host presentations on the benefits of MPIPHP.

Chris Sell: FMCSA (Federal Motor Carrier Safety Administration) and the DMV have extended the renewal of CDL's and MEC's that expired after March 1 until September 30. If you renew your MEC, you can now go to DMV.CA.GOV and upload your forms right to the DMV. If you choose to go to the DMV office you may do so without an appointment as a commercial driver. Reminder, you still have to complete your online safety classes. Even if the class has two portions, online and hands-on, you must complete the online portion. Hands-on classes are still not available. If you are being paid to quarantine, make sure to fill out an off duty log. Any questions regarding CSATF please call, me 818-432-3317 or email me at: [CSell@HT399.org](mailto:CSell@HT399.org).

Ernie Barraza: I have been busy assisting members with their daily challenges due to COVID-19. During this period, we have been in constant contact with the companies in order to ensure all around safety when they are allowed to reopen. We have been proactive in getting our members current information and guidelines for our industry, while promoting the importance of PPE. During this historic pandemic, we must remember to do our part in order to safely return to work.

Calvin McDowell: since my last re-

port, we have continued to support our members, file grievances, and we have been negotiating the ABC office agreement. Now that some commercial productions have returned, I have been visiting members on set and will continue to do so. We are continuing dialogue with the AICP and the MVPA regarding safety protocols to get all our members safely back to work.



### By Chris Griswold Secretary-Treasurer



Our condolences to all of our 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 4 million cases and 145,000 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. As the hotels begin to reopen under strict and safe guidelines for employees and hotel guests, we have negotiated additional precautions for our members. We encourage everyone 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 less than 100 days away from the General Election in November and we must continue to 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 Eric Tate**  
**Secretary-Treasurer**



Office hours have returned to normal at both the Glendora and Long Beach offices. The Glendora office is open M-F 8:00

am to 4:00 pm and our Long Beach office is open M-Th from 9:00 AM to 5:00 pm and Fridays from 7:00 to 3:00 pm. However, masks are required to enter the buildings. Business representatives continue to work remotely so if you need to get ahold of your business rep, please call either office and the staff will contact your business rep and have them return your call.

Although general membership meetings were cancelled from March - June 2020 we attempted our first Zoom general membership meeting on Sunday, July 26. Members need to register prior for the Zoom meetings so that the meeting connection can be e-mailed to you. We will continue to post Local 848's website and Union bulletin boards for any upcoming general membership meetings.

Perfect attendance awards for the 2019 general membership meetings are now available at the Long Beach office. Please call the Long Beach office at (562) 595-1891 to verify you are on the list and recipient of the award.

Congratulations to Maryanne Bancroft on her retirement after 14 years as Local 848's office manager and bookkeeper. Thank you Maryanne for all your hard work and for servicing the membership of Teamsters Local 848! May you enjoy your retirement in Arizona; you are missed by all!

Wishing Business Representative Preston Richie III a quick recovery while on medical disability. Other representatives are covering Preston's yards while he recovers. If Preston is your business representative and you are unsure of who is covering your yard, please contact our Long Beach office and you will be put in contact with the interim business agent.

Our condolences to the families of the following: Jeramie Anderson of CPC Logistics and the family of Carla Walton of MV Transportation.

Please do all that is necessary to maintain good health; Local 848 wishes you and your family a safe and wonderful summer.

Jeremy Baltazar - ITS ConGlobal: we began contract negotiations with management on July 13. Your negotiations committee will keep you posted on the progress of negotiations and when we will have an offer to present to the members for ratification. DFS: Please give your contract survey to your shop stewards Michael or Tekita as soon as you complete it. We will begin contract negotiations with management in early August. AmeriGas (Devore): your shop steward Sergio and I met and established contract proposals to present to the company. Negotiations with management had been postponed due to the COVID-19 pandemic, but we will begin our bargaining session with the company in mid-August. ZUP Sales: your stewards and I put together a contract survey and mailed them out to all account and relief account managers. Please make sure you fill it out completely and mail it back in the return envelope provided by the Local. If you have not received a survey yet, please let your shop stewards Will and Man-

ny know, and they will make sure we have your correct address and get you a survey to fill out asap. I would like to thank all my stewards for all their hard work during these difficult times. You are not only an essential employee to our country but also an essential member of our Union. You are enforcing your contract and making sure your company is in compliance with all CDC workplace requirements to ensure our members are protected through this pandemic! Your dedication and service to our Union does not go unnoticed and is greatly appreciated. Thank you, my sisters and brothers!!!



**By Rick Middleton**  
**Secretary-Treasurer**



Rick Middleton: these uncertain times have been a true challenge for all our members, whether you've been working or not. Like you, we

look forward to returning to what we know as normal. My special thanks to our business agents who have worked day in and day out throughout this pandemic. Unfortunately, we are receiving daily reports about positive COVID-19 cases at our Costco locations. We have seen more positive cases at Costco in the last three weeks than in the first three months of the pandemic. Our Costco Teamsters committee is meeting every week to address this and other safety concerns. Preparations are being made for grocery negotiations. Stay tuned for more information. The First Student NMA will soon be distributed for a vote. L.A. County schools will start online in the fall which means our school bus members will not be transporting children. With so much unknown about possible future federal stimulus packages, we are working to get school districts to pay their school bus contractors so that our members can count on getting a paycheck. Keep an eye on our Local's website for more information about this.

Doug Brown: GCC: I continue to negotiate several GCC contracts remotely due to COVID-19. I am sad to announce that Orora Visual will be closing its Los Angeles plant by December 2020. I am currently engaged in effects bargaining to address the closure. All GCC employers have been affected by COVID-19 in one way or another, so we are still seeing substantial layoffs in the industry. Costco: the Costco attendance policy vote count was set for July 27 as we went to press; I will post the results. The hazard pay the Teamsters Costco National Committee previously negotiated was extended through August 2. It will be a lump sum payment on the August 21 paycheck. The Costco Teamsters National Negotiating Committee is continually negotiating the evolving Costco safety policies and procedures to ensure our members are protected.

Jaime Villanueva: ACTS: the company received federal stimulus money and will pay the entire medical monthly premium through the month of September for members who are currently enrolled in the medical plan and do not meet the hours requirements under the NMA, are furloughed or laid off, or who do not have sufficient paycheck funds to cover the employee contribution for coverage. Crowne Plaza Hotel: make sure you sign up for the new medical plan. If you have any questions, please

call me immediately. Gate Gourmet: the company received federal stimulus money. We are currently in discussions with them on how that money should be passed on to our members. Keolis: unfortunately, we have suffered another setback just as work was starting to ramp up again; however, the company will continue to pay our members even where work is not available. Transdev: I'm sad to report the unexpected loss of our brother Miguel Chavez. Our thoughts and prayers are with his family and all of you.

Mike Ford: through the years the title of a Spike Lee movie says a host of things to us—we have to "Do the Right Thing." We live in tough times where we can either fall back on the immaturity of "I-me-mine" or we can mean what we say and say what we mean regarding solidarity, and in fact, "Do the Right Thing." Follow social distancing and wear a mask. Sometimes representing our essential members at LAUSD seems like a war with a slow-moving bureaucratic battleship, but in this case, the district is really trying to "Do the Right Thing." The district will not open to some hybrid learning model on August 18. Instead, it will offer distance learning as the infection rate in Los Angeles spikes upward. There are more questions than answers at this point, but we are working through the issues and will update our members as information becomes available. Details regarding meal programs are being discussed and should be available soon. Also being discussed are the district's plans for ensuring the safety of our essential members as they provide services to the students and community.

Michael Williams: First Student Pasadena and LAUSD - St. Andrews: COVID-19 has created uncertainty for many school districts and the bus companies employing our members. Unfortunately, due to the high rate of COVID-19 cases in L.A. County, all school districts in the county are expected to start the school year with distance learning only. School districts have committed to regularly reviewing the ability to return to classroom instruction and we look forward to the day that our members can transport students—safely. Contract negotiations have been placed on hold until information is available for the parties to be able to adequately address workplace issues that our members and the company will face when they return to transporting students. Durham San Bernardino: school will resume online until further notice. We favorably resolved a Memorial Day holiday grievance resulting in pay for 23 members. Meals on Wheels routes were scheduled to begin August 3. Storer Palmdale: the fall semester will begin online; therefore, the fall bid has been postponed. Storer Saugus: as of this writing the fall bid schedule is tentative given the uncertainty of the district's return to school plans.

Tait Skiftstrom: Ralphs: thank you to all members, especially to those essential workers in transit and grocery. Everyone at Ralphs has been working very hard since the beginning of this pandemic. Around Memorial Day weekend approximately 90 of our Ralphs members tested positive for COVID-19. Several members were hospitalized but fortunately, all are recovering, with some now returning to work and the positive cases decreasing. The company continues to monitor the facility by thermo temperature checks as well as laser/infrared tests. Business Agent Steve Badger and I received contract proposals by mail and are exploring ways to hold meetings that are safe and legally compliant. MV Transportation: we have received proposals

for the upcoming Santa Clarita negotiations and will update everyone as things develop.

## Local 2010

**By Jason Rabinowitz**  
**Secretary-Treasurer**



98.1% of Teamsters Skilled Trades voters at CSU approve contract extension: the Teamsters said yes to a two-year contract extension negotiated

by our Teamsters bargaining team. The extension protects workers from cuts to current contractual wage rates and benefits, and gives our Union - not the CSU - the option to reopen negotiations on wages and benefits if the CSU's base state funding for either upcoming fiscal year is higher than the 2019/2020 year.

"We are glad the members overwhelmingly approved this extension, which provides important protection to our pay and benefits and places us in a good position to bargain for fair raises once the budget situation improves," said Jason Rabinowitz, Teamsters 2010 Secretary-Treasurer. "Thanks to our Teamster Bargaining Team for their great work on behalf of members."

Our CSU Skilled Trades Bargaining Team had been hard at work bargaining a successor collective bargaining agreement, but negotiations were interrupted by the COVID-19 pandemic. Since the CSU had proposed during negotiations in February putting far more of the burden of health, dental and vision premium contributions on our members, our bargaining team felt that this contract extension would provide solid protection to members during extremely uncertain times by preventing unilateral changes to pay rates and benefits.

Drew Scott, Teamsters Local 2010 Skilled Trades Director and Trustee said: "We needed this contract extension to protect our current wage rates and benefits. Even in this unpredictable COVID-19 climate, CSU Skilled Trades workers cannot afford even the smallest pay cut since we've been below comparable wages for 25 years due to the CSU taking away our salary steps in 1995. This extension also gives us the right to continue negotiations for salary steps."

This new contract extends through June 30, 2022, and incorporates articles agreed to by the two teams prior to the coronavirus crisis. The contract extension also allows our team to continue meeting with management on salary structure. We will keep pushing to bring back fair salary steps and address other pay issues for the duration of the contract.

The extension aligns with a recent extension signed by our sisters and brothers in CSUEU, which is critical to ensure we can continue working with them to win back salary steps.



**By Abel Garcia**  
**Secretary-Treasurer**



Abel Garcia, secretary-treasurer, Teamsters Local 186: hello, brothers and sisters—hope you and your family

are healthy and safe. With this "new normal" times have changed, and we must adapt to social distancing and wearing a mask. We have positive COVID cases in nearly every company we represent. We have secured masks and hand sanitizer. Please stop by and pick up. UPS is still slammed. Peak has never ended and yet we are only a few months away from peak season. 9.5 violation grievance pay outs have totaled over \$200,000 in just three months! Keep the 9.5 grievances coming. On Sunday, July 12 we had a food distribution for members and their families. Thank you to L.A. Federation President Ron Herrera for donating food. Thank you to Joint Council 42 President Randy Cammack and Donna Culwell for the truck donation and hauling the food, and thank you to all the volunteers: the 186 Executive Board, Stewards, Staff and volunteers from the L.A. Federation. The food distribution fed 401 families in need.

Fernando Lara, vice president/business agent: sad to report our Local Union has faced various layoffs in different crafts during this pandemic. As our state slowly started to reopen, lay-off recalls were taking place; however, once our Governor ordered the new closures on July 13, recalls halted and the future is uncertain. If your employer is not providing adequate PPE (Personal Protective Equipment), please do not hesitate to reach out asap. The safety of you, your family, and your co-workers is a priority - we must take this pandemic seriously, as cases have started to rise in our counties. Everything starts with us—maintaining social distancing, good sanitary practices, wearing proper PPE, and not being afraid of speaking up. We must not let this pandemic divide us! We must stay in unity and show solidarity, as we are the Union of one. We would like to thank everyone who assisted on making our first food drive a great success! The support such as those reaching out to assist during the drive and those who deeply care for one another, we want to say thank you. This really showed that the Teamster Brotherhood is ready when our community calls.

Jedediah Johnson, business agent: hope all is well as it can be. At Ferguson we have been in negotiations and will vote the tentative agreement. There are raises in wages, pension, and gains in language with no losses or concessions. Ventura Port District—we are currently in negotiations and have more negotiation dates upcoming. At Amerigas, members are working safe with no layoff or loss of hours. At Young's Market and SGWS we welcomed back furloughed members July 6 but sadly, due to COVID-19 and the closing of bars, hotels and restaurants, there are members that were taken off furlough status and placed on layoff by the company. All laid-off have members have eighteen-month (18) recall rights. Be safe, social distance, wear a mask and protect your families from this horrible virus. Thank you for being essential.



## Local 683 San Diego Sales Drivers

By Lee Fletcher  
Secretary-Treasurer



Lee Fletcher, Secretary - Treasurer: the members of Sysco Riverside voted on a settlement offer for the 40-hour guarantee

grievance filed at the beginning of the pandemic. The settlement passed by a 2-1 margin; we will schedule a vote for Sysco San Diego in the near future. The settlement included some back pay and moving forward would honor the guarantees in the contract. At both Sysco San Diego and Riverside, employees laid off were being recalled until orders to shut down happened again. The Local has been able to get masks, gloves, and hand sanitizer out to all the members. At the time of this writing I have been quarantined due to exposure to COVID. It has been a week since being tested and got a call today saying my test was invalid and I needed to come back and test again. Everyone should practice social distancing, wear your masks, and wash hands frequently.

Jose Puga, Business Agent: Pasha: we've had some Zoom grievance calls and successfully got 6 employees back that were wrongfully terminated while out on Workers Compensation and State Disability. Also, a member settled with Pasha a \$5k lost wage claim and returned to work. We were able to get Pasha to pay a \$100 bonus to the 227 employees that honored the strike line through the NLRB charge that was filed. DSI: we did the contract questionnaire to prepare for upcoming negotiations and I will be out there soon to collect them. We filed a grievance for wages owed to the members since February 2018 that we got the company to pay out last week. Transdev SB: we got the COVID-19 employee appreciation bonus paid out to the members that worked during the crisis. We were able to work with the company to get plexiglass installed to further protect our members driving the buses. Transdev CVT: we had a hearing with the Labor Commissioner's office as we went to press to discuss the company not providing a second lunch for working over a 12-hour workday. Transdev El Cajon: we were able to guide a 20+ year employee/member's request for a reasonable work accommodation for him to return to work after being out 2 months. Waste Management El Cajon: ongoing battle with the company regarding hourly wages for welders not paid according to the contract. We have forwarded to arbitration and the company is requesting to discuss and possibly settle.

Richard Hurd, Coordinator/Business Agent: Farmer Brothers: recalled one service tech and one RSA. A grievance has been filed and moved to mediation for the company eliminating the warehouse positions. Gallo Wine Sales: the sales contract negotiations started July 22. SGWS and Young's: on-premise sales reps have returned from lay-off only to find out that both companies will be eliminating some on-premise territories and permanently laying-off some sales reps throughout Calif. Contract questionnaires have gone out to all hourly and sales members at SGWS and Young's. At this time no contract negotiations scheduled. Emerald Tex-

tile, AlSCO maintenance and Transdev maintenance negotiations are ongoing. Reyes Coca-Cola contract is at the printer.

Abel Sabino, Business Agent: DPI: despite the ongoing COVID-19 virus, members and the company have been working together to resolve issues and keep members working. Dairy Farmers of America is the company that purchased Alta Dena. Thanks to the Dairy committee the workers in San Diego were able to keep their pension and wages and benefits. The most important thing is we live to fight another day. Seven Up: the company violated seniority on Fourth of July & we were able to get all impacted members paid. The salesmen's mileage arbitration is now in the hands of the arbitrator. Coca-Cola Oceanside: we have four grievances and four arbitrations, ranging from light duty work to ELS. Due to COVID-19 we are still waiting on the IBT engineer for forklift standards. There have been three terminations and I was able to get all three back to work. Amerit Fleet Solutions: due to COVID-19, Amerit Fleet Solutions contract has been extended until a safe solution could be worked out for new contract negotiation procedures. Pepsi San Diego: grievances on Fourth of July interpretation of the CBA; will meet with the company to resolve. Merchandisers-please check to see if you are getting your mileage reimbursement. We had one merchandiser not paid since April.

Jesus Cano, Business Agent: Mission Linen: violated recall rights, a grievance has been filed but most likely it will go to arbitration. AlSCO: terminated a 20+ years veteran; after filing a grievance we were able to bring him back to work.



By Jaime Vasquez  
Secretary-Treasurer



Jaime Vasquez Secretary-Treasurer: we've been extremely busy here at Local 542 and I can't say that things are normal.

The pandemic has forced us to make certain adjustments keeping everybody's safety in mind. The San Diego office continues to be open for all members but access is limited to the lobby. Our El Centro branch office is staffed but only accessible via phone. If a member needs to see a business representative in-person, it will be by appointment only. If you need to contact one of our business representatives, please call our office. For San Diego (619) 582-0542 and for Imperial County (760) 352-6571 or you may find your representative's e-mail address in our website at [www.teamsters542.org](http://www.teamsters542.org). Keeping our members' safety in mind and following the guidelines from our government agencies, we held our July 2020 general membership meeting via Zoom. Please keep a look-out for future meeting notices on your Union bulletin boards, Teamsters Local 542's website, our Facebook page or our phone app.

Shelly Allsup: Convention Trade Show - one of the hardest industries hit by the Coronavirus pandemic is the Trade Show. A craft meeting will be held for updates, questions and copies of the CBA & the recently negotiated LOA, etc. within the next 30 days. Omni La Costa Resort & Spa - it is with great

sorrow that I report the passing of long time Teamsters 542 member, Mr. Don Childs. Don worked at La Costa since its beginning and enjoyed a long, distinguished career as a highly respected massage therapist. Iron Mountain Records - the members' contribution for their health and welfare benefits has been decreased and is projected to stay at the reduced rate for the term of the CBA. AMR/Rural Metro - long time steward Ivy Morongo has left to pursue another opportunity. We wish her well and many thanks for her years of service.

Ruth Duarte: congratulations to all the members that have retired from the county of Imperial. Especially, stewards Alvis Harrington, Darrell Kelley, Phyliss (Sam) Johnson and active member Martha Ontiveros. May you all enjoy your retirement to the fullest! If any active member would like to become a steward, please contact me for more information: [rduarte@teamsters542.org](mailto:rduarte@teamsters542.org).

Alvin Mitchell: ABF is looking for drivers and PT dock help. Darling - we're in negotiations and so far, so good. I want to thank our shop steward TK for helping with negotiations. LBC - we welcome back the company after being closed due to the virus. Reddaway is looking for drivers. Happy trails to Felix Sanchez who recently retired. The Chula Vista UPS Freight facility is looking for drivers. YRC Miramar is very busy and looking for drivers and PT dock help. Calxico is looking for PT office clerk.

Flavio Grijalva: hello, brothers and sisters. The last couple months have been an interesting time. Being in the Imperial Valley, we have recently been in the media's crosshairs, due to being the most affected county in California, as our overwhelming cases of COVID-19, per capita, move higher and higher every day. At this point, we all know someone that has been infected, or worse passed away. This is a serious situation that requires all of us to be even more cautious than ever. In the past several months, we have and continue to pass out masks to the membership in an effort to help minimize the exposure and the spread. ECRMC RN/LVN Group: we are entering the final year of your second contract this coming October 27 which will include the final yearly wage increase. Start preparing for next year's upcoming negotiations. We will be sending out flyers and information requests for the next contract, so start taking out your notes and saving your ideas as to what needs to be adjusted or corrected or addressed for this next contract. We are also asking that you help out the ECRMC Technical Group (your fellow co-workers) by attending the rallies, in support. Illustrate what unity in Union is all about. UPS El Centro: we continue to address all incoming concerns and grievances. Due to the COVID pandemic, cases going to panels are currently being postponed, as we are trying to address them via Zoom as quickly as possible. If you have any questions on your particular grievance, please contact me so we can discuss.

Nicole Moreno: first and foremost, I want to thank the essential workers of Costco and Republic Services who have selflessly continued to show up every day at work! Being at work and taking care of the community helps the cupboards to be filled, pantries to be stocked and the trash and yard waste to be cleaned up! You are part of the solution and rank among the top of our hero list. Costco - ballots regarding the sick leave policy were counted July 27 as we went to press by the stewards and agents of all Locals under the contract.

Both Mike West and I, along with the other 5 Locals continue to address safety issues with the company on a weekly basis. Thank you again for all of your hard work and dedication. Shout out to our shop stewards Ed Swank, Ed Mello, Mariela Gallardo, Elias Lopez, Alicia Swank, Norma Cortez, Daniel Green, Chester Salazar, Robert Forshaw, David Molina and Ricardo Chavez for their amazing work and dedication of enforcing the contract on the daily and holding the managers accountable. Republic Services - we continue to address all different kind of grievances and workplace issues with the company. Shout out to the stewards Hilario Fernandez and Raul Martinez (San Diego), Peter Hernandez (Eastgate), Cesar Silva, Omar Rodriguez and Joel Rosales (Chula Vista) and Jose Galeana (Main Street) who help make our daily routes and routines manageable.



By Mike Bergen  
Secretary-Treasurer



Congratulations to the 2020 Local 166 Scholarship recipients: Isabelle King, daughter of David B. King-San Diego construction; Louis Perry, son of Tony Perry of Gallo Wine; and Nicole Love, daughter of Cecil Love of Anheuser-Busch Riverside.

Fort Irwin DynCorp has had another outbreak of COVID-19 that started at the track shop and then spread. Within three weeks we had over 20 positive cases and the loss of brother Roberto "Berto" Rodriguez. We collectively can't stress enough the importance to wear our masks and keep our social distancing and proper sanitizing measures each day. The Local Union has filed class action grievances, two OSHA complaints, and a complaint with San Bernardino County Health concerning the ongoing safety issues.

The 60-day phase-in for KBR has begun on the new LOGCAP5 contract to take effect Sept. 12, 2020. Make sure that all of you have applied to KBR's website because offer letters will need to start going out in the next few weeks. KBR has started having informational town hall meetings at the Hampton Inn in Barstow, for those that have applied, and will most likely have orientation meetings in the next few weeks. KBR has agreed to sign a bridge agreement that will maintain your CBA. The only question is on the 401(k)-they would like to move to a 5.5% match maximum instead of the 3.75% mandated contribution, but that is still being negotiated. At NORCO we are preparing for negotiations on your new CBA, so talk to your steward about getting your proposals turned in.

At Kaiser Permanente, the Teamsters as part of the Alliance of Health Care Unions (AHCU), has been meeting (Zoom/Microsoft team meetings/conferences) with Kaiser regional, national and local to discuss how to keep all health care workers safe and working. A Labor Pool was started to keep all Unions' employees working with no layoffs. Surge planning and staffing with all Labor has been a part of this process. As of April, KP and AHCU started Child Care Grant and Temporary Shelter programs. As of July 3, Kaiser agreed to bring back the 80 hours of admin for employees who need to be

tested or get COVID or sent home for any of the symptoms until September. Teamsters are asking for more staffing and to start with the ones that were approved prior to COVID.

At Mondelez, the workload has remained steady with no layoffs. The company is sanitizing the trucks and work area daily. Temperatures checks remain daily for all employees, and if there is any reason anyone needs to be sent home it is with admin leave compensation.

The linen and uniform industry (Aramark Uniform, Mission Linen, Angelica Laundry, Domestic Uniform, Ameri Pride Uniform, Republic Master Chef, Medico Linen) struggles to stay working as the COVID-19 pandemic affects customers, while members in the food and dairy industries work hard to maintain products for distribution to the retail stores.

Members who are furloughed or placed on layoff should read their contracts or call their business representatives regarding questions or concerns having to do with seniority and recall rights as well as eligibility of current and continuing medical benefits.

Dean Dairy Brands (formerly known as Dean Foods) members will be conducting a vote to decide if current wages will be diverted to their pension contributions. This option to divert wages to pension was part of the final offer from Dairy Farmers of America which was ratified by a majority of the membership.

Contract proposals are closer to being finalized for negotiations with Stremick's Heritage Foods and Ralphs Grocery.

Construction has picked up over the past three months with many companies increasing their manpower numbers to keep up with demand. Most highway repair jobs have doubled as Caltrans chooses to take advantage of the lighter traffic brought on by the stay at home order. Lane Security is starting to gear up for the 10 freeway express lanes. Match has started to pick up work. Coffman has started working on interstate 10 through Cabazon. Pipeline work is still busy and should pick up even more this summer. Pipeline steward Greg Miramontes is doing a great job in Essex for ARB. Granite Construction has started the I-40 project along with numerous other jobs they currently have in progress.

Jones Bros. started a job in La Quinta. There is an ongoing dispute over the work with Laborers Local 1184 over the customary Teamster work at Silver Rock. Unfortunately, the Laborers at Local 1184 managed by Mike Day, have yet again created a way to screw the Teamsters and other crafts out of their normal and customary work. Jones Bros. has notified the Union requesting help in this matter. We have had in-depth meetings with the company to remedy the impending penalty for the potential contract violation. The Building Trades has been made aware along with the state for the prevailing wage violation.

In the San Diego construction arena, Hazard Construction is in-between jobs, getting ready to pick up work at the Otay border and North County overlays. Pinnick and Marlins are finishing up at Horse Shoe Ranch. Hanson Aggregates reopened Escondido plant with Tim Cope being reinstated as shop steward.

Construction Teamsters Apprenticeship for SoCal: our apprentices continue working in the field during this pandemic. We are pleased to report that we have not suffered any loss of hours since the inception of this virus,

continued next page



including lost-time injuries.

Construction Teamsters Contract Compliance: the team continues to work at full capacity during this COVID-19 pandemic. The team continues doing their investigative work identifying rogue trucking companies within Southern CA while continuing to support our Locals with compliance issues.

Condolences go out to the family of: Christy Aldrich from Coast Benefits who passed way in June; Randy Newland, a retiree out of Young's Market. RIP.

## DISTRICT COUNCIL 2

**By Clark Ritchey  
Secretary-Treasurer**



During the past few months District Council 2 has ratified contracts for approximately 240 District Council 2 members in California, Utah, Colorado and the state of Washington.

In southern California, Royal Paper Box ratified a one-year contract with wage increases. Also bargained was the continuation of the employer paying 100% of the premium cost to the PS&PP Health & Welfare fund. Negotiations continue in this area at Ellie Sewing, Tension Envelope and Westrock. Upcoming bargaining includes Commercial Lumber, DeFrance Printing, Gared Graphics, Uribe Printing and Orora.

In Northern California, DC 2 ratified a 2-year agreement at Custom Paper Box with wage increases. Georgia Pacific and Westrock are currently in negotiations. Upcoming negotiations includes Corrugated Packaging, Firefighters Print & Design, Gowans Printing, Metro Mailing Services, Metro Print & Signs, River City Printers, LLC, Pacific Standard Print and Prestige Printing & Graphics.

Newspaper Agency in Salt Lake City bargained a one-year contract with a bonus at ratification, while the contract at DP Media Network, LLC in Denver, Colorado, was extended another year.

Upcoming negotiations will be scheduled at Sun Lithographing in Utah and at Omaha World Herald in Nebraska.

In the Northwest region, K & H Printers bargained a one-year agreement with bonuses at ratification. We continue bargaining at Westrock and Georgia Pacific while awaiting upcoming negotiations at Cenveo, Pride Printing Co., Daily Journal, K/P, LLC, Rotary Offset Press, Tacoma Rubber Stamp and TR Graphics.

DC 2 prevailed in an arbitration at PCA, LA, challenging a member's suspension for a LOTO violation. The arbitrator sided with the grievant stating that a member with a 20-year history without any safety violations was the more credible reporter. The arbitrator ordered that the suspension be rescinded and the grievant be made whole for lost wages.

The Union leadership at DC 2 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 (CDC) guidelines 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 family and yourself 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.

\*\*\* Please note the scholarship and journey person postings on your Union bulletin board. Make sure that you apply prior to the designated deadlines. If you have any questions, contact the DC 2 office-(800) 333-4388.

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

Local 388M active members: Oscar Diaz, Rafael Rivera; Local 388M retired members: Bill Acra, James E. Goldman, James G. Young, John H. Pullin, Joseph Sarra; Local 747M active member: Ray Lillard.

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. DC 2 has a variety of items for sale such as: tee shirts, baseball caps and beanies. Sign-up to make a purchase and show your Union spirit.

Important reminder: it is each member's responsibility to ensure that DC 2 has his/her current address. Please call the main office as soon as possible to provide us with any changes (800) 333-4388.



**By Bob Lennox  
Secretary-Treasurer**



Bob Lennox: here it is August already and we're hurtling right into mid-summer. The November elections will be here much sooner than seems possible. With this in mind, I'm urging every member and their family to Register to Vote now. You can do it easily right off your cell phone by simply going online and typing into your search "CA voter registration" where you can register directly with the state, quick and easy. I urge every member not registered to do so today. The election this year will be another make-or-break effort to beat back tech company greed (think Uber and Lyft) as well as voting out the monster in the White House. Take nothing for granted. Make sure your voice is heard and register today.

Damascus Castellanos: UPS: Local 495 has been working very closely with all the other UPS Teamster Locals to assure the company follows CDC guidelines. Yes, this has been a battle, but the Teamsters will not back down from making sure our members have a safe work environment. UNFI: Opening letters have gone out to the company for negotiations. As in years past we will be participating in multi-Local negotiations. Due to COVID-19 pandemic

Local 495 will be reaching out via mail for proposals. Racetracks: as most companies struggle to conduct business during this pandemic, California racetracks have been fortunate to continue racing, without patrons of course. The struggle for the racetracks is preventing employees from testing positive for COVID-19. Local 495 has reached out to the companies to discuss work days required to maintain each member's medical benefits. We will keep you posted. Penske: Local 495 is pleased to be working with the company to return our members back to the workforce. Please be safe and stay healthy.

Jim Lennox: as the summer wears on, we are seeing the COVID-19 virus is spreading rapidly again throughout California. In our own shops, positive cases are now showing up weekly - where it was far less just weeks ago. Unfortunately, I've noticed some members are not wearing their masks properly or even at all. Please make every effort to comply with the basic CDC recommended safety precautions for yourself, your coworkers and your family. While some businesses continue to struggle throughout the pandemic, I am pleased to report that some lay-off recalls are beginning in the car rental industry, Penske and at The Disneyland Resort. Stay safe, stay well.

Art Carrillo: congratulations to Jaime Orozco from Fabri-Cote who is retiring after 34 years; we wish you all the best! Opening letter has been mailed to Old Ranch Country Club and we are in the process of contacting and scheduling meetings with the company to begin negotiations. Contract expires on August 31, 2020. We are currently in negotiations with Three G's, Inc.

Johnny Espinoza: I'm proud to announce that three employees will be brought back to work from WWS after being terminated and challenging the decision through the grievance process. Thanks to the help of our stewards Orlando and Salvador, we welcome back Michael Harris, Steven Grey and Francisco Orozco. At Disneyland California Adventure we successfully negotiated the recall procedure and continue to work with the company to implement safety procedures to ensure cast safety upon return.

Mark Manning: after another well-deserved retirement of a long term business representative, Kevin Barrus, the representational assignments were adjusted and I am now covering more locations closer to Los Angeles. I picked up new Ryder and Penske shops as well as UPS locations. The LAX rental car business is also part of my jurisdiction and they are just starting to see some customer growth. Until airline travel increases it will be a slow return. The Hertz bankruptcy filing has complicated how they continue to operate with vendors worried they may not get paid. With a spike in COVID cases in CA, it just gets that much more challenging. Hoping we can do what we need to do to defeat the spread of this virus and get headed back to what will remain of normal until a vaccine is here.

Carla Castro: during these summer months we've been happy to see people returning to work at Firestone, Just Tires, Penske, Hertz and Disney, to name a few. It's been a great pleasure meeting and working with more members. Together we successfully negotiated a recall agreement with Disney that protects seniority and allows for people to return to work safely when ready. Please make sure you are doing your part while out and about and in your work space. Wash your hands, wear your mask, and keep a 6-foot distance between you and others.



**By Tommy Blitsch  
Secretary-Treasurer**



Tommy Blitsch: COVID-19 shows no signs of slowing down. Please continue to practice social distancing guidelines set forth by the CDC

including six feet distancing, wearing face masks, use of hand sanitizer, and washing your hands often. I, again, want to thank all our members deemed essential workers for your hard work and commitment to your jobs. You are and continue to make a difference in our community. Although the hall is still closed to foot traffic, we remain open Monday - Friday from 8:00 a.m. to 5:00 p.m. to answer your calls. We have been using text messaging regularly during the last four months to communicate with the membership about COVID-19 updates, specific contract votes, etc. Please make sure to keep your phone and address up to date with the Local. During the July membership meeting, the August, September, and October meetings were voted to go dark.

The entire convention industry has been out of work since March. Trade shows are still cancelling. The only solid commitment we have is the Consumer Electronics Show scheduled for January 2021. We are still hoping that SEMA will happen in October. Recently, through an online voting platform, the members voted with 423 yes votes and 362 no votes, to receive their convention vacation disbursement in August. There is hope the unemployment stimulus will be extended to keep our members somewhat solvent.

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. Make sure you 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. All of us are still dealing with the COVID-19 virus, health and safety is of the utmost importance. The Union has been and will continue to work with UPS to ensure that the conditions are as sanitary as possible in the workplace. The Union and company have made several agreements to get more help for the drivers wishing to be relieved of excessive overtime, these agreements will stay in place until they are not needed anymore. From 5/2/20 until present, UPS has paid out \$281,787.33 in 9.5 and request 8 hour grievance penalties in our area alone. The stimulus package the government put together for people has caused an unprecedented amount of volume in the system. If another stimulus happens there is a good chance this volume will continue into peak season. UPS has requested another new building for Las Vegas to help with the volume demands and growth. Members-wear your masks in the buildings and try to distance as much as possible to lower the risk of catching the virus.

Republic Services: please make sure

to stay hydrated during these hot summer days. Video cameras are everywhere-you never know who is watching you when you are out on your routes, be aware of your surroundings. Check your Union boards and the Union website for updates. Download the free 631 App by going to the app store or google play. The app will help you stay informed & engaged with your Union. 2020 is turning out to be an unusual year, please keep you and your family safe. Thank you for helping to protect the public's health nationwide.

Construction: we are currently negotiating the Master Construction Agreement with our contractors and their association representatives from the Nevada Contractors Assn. The membership voted down a last, best, and final that proposed a one-year extension with only a one-dollar an hour increase. This offer is less than half of what the members received in 2019. Construction in Southern Nevada was deemed an essential business by the Governor during the COVID-19 Pandemic. Work hours during the summer months are always up, and 2020 is no different. Our members have risen to the challenge of meeting these demands of the contractors and deserve a fair and equitable raise that is comparable to what the other crafts received in 2020 that they work alongside every day. Despite the shortfall in the Nevada budget, construction projects now and in the future look promising as the county commissioners and the Las Vegas City Council have approved multiple projects to move forward. We are looking forward to securing a long-term contract for our hard-working construction members.

Ready Mix: hours worked by our ready-mix members go hand in hand with our construction counterparts. They also have been meeting the asymmetrical demand of contractors' scheduling deadlines with very early morning pours. The membership overwhelmingly voted to put their wage increase on their paycheck effective July 1, 2020. With the security of a four-year deal negotiated back in 2019, this industry is receiving the recognition in wages, health care, and pension that it so legitimately deserves now and for the next three years.

CertainTeed - business levels are good. COVID-19 guidelines that have been established are being monitored for compliance and any changes in all industries. If you have any concerns, contact a shop steward immediately. First Transit RACC, business levels have increased as Nevada slowly opens, and members are being recalled from layoff in stages. MV Transportation Paratransit and Fixed Route-many issues are being addressed-grievances, layoffs, etc. Movie Industry - not too active due to safety guidelines, travel restriction, etc. We will keep you updated, please be patient and most of all be safe. Thank you for all you do-Union Pride.

Government contracts: we are still in the process of getting ready for contract openers for MSTs Construction and MSTs Fire & Rescue. Continue to work safe during this pandemic and follow all company safety policies.



*Southern California Teamster*



# Official Teamster Notices & Announcements

inación, sin interrupciones en la membresía activa al Local 396 debido a suspensiones, expulsiones, retiros, transferencias, o faltas de pago de las multas o castigos.

Los periodos de desempleo que tuvieron lugar durante los veinticuatro (24) meses consecutivos anteriores a la nominación, no deberán ser considerados como una interrupción del empleo activo en el oficio dentro de la jurisdicción del Local. Lo anterior será efectivo en los casos en que los candidatos hayan buscado o hayan estado disponibles para desempeñarse en el oficio, durante dicho intervalo de desempleo.

Las reglas de la elección se encuentran en los Estatutos del Local 396 y la Constitución de la IBT y están disponibles a petición de los miembros.

Para ser elegible para nominar o secundar una nominación, el/la miembro/a debe de tener sus cuotas pagadas hasta el mes de septiembre del 2020 antes de las 5:00 pm el miércoles, 30 de septiembre del 2020. Las nominaciones deberán ser hechas verbalmente por un miembro en buen término, y ser distinto al miembro postulado, y deberá de ser secundado por otro miembro que este en buen término, y que sea diferente al postulado. Las nominaciones deben ser aceptadas por el miembro nominado en persona, y en caso de encontrarse ausente deberá hacerlo de manera escrita en el momento en que dicha nominación se lleve a cabo.

**ELECCIÓN** –La elección de los funcionarios será hecha por correo, mediante una papeleta para votar secreta, de acuerdo con los procedimientos establecidos por la Mesa Ejecutiva de la Unión, y que incluyen los siguientes puntos:

Con el propósito de ser elegible para votar, el miembro deberá haber pagado su cuota de iniciación de manera total, y deberá haber pagado sus cuotas del mes de octubre del 2020 en su totalidad. Las papeletas para votar serán enviadas a la dirección más reciente que aparezca en los registros de la Unión. Las boletas se enviarán por correo a todos los miembros aproximadamente el viernes 9 de Octubre del 2020. La totalidad de las papeletas

deberán ser remitidas al apartado postal designado con el fin de llevar a cabo su conteo, a más tardar a las 10:00 a.m. el 2 de noviembre del 2020. Las Papeletas serán recogidas de la Oficina Postal el 2 de noviembre del 2020 a las 10:00 a.m., y serán contadas inmediatamente después en el salón de los Teamsters del Local 396 localizado en el 880 Oak Park Road, Covina, CA 91724. El candidato que reciba la mayor cantidad de votos será el ganador, a excepción de los fideicomisarios, en cuyo caso los tres (3) candidatos con el mayor número de votos serán los ganadores. En el caso de que ocurra un empate en la votación, los candidatos deberán resolver el empate al azar, con excepción del cargo de Secretario-Tesorero, en cuyo caso, deberá llevarse a cabo una reelección entre los candidatos que hayan empatado para el puesto.

Para ser elegible para votar, el miembro deberá estar en buenos términos y tener su cuota de iniciación pagada en su totalidad, al igual que sus cuotas correspondientes sean pagas hasta octubre del 2020. Los miembros tendrán hasta las 5:00 p.m. del viernes 30 de octubre del 2020 para pagar sus honorarios y cuotas en la oficina del Local 396, con el propósito de llevar a cabo el conteo de las papeletas.

El miembro cuya deducción de cuotas es llevada a cabo por el empleador, no perderá sus derechos de estar en Buenos términos, debido a la falta del empleador de llevar a cabo dichas deducciones por cualquier mes en el que el miembro cuente con percepción alguna. Las instrucciones para llevar a cabo el llenado de la papeleta serán incluidas en el paquete de la boleta de votación. Hacemos hincapié en que esta es una papeleta de votación secreta. Usted deberá marcar su papeleta de manera privada, y enviarla por correo, sellada y adentro del sobre secreto de la papeleta, al apartado postal designado en el sobre proporcionado. No le proporcione su papeleta a nadie.

Los miembros que no hayan recibido su papeleta por correo, o que requieran de una papeleta de reposición, deberán comunicarse con los Teamsters del Local 396 al (626) 915-3636 para solicitar otra.

Se les pedirá que proporcionen información que les identifique. Le corresponde a usted la responsabilidad de que la Unión cuente con su dirección actual en los archivos. Si se ha mudado recientemente, o en el caso de no haber recibido correspondencia de la Unión, la revista IBT, o el periódico del Consejo Conjunto, deberá notificar inmediatamente a la Unión sobre su dirección actual. Por favor lea la notificación en el apartado para todos los miembros en el periódico del Consejo Conjunto para obtener más detalles.

Adicionalmente, todos los candidatos nominados podrán inspeccionar una vez la lista de correos de todos los miembros elegibles para votar, por medio del Secretario-Tesorero del Local 396. Cualquier petición de envíos de la campaña por correo, deberán llevarse a cabo lo antes posible, con el fin de evitar interferir con el flujo normal de las actividades del local sindical, y por lo apremiante del envío por correo de las papeletas para la votación.

## ★★★ Local 399

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

Following are 2020 meeting dates:

October 25

**Location Managers**

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

Following are 2020 meeting dates:

October 20

Subject to change due to COVID-19. Check [www.ht399.org](http://www.ht399.org) for more information as meeting date approaches.

## ★★★ Local 481

Local 481 general membership meetings are usually scheduled at 7 p.m. on the second Tuesday of the month (subject to change) and held at 3366 Adams Ave., San

Diego (Normal Heights Masonic Lodge).

Several times a year, general membership meetings are held in North County, or on weekends. For details, check Local 481's website, Facebook page, sign up for email reminders or telephone the office.

## ★★★ Local 495

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

Following are 2020 meeting dates:

October 8

November 12

December 10

## ★★★ Local 683

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

Thursday, August 13, 6 pm

Saturday, Sept. 12, 10 am

Thursday, October 8, 6 pm

Saturday, Nov. 14, 10 am

Thursday, Dec. 10, 6 pm

## ★★★ Local 848

The general membership meetings will be at the offices of Teamsters Local 848 located at 3888 Cherry Ave., Long Beach, at 9:00 am, on the following dates:

Sunday, October 25

Sunday, November 15

Sunday, December 6

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

## ★★★ Local 986

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

Wednesday, September 2

Tuesday, October 6

Wednesday, November 4

Tuesday, December 1

Local 986 conducts meetings for shop stewards and members in Covina, Las Vegas, Santa Maria and Lancaster. Please contact the Local 986 office nearest you to find the date, time and location of the next meeting.

## ★★★ Local 896

General membership meetings will be held on Sundays.

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

August 30- Zoom membership meeting (check Union boards for details)

## ★★★ Local 911

### Notice of Nomination and Election of Officers

Nominations for the office of Secretary-Treasurer, President, Vice President, Recording Secretary and three (3) Trustees will be received at a special meeting of Local 911 on September 8, 2020 at 7:00 p.m. at Teamsters Local 911, 9900 Flower Street, Bellflower, Calif.

To nominate a candidate or otherwise participate in the nominations meeting dues must be paid through August, 2020. Prospective nominees are advised to verify, in advance of the nominations meeting, the eligibility of their nominators and seconders.

The election of Officers, if any, shall be held by mail ballot. Ballots will be mailed on October 1, 2020. All ballots will be counted on October 30, 2020 at the Local 911 Offices.

The ensuing term of office shall be from January 1, 2021 to December 31, 2023.

Please review the box on the last page for further details and rules governing Local Union nominations and elections, including, but not limited to, eligibility to run for office and to nominate candidates for office.

## RETIREEE ROUND-UP

**SAN BERNARDINO:** Greetings to all our locked down retirees, hope you are all in good health. Our chapter meetings have been cancelled till further notice. Our SCTRA annual luncheon has been cancelled 'til next year by our SCTRA e-board. Please stay safe and healthy, hope to see you soon. Any questions? Please call Dean (951)966-5049.

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

**LONG BEACH:** Hope that all of you are being safe & healthy. Our chapter has cancelled all our meeting until further notice. When we start our meetings again, we will inform you. Our SCTRA annual luncheon is cancelled till next year. We are senior citizens with fixed income, we don't need cuts to our benefits, please call on our U.S. House Representatives

and U.S. Senators to keep their hands off our Social Security and Medicare, Medicaid Benefits. Please remember to vote in November. For more information call Tony (323) 569-9127.

**SAN DIEGO:** As this pandemic continues, we will cancel future meetings until allowed to safely meet, hopefully later in the year. Take care of your health and be safe. We will inform everyone when we can meet. We meet on the third Thursday of every month, at the meeting hall of Teamsters Local 542, 10 am. Coffee & donuts, starting at 9. The club is open to all retired members of Locals 36 (166), 481, 542 and 683. Annual dues are \$15 per person. We hope you will join us. We have a great time. You might see an old friend. John Norman, president of the club can be reached at [jdnrock542@gmail.com](mailto:jdnrock542@gmail.com) or 619-562-5796.

**EL MONTE:** Hi again from El Monte chapter, hope all is well at your house, we are fine here, just going crazy. Still

no news on when we can get back to our meetings; last checked the VFW was not allowing use of the hall, will keep you updated. At our SCTRA E-Board meeting July 13, we voted to cancel the SCTRA annual luncheon for this year (sorry), also voted for Phil to be in the office on Mondays and Gil on Thursdays. Be sure to follow the guidelines to be safe. Any questions or just to talk, call Charles (714) 742-5775. Take care.

**MONTEBELLO:** Our member Ricardo Alvarado is recovering and doing well after getting the Corona Virus, thank God. We have had to cancel our chapter meetings due to the COVID-19, when we start again we will call you. Our SCTRA annual luncheon on October 3 was cancelled 'til next year. We need to call our U.S. Representatives and U.S. Senators to keep their hands off our Social Security, Medicare and Medicaid benefits. We need more friends in Congress, keep this in mind on November. Vote, vote, vote.

Call Phil (562) 505-1387 if you have any questions. "Thank God for the Teamsters". **ORANGE COUNTY:** Well, 2020 has really been different than what we are used to. Hope you are all staying safe and sane. Sane is a little harder than safe. We miss the Union meetings but we are on hold until the Corona Virus slows down a whole lot. We will let you know when our Orange meetings resume. Here are a few things I found on the web: This cleaning with alcohol is B.S., nothing gets done after the first bottle. You're not stuck at home, you are safe at home. Day 7 at home and the dog is looking at me like "See? This is why I chew the furniture." Stay safe, be smart and when we can finally meet again we will have a party! Sort of.

**SO. NEVADA:** We've cancelled all meetings until further notice due to an abundance of caution for our membership. Thanks to our Teamster partners-Locals 14, 631, 986 & Joint Council 42 and office staffs for their inclusion of retirees in the food drives. Also, for their contribution of food and money to ULAN, which

has helped our members in numerous ways during this pandemic. Nevada legislators completed their special session to balance the state's budget. Nevada lost out on \$100 million due to the Republicans all voting no on a bill that would have changed the deduction structure of the mining industry. The mining industry has a different tax structure than any other business in Nevada, and it's time for them to pay their fair share. We ask you again, please register to vote, and vote for Teamster-endorsed candidates, your pension and Social Security are in jeopardy. Stay safe and hope to see you all soon.

**HI-DESERT:** We meet on the last Tuesday of the month at the Golden Corral in Hesperia. Doors open at 8 am for breakfast, meeting at 9. We have guest speakers. As you know, meetings have been cancelled until further notice. This COVID-19 is going to be with us for a while longer. We thank the Teamsters that continue on the frontline delivering goods. Remember, "you retire from your company, not your Union." So, join a Retiree chapter.



Members are urged to verify meetings listed on this page with their Local Union because of possible cancellations due to COVID-19

Official Teamster Notices & Announcements

★★★  
**Local 396**  
**Notice of Nominations and Election**

NOMINATIONS: Nominations for the offices of Secretary-Treasurer, President, Vice President, Recording Secretary and three (3) Trustees for a three year term, January 1, 2021 through December 31, 2023 will take place at a special membership meeting as follows:  
Date: Saturday, October 3, 2020  
Time: 9:00 a.m.  
Place: The Meeting Hall of Teamsters Local 396  
880 South Oak Park Road  
Covina, California 91724  
To be eligible to run for office in Local 396, a member must be in good standing in accordance with the IBT Constitution and Local 396 By-Laws and have been a member in good standing in Local 396 for twenty-four (24) consecutive months prior to the month of nomination and have been actively employed at the craft within the jurisdiction of Local 396 for a period of twenty-four (24) consecutive months prior to the month of nomination and be otherwise eligible to hold office if elected.  
Good standing for twenty-four (24) consecutive months means that dues must have been paid on or before the last business day of the current month for twenty-four (24) consecutive months prior to the month of nomination, with no interruptions in active membership in Local 396 because of suspensions, expulsions, withdrawals, transfers or failure to pay fines or assessments.  
Periods of unemployment during the twenty-four (24) consecutive months prior to nominations shall not be considered a break in active employment at the craft within the jurisdiction of the Local Union if the nominee was actively seeking and available for employment in the craft during such unemployment.  
Election rules are set forth in the Local 396 By-Laws, and the IBT Constitution, which are available to members upon request.  
To be eligible to nominate or second a nomination, a member must have his or her dues paid through the month of September, 2020 by 5:00pm on Wednesday, September 30, 2020. Nominations shall be made orally from the floor by a member in good standing other than the nominee, and shall be seconded orally from the floor by a member in good standing other than the nominee. Nominations must be accepted by the nominee at the time made, either in person or, if absent, in writing at the time such nomination is made.  
ELECTION: The election of officers will be held by secret mail ballot in accordance with the procedures established by the Local Union Executive Board, which include the following:  
To be eligible to vote, a member must have paid his or her initiation fee in full and have his or her dues paid through the month of October, 2020. Ballots will be mailed to the most recent current address con-

tained in the Local Union records. The ballots will be mailed to the membership on or about Friday, October 9, 2020. All ballots must be received at the designated Post Office Box by 10:00 a.m. on November 2, 2020 in order to be counted. The ballots will be picked up from the Post Office on November 2, 2020 at 10:00 a.m. and counted immediately thereafter at the Meeting Hall of Teamsters Local Union No. 396 located at 880 South Oak Park Road, Covina, CA 91724. The candidate receiving a plurality of the votes cast is the winner with the exception of Trustee, in which case the three (3) candidates with the highest number of votes win. In the event of a tie vote, the candidates shall resolve the tie by lot except in the case of office of Secretary Treasurer in which case there shall be a re-election between the candidates who have tied for office.  
To be eligible to vote, a member must be in good standing and have his or her full initiation fee and dues paid through October 2020. Members will have until 5:00 p.m. on Friday, October 30, 2020 to pay their fees and dues at the Local 396 office in order to have their ballots counted.  
A member on dues check-off shall not lose good standing as a result of failure by the employer to make a proper deduction for any month in which the member had earnings.  
Instructions for completing the ballot will be enclosed in the ballot package. This is a secret ballot vote. You should mark your ballot in private and mail your ballot, sealed in the secret ballot envelope, to the designated Post Office Box in the envelope provided. Do not give your ballot to anyone.  
Members who have not received their ballot in the mail, or who need a duplicate ballot, should call Teamsters Local 396 at (626) 915-3636 to request a ballot. You will be required to provide identifying information. It is your responsibility to ensure that the Local Union has your current address on file. If you have recently moved or have not received Local Union correspondence, the IBT magazine or the Joint Council Newspaper, you should immediately notify the Local Union of your current correct address. Please read the Notice to All Members section in the Joint Council Newspaper for further details.  
All candidates nominated may inspect a mailing list of members eligible to vote one time during the election by contacting the designated representative of the Secretary-Treasurer of Local 396. Such candidate may not copy, photograph, or in any way duplicate the membership list upon inspection. Any requests for campaign mailing should be made as early as possible so as to not interfere with normal business of the Local Union and the necessity for the mailings of the ballots.

**Local 396**  
**Notificación de Nominaciones y Sobre el Proceso de Elección**

### NOTICE ALL MEMBERS!

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

The following nomination and election rules for officers' elections apply to all local unions.  
See your local union notice for time, date, place and further details.

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

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

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

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

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

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

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

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

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

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

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

### ¡AVISO A TODOS LOS MIEMBROS!

#### REGLAS DE LAS NOMINACIONES Y ELECCIONES PARA LOS ELECCIONES DE OFICIAL DE UNIÓN LOCAL

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

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

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

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

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

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

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

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

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

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

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

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

NOMINACION -Las nominaciones para los cargos de Secretario-Tesorero, Presidente, Vice Presidente, Secretario de Actas y tres (3) Fideicomisarios para un término de tres años, del 1 de Enero del 2021 hasta el 31 de Diciembre del 2023, se llevaran a cabo en una junta de miembros extraordinaria como se indica a continuación:  
Fecha: Sabado 3 de octubre del 2020  
Horario: 9:00 a.m.  
Lugar: En el salón del Local 396 de los Teamsters  
880 South Oak Park Road  
Covina, California 91724  
Para cualquier proceso de candidatura del Local 396, se deberá ser miembro en buenos términos de acuerdo a la Constitución IBT y basados en los estatutos del Local 396 durante un periodo de veinticuatro (24) meses consecutivos anteriores al mes en que se lleve a cabo la nominación, y de forma similar, se deberá haber sido empleado de manera activa en el oficio dentro de la jurisdicción del Local 396 durante un periodo de veinticuatro (24) meses consecutivos anteriores a la nominación, y de igual manera, se deberá contar con la elegibilidad para tomar posesión del cargo en el caso de ser electo.  
El ser miembro en buenos términos durante veinticuatro (24) meses consecutivos significa que las cuotas han sido pagadas durante, o con anterioridad del ultimo día laboral del mes corriente, y durante veinticuatro (24) meses consecutivos anteriores al mes de nom-

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## CHECK YOUR LOCAL UNION'S WEBSITE TO KEEP UP-TO-DATE ON NEWS AND EVENTS

### Moving? LET US KNOW

August 2020

Moving? Let us know at least 4 weeks in advance. Attach your newspaper mailing label in the space below (or print your old address if label is not available), fill in information and mail to:

**Teamster Newspaper**  
981 Corporate Center Dr., Ste. 200  
Pomona, CA 91768

Name \_\_\_\_\_

New Address \_\_\_\_\_

City \_\_\_\_\_

State \_\_\_\_\_ ZIP \_\_\_\_\_ Local Union \_\_\_\_\_

Last 4 digits of Social Security # \_\_\_\_\_

Employer \_\_\_\_\_

Are You Retired? YES \_\_\_\_ NO \_\_\_\_

Old Address or Mailing Label Here

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