

Southern California Teamster

Official Publication, Teamsters Joint Council 42

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

Vol. 81 - No. 1

(ISSN 0038-3953)



(USPS 505-440)

March 16, 2021

Gearing Up to Take On Amazon

By Randy Korgan,
Organizing Director

Teamsters must take note of the danger on the horizon — Amazon is becoming an increasingly powerful player in retail, logistics, data and surveillance infrastructure, and other aspects of our economy.

Why does this matter? Amazon is changing the nature of work in our country and touches many core Teamster industries such as parcel delivery, freight, airline, food distribution, and motion picture. This will undermine the quality of our contracts with Union employers across multiple trade divisions. But it's not too late to fight back and you can join the effort!

Most consumers know Amazon through its trustworthy Amazon Prime program. In fact, recent surveys ranked approval ratings for Amazon ahead of the U.S. government, local police, the media, public education institutions, and American Labor Unions. There are now over 150 million Amazon Prime

members. Based on Amazon's current growth rates, retail analysts predict that Amazon will capture 1 out of every 10 retail dollars spent in 2020. It already captures one of every two dollars of all online retail sales. In 2019, Amazon had total revenues of \$281 billion, nearly four times that of Teamster-employer UPS (\$74 billion).

While Amazon initially relied heavily on UPS, FedEx, and the USPS for package delivery, it now delivers more than half its packages. At the end of 2019, two-thirds of the U.S. population lived within a 45-minute drive of an Amazon last-mile delivery station. Between 2014 and 2019, the number of delivery stations grew from just 8 to at least 150. By the end of 2020, it is expected that Amazon will be operating out of 300 delivery stations. The company has touted that this number will soon balloon to more than 1,000, putting roots down in suburban communities across the country. It will soon be commonplace to see Amazon-branded step vans alongside UPS and FedEx on our streets. It has similar ambitions in the freight portions of its supply chain.

Beyond delivery, however, Amazon has attempted to break into the grocery industry with Amazon Fresh for years. That effort received a huge boost when Amazon purchased Whole Foods in 2017. Amazon Fresh's growth will be driven by the company's development of small micro-fulfillment centers. Micro-fulfillment centers are expected to disrupt the entire grocery distribution industry. Delivering groceries from online orders from central warehouses to their destination is more expensive compared to micro-fulfillment centers. Amazon's micro-fulfillment centers will enable grocery stores to reduce costs, increase "efficiencies," and shorten delivery times. As the COVID-19 pandemic has shown, the broader public is more than willing to skip the trip to the grocery store. Will Amazon capture this market wholly in the future? It seems likely.

Those are just a few of the industries that Amazon has in its sights. Jeff Bezos, Amazon's founder and current CEO, became the world's richest man through a growth-at-all-cost mindset. Amazon's dominance is incredibly daunting, given

the serious damage it's doing to more than one million Amazon workers and contractors under its banner. These workers experience exploitative working conditions such as wage theft, fraudulent classification, intense production quotas, a dehumanizing work environment, health & safety risks, low wages, high turnover, no voice on the job, lack of job security, and outsourced jobs.

A 2018 report by The Economic Roundtable reports that in Los Angeles, Riverside, Orange, and San Bernardino counties, 62 percent of Amazon warehouse workers and their families receive public assistance benefits. A majority of Amazon workers on full-time schedules received these benefits, proving that long hours alone were not enough to get by.

It's not just an empty wallet and bank accounts, but broken backs, too. Amazon's records of injury and illness reveal that workers sustain serious injuries at rates twice as high as the average for other warehouses. Amazon workers suffered the most severe injuries—those that required them to be moved to light-duty or miss work—at

rates five times the national average for all of the private industry.

The indirect subsidies brought on by low wages (as well as the large amounts of direct subsidies that municipalities send to Amazon in exchange for warehouses) means less money for vital public services enjoyed by residents in our neighborhoods. It means that communities across our country become less dynamic, less prosperous, and as broken as Amazon leaves so many of its workers.

Teamsters across Joint Council 42 should be heartened by the fact that this organization is the first across the International to act on Amazon's creeping power. In 2018, Joint Council 42 passed a resolution creating a coordinated effort by the Local Unions to deal with Amazon. With training already underway, we need members aware of the threats Amazon poses in addition to regular communication and coordination. The fight to raise standards at Amazon starts with you, Teamsters!

If you want to get involved, send your information to: jct42@aol.com.

Rosies Finally Officially Recognized

WASHINGTON (PAI)—

Now Rosie the Riveter will be more than just a World War II memory poster, emblazoned with the words "We Can Do It!"

By voice votes and with no opposition Congress cleared legislation (HR1773) authorizing congressional gold medals, one of the nation's highest civilian honors, for the surviving **Rosie the Riveters**.

More than six million Black, white and Latina Rosies worked during the war, producing everything from tomatoes to uniforms to airplanes, as men went off to fight in the European and Pacific theaters. The women earned good wages—many of them making Union scale—and gained

self-confidence and liberation from stereotypes as homemakers and little else.

After the war ended, they were summarily fired and told to go back to their old lives. Most did, but many didn't, although they didn't keep producing aircraft either. All were denied recognition for their needed work to win the war. That changed with this legislation, pushed by two of the surviving Rosies, both in their 90s, and by Rep. Jackie Speier, D-Calif.

The women were Mae Krier, now 94, of Levittown, Pa., who as a teenager helped make B-17 and B-29 bombers, and Phyllis Gould, now 97, who went to welding school for 16 hours a day for weeks and

got a job at the Kaiser Shipyard in the Bay Area. As a welder, Gould became one of the first female members of the Boilermakers.

"The critical contributions of Rosie the Riveters changed the course of world history and blazed a trail for today's working women," Speier said last year. "The Rosies proved they could work and succeed in jobs and industries that had long been male-dominated. African-American women challenged stereotypes

and policies of discrimination to contribute to the war effort."

"Because of the Rosies, the U.S. government worked with businesses to develop support for working moms, like childcare programs. The famous image of Rosie the Riveter, sleeves rolled up, muscles flexed, and a bandanna in place, inspired generations of women and girls to embody the strength, patriotism, and 'We Can Do It' spirit that radiates from the poster."

IN THE KNOW

Get all the Teamster news and trends by visiting Teamster Joint Council 42's Facebook, Instagram and website platforms.



WASHINGTON WINDOW

DEREGULATION IS GOOD FOR YOU? TELL IT TO TEXAS

There's an old phrase people produce when they're dubious about a particular brainstorm, especially one floating around the corridors of power: "Yeah, and I've got a bridge I wanna sell you." Well, after last week's humongous blizzard, maybe we can add another skeptical phrase: "Tell it to Texas."

That's because the harms, long and short-term, of the 44-year capitalist and corporate "deregulation" drive hit home with a vengeance in the Lone Star State.

As by now the nation knows, a monster winter storm descended on Texas. The electricity grid in the nation's second-most-populous state collapsed. Pipes froze and broke. Heating vanished. Machinery and transportation came to a dead stop. You can't gas up your car if the gas pump has no power to push fuel through the hose.

Dozens of people died. And when the power came back on, people were hit with four-figure and five-figure utility bills, for a month when there wasn't much juice.

Why did all this happen? In a word, deregulation, although in Texas's case, the more-precise phrase might be "no regulation."

Texas has always been a corporate-dominated state, stretching back a century ago when oil barons started exploiting its fields. One key facet of that capitalist control is its electric grid.

While the U.S. has hundreds of local power companies, it has only three big grids. Two connect firms' lines to each other so that if a blackout hits one part, the utilities can import outside power.

The biggest grid stretches from Maine and Miami west to the Rockies. The #2 grid is the entire West Coast up to the Rockies. The third grid is Texas, all

by itself. Deregulation is why.

When the nation was powering up in the 1920s and 1930s, Texas utilities made a conscious decision to "deregulate." They didn't want to be subject to national rules that would come with an interconnected grid, overseen by the New Deal-era Federal Power Commission.

So the way to avoid national rules was to avoid connecting to the rest of the nation. With only a few minor exceptions, Texas power lines stop at its borders.

Is there a regulator? Theoretically, yes: The state power commission. Texas utilities also later established a partnership to shift power back and forth in case of emergencies. But, given Texas's pro-corporate culture, there is no effective regulation of electricity there.

The companies captured the commission, which lets them do whatever they want, including suddenly "adjust" customers' bills to "meet supply and demand." It also let the firms maintain the grid, or, as Texans found out from the blizzard, not. That's deregulation, writ large.

And when the storm hit, the Texas grid collapsed and millions of people lost power. Texas couldn't import power from out of state. Deregulation, you see, in name of profits.

Was all this woe in Texas foreseeable? Yes.

When the deregulation drive started, with airlines in 1978, unions raised red flags about its impact on workers. That didn't stop corporate America and its political lackeys.

Airline industry abuses quickly surfaced after, in a monumental Democratic Party mistake, carriers were deregulated in 1978. Lawmakers have spent the decades ever since trying to repair the damage to consumers—without tackling the basic problem.

"At best, the promised benefits of deregulation have not been fully realized," then-House Energy and Commerce Committee Chairman John Dingell, D-Mich., said in 1999 while introducing one of many "fixes." "The traveling public is still captive to monopolized routes and airports... While I fully support competition, two decades of experience reveal consolidation, diminished choice, and higher prices in many markets." Sounds like Texas, doesn't it?

Here's another area where deregulation is, arguably, a disaster: Broadcasting, in the 1987 elimination of the Fairness Doctrine. To

quote Wikipedia: "The [FCC] fairness doctrine had two basic elements: It required broadcasters to devote some of their airtime to discussing controversial matters of public interest and to air contrasting views regarding those matters."

"Stations were given wide latitude as to how to provide contrasting views... The doctrine did not require equal time for opposing views but required contrasting viewpoints be presented. The demise of this FCC rule has been considered by some to be a contributing factor for the rising level of party polarization in the United States." That, in a word, is putting it

mildly.

Were workers and unions happy? We don't know. But we'd guess that deregulation hurt everyone not (a) a corporate crook out for huge profits or (b) a radical right-winger filling the airwaves with lies, prejudice and propaganda. Think Rush Limbaugh. Or Fox. Or Donald Trump.

Even Adam Smith, the founder of market economics, recognized regulation's benefits.

So is deregulation good for you? For me? For workers in general? These examples—there are many others—say the answer is "no." Now, tell it to Texas, and the rest of us.

Eviction Time in the Henhouses

The foxes are being thrown out of the D.C. henhouses starting on Inauguration Day afternoon when Joe Biden fired anti-worker National Labor Relations Board General Counsel (the NLRB's top enforcement officer) Peter Robb.

"Can you just imagine the former president appointing an anti-worker zealot like Robb to poi-

son America's workers' most important worker rights government organization," Teamsters Joint Council 42 President Randy Cammack said. "Robb was a Justice Dept. lawyer who concocted the legal opinion to let President Reagan fire America's unionized air traffic controllers in 1981."

Robb vowed to revoke all pro-worker actions

of the Obama Administration and write them into stone, by making them federal rules with legal force.

Taking his place as general counsel is Peter Sung Ohr, director of the NLRB's Chicago office. Ohr hasn't been shy about ruling that the National Labor Relations Act covers workers who weren't included before.

Cal Labor Keeps Working to Eliminate 22

SACRAMENTO (PAI):

Cheered on by the California Labor Federation, the Service Employees' big California affiliate launched a court challenge to last year's Proposition 22, the referendum where Uber and Lyft's \$200 million ad campaign swayed voters to declare the gig firms' drivers "independent contractors," banning their right to organize and other worker rights.

The court case's outcome has wide implications for workers nationally. That's because other sectors of the so-called "gig economy," which rely on the independent contractor dodge to cut costs by depriving workers of pay, leverage, protections such as workers comp, and labor rights, are monitoring the battle.

And the two big ride-sharing firms openly plan to take Prop. 22's restrictions on workers that they won in the Golden State and apply them around the country.

Three app-based drivers and a passenger spearhead this challenge to Prop. 22. They tried to bounce it at the California Supreme Court, the state's top court. It told them to start at a lower level. So they sued in mid-Febru-

ary in Alameda County (Oakland) Superior Court.

The saga began several years ago when the State Supreme Court ruled that Uber and Lyft rideshare drivers, and by extension other "gig" workers, were really "employees" under state labor law, entitled to full worker rights—including the right to organize—and benefits.

That's because the firms control virtually everything about workers' jobs, except they let drivers respond, or not, to app calls for their services. The pro-worker Democratic-run state legislature later agreed, making independent contractors "employees" with worker rights.

Uber and Lyft launched Prop. 22, where voters overturned both. DoorDash, Instacart and PostMates also joined the expensive Prop. 22 campaign.

Teamsters Joint Council 42 President Randy Cammack, who managed the California Teamsters' portion of the Labor campaign against the proposition, said "this terrible misguided prop is a total degradation of working conditions. Protections for workers, families, Unions and governments will be metastasizing across the

country if we don't stop this."

Union court papers state that Prop. 22 proponents misled voters into thinking passage would give the drivers "livable wages" and benefits. But Prop. 22 "actually reduces the benefits and protections drivers are entitled to," a fact sheet says.

The Prop. 22 backers also made it tough to amend, requiring an 87% supermajority in the state legislature to do so. Under California initiative law, the suit says, an initiative can cover only one topic, but Prop. 22 had more, because it also makes drivers for other firms "independent contractors" too, by saying the state's law "imposed unequal regulatory burdens" on Uber and Lyft. And Prop. 22 also violates state workers' comp laws, the lawsuit says.

One of the three drivers, Michael Robinson of Lyft, told an online news conference that forcing him to be an independent contractor leaves him and other drivers with "no savings, sick days, health insurance or unemployment during a pandemic."

"Our members waged a valiant, monumental fight against 22 and we're not done yet," Cammack said.

Quick Looks at Items of Interest

The Eye



Food & Drug Admin. estimates Americans throw out about **one-third** of their **food** supply annually—about \$161 billion.....eructation (belching) is done by the average person **25 to 30** times a day.....pass the chips?: health feds say 90% of us eat **less** than recommended amount of vegetables, 81% fail on fruit.....in 2019, Americans bought 26.2 million **Christmas trees**—median price of \$77.....**Mexico** in 2020 led the world in **journalists killed** in retaliation for their work—followed by Afghanistan and the Philippines.....67% of **teachers** hold federal student loans.....U.S. **cancer** death rates **dropped 2.4%** from 2017 to 2018, biggest single year decline since records in 1930.....U.S. **plastic waste**: 36 million tons, percentage recycled: **8.5%**.....average federal tax **refund** last year: **\$2,500**.....for **73** years and counting, Cali car license plates are made by **Folsom State Prison inmates**.....Veterans Administration is nation's **2nd largest** fed agency--Defense is number one.....a favorite Teamster charity, Colette's Children's Home in Huntington Beach, **housed 382 women and their kids** last year, among other supportive services.....U.S. Customs seized nearly 13 million incoming **counterfeit face masks** in 12 months.....epidemiologists warn when Covid pandemic is over, it will become an **endemic** disease like flu, measles & HIV, likely circulating for decades.....91% of U.S. **freight** carriers operate with fleets of 6 or less trucks.....sorrowful: the **federal** minimum wage for tipped workers (like cabbies, porters, servers, etc.) is **\$2.13** an hour and hasn't risen in 30 years.....Feb. 4-the day Democrat leaders intro'd the **Pro Act** in Congress, the most pro-worker labor law in more than 85 years.....only **200 ships** in the worldwide cargo fleet of 41,000 are **U.S.-flagged**, the Navy League says. China builds the most ships.....we have 2.4 million farmworkers & **70%** of federal inspections show **wage theft** by farm owners.....Western Conference of Teamsters pension records show **247** retired Teamsters or surviving spouses receiving benefits are **100 years of age & older**.....

Southern California Teamster

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

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

Please address all communications to:

Editor: Paul Mihalow

Email: JCT42@aol.com

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

Reich spoke as part of a continuing series of Zoom talks sponsored by the National Press Foundation, an arm of the D.C.-based National Press Club, on covering the issues of race, class, poverty and income inequality.

There's no question, he pointed out, the gap between the 1% and everyone else has turned into chasm in the last 40 years. Both parties have been responsible for creating the abyss, he said.

The Republicans do so via tax cuts for corporations and the rich, demagoguery and covering up their real goals—enriching the influential wealthy—with populist rhetoric.

But the Democrats also do so by abandoning working-class voters in favor of the college-educated of all races and sexes, a point that shows up in charts of election re-

turns Reich presented. That includes the 2020 election, he noted.

He noticed the same trend as he toured the country during his term as Democratic President Bill Clinton's first Labor Secretary. Clinton was a pro-business Democrat who pushed, among other ideas, so-called "free trade" treaties, notably NAFTA.

Workers "in the South and in the Rust Belt would say to me" even then, a quarter of a century ago, "I'm working harder than ever. Why am I not getting ahead?" And that's even with "more women entering the workforce, because they had to."

That's because the U.S. economic system is not capitalism in pure form, but, in a phrase he's used before, "socialism for the rich," and so-called free-market capitalism for everyone else.

Hard to Keep Economy, Democracy Growing

BERKELEY, Calif. (PAI)—

Rising income inequality, to levels unknown for almost a century, makes it "hard to keep an economy" and a democracy going, former Labor Secretary Robert Reich says. Ditto the negative impact of our version of the capitalist system, he adds.

Reich, now a professor at the University of California at Berkeley, said the growing chasm between the rich and the rest of us

and the resulting middle-class squeeze—especially on the white working class and rural residents—produces a voter shift towards demagoguery.

"The longer the income ladder, the harder it is for somebody on the bottom to rise up," he explained. "If there are [income] rungs missing in the middle, it becomes harder and harder for people who are squeezed."

Those voters, he said, "become less generous and more suscep-

tible to demagogues," such as defeated GOP White House occupant Donald Trump.

And those demagogues in turn, also paint the "other"—immigrants, the poor, Muslims and people of color, in Trump's citations—as the enemy, Reich said.

Meanwhile, "The U.S. is moving towards that same oligarchic system" some other nations sport, "given the very close connection between wealth and political power."

In Passing...

David Latimer, who retired as a Santa Maria-based Local 986 business agent in 2017. He served as a trustee, president and vice president of Teamsters Local 381 until its merger into 986 in 2012. He is survived by wife Dawn, a son, three daughters and three grandchildren.

Larry R. Griffith, secretary-treasurer of Las Vegas Teamsters

Local 14, after a courageous battle with cancer. He was also the International Union's western states construction division representative. He served on the Joint Council 42 advisory board. He is survived by his wife Lynn, who is an officer of Local 14. A memorial is located on the Joint Council 42 website.

Tom Keegel, retired since 2012 as the Inter-

national Union's General Secretary-Treasurer. He was known for instituting new financial controls at the IBT and balanced the books for the first time in a decade.

Hector Fernandez, long retired bakery division representative of Teamsters Local 63. He was a key figure in re-organizing the southern California bakery drivers industry.

Tom O'Rourke, longtime dairy industry Teamster business

agent who rose from the production floor to representational duties at Locals 93, 595 and 630. A politically-active liberal Democrat, he is survived by wife Jill and two sons, one of which is a Teamster, Tim O'Rourke.

Joe Carrillo, 96, was a Local 63 business agent who retired in 1988. He was a proud Navy veteran.

John Maggio, 95, was a Teamster meat driver-member of merged Meat Driv-

ers Local 626. He served as a Local 63 business agent until his retirement in 1989. He was active for several years as an executive council member of the Southern California Teamster Retiree Assn. He loaded shells into the big guns on Navy ships.



SS Warnings on Scams Continue

WASHINGTON (PAI):

Social Security held the agency's second national "Slam the Scam" day on March 4.

"Consumers need all the help they can get to make them aware of scams and frauds" involving the nation's bedrock retirement income system, National Consumers League Executive Director Sally Greenberg e-mailed.

"These fraudsters are out there aplenty in the midst of COVID (the coronavirus). Hats off to the SSA for making this matter a priority, especially given the heightened vulnerability of older Americans to scams."

SSA Inspector General Gail Ennis warned frequent scams include "government imposter telephone scams." Last year, 718,000 people reported scams. Losses totaled \$44.8 million.

Ennis said "Real government officials will never threaten arrest or legal action against you if you don't immediately send money, promise to increase your benefits or resolve identity theft if you pay a fee or move your money into a protected account, require payment with retail gift card, wire transfer, internet currency, or by mailing or text or email you messages that contain your personal information."

Local 14 Las Vegas General Sales Drivers Delivery Drivers & Helpers

**By Fred Horvath
Secretary-Treasurer**



As we approach a year of having our lives significantly altered by the COVID virus, the Local, like everyone else

in the country, has had to re-learn and improvise how we go about representing our members. This has affected the way we manage just about every aspect of Local business and procedures. We know this virus has affected many of our members in a much more personal way and we want you to know that the Local is there for our brothers and sisters in any way necessary.

With the recent announcement that the Clark County School District will be gradually reopening, and students gradually returning to school, Local 14 has been working closely with the District management to ensure that our support staff members will be able to return to work in a safe environment. Local 14 has developed a good working relationship with the School District management over the last year as we have spent a significant amount of time in the last year working through the multitude of issues the COVID-19 virus has forced us to confront. We hope that this working relationship will assist us this spring as we meet with the District to negotiate a successor CBA. We are looking forward to the opportunity to negotiate with the District to improve our members' working conditions and benefits.

The Nevada Legislature recently opened its biennial session and Local 14 is busy monitoring many important subjects. We are depending heavily on our terrific lobbyist, Fran Almaraz, to navigate the session as all meetings and sessions are being held by video conferencing. As well as monitoring multiple education-related bills, the Local has garnered support to submit a bill to alter the procedure that is used to resolve

a public sector collective bargaining impasse for non-public safety employees. Currently, upon impasse, the matter must go through an ineffective procedure of fact-finding and non-binding mediation. This procedure is time-consuming and often does not resolve the impasse. Local 14 has found a sponsor for a bill that will institute an arbitration process that will greatly benefit our members. We look forward to continuing to protect and improve our members' legal rights through the legislative process.

Local 14 is in negotiations with several of our houses this spring. Of our public sector houses we will be meeting with the cities of Henderson and North Las Vegas, the Las Vegas Valley Water District, the Clark County - Las Vegas Library District and Lincoln County. We were in negotiations with many of these entities last year when the pandemic shut down much of the economy. Due to the decreased state tax revenues, we were forced in many cases to revert to one-year extensions or concession agreements to get through the last year. We are hopeful with the vaccines and improving infection numbers we will be in a more positive place this year when we meet with these employers. We also have several private sector employers that we will be negotiating with this spring. We have current negotiations with Southern Glazer's Wine and Spirits and will begin negotiations soon with Keurig/Dr. Pepper, Brady Linen and Laundry Newco. The Local acknowledges the contributions of our negotiating committee members during these negotiating sessions. Our members provide valuable insight and direction.

Just a reminder that the Local continues to have limited access. Please call before coming to the Local and we will assist our members in any way possible. We have held our general membership meetings by Zoom the last several months. We currently are planning on hosting the March general membership meeting by Zoom. In the event that should change please check our website or mobile app for updates. Please continue to be safe and we look forward to the day we can have you back at the Local!



**By Ray Whitmer
Secretary-Treasurer**



911 members continue to adapt and rise to the challenges presented by the pandemic. In addition to keeping public facilities

safe and operational, 911 stewards and members are preparing for and commencing contract negotiations with the City of Poway, San Diego County Water Authority, City of Escondido, San Diego Port Authority, San Diego County Regional Airport Authority, City of San Diego Lifeguards, and Vista Irrigation District. 911 welcomes Carla Camacho as a new steward to SD County Water Authority! 911 won a favorable decision at the Public Employment Relations Board on the refusal of the Vista Irrigation District to produce documents relevant to a disciplinary appeal. The City of San Diego also filed a statement of full compliance with PERB pursuant to Teamsters' successful unfair labor practice charge against the city. Teamsters were instrumental in extending emergency leave sick leave pay for members of the San Diego Port Authority and the San Diego County Regional Airport Authority after the federally mandated leave bank had lapsed January 1. Local 911 is proud to work with the San Diego Port Authority in making joint appeal for federal relief to special districts. 911 continues to meet on a regular basis with representatives of all its stakeholders to secure a safe workplace, appropriate use of protected leave, updated regulatory compliance, reimbursement for teleworking expense, and more.

We are pleased to announce several changes to our executive board. Carlos Rubio has been elevated to vice president and Gregorio Daniel has been elevated to recording secretary and we have a new trustee, Terry Lee, chief steward at LAX. Terry is a dedicated steward who has stood with his members for the past 33 years, assisting in gains that make our LAX Parking contract one of the strongest parking contracts in the country. I would also like to express my gratitude to our members for the confidence they have shown in re-electing our entire executive board to another term. We will continue to serve our members by fighting for contracts and ensuring that employers treat our members with the dignity and respect they deserve!

We have reached agreement with the South Coast Air Quality Management District on a successor one year MOU retroactive to January 1, 2021. The tentative agreement was the result of 16 formal bargaining sessions via Zoom. Our members ratified the TA overwhelmingly. The District's governing board approved the agreement. Highlights provide pay to cover expenses incurred while working from home, new language on sick leave sell back, and COVID-19 protocols and protections. Thank you to our stewards for their tremendous effort on behalf of the members, they attended each and every bargaining session: Lisa Ramos, chief OCM steward, Shawn Perry, Mohammed Sherron, Jennifer Nessler and Stacey Walkowiak. Vicente Godfrey, chief TE steward, Keith Brown, Peter Campbell, Jay Chakrabarti and Michael Koch.

We have a number of members laid-off due to lack of business at ABM LAX Parking facilities. We are hoping business picks up as more people are vaccinated. Our stewards, led by chief steward Terry Lee, have been doing a remarkable job of distributing Union, made in the USA facemasks for our members. We had a termination of a 27-year employee and it appears we will get this resolved and our member back to work.

We are working on protocols for an eventual return of students at San Gabriel Unified School District. This could happen as early as March after spring break is over for K-5. We will work hard to ensure our members have the protections they need in order to work at the school sites safely. We will keep you advised.

Thank you to Redondo Beach bargaining committee Jerry, Wallace, Danny, Chris and Tyler for their work and dedication in successfully bargaining a three-year agreement that provides for job security, medical benefit enhancement, and compensation.

Congratulations Bradley Cocking, Robert Ramos and Chris Aviles for their election as Hermosa Beach stewards. City of Los Angeles - we reached an extension to our memorandum of understanding that protects our wages and job security. We are hopeful that we will continue that continuance of pay benefit and work through the disaster worker program.

We have commenced City of Palmdale negotiations and are confident that we can reach a multi-year agreement that protects job security, health, and safety. City of Lancaster - we have reviewed the terms of our sideletter agreement and the city will provide a retroactive wage payments. We will commence Occidental College negotiations soon and will keep everyone informed.

We have not been able to conclude our contract negotiations with ATS. ATS' agreement with the airport expires March 31, 2021. We hope ATS will get an extension so we can finalize contract negotiations. We have been able to conclude our contract reopener at Ace Parking with annual and increases in the starting rates for our members. Our reopener ends in May 2024. ABM lost the operations of the garage located at 3250 Wilshire Blvd. LAZ Parking will take over the operations in March 2021, all members will be hired by LAZ.

We have requested an extension to the Classic Staples Center Union Agreement until September 2021. We hope the economy picks up so we can conclude negotiations. Most likely StubHub and Classic Protection Union Agreements will be extended as well.

Empire Transportation - we are in the middle of contract negotiations, our members have not been recalled yet.

We have sent the reopener letter for the Modern Parking County of Los Angeles Beaches and Harbors contract that expires in May 2021. The Ontario Airport published a new RFP process and Parking Concepts was awarded the new contract.

SmarteCarte has recalled some of our members. Business is improving slowly at LAX. Members that have been on furlough have kept their health and welfare benefits active for the past 9 months. SPPlus Dodgers Stadium recently published an RFP. Several companies attended and we do not know if SPPlus will retain the contract or the stadium will award to a new parking operator.

Local 630

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

**By Lou Villalvazo
Secretary-Treasurer**



We have ongoing negotiations with the following produce employers: J. Hellman Frozen, Times Produce, I & T Produce,

Season Produce, Coast Produce, and Valley Produce. We will update our affected members on the progress of these negotiations.

Foster Farms - the COVID-19 pandemic continues to be a real threat to all workers. The company has reported several infections in the plant; we will continue to monitor and assist our members as they go thru this difficult time.

We have completed our 7th session of negotiations and things aren't going so well. This employer made over \$2.9 billion on the backs of our members and wants to attack their medical by shifting the cost to our members, proposing wage freezes and take-aways. Local 630 and the negotiating committee ask every member to unite in solidarity and be prepared to fight. We will not tolerate greedy corporations attacking our members' health by making it more difficult for them to have access to health care for them and their families.

Valley Fruit & Produce - the NLRB has issued a compliant on one of the many ULP's we filed. Also, we have filed for a 10j injunction which the NLRB is investigating. As we continue to apply pressure on Valley, we are currently back at the table negotiating.

At Alta Dena, the Union has filed a grievance regarding the preservation of work for drivers at the North facility. The company has recently decided to move CVS work to an independent distributor resulting in some layoffs throughout Southern California. Any questions regarding this situation, contact your business agent, Alex Flores.

At Mutual Trading, the membership overwhelmingly ratified a new 2-year contract. The new agreement eliminates longstanding review language the company abused for years to suppress wages. The new contract includes added seniority and overtime language. Congratulations to the committee and membership for standing in solidarity for a contract they deserve.

Driftwood Dairy, we have begun negotiations and will keep you informed, please contact your BA Alex Flores for updates. QCD - the Union was successful in negotiating a great contract. The 5-year agreement provides for substantial wage and retirement increases. The most important part of the negotiations was that we were able to put in language and create structure that will protect the members into the future. We thank Robert Lopez, Tony Regalado, Juan Bravo, Adrian Landon Willie Barragon Elijah Ramos and Gonzalo Garcia for playing an intricate role in getting these negotiations done.

Young's Market Company/RNDC and Southern Glazer's Wine & Spirits contracts has been extended 3 years providing for 5 years of job security. This contract maintains full maintenance of benefits with no out-of-pocket SS for our members and provides

continued next page

for the highest wage and pension increases ever. The Lumpers also ratified a 3-year contract with full medical and great wage and pension increases.

UNFI - the company came looking for concessions and went as far as bringing in scabs. UNFI wanted to implement its company medical and eliminate our Teamsters medical benefits. Teamster Locals 439, 495, 630 and 848 all stood in solidarity and rejected the company's "final offer". A strike vote was unanimously passed, and our members were ready to hit the streets. Working with our IBT Warehouse Director Steve Vairma and several Locals throughout the country, we had a strategy and were ready to have 3,700 Teamsters stand in solidarity. Due to our pressure, we were successful in reaching a 6-year contract maintaining our Teamsters medical and getting the highest wage and pension increase ever for our members.

Gelson's also ratified a 6-year contract with full MOB, the highest wage and pension package ever for our members.

Congratulations to our members at Sysco Foodservice who ratified a 6-year contract that comes with full MOB under a new health and welfare trust fund. The medical comes with new enhanced benefits like acupuncture and chiropractic benefits. It provides for language improvements and comes with the highest wage and pension increase ever in the restaurant distribution industry. We would like to recognize Dennis Glasco, Andrew Ramirez, Jon Sweet and Betty Jones for their input and participation as part of our negotiating Committee.

Congratulations to our members at US Foods on their 6-year contract. Our members received a record-breaking contract with substantial increases in wages and pension. We negotiated substantial language improvements and were successful in obtaining a new Teamster medical trust with no out-of-pocket \$\$ to our members and provides an enhanced retiree benefit. I would like to thank our stewards Rudy Lopez, Raul Rojo, Felipe Osorio, Rebecca Ramirez and Alexander Bonilla.

Best wishes to the following members on their retirement: Antonio Marquez from Del Monte Fresh; Gabriel Valenzuela, Randy Kaufman, Jose Valerio, Hermilla Herrera, Juan Arceo, Darryl Pitts, Leonard Bressler, Steven Ikeda, from Alta Dena; and to our brothers Walter Staley & Raul Salgado and our sister Donna Kovocka from Danone NA.

We sustained a direct attack from the Trump administration, as he appointed many anti-Union officials at several agencies i.e. NLRB, OSHA, DOL, etc. Labor elected Joe Biden and Kamala Harris to the White House to stop the attack on Unions and to support the working class in this country. Let us not be complacent or comfortable. We must remain focused and prepare for future battles to come. We were successful in gaining control of the Senate by educating and mobilizing our members through boots on the ground and social media. We need to maintain control of the House and the Senate to push President Biden's progressive labor agenda. We currently have the PRO Act, Butch Lewis Act, and other pro-Union legislations in motion. We need to stay on the offense and utilize our social media to organize coworkers, friends, and family across the country to stand with Labor-friendly politicians.



**By Eric Jimenez
Secretary-Treasurer**



Greetings, brothers and sisters,

While hope is on the horizon and people are getting vaccinated, unfortunately

many members and neighbors in our communities continue to suffer the devastating financial effects of the COVID pandemic. Local 952 continues to investigate and make available programs and services to help members with food and financial assistance.

I want to thank our own Norma Lopez for her steadfast leadership in this area. Most recently, she shared information about Orange County rental assistance and posted a link for ongoing food bank events. I encourage any member to visit our Facebook page and website for the information, or contact the Local. We are here to assist all of our brothers and sisters during this ongoing crisis.

As more and more people begin getting vaccinated, many industries are in the planning stages of re-opening or expanding services. At Disneyland, our Craft Maintenance Council continues to monitor the potential reopening of the park while policing the standing collective bargaining agreement. Bonita Street and California eateries are set to open as the state lifts bans on outdoor eating. This has led to some callbacks but not a large amount at this time.

We have begun working with the district to smoothly plan for reopening of schools and hybrid models through their 2021 "CAPE" team. There will be upcoming Zoom meetings to introduce new leadership and review the year ahead.

First Student is operational again with many drivers/aides going back to work. However, it is a constant push to oversee safety enforcement under OSHA and CDC guidelines. A new steward was elected in Santa Ana, and we will have an election for an alternate steward at the Tustin site soon.

Chapman College continues to remain closed however we are running a few shuttles. While our members have been furloughed, we were able to get the drivers a dollar more than they were contracted to get this year. This was also negotiated to be retroactive.

At Durham, we're beginning to get more of our drivers back in service, particularly in Laguna and Irvine. Unfortunately, Santa Ana (our largest school district) is closed to in-school learning however a few buses are running assisting high-needs children. In the meantime, we've started negotiations with Durham and after careful consideration, have agreed to a mutual extension until May which will allow for a more favorable negotiation environment when we get more drivers back from furlough.

The OCTA contract is set to expire at the end of April and we have begun negotiations. COVID continues to be a concern for our many transit drivers. The Authority has put up barriers to protect our members and they will begin administering vaccines. Additionally, the operators can now refuse service to passengers that don't wear a mask. Our extraordinary

business agents and shop stewards have also been helping members recoup vacation and sick time that was erroneously taken during the COVID leave.

The Maintenance and Administrative departments at MV Transportation have ratified their collective bargaining agreements with improvements in wages, benefits and working conditions. The new agreements have been signed and will be distributed soon. The company has also brought back several maintenance department members due to increased demand.

At First Transit, we're continuing to bargain with the company for our maintenance members in Anaheim and Irvine. More dates are scheduled and as information becomes available, will be distributed. A strike authorization has been requested from JC 42 and we're waiting for approval. During this time, however, we have been able to get several termination grievances and arbitrations settled.

We're in the process of completing our Irvine and Brea Albertsons contracts, and happy to report that we settled arbitration to pull the seasonal work going to Arizona. The Irvine Albertsons shop steward election date will be posted shortly. We would like to welcome back brother Dan Murlin who was terminated last October, and wish happy retirement to John Chambers (42 years), Keith Coleman (41 years) and David Larrabee (39 years).

The FXI contract will expire March 31. We began negotiations March 16. Our priority is improved wages and lowering the cost of health and welfare. The new CVS contract has fixed many of the seniority issues and we've seen a record number of bids the last couple of months. There are still a few pending changes yet to be implemented, but the company has made progress implementing the new contract language. Additionally, our drivers should have received all of their contracted retro pay, and we're currently trying to get the company to pay out sick pay.

Southern Wine & Spirits and Young's Markets just voted on the Cash and Carry agreement. The 3-year contract affects roughly 50 members statewide. We are in continued talks with Heritage Foods. Members took a strike vote on January 31 and overwhelming gave the committee authorization to strike.

As reported, UPS Freight has been sold. I want to reiterate to our UPS Freight members all the terms and conditions of your contract remain in effect until August 1, 2023. If you have any questions or concerns, please reach out to your shop stewards and/or business agents. Local 952 recently joined other Southern California Locals for a critical Zoom meeting to discuss pensions. The goal of the meeting was to educate California congressional leaders on the importance of protecting our pensions.

It is with deep regret that I report Schreibers' Foods is going out of business with most of our 74 members completely phased out by the end of April. We continue to bargain for our members' best interest and how this closure affects them, and encourage everyone to please apply at Union shops as you move forward.

Although the amount of COVID cases has recently decreased, like many Locals, we have lost brothers and sisters to the disease. Our thoughts and prayers are with the families, friends and loved ones left behind who continue to grieve.

Local 1932 San Bernardino County Public Employees

**By Randy Korgan
Secretary-Treasurer**



Teamsters Local 1932 entered 2021 fired up and ready to go. We closed out 2020 with a flurry of activity, propelling

us for another strong year built by member power.

In October 2020, hundreds of Teamsters participated in our Drive-Thru Trick or Treat event at Teamsters Local 1932's Union Hall in San Bernardino. With social distancing and plenty of spooky scenery in place, the costumed Teamster kids who passed by in their parents' vehicles had all kinds of fun, according to all who reported in. We are so proud to contribute to happy memories for all of our members and are eager to make this a yearly tradition.

Also that fall, Local 1932 was proud to host Teamster historian Karin Jones for a webinar on our Union's role in the enduring fight for equality. The best way to celebrate Teamster history is to highlight the actions and events that improved working and living standards for American families and communities. The stories and photos featured in our webinar are not half-forgotten mementos of past glory days. They memorialize the marches, strikes, tears, and victories of the past, but they also form a foundation of tradition, strength, and pride upon which we build our future. You can watch this webinar at Teamsters1932.org/Equality

Additionally, election season saw the rise of a dedicated group of Teamsters who defeated Measure U in San Bernardino County. Measure U would have drained our communities of vital funding for firefighting services. Teamsters rallied weekly at curbside pickets, spreading awareness of the devastating effects that Measure U promised. In the end, our communities beat the big money behind Measure U. We thank every Teamster who supported this campaign. So long as Measure U's proponents are still active in their attempts to bring down public sector workers all across our region, we will continue to push back.

Training sessions, new employee orientations, general membership meetings, steward meetings have continued remotely. While we miss our regular gatherings, we urge everyone to continue taking care while the COVID-19 pandemic continues. I know that video meetings are tough, but thus far, we have proven that it does not stop us from building solidarity and the power we need to win.

In general, the last part of 2020 was a foundational time for our Union. If you are reading this now, you are probably aware that raising Amazon's standards is an urgent priority. Amazon is set to become America's largest private employer over the next few years with an entirely non-Union workforce. Hundreds of thousands of Amazon workers and contractors, who are the backbone

of Jeff Bezos's empire, face unsafe workplaces and unreasonable production quotas. While Amazon initially relied heavily on Union delivery, it now delivers more than half of its packages in Prime-branded delivery vans operated by subcontractors. The company's subcontracted drivers typically make \$15-\$18 per hour and have limited benefits while facing ever-increasing delivery quotas as they deliver packages in communities throughout the United States. This is fast becoming the new normal.

The only way we can change this is by coming together to organize for something better. This is why we were proud to support our brothers and sisters from across Teamsters Joint Council 42 when Ironworkers Local 433 of Oxnard set up a picket line at an Amazon facility construction site in early February. Workers walked off the job because Amazon's contractor hired non-Union, out-of-state workers for this project. As long as Amazon continues to come into communities across our country and ignore community standards, our organization will continue to support those who fight back. We're so proud that Teamsters everywhere are a part of this fight.

There are a variety of ways that you can help here locally — contact your business agent or steward to start today. Meanwhile, visit the videos section of our website or social media platforms to watch a new video — "The Union Difference" which outlines how crucial our Union has been to the high standards that created the American Dream. It's a great way to familiarize us with the legacy that we've inherited.

Ultimately, 2020 was the year that proved how vital public sector workers are in keeping our communities running. The heroes at Arrowhead Regional Medical Center, all on the frontlines of this crisis regardless of job title, are working especially hard given the nature of this deadly virus. Throughout this pandemic, this union and its members have pushed San Bernardino County to continuously expand its COVID-19 pay incentives. Members have spoken out at County Supervisor meetings, they've stood firm at the bargaining table, and they've shown that they're willing to stand up for each other when it's needed most. We will continue to work hard with our ARMC members so that safety and respect are priorities by their employer.

With 2021 upon us, it is also time to apply for Teamster academic scholarship awards. Members and member dependents may apply for several awards featured on our website. When combined with our monthly donations to local schools across the Inland Empire and advocacy at school board meetings, it's clear that your Union is devoted to ensuring that the future of our region can be set for success.

Lastly, as always, continue to check your Teamster Advantage mobile app for local business discount savings near you. When we shop locally with Teamster Advantage, we can promote healthy economic development, and you can save significant amounts over time. New local business partners are joining every week.

Thank you, Teamsters, for all you do when you're hard at work. Let's continue to build power together so that we can transform the Inland Empire for the better.

Local 2010

By Jason Rabinowitz
Secretary-Treasurer



Teamsters at Cal State University negotiate 256 paid hours for non-work related COVID-19 leave. Workers who become ill or are exposed to COVID-19 through work will not be required to use personal sick leave. Our Teamsters Bargaining Team for CSU workers negotiated another round of leave benefits for members in order to maintain jobs and livelihoods. Teamsters working at CSU campuses throughout California will now have access to 256 additional paid leave hours through Dec. 31, 2021. The leave may be applied to qualifying leaves retroactively to Jan. 1, 2021.

Expanded COVID Related Leave (ECRL) may be used for the same five reasons as previous ECRL hours.

Our Union agreed to withdraw our grievances seeking continued emergency pay.

The agreement also says:

Teamsters will not be required to use their accrued sick leave for time off work due to a work-related COVID-19 illness or exposure; that time off will be covered by the CSU "exclusionary time off."

Teamsters will receive 128 hours more than other bargaining units the CSU chooses to give ECRL without a settlement agreement. If CSUEU negotiates an agreement in lieu of their emergency pay grievances with the CSU, our Teamsters agreement guarantees we will receive any hours over 256 granted to CSUEU.

Our Bargaining Team did great work winning this agreement that will benefit our CSU members through the COVID surge and beyond. As long as we are facing this pandemic, Teamsters Local 2010 will continue to protect workers' safety and jobs.

Local 399

Studio Drivers



By Steve Dayan
Secretary-Treasurer



Greetings, my sisters and brothers: I hope you and your families are staying healthy and safe. Our 399 Business

Agents and Staff continue to represent you to the best of their abilities.

Due to our Return to Work Protocols, our industry stayed well below the rate of community spread even through the spike in COVID-19 cases over the holidays. I know many of our members are frustrated and fatigued by the protocols, however we all must continue to follow the practices that have kept our industry successfully working. I've received many questions about whether vaccinations will be mandatory. At this time, I don't know what the studios will decide, however we will continue to monitor the studios' position on this as more vaccine becomes available.

Our major agreements are expiring this year as we head into

the most difficult negotiations we've had in years. Our "Black Book", Locations, Casting, Commercial and many other "White Paper" agreements are set to expire this year or early in 2022. We will continue to meet with our committees and provide electronic surveys of the membership to determine what our proposals for this cycle should look like. Some members have concerns about Local 399's jurisdiction. I want to be clear, our jurisdiction has not changed and will not change. We will continue to follow our trucks to distant locations as we have over the past 91 years and file grievances in order to protect and defend our jurisdiction.

The Leo T. Reed Scholarship will begin accepting applications soon. Every year, our membership donates \$5,000 to 10 college age children of Local 399 members. I'd like to sincerely thank the membership for funding the Leo Reed Scholarship program.

We continue to meet with our Diversity and Inclusion Committee, as well as the Hollywood Commission. I'm proud that our Union continues to fight for everyone to have dignity and respect in the workplace. Our mission is to lift everyone up and provide them with good jobs, benefits and a chance at the middle-class dream. I welcome discussions to help us continue to move forward together.

Kenny Farnell: I've settled grievances for non-rostered employees doing our bargaining work at NBC/Universal. Grievances were also settled at ABC/Disney for canceling calls without proper notice and hiring/laying-off out of grouping. Thank you to our Lot stewards for their help in these matters. No-Cost COBRA for benefit period of February 1, 2021 through April 30, 2021 is available to those who qualify. If you have questions, please call MPI's Participant Services Center: 855-275-4674.

Ed Duffy: To our Location Managers, Keys and Assistants—please inform the Callboard when you start a new project and what production you are working on. Remember to remove yourself from the availability list when you are working. We will be scheduling meetings over the next several months in preparation for negotiations and I encourage members to make it a priority to attend.

Lindsay Dougherty: Since 2021, I've signed about 35 contracts with independent companies, which is right on track for a busy year. We now have an agreement with Sony Pictures to cover all DOT admins. We're talking with the rest of studios to get all of these folks covered. Negotiations with ABC, Inc. have concluded and we have a deal with them as well for the drivers working at General Hospital. Stay tuned for upcoming classes for all classifications. Please let me know if you are interested in being involved with our negotiating committees.

Ernie Barraza: We're off to a busy 2021. It's been our priority to help get our members back to work safely utilizing all COVID safety protocols. We have some accounts that are still greatly affected by the pandemic, leaving some our members still out of work since March of 2020. We're actively trying to place them in other types of work and/or negotiate severance packages while they try to bridge their employment. We're hopeful that Universal Studios Hollywood will be given some type

of green light from the Governor to reopen under their extensive COVID protocols.

Joshua Staheli: I've recently settled claims for the late payment of wages against "Yellowstone" and "Everything's Gonna be OK". I've heard from many Teamsters about late payment of wages. As companies are transitioning to "paperless payroll" there has been difficulty in getting people paid on time. To file a late wage claim, start with the Department of Industrial Relations website, "how to file a wage claim" and then contact me for more information. For those in the MPIPHP, effective January 1, 2021, the pension benefit rates increase ten percent (10%) retroactive back to January 1, 2017, for those individuals who are active participants in the Pension Plan on or after January 1, 2017. This increase was contingent on the Active and Retiree Health Plans having more than 8 months reserves in both plans. Even with approximately 30% fewer hours in 2020, we were still above the 8-month reserve level. Finally, I want to remind everyone of the importance of enforcing our contracts and preserving our jurisdiction. Even in these extremely busy times, we need to make sure forklifts and gators are only operated by Teamsters, and that producers aren't having their crews "self drive". This is Teamster work, we cannot let it slip away.

Calvin McDowell: In December, we successfully concluded negotiations for safety protocols in Commercials. We are in the final year of our AICP contract and we will begin to meet with our steering committees in preparation for our next contract. I'm proud to report that we recently organized the members at Jeeves Exclusive Transportation.

Chris Sell: We held our first digital DOT class attended by over 100 members. Double check all your documents before going to the DMV for your Real ID (CDL), you will need an original birth certificate. Also, check your online Safety Pass Class expiration dates at CSATF.org so that your grouping is not affected. Any questions on the Skills Training or logging, contact: csell@ht399.org.



By Phil Cooper
Secretary-Treasurer



As we approach the one-year anniversary of the Coronavirus shutdown, the country is not as far along as we

hoped! Who would have believed that we would still be trying to get vaccines in the arms of essential workers one year later! While there are many reasons the country is in this position (mostly political), the main reason is that there was no federal plan. While leaving the details of how the vaccines would be rolled out to states, counties and even cities, no concrete plans was a huge roadblock.

Cities like Long Beach have had a more progressive vaccine schedule: Healthcare workers, long term care facilities, 65+, emergency response workers, food or agriculture workers followed by education and childcare workers. Cities like Los Angeles had limited plans that started with

healthcare workers, long term facilities and over 65. And while many of our members have Kaiser insurance, due to their limited supply of the vaccine, they are still only vaccinating healthcare workers and those over 65.

In a letter to each of the parent companies our members work for, I reminded them that many of you have lost relatives and co-workers, and that essential workers have put themselves and their families in harm's way to make sure their products were on the shelves.

Now we are all thankful we were able to work during the past year, (many others lost their jobs), I wanted to remind them that their profits were due to your hard work! Many of you have had to work forced daily overtime, and six-to-seven-day work weeks are very common. While getting Christmas Eve and Christmas off, many of you were forced to work the Saturday and Sunday that followed, and the same thing happened over the New Year's Day holiday. The content of the letter asked your employers to recognize your sacrifice and to consider heroes pay. Recognition is deserved for each of you, and unfortunately most companies are forgetting their most important asset is their workers! There was also an ask that if they have any leverage in helping essential workers move up the list on getting vaccines, it would be much appreciated!

In 2020 we saw the closure of five of our shops: The MillerCoors Brewery, Coca-Cola in Carson and Lancaster, Pepsi Baldwin Park and Ace Beverage. This was hard on every employee that was involved in these closures. While some were able to follow work to other facilities, like the Carson, Lancaster, and Pepsi employees, they lost their seniority and are now at the bottom of the list in their new Union facility.

The MillerCoors and Ace Beverage employees were not as lucky. The Irwindale Brewery closed its doors permanently in November, but most members had been laid off months earlier. There is some good news for many of these employees—Pabst has agreed to open the facility and do some contract packaging of some seltzer products in the future. Pabst has negotiated a new contract with the Teamsters and the other three Unions that were part of the facility. This is a new contract for a new company and a new venture. They have agreed to hire many of the former Teamsters, but they have stated they will not hire everyone. We have a chance of having maybe 50 members working by year's end, but these are lofty goals. We are hoping that Pabst and the Irwindale Brewery Yard turns into a successful operation and in turn leads to many good Teamster jobs in the future.

Our Ace Beverage members found themselves in a similar situation when Anheuser-Busch purchased the territory that Ace had serviced for years. Budweiser had recently closed several of their wholly owned distributors (WODs) in Colorado and Riverside, and many Teamsters lost good jobs. As for the Union brothers in Riverside, they were only offered the ability to apply at the newly-owned Heimark Distributor. They were not guaranteed jobs, this is exactly what happened to our Ace Beverage employees!

Budweiser bought the old Triangle Distributor from Peter Heimark, and then proceeded to purchase the territory Ace Beverage had delivered to for many years. They bought Ace equipment, but they did not buy the workers. They first told the Union everyone would be offered jobs at

the new WOD in Santa Fe Springs, but that is not how it turned out. Ace Beverage employees were required to re-apply for the jobs and many were not hired! Some lucky Ace workers are now actually still delivering their same routes, but many are sitting at home without a job, even though they are still hiring at the new facility. The Union was immediately in touch with Budweiser headquarters in St. Louis stating that they should be recognizing the Ace Beverage contract. We were later told that we did not have majority status of workers at the new facility and it would not be fair to force the Triangle employees into the Union. The reason we did not have the majority at the new WOD is because Budweiser oversaw all the hiring and they had total control of the outcome. The Union is still pursuing this facility, and Budweiser knows if we're successful, there will be great Union density in Southern California. There is strength in numbers! Santa Fe Springs would join Teamster distributors in Carson, Sylmar and a brewery in Van Nuys!

In closing I want to give my condolences to the families and friends of Louis Walker (Pepsi Riverside) and Eddie Fiero (Coca-Cola Downey). Both great Union brothers that recently lost their battles to COVID-19.

Our deepest condolences to families and friends of: Juan Torres (retiree, Anheuser-Busch Van Nuys); Fredrik Vartanian (retiree, Anheuser-Busch Van Nuys); Tracy Zeuner (Allied Beverage); Eduardo Gomez (Coca-Cola USA); Rudolf Munoz (Reyes Coca-Cola L.A.); Ashley Rubio (Anheuser-Busch Fairfield); Michael Floro (Reyes Coca-Cola San Leandro); Rosa Rodriguez (Safeway Richmond); Steven Kincaid (retiree Anheuser-Busch Fairfield); and Jesus Ruvalcaba (Allied Beverages).

Hawaii Local 996

By Wayne K.S. Kaululaau
President



Honolulu's weather is mostly cloudy and a little chilly, with the temperature hovering around 79 degrees.

Local 996 has amassed many members who have obtained a commercial driver's license to operate buses and semi-trucks. A large percentage of these members also have a condition most notably referred to as type 2 and 1 diabetes. The Union has reached out to healthcare providers to start work on implementing a program that would provide educational services with referral to healthcare professionals to assist with the psychological and physical effects of diabetes as it relates to work. Often members have a difficult choice between visiting a doctor to receive treatment for diabetes or skip the doctor visit altogether and continue working while not sharing diabetes prognosis with management. Some people look at it as they must work at all cost to support families. They prefer taking a risk at work to continue receiving health care and wages to support families. It has become an issue the Union believes must be addressed and wants to provide the members with resources to assist the members with making changes that help them keep their job while providing for families.

Local 996 and the healthcare providers shall collaborate in this

continued next page

program while ensuring no cost to the members. Recently, the workers at Hitachi Rail Honolulu, including the Train and Station Operators, full-time and regular part-time Train Controllers, Engineering & Fault Controllers, and Information Controllers, voted overwhelmingly to have Local 996 represent the new members. The rail line starts in the Second City of Kapolei on the west side of Oahu's island and traverses 20 miles east to the final destination at the Mauka side of the Ala Moana Center. The rail project costs an estimated \$11.2 billion and has kept our members busy who deliver concrete to the project site. Up for grabs are the Maintenance of Way workers, Train Wash Facility workers, and Wheel Truing workers. Negotiations shall begin within a couple of weeks.

Tech System Inc. is responsible for storing and transporting munitions and other equipment from the Lualualei Weapons Depot to Joint Base Pearl Harbor/Hickam. The workers got frustrated with the management and unanimously voted to have Local 996 represent. These members work hard and deserve a significant first contract.

Teamsters Local 996 is a proud co-sponsor with IATSE 665, ILWU 142, & UFCW 480 of two priority pieces of legislation to provide relief for working families who continue to struggle with high-cost of living. Priority One: H.B. 26 & S. B. 614 ask for tax forgiveness or tax holiday for workers who have collected Unemployment Insurance during the pandemic. For some workers, the state income tax payments on U.I. they collected could exceed well over \$2,000 - \$3,000. Priority Two: H.B. 27 & S.B. 608 exempts the General Excise Tax (GET) from groceries and over-the-counter-medicine - a regressive tax that disproportionately impacts working-class families who struggle to purchase groceries and provide a little extra relief. The average family spends nearly \$10,000 - \$12,000 a year on groceries in Hawaii. Only seven states tax groceries at their regular sales tax rate; Alabama, Mississippi, Oklahoma, Kansas, South Dakota, Idaho, and Hawaii.

2021 ushered in a new era for Teamsters Local 996 with the Teamsters Local Union 996 Scholarships' start. Applicants must be a current high school senior planning to enroll as a full-time student at a junior college or four-year college/university within the U.S. Must be a dependent son, daughter, or financial dependent of a Teamster in good standing and other requirements. I want to thank the following organizations and Unions for contributing \$5,000 or more to the scholarship fund: ABC Corp., T. George and Violet Sunday Paris Foundation, UHA, Hogan Financial Group, Benefit Plan Solutions, Hawaii Sheet Metal Workers Local 293, Goear Group of Raymond James, Chinen-Arinaga, and others. There will be ten \$1,500 scholarships awarded in 2021 to help with higher education's financial costs.

Hawaii Nurses Association and Teamsters Local 996 represent a combined total of 960 members at Kapiolani Medical Center for Women and Children. Recently, the HNA found themselves at an impasse with the employer who refused to provide adequate face masks and PPE. The employer agreed to everything the Union asked except for the face masks and PPE. Teamsters supported the HNA along with numerous other Unions during three informational pickets. The employer failed to agree upon the one last matter, and soon after, the HNA informed the employer of an

imminent strike. A Teamsters Local 996 political coordinator reached some of the board of directors at the hospital and encouraged the board to provide the face masks and PPE, thus averting a strike.

We're in talks with a local financial institution to provide home loan assistance and consultation to Local 996 members. Another company has reached the Union to express interest in delivering photovoltaic systems for home use at a reasonable cost to members wanting to add a roof-top system to homes.

No outstanding arbitrations or grievances this time around. The Union and the public appreciate all essential workers for a fine job well done. Thank you, and wishing everyone a safe and healthy new year. Please remember to wear a face mask, social distance, and wash hands in warm water with soap for 20 seconds. In solidarity!

DISTRICT COUNCIL 2

By Clark Ritchey
Secretary-Treasurer



During the past few months District Council 2 has ratified contracts for approximately 2,042 District Council 2 members in California, Utah, Oregon and

the state of Washington.

After two years of negotiations, with multiple plant locations - one in Southern California, 2 plants in Northern California and 1 plant in Oregon, Westrock finally ratified a deal! They received a 5-year agreement with general wage increases in each year of the contract. Employees received full retroactive back pay from 2018 to current, they kept the Printing Specialties Health & Welfare plan, and employees are able to participate in the voluntary Life Insurance. Improvements were made to the life insurance policy, to the company pension and to the 401(k) Pension Plan. Tools and safety shoe allowances were increased as well.

In Southern California, members at Gared Graphics ratified a 3-year contract with a GWI in each year of the agreement. Participation to the current health & welfare plan continues with minimal changes.

Orora, including 3 plant locations in Southern California, also ratified a 3-year agreement. GWI's in each year of the CBA were approved, along with several wage adjustments and increases to shift differentials. Improvements were made to the SIP 401(k) Pension Plan, while the health & welfare plan stayed with Kaiser with minimal employee contributions.

A three-year agreement at Neil Jones Food in Firebaugh was ratified with wage increases in each year of the agreement, including bonuses for all employees at signing, as well as several wage adjustments. increases to the life insurance benefit was agreed, as well as accepting seasonal employees to participate in the 401(k) benefit.

DeFrance Printing negotiated a 1-year extension. Currently in negotiations in Southern CA is Sonoco. Upcoming negotiations includes Ellie Sewing, Republic Bag, Royal Paper Box and Westrock, Cerritos.

Several print shops in Northern California ratified contracts. Metro

Print & Signs, in Sacramento, ratified a two-year contract. Metro Mailing Services was bought out by the owner from River City Printers and just recently negotiated a 3-year agreement for both shops. They will receive a general wage increase in each year of the contract and will continue contributions to the SIP 401(k) Pension Plan. Lodi News Sentinel extended their contract for 1-year, while Corrugated Packaging extended their CBA until the end of the year. Negotiations continue in Northern CA, at Pacific Standard Print. Preparations for upcoming negotiations are set with Community Printers, Firefighters Print & Design, and Prestige Printing & Graphics.

In Utah, Sun Lithographing ratified a 3-year contract with new company owners. Wage increases were bargained in each year of the agreement while remaining the status quo with the remaining contract.

Currently in negotiations, in Nebraska, is Omaha World Herald, while several negotiations are scheduled to begin at our smaller print shops in Nebraska with Automatic Printing, Design4 and Unionist Printing; and in Colorado with Artist Proof Collective, C & D Printing, DP Media LLC, Egan Printing, and Gamino Printing.

In the Northwest Region, Cenveo Worldwide Limited ratified a 3-year agreement. They agreed to a GWI in each year of the contract, retroactive pay at approximately 8 months, updates to overtime language and vacation pay outs. Improvements to safety shoes were also added. Members at Rotary Offset Press agreed to a 2-year CBA with wage increases in each year of the agreement. Increases were made to the SIP 401(k) Pension Plan, language changes to jury duty, and additions to funeral leave. Johnson Cox and TR Graphics, Inc. ratified a 1-year agreement while K/P, LLC extended their contract for 1 year. Johnson Cox agreed to a wage increase and all other items in the contract remained the status quo for all the plants.

Upcoming negotiations in the Northwest Region include Irwin Hodson Marketing Systems, K & H Printers, Kaye Smith and Tacoma Rubber Stamp.

Our deepest condolences to the families of the following who recently passed away: Local 28N: Marlin McBeth; Local 543M: retirees Frank Jordan and Timothy Marriott; Local 625S: retiree Harold A. Pulscher; Local 747M: Members Arturo Espinoza and Kallyn Storz; Local 388M: Members Alba John Groves, Alfred Molano, David Deweese, Frank Perez, Juan Ramirez, Louis V. White, Ricardo Duarte, Scott McComas, Rick Erickson (4N); Local 388M: Retirees Arturo Gonzalez Reyes, Ernest Campi, James B. Speed, Joseph Clark, William B. Helm, Albert Ertassi (4N), Fernando Huizar (4N), O. Ray Bales (4N).

*** Please post any scholarship and upcoming Journeyperson postings on your Union Bulletin Boards. Make sure you apply prior to the deadline designated. If you have any questions, please contact the DC2 Office (800) 333-4388

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

Important Reminder: It is each member's responsibility to ensure

that DC2 has his/her current address. Please call the Main Office as soon as possible to provide us with any changes (800) 333-4388.



By Ron Herrera
Secretary-Treasurer



Our Teamsters Local 396 Executive Board wish our Teamsters Joint Council 42 brothers and sisters well.

Teamsters Local 396 looks forward to continuing our mission to build 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 our national health crisis. Local 396 members, including UPS workers, sanitation workers, and convenience store delivery drivers, have been essential in protecting our public health.

During the 2020 election cycle, Teamsters Local 396, as part of the Los Angeles Labor movement, was crucial in winning this victory to protect our democracy and heal our nation. Throughout the election cycle, members of Local 396 participated in one of the most robust get-out-the-vote operations in the country, which was vital in record level turnout by contacting tens of thousands of voters in crucial swing states like Pennsylvania, Wisconsin, and Arizona that were critical in determining the outcome of the 2020 Presidential election.

This was a victory for working families. Union members led the way to save our democracy by getting their fellow Union members across the country to make their voices heard and vote for leaders that will put working families first. Our work does not end here: We must roll up our sleeves and get to work to heal and rebuild our nation and our Unions by pursuing the common good through labor's values of hard work, respect, dignity, and integrity.

Local 396 members at UPS continue to be hard at work. UPS has seen a sharp increase in package volume due to medical facilities' high demand for supplies used in treating COVID-19 patients and increased online shopping following California's Shelter in Place order. While work at UPS has increased, our membership is keen on addressing the threat that Amazon poses to good Teamster jobs at UPS. During the pandemic with the expansion of online shopping, Amazon has continued to expand and grow tremendously, building additional fulfillment centers and has now expanded into package delivery.

Our Local Union is involved in efforts to challenge these threats. Our Local Union has already launched several organizing trainings with our membership to understand and develop tactics to organize and protect what we have fought for. Recently, members of Local 396 also journeyed north to Oxnard with our brothers and sisters of Teamsters Local 186 to support Ironworkers Local 433, who set up a sanctioned picket at the Oxnard Amazon construction site on one of the most important days of construction as walls were about to be raised, for the 1.5 million square foot facility.

The Ironworkers called on the Amazon contractor, Building Zone Industries, to hire local workers and respect established area standards for pay, benefits, and other working conditions. The new facility is set to be the first Amazon Fulfillment Center in Southern California located outside the Inland Empire. It will serve various markets throughout Southern California and the country.

The Ironworkers were joined by community supporters and other Union members, including Teamsters from other Amazon cities like San Bernardino, where Amazon's proposed new air hub has resulted in community picket lines and litigation brought by residents and the attorney general of California. This action was part of growing resistance to Amazon as it rapidly develops distribution centers in hundreds of communities promising endless opportunities and delivering poverty jobs, increased traffic, and pollution.

As the largest Teamster sanitation Local in the nation, we are hard at work bargaining with our current Teamster employers and organizing new sanitation companies to lift standards and improve working conditions in the sanitation industry. 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 after work. Before COVID-19, sanitation was already the fifth most dangerous job in the U.S. Now, workers face even more risks that jeopardize workers and their families.

2021 is a big year for our sanitation members in Orange County. With contracts expiring with multiple employers this fall, our Local Union will work hard with our membership to organize and secure fair contracts.

We would also like to congratulate over 300 sanitation workers at CR&R in Perris and Cherry Valley. They won their NLRB Union election by an overwhelming majority by voting to join Teamsters Local 396. This tremendous victory was accomplished despite the company's intimidation and delay tactics which included hiring Union busters to intimidate workers and using high-priced attorneys to delay the vote count at the National Labor Relations Board. This group of nearly 300 sanitation workers serves communities throughout the Inland Empire including San Bernardino and Riverside counties.

The courage demonstrated by this group of essential workers who organized despite the COVID-19 pandemic and the company's anti-Union campaign is admirable. They truly exemplified the grit and tenacity with which Teamster power is built. We welcome them into our Teamster family and will now work to win a contract that provides these workers with good wages, benefits, and the respect that all Teamster sanitation workers in Local 396 enjoy.

We would also like to congratulate recently retired Local 396 members Stan Grebeck, Steve Aguinaga, Agustin Alcala, Albert Alcaraz, Robert Alvarado, Alex Alvarez, Louie Arce, Susie Ban, Benjamin Barragan, Juan Briseno, David Burns, Richard Campos, Kirk Dinwiddie, James Flannery, Blair Hahn, Diane Hernandez, JT Johnson, Ryne Sam Ku, Francisco La Febre, Anissa Lonergan, Gabriel Martin, Randy Menard, Ricardo Muniz, Isaac Otero, Teresa Lewis, Carmelo Porras, Gonzalo Ruiz, Raul Salinas, Eric Schmidt, Mark

continued next page

Shea, Gary Shundo, Roque Solorio, Aloalii Tavaese, Douglas Valentine, and William Wade.



By Chris Griswold Secretary-Treasurer



Congratulations to our newest members at the MGM Contact Center in Las Vegas who recently ratified their first contract. Their

new contract provides them with wage increases, a pension with the Western Conference of Teamsters Pension Trust and job security with seniority rights language. Congratulations also to the Valet employees at The Cosmopolitan who joined Teamsters Local 986 and are in the process of negotiating their first contract.

Our condolences to all of the members that have lost loved ones as a result of the COVID-19 Pandemic. Our hearts go out to them as they have been the most affected by this unprecedented tragedy with over 500,000 American lives lost as of when this column was submitted.

Teamsters continue to be on the front lines since the beginning of the Pandemic. First responders, nurses, grocery workers, truck drivers, distribution center workers throughout the country are keeping the grocery stores stocked and delivering medical supplies to those in need. Working extra days and long hours to get the COVID-19 vaccines distributed around the world. Thank you!

There is a light at the end of the tunnel in Las Vegas as the hotels begin to reopen, our members are slowly coming back to work under strict and safe guidelines for employees and hotel guests. Hundreds of our members will still be out of work until all the hotels have been reopened. 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 sooner.

It's been less than six weeks since Joe Biden was sworn in as President of the United States, but he has already proven to be more pro-worker and pro-labor than his predecessor. Trump's anti-Union cronies have been replaced with people that believe workers should have a voice in the workplace. On the first day that he took office, President Biden fired the head of the National Labor Relations Board. Now the NLRB is guided by new policies to protect workers and their rights to join a Union.

The power of our democratic voice at the polls also made it possible to retake the United States Senate. Now we can move forward with new and stronger legislation like the PRO Act to give workers a fair opportunity to get organized and negotiate a better standard of living for them and their families. Please remember to keep registering members to vote as we will need to continue our fight in 2022. Big corporations have already vowed to spend millions of dollars to take back Congress and return to the anti-worker policies of the Trump Administration.

As a Labor Union, we must pursue a political agenda that strengthens the working class. We need to put people in office that will fight for a higher standard of living for working families, better safety protection on the job, affordable healthcare and

protects the right to join a Union.

I want to thank all of our business representatives and shop stewards who have worked so hard during this health crisis to provide outstanding representation to our members. With the current restrictions to hold in-person meetings with large groups of people, it is imperative to keep a good line of communication with our members regarding contract negotiations and grievance handling. Our stewards have always been at the forefront in the workplace and this year and last has been especially difficult on them and they deserve our respect, admiration and appreciation.



By Eric Tate Secretary-Treasurer



As we approach a year of living, working, and dealing with COVID-19, we pray that things will soon begin

to return to some normalcy in 2021. Unfortunately, we have all been hit with the loss of family members, co-workers and neighbors and Local 848 is sad to announce the loss of several Union members. Our sincere condolences go out to the families and loved ones of: Robert Alcala, retiree from Rykoff/US Foods; Richard White of Shippers Transport; Leonard Rios of Hyatt Die Cast; James Van Duren Jr. of Southern Glazers; Enrique Mejia of MV Transportation; Marco Arguio of Reyes Coca-Cola; Mike Durante of Shippers Transport; Moses Samarin of KeHE; Avelardo Ocegüera of Reyes Coca-Cola; Luis Tayupanta of MV Transportation; Alberto Cruz-Munoz of YRC Freight; Jose Basurto of Diverse Facility Solutions; Delroy Angus of MV Transportation; James Butler-Lewis of MV Transportation; Cresencio Aguirre of Keolis; Jose Rodriguez of ITS Concllobal; Julian Flores of Coastal Pacific Foods; Rene Real of National Ready Mix; and Cesar Marquez of YRC Freight.

We have now conducted our January and February general membership meetings via Zoom this year, and our March Zoom meeting is scheduled for Sunday, March 21. We miss you all and look forward to when we can all come together in person as the Union family we are. Members need to register prior to 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.

A couple of years ago, Local 848 was successful in winning a case against First Transit in the city of Monterey Park. After winning the case, I directed our attorneys to sue First Transit and the city of Monterey Park for all attorney and court fees. Two years later, Local 848 was able to obtain the attorney and court fees in the amount of \$292,000.

We have 2 new business agents and 1 new part-time office person added to Local 848 personnel. Mr. Pablo Camacho drove with Roadway Express and Sealogix and came to work for Local 848 after working as an International Organizer with the IBT. Mr. Alfred Baltazar was a driver with Vons Grocery and came to work for Local 848 after working as a Business Agent with Local 952. Bianca Escobar is currently

working part-time at our Long Beach office as a new office administrator.

Please do all that is necessary to maintain good health; Local 848 wishes you and your family a safe and wonderful 2021.

Louie Diaz - TABC, Inc. - I would like to thank the negotiating committee for their participation and tremendous contribution in successfully obtaining a new 4-year agreement that includes retroactivity, wages, pension, and medical retirement. Congratulations to all the members for voting! Hyatt Die Cast - A special thank you to the negotiating committee for successfully securing a new 2-year agreement in these unprecedented times of COVID-19 Pandemic. Mitsubishi Warehouse - After having to postpone negotiations twice last year due to the pandemic, we will finally be sitting down with the company and we are hopeful that an agreement will be reached on a new contract.

Ralph Black/Juan Medina - Ralphs: We send our sincerest condolences to brother Jesus Linares for the loss of his father. Ralphs/UNFI - the contracts are being prepared by the individual companies. Once we receive them, we will proofread, sign & get them printed. DHL - the new contract has been sent to Northwest Administrators for their acceptance, the contract will be printed and distributed once received. We want to thank the Ralphs, UNFI and DHL committee members for their involvement with the negotiations.

Pablo Camacho - Savage Transportation, El Segundo: Congratulations for ratifying a new 4-year agreement with significant increases in wages and benefits.



By Rick Middleton Secretary-Treasurer



Rick Middleton - We are cautiously optimistic about the re-openings happening in the Greater Los Angeles

Metropolitan area. We are keeping a close eye on all the changes happening, which means we're often making adjustments hour by hour, especially as it relates to the re-opening of schools.

I think we can all agree that 2020 felt like something out of bad horror movie, and yet we've all managed to carry on each day, reporting to work to support our families, caring for ailing family members and friends, and of course, navigating the world of Zoom schooling for our children. We have all taken a beating, but I know that we will all emerge on the other side of this pandemic stronger, wiser, and with a renewed interest in all the things in life that really matter. Whether you glean a renewed fervor for mask-wearing or opt to shop for groceries at odd times of the day to avoid crowds, remember that every effort to keep us all safe really does make a difference. Our greatest wish is that our communities will make every effort to socially distance so that we will soon have some semblance of normalcy.

Here at Local 572, we continue to address the "regular" pre-COVID types of issues, as well as the ever-changing issues that COVID has created. We are working to get some of our members

back to work, while at the same time trying to get others to be permitted to pass on work, to get alternate assignments, or to extend their leaves of absence. Not surprising, the hottest issue right now is COVID vaccines. Like the community at large, our members have widely different opinions about getting vaccinated. LAUSD, which has announced that it is making vaccinations mandatory for all employees, is leading the vaccine effort. Our business agents are in discussions with District representatives so stay tuned for our regular LAUSD email updates for more information on this issue. We are up for the challenges, but we need our members, like you, to continue to timely report safety concerns and any announced changes at your workplace. Our priority is your safety, now and always.

Some of our school bus members remain on layoff due to a lack of funding from the school districts to the school bus employers; however, in the last week several school districts have signaled that they are or will soon be ready to resume in-person instruction, so we expect to hear that many of our busing members will be returning to work in the next few weeks. Things are moving fast in this area, so stay in touch with your business agent and employer so that you don't miss out on bidding and work opportunities. Some of our school bus members are actively transporting students daily, while others are performing a myriad of duties, including delivering meals or maintaining the buses so that they will be ready to roll once schools re-open to students. There are many variances among the school districts so reach out to your business agent if you have any questions.

At Gate Gourmet, things are starting to look up. Many of our members have been recalled after many months of layoff. We'll continue to push until all Gate Gourmet members are back on the rolls. Our Star Fisheries members continue to excel day in and day out. We were successful in yet another arbitration against Star.

I want to thank every member who is serving or has served on one of our contract bargaining committees. The work is tough, and the days are long, but it is important work, and you are a vital part of the negotiation process.

We recently reached contracts with Puritan Bakery and Cunico. Other negotiations are pending, while some contract offers and tentative agreements will soon be voted on by our members. Stay safe.



By Abel Garcia Secretary-Treasurer



Abel Garcia-Secretary Treasurer/BA: Brothers and sisters, I hope this finds you and your family

well and safe. As COVID-19 cases rise at our places of employment, we will continue the fight for PPE, sanitizing and social distancing at all companies under collective bargaining agreements with Local 186. On February 4 & 5, Local 186 supported Iron Workers Local 433's sanctioned strike against a contractor at the Amazon Fulfillment Center in Oxnard. The strike was successful and woke up the community. Jobs must not be outsourced to out-of-state workers. We have 18,000

trades people out of work in Ventura and Santa Barbara counties. Teamsters from Joint Council 42 came from all over Southern California to support this action which was an overwhelming success. By the second day at 9:15 am the contractor conceded and agreed to hire Union Iron Workers. Thanks to all that participated: L.A. Federation of Labor, Western Region Vice President Ron Herrera, IBT Amazon Project Director Randy Korgan and staff and local activists. Also, I would like to announce that I have taken a historic action and have appointed an Advisory Board to Local 186. The Advisory Board are as follows: Ruben Zarate (Sysco), Jack Nunez (MTD) and Jason Stratford (UPS). In closing, please continue to follow Local 186 via Facebook and website at TeamstersLocal186.org. All Zoom meeting registrations and times are posted on the Local 186 webpage.

Fernando Lara-Vice President/BA: Aramark - currently we have a termination case going to the Board of Adjustments. Effective April 1, 2021 employees will be able to participate in Aramark's stock market plan at a 15% discount. Bimbo - despite our members signing petitions for hazard pay, the company has denied the Union's request for the reinstatement of hazard pay. Even though it was a frustrating process, we would like to thank you all for your hard work. However, we are negotiating a new weekly guarantee that will benefit our members. Challenge Dairy - currently our one year extension with the company is coming to an end. We are awaiting dates from the company to initiate negotiations; we will keep everyone informed on any updates. Coca-Cola Reyes - the company has implemented their new attendance policy, despite the Union's objection. The Union has filed an All-Affected grievance; we will keep everyone informed of any updates. DFA (Dean Dairy) - due to the change of operations, we will be losing 2 members at DFA. The company has offered affected employees CDL Class A training. Smardan - we have an upcoming proposal meeting in March for the upcoming negotiations. Sysco - currently we are in the middle of negotiations, we will keep everyone informed of any updates or upcoming meetings. Smuckers - with heavy hearts, sadly we would report the passing of brother Guadalupe Centeno - Descanse en Paz. We would like to congratulate brother John O' Kelley after 33 years of service (OST) and Anthony Contreras after 38 years of service (Pepsi), hope you both enjoy a long retirement. Please do not forget to patronize Union-friendly businesses, especially small businesses.

Jedediah Johnson-BA: Hope all is well during these strange times. Let's talk liquor: SGWS-Cash and Carry/Young's Express collective bargaining agreements were overwhelmingly ratified by the members on 2/19/21, with increases to wages, pension, full maintenance of benefits and zero concessions. As for SGWS/Youngs Market (sales)-all other contracts have been completed (Hourly, Driver, Cash and Carry/ Express) the sales contract expired last year, and negotiation dates are being worked on. I will keep you updated. Ventura Port District - the opening letter went out to resume negotiations in April. Thank you CPU Unit Reed Bear for all your help and updates. Amerigas - steward Raul Ramirez and I have been able to successfully police the contract and keep discipline down to a nonexistent level. At Ferguson we have had zero issues

continued next page

Southern California Teamster

with contract violations and hope this trend continues. Thank you Mark Arenas for keeping the unit Teamster Strong! Check out the "What's Goin' On Show" - Teamster 186 Podcast. You can listen to the Local 186 Podcasts on our webpage -TeamsterLocal186.org. On the most recent podcast, I interviewed Western Region Vice President Ron Herrera and Local 186 Secretary-Treasurer Abel Garcia. Stay safe and thank you for being Essential!



By Tommy Blitsch Secretary-Treasurer



Tommy Blitsch: To keep all members and the staff safe, general membership meetings have been moved

to a Zoom platform until it is safe to resume in person meetings. The link to register can be found on our website and the 631 App under News and Events/ General Membership Meetings on the 2nd Thursday of each month. Good progress is being made on our 631 Health Clinics and we are looking forward to getting them up and running soon. It is important that you keep your address and phone number updated with the Local as currently all contracts, wage allocations, and votes are being done via an online platform.

UPS: The Union will continue to work with UPS to ensure that conditions are as sanitary as possible in the workplace. OSHA and the NV health department are monitoring UPS as well. From 5/2/20 the end of the 2020 9.5 period, UPS paid out \$472,712.60 in 9.5 and request 8 grievances in our area. Many members are going into Feeder, that means much more opportunity to promote into package car driving jobs; For those part-time members interested, turn in your sheet to your manager and keep a copy for yourself. Members wear your mask in the building and try and distance as much as possible. We all must continue to work together to get through these difficult times.

Government contracts: We are still in negotiations with MSTs Fire & Rescue. The MSTs Construction contract has been ratified. Thanks to the committee, we were able to get a good wage increases over the three-year period. There are three contracts that open this year (Amentum Schedulers/Dispatchers, Amentum TTR Airfield and Amentum Firefighters). Please pass on any contract language concerns to your shop stewards in the coming months.

Our Las Vegas Freight members have bravely faced down the pandemic and kept the supply chain moving. Facing industry high freight volume, Local 631 members have been all-hands-on deck fighting to keep up with demand. We had a line haul driver involved in a nearly fatal accident while hauling freight between Barstow and Las Vegas. After a few very precarious days, we are so happy to welcome Freddy home and wish him a quick and full recovery.

CertainTeed: Business levels are good, new products being introduced and contract negotiations have started. First Transit RACC-employees have been recalled from layoff and contract negotiations. MV Transportation Par-

atransit-employees have been recalled from layoff with few remaining out, many issues are being addressed & grievances, federal mediations, and arbitrations, constantly addressing issues over the coronavirus, safety in the workplace. MV Fixed Route Operations-we are currently addressing overtime issues, will keep you updated. Movie industry continues to be slow.

Trade Show Industry is still stalled, waiting for travel and capacity to open up. The Convention Centers are currently being used for COVID-19 testing and vaccinations. There has been no requirement of vaccination to return to work from any employers. Journeymen need to contact the training center to schedule their OSHA 10 class, we will need the OSHA 10 card when we return to work. It was good to hear the voices of the Convention stewards at our recent Zoom meeting. It has been refreshing watching Convention members support one another in their endeavors to raise money for their families. Scheduled shows are still on the calendar with Tobacco in May and World of Concrete in June.

Cemex Block: COVID hit hard during the holiday season, make sure you are following the guidelines. Still busy with lots of OT even with the new addition of the night shift.

Rinker: We appointed Daniel K. Williams as shop steward to help Aaron Leyva & Antonio Sosa keep the company in check. Make sure your PTO balance looks correct. Cell phones are not to be used during work, only on breaks or lunch time. The company has been complaining and not issued warnings. Stewards have been trying to mitigate the issue, but they can only do so much.

Simplot Silica: Shop steward Chris Steen is doing a good job resolving grievances at the local level. Management has been relatively calm but did issue a few warning letters. Contract negotiations are coming up, the only way to change things is to get involved.

Republic Services: Remember to practice social distancing and wash your hands per CDC guidelines. Please make sure all your D.O.T. driving requirements are met and your medical cards have been taken down to the DMV as required by law. Also start cutting back financially as we will be in negotiations for our contract next year. A strike is always a possibility, and we will still be dealing with this pandemic next year. Please download our Teamsters631 app and check your Union boards monthly for information. If you're thinking about retirement, please contact pension at 866-648-6878. Remember it takes up to 60-plus days once you complete your retirement package to receive payment. As most of you know our great brother Tom Geraci retired in December 2020, let's wish him all the best and thank him for years of brotherhood and for being a great business agent and colleague.

Construction: We are currently in the early stages of preparing for the upcoming negotiation for the Master Construction Agreement that expires June 30, 2021. Construction hours last year were almost identical to those of 2019. Several big projects are currently underway, such as the North Las Vegas Detention Basin and 215 Beltway widening project. Several projects for NDOT are on the calendar for bid along with several road projects underway in the valley.

Ready Mix: Drivers are working right alongside their construction counterparts on all projects across the Las Vegas Valley. Several large new

warehouses have poured the foundations. Housing tracks are popping up too. Ready Mix members were also deemed essential workers and have met all the needs to deliver concrete to the jobsites during the pandemic.



By Lee Fletcher Secretary-Treasurer



Teamsters Local 683 is deeply saddened to inform the members that there have been six deaths due to COVID-19 or other under-

lying conditions: Waste Management members Juan Sanchez, our 23-year member and Jose Fuerte, a 13-year member; Transdev South Bay members Rolfe Faust, 11-year member, Jesus Martinez, 12-year member and Jose Arriaga Jr., a 15-year member.

Ricardo Saldana is a four-year member of Waste Management El Cajon. The following are words from his family; "Ricardo was a very unique, respectful beautiful human being. His soul was so full of life and he always loved joking around, he made a friend every day. He touched people's hearts with his sense of humor and just with his beautiful personality. Big Rick was 48 years old; his favorite sport was baseball, he was a Los Angeles Dodgers fan that bled blue. Rick enjoyed spending the day at home with his family just watching TV, cooking steaks and playing around with the kids. He was so in love with his wife, she was the most beautiful woman to him. His wife Beatriz Macias was his everything, she was his backbone. He needed her so much, as much as she needed him. Rick and Beatriz were married nine years and they shared a total of seven children including four grand babies. His youngest, precious daughter Cecilia was the apple of his eye. Rick and his wife also fostered two young nephews ages 9 and 12. Rick worked very hard to support his large family. And it's with deep sympathy that Rick is no longer here in human form, but his spirit continues to live on."

It is important that we will all follow health & safety guidelines as much as possible. Early on, this Local Union did everything possible to get Personal Protection Equipment out to the members. Local 683 is currently working on getting a drive-through COVID vaccination event scheduled. The company already has the vaccines-they are waiting on County approval.



By Mike Bergen Secretary-Treasurer



The Wholesale Liquor newly ratified statewide hourly contract is in the process of being updated and sent to print once all Locals

have signed it. At Bimbo Bakeries our members continue to keep the shelves stocked with fresh product and we want to thank them for their dedication throughout the pandemic

and remind all of our members to buy Union bread.

Costco has raised the top end pay rate and increased everyone below at a higher increase rate. This raise will remain the rest of the year and will be a starting point in wages for the upcoming negotiations to begin later this year. All six California Teamster Local Unions that cover the represented locations continue to have weekly calls with the company in order to ensure our brothers and sisters remain safe in the workplace.

At Kaiser Permanente, the Riverside and San Bernardino counties medical centers are looking to bringing the minor surgeries back in but all are holding back fearing another surge. Kaiser is now starting to give the vaccine to 65 and older in all Kaiser areas, but must have an appointment. Ongoing grievance hearings have been scheduled over the next few weeks with Human Resources. The Local has been working on getting a specialty area in Fontana as set shifts and offered by bargaining unit seniority. The physicians in this area are willing to support the Teamsters for set shifts by sending emails to management and HR of full support for set shifts. The Local Union is getting ready to start negotiations with Kaiser both locally and nationally starting in April and continuing through October.

At Mondelez, members have not suffered any reduction of hours but have had grievances filed concerning the point systems on attendance, drivers on the drive cam. The Local does have an arbitration set up for June on a wrongful termination.

At the Army's NTC Fort Irwin, KBR we have been getting complaints concerning the company use of "snitch" cards. The company says it's their safety program, naming it "Courage to Care Card". We have lots of members who do not feel they should have to put their names on a card that is going to tattle on any little thing that doesn't look right. They want to just have supervisors do their job and deal with employees in accordance with the contract. We told the company that we do not agree with this process. As always, we do believe in safety of our members and will report safety concerns as they arise. At TALON we have few grievances we are dealing with on Appendix E's attendance. Imagine absenteeism during a health pandemic. At Premier we have members that have been in some cases quarantined due to COVID -19 contact 3 times in the last 10 months and the company currently is unable to pay them because the original 80 hours of COVID sick time is gone. We are trying to work out a fair agreement to have the company pay them and still be in compliance with the California Emergency Standards regulations. At Norco DOD NAVY Police the members voted No and rejected the company offer. Now we can get back to the table to get our language back in the CBA that the previous administration gutted through EO's. The new POTUS is undoing a lot of the EO's with his own which is helping us. At Technica Marine Base Barstow, work has been steady and we are working through a few recent grievances on COVID-19 contact tracing and quarantine not being done properly. Also, we have organized mechanics and mechanic helpers with a NLRB vote scheduled as we went to press. Thanks to steward Roberto Madrigal for all his help in organizing them and others at the Marine Base Barstow. At SpecPro we have requested negotiations dates and will keep the members up to date.

The Local's Dairy and Linen industries workers continue to do their jobs as essential workers. Some of their customers are at hospitals and nursing homes putting them even more at high risk during this pandemic. A reminder to all the delivery drivers to remember most vehicles are equipped with some form of GPS system so please take whatever time needed to perform your jobs safely. The Local Union is currently in coordinated bargaining along with Local 952 at Stremick's Heritage Foods and Mission Linen. The Dairy Locals of JC 42 met again with DFA Dean Dairy Brands to discuss and protect our members' rights as the restructuring of driver routes continues.

In construction, Lane Security is on the 10 freeway project. The Local will be getting more members on that job. The Local had a pre-job with ARB and they will be starting a hydrotest project in Needles. Greg Miramontes will be the pipeline steward. Match Corp. will be getting six new trucks up and running by May. Riverside Construction has a few projects going in the Inland Empire along with Powell Construction up in Big Bear.

Hanson Aggregate in San Diego area reports lots of commercial work doing tilt ups & slabs. Vulcan Materials is staying busy despite the weather. Pinnick, Inc. and Marlins Rentals are busy at all job sites. They need rock truck drivers & 6x6 water truck drivers in North County. Please call the Hall if interested in this work. Hazard Construction has picked up work in Imperial Valley, S.D. Airport & various jobs off the 78 freeway.

Construction Teamsters Apprenticeship for SoCal: Our apprentices continue working in the field. We are pleased to report that we have not suffered any lost hours since the inception of this virus including lost time injuries. We are now accepting applications for the next class. Please submit your application at <https://teamsters166.com/apprenticeship-1>.

Congratulations to Dennis Butt who recently retired from Young's Market. Our thoughts and prayers go out to the family of retirees Darren Whitson, Gary Dabler and Damon Marino who recently passed away. RIP



By Jaime Vasquez Secretary-Treasurer



Secretary-Treasurer Jaime Vasquez - Happy New Year to all of our Teamsters Local 542 members. We have several scholar-

ship applications now available at the Local Union offices for our members' children and in some cases their grandchildren. Please call our office at 619-582-0542 or our El Centro Branch Office at 760-352-6571 to request an application or you may download the applications by going to our website at www.teamsters542.org. Don't wait, deadlines to turn in the applications started as soon as March 1. We have available for our members the Teamsters 542 phone app. If you have an I-Phone or an Android go to your phone's app store and download the Teamster 542 app to receive the latest news and alerts. You may also follow us on our Facebook page.

Local 542 grieves the loss of Sergio

continued next page

"Checho" Perez from Chula Vista Costco, Chase Putnam from UPS, Victor Cajuanco from Santee Costco, Frank Lizarraga from County of Imperial and Neva Buckhanon from Morena Blvd. Costco.

Business Representative Flavio Grijalva: Thanks to all of the Union members of El Centro Regional Medical Center, from our RN's and LYN's to our technical staff (including, but not limited to: EDA's, CNA's, PCT's, tele Techs, surgical techs, sterilization, x-ray, cardiopulmonary, medical assistants) and including our two current groups that are in active negotiations, the lab dept. and dietary dept. for all of your hard work and dedication to the people and residents of Imperial Valley. You all have been fighting this pandemic on ground zero. Imperial Valley was one of the hardest hit areas for COVID-19 and our members at this hospital took on the task, head on! I applaud every single one of you and look forward to continuing your success. For UPS El Centro, I thank you all as well. This pandemic affected employees, friends and family and you guys continued your work and made sure that equipment, materials and even medication made it safely and timely to all of your areas. You belong to a select number of groups that continue to make this world turn. For without you, our world would come to a halt. Thank you to all of our Essential Employees!! Union Proud!

Business Representative Michael Morales: A schedule of monthly Zoom meetings has been posted at all locations. Please register ahead of time to make sure you receive an invite to join the meetings. Should you have any problems please contact me to make sure we get you signed up. 7-UP: I'm currently taking proposals for upcoming negotiations. Please get them to me as soon as possible. We have already asked the company for dates to start negotiating. City of Brawley: I have received your proposals and am working on putting the negotiation proposals together. We were scheduled to start negotiations on Feb. 24. Bimbo/Oroweat: The petition to request hazard pay for the RSR's has been submitted to the company. The company agreed to start training immediately to inform you of the benefits you are entitled to should you be exposed or contact the virus. City of Imperial: I am requesting proposals from any member that wants to submit. I am hoping to start negotiations with the city in March. Callexico Housing Authority: The contract expires June 30 and I am hoping to start negotiations in April. Please start thinking of what you might want to see proposed in negotiations. Please get them to me the sooner the better. Aramark: I need those proposals right away brothers. I am shooting to start negotiations the end of March. SCWD: Local 542 prevailed on Nancy Obeso's grievance. The general manager is finding out the hard way that she needs to respect the Union contract. First Transit drivers: Local 542 prevailed in reinstating Mr. Ronnie Ernest. Welcome back Ernie. Please! Please! A cell phone is not your friend. Stow it away until you're taking your rest or meal period.

Business Representative Shelly Allsup - AMR/RM: Most recently Labor was able to slow down the city council's approval to move forward in awarding the SD City Emergency Services RFP to Falck. Long discussed wage increases to retain skilled dispatchers in this very competitive industry have already been initiated. Iron Mountain Records - the parties

are scheduling negotiation dates and surveys have been sent to each member. Please be sure to fill them out and return them to the Local. OMNI La Costa Resort & Spa - a 6 months extension of the CBA has been signed, bids have been extended and members will not lose seniority with the employer due to layoff caused from the pandemic. Tradeshow - the 2020 seniority list is in effect for 2021 and Freeman Regulars loss of seniority is still 18 months vs. 6 months. Please stay in touch with one another, one major show with Freeman is still scheduled at SDCCC in August 2021 and I may need to put a vote forth to the members soon. Also, all prior GES Regulars, please contact me directly ASAP. US Foods, La Mirada - contracts are completed and available at the Local if you do not receive one in your resident yard. If you have any concerns or issues with the new medical benefits trust be sure to contact me for assistance. US Foods, San Diego - an update regarding the Union's filed ULP has just been sent to the Labor Board. The employer has adjusted to an initial 47% loss of business created by the pandemic, restored members to work by seniority and the annual bid positions and routes are in effect. Staffing levels are still not consistent due to the daily effects of COVID. Great job by stewards Jared, Todd, Ramiro, Nacho, Eddie and Oscar! US Foods Corona - staffing levels are low and resident yard drivers are covering as much as possible.

Local 481 San Diego

By Victor Torres
Secretary-Treasurer



Spring is now upon us and what we hope comes with a new season will be a renewed direction in both our personal and our professional lives. Disruption to our routines and processes has been challenging and difficult for all of us to deal with. Political and governmental structures we depend on for help and assistance have been stretched to the limit and sometimes are not able to respond to our requests.

Ever since the pandemic started, we have made it our primary mission to make sure that none of our members or their families go without food, get evicted from their homes or have their power, heating/cooling or water shut off. If you find yourself in a dire situation where you are struggling with any of these circumstances, there is 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 a hard copy of this information.

We realize that for many of our members applying for these assistance programs, it is not something that any of you were previously familiar with. However, based on the wide-ranging impact on countless industries we represent, we have all had to take stock in these available services that can make a significant difference in our members' lives and our members' survival during these challenging

times. We want you to know that we are doing the best we can to provide referrals and assistance to any of our members who are struggling with reduced hours, furloughed status, or layoffs. This type of commitment to provide our members with these types of services will continue from Local 481 until this pandemic is over.

We appreciate your patience and understanding as our internal operations have also been impacted. You have been gracious and we appreciate your support as we continue to navigate through this situation and adjust. We will get through this together.

Negotiations at the San Diego Zoo and Parkhouse Tire are ongoing. Both of those membership groups have been notified that a contract extension has been put into place in order to complete the negotiations process. We will keep everyone up to date with any further developments.

On the political front, as a result of the historical appointment of Assemblywoman Shirley Weber to the position of California Secretary of State, there is now a vacancy and corresponding special election scheduled to fill Ms. Weber's 79th State Assembly seat. The primary is scheduled for April 6 with the runoff scheduled for June 8. If you live in the 79th District, please make sure you are registered to vote and make sure that you participate in this election. For more information, please contact the San Diego County Registrar of Voters by phone (858) 565-5800, fax (858) 505-7294, or by email rovmail@sdcounty.ca.gov. Detailed information about the entire voting process can be found at the San Diego County Registrar of Voters website, www.sdvote.com.

We encourage our members who reside in the 79th District to take the time to review all the candidates. Pay particular attention to their positions and campaign platform as it relates to issues impacting working families.

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

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

In scholarship news, the 2021 Local 481 Scholarship Program is now 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. The deadline to submit applications including the proper essay and all supporting documentation is Thursday, September 9. There are eight \$500 scholarships available.

Concurrently, there are additional scholarship programs available with their specific qualifications, eligibility requirements and rules. The John S. Lyons Memorial Scholarship Program is now available for high school seniors applying for college in the fall of 2021 to participate in (deadline for submission is March 26). We should be receiving details regarding the Joint Council 42 Scholarship Program and

California Teamsters Hispanic Caucus Scholarship Program soon. Once those details are known, we will provide you with the specifics.

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



By Randy Cammack
Secretary-Treasurer



UPS Business Agents: Brothers and sisters at UPS have seen a lot of work throughout 2020 and into 2021. There have been

many challenging times during this pandemic due to our workforce being essential workers. Hopefully, things will change for the better. If you are interested in being a full-time employee at UPS, make sure you put yourself on the appropriate list. It is your responsibility to make sure you are on the part-time to full-time list. With UPS dissolving most of their Human Resources department, it will be even more important for our members to verify they are on the list they requested. Fortunately, we had many part-time employees promote into full-time jobs last year and hopefully that can continue. It is everyone's duty to help police and enforce the contract. See you in the building.

Ron Seamans, BA, Freight and UPS Feeder/Shifter: Hope all is well, and you all are getting through this pandemic safely and to those that have contracted this horrible virus, wishing you good health soon. ABF - as you know, business levels have gone through the roof and you all have worked many hours to make sure the freight is moved timely, and for that reason the company has agreed to pay the double time rate on your 6th day until March 31. UPS - I would like to announce your new stewards at the Avion and Empire facilities - Avion: Hector Cerda, Fred Chavez, Dean Doss, Ray Green, Tony Quinones, James Reed, Art Ruiz, Thomas Sierra, Mark Tave and Pete Valdez. Empire: Cesar Calderon, Gilbert Castillo, Josh Davis, Christina Nelson, Ray Palacio, and Mark Ramirez.

Martin Perez, BA/Coordinator: Welcome 17 new members to Local 63 - employees of Martin Brower Office, newly organized by Robert Amaya. New members now receive better a health and welfare plan, a Teamsters pension plan under a new contract ratified in December 2020. Special thanks to newly elected shop steward Diego Rodriguez, for all your efforts and input during these negotiations. Hope this article finds everybody in good health and safe from COVID-19. Wear your mask!!!!

Rick Ellison, BA: Companies hiring CDL drivers: ABF Pico, ABF Pacoima, YRC Pico, YRC Pomona, YRC Sun Valley, Bimbo Transport, Baker Commodities and Darling International. A huge congratulations for our new shop stewards at - ABF Pacoima: Ron Sunday, Arthur Martinez; ABF Pico: Gabriel Prieto, Phillip Ibarra; YRC Sun Valley: Hung Cao, James Berkley, Luis Avila, Steve Knowles; YRC Pomona: Javier Fernandez, Pat Coole, Richard Guzman, Christine Hill, Jesus Pimen-

tel; YRC Pico: Carmine Santoro, Eddie Hernandez, and Mario Castillo.

Carlos Barnett, Dairy and Miscellaneous BA: To start the year off we opened agreements with Rockview Dairy, Driftwood Dairy, Challenge Dairy, Clearbrook Farms, McCain & Dooley Dist., Budget LAX, Rite Way Meat Co., Rose Shore Meat Co. and Dolores Canning Co. Last year was no picnic, with the economy being unpredictable and closing of restaurants and schools. I am however, optimistic about health care, wage increases and getting these contracts done. All please make sure that the Union has your correct address as we may have to vote by mail. Lastly, I would like all of you to say a prayer for a dear friend of ours-Danny Gallegos. Danny was a steward and longtime dairy member at Santee Dairy. As a Teamster steward he always represented his fellow coworkers with integrity. By having a strong work ethic and knowledge of the job he protected the drivers at every level. He was able to lead by example and never had to raise his voice. In fact, I don't ever think I heard him curse. Teamster colors are blue and gold, and I have heard some say they bleed Teamster blue. But this man was solid Gold. May he rest in peace.



By Bob Lennox
Secretary-Treasurer



Damascus Castellanos: Racetracks: To prevent the pandemic from disqualifying & losing healthcare benefits it has been negotiated

for those members who have worked 75 days or more in 2020; and who have also qualified and received such health care benefits in 2018, 2019, and 2020 will be qualified for medical from February 1, 2021 through July 31, 2021. UPS: Local 495 has been successful in preventing the company from using third parties to perform our Union work. Members, please continue to reach out and keep us updated. Republic & Medico Linen: We have received the final contract from the company and we will be making contract books and get them out to our members. Local 495 members and their families have gone through so much in the past 12 months due to the pandemic. You are all in our thoughts and prayers. Please continue to be diligent in wearing your mask and washing hands and keep always try to keep the six foot space!

Jim Lennox: Contracts and negotiations update: Last December we ratified a new contract with Enterprise Holdings for all 5 of our airports with a nearly unanimous vote. Then in January we bargained and unanimously ratified a successor agreement with Amerit Fleet. We began bargaining in February with Carrier Transcold Riverside - then in March it's Seven-Up Riverside which leads right into BMW Redlands, followed immediately by the Western Master agreement for Hertz Local Edition. Lastly, in April we will tackle Ryder Truck Rental. To all of our members - always remember your unity is our strength! COVID news: Over the last few months we witnessed the destruction of too many members' livelihoods by both layoff

continued page 11

Southern California Teamster

and COVID-related illness. While most become ill and then recover, too many have had very trying times with this insidious virus. We all lost two champions of our great Union: Long time rental rep Lorraine Fritsze and our chief steward/mechanic Johnny Macias. Lorraine Fritsze spent nearly all of her working life at Avis Budget Group Ontario as a lead, employee role model and strong Union advocate. We all miss her and her heart of gold dearly. Johnny Macias was the 1st shop steward elected to represent National/Alamo Ontario when they were organized in 2015/2016 and remained so until his untimely passing January 1. He was honest, intelligent, fearless, deeply caring and one of the finest human beings I have ever known in my life. Those of us who knew him all feel a hollow spot in our hearts with his passing. May they both rest in peace.

Art Carrillo: Congratulations to our members at Three G's Inc., on ratifying a new 3-year agreement. We would also like to thank our negotiating committee Louie Lopez (steward), Vilma Simental and Josue Zavalza for all their hard work in putting this agreement together. We are currently in negotiations with Border Tire/Paramount, Border Tire/Fontana and Old Ranch Country Club.

Johnny Espinoza: I'm proud to announce that Carlos Munoz from Ryder/Northridge was paid out after challenging the company's decision to have work performed by a third party company. At WWS the following

grievance was paid out: Saul Rivera, Ricardo Arellano, Halmar Carranza, Conrado Hernandez, Carlos Gastelum, Tim Kang and Gabriel Gonzales with the help of steward Orlando Hendrix. Hertz Burbank Mino Ibarra's paid dispute was resolved after filing a grievance.

Mark Manning: The pandemic hasn't stopped us from taking care of the business of representing our membership. The Local has adapted to evolving safety measures along the way and have held contract negotiations through virtual means as well as recently bargaining in person with safe distancing. Some employers have been hit harder than others and are still not willing to travel by air or meet in person over grievances. Others are willing only if it is done outside in the open air or indoors where there is plenty of room to space people apart. We began negotiations for Carrier Transcold in person Feb. 16 and made good progress in two days. After providing our economic proposals we broke off for the day with plans to schedule additional dates in the near future. The rental car industry continues to struggle with low numbers and the ongoing challenge of winning customer confidence in their vehicles being clean and safe. Those members who service the returned vehicles have had to learn some new things since the legalization of marijuana as many customers return the vehicle they rented smelling of smoke, often leaving associated paraphernalia behind as

well. Hopefully, we will all be able to move on from this horrible time before the end of 2021.



**Local
2118**

**By Capt. Andrew Robles
Assistant Trustee**

Thank you for welcoming us into the fold here at Joint Council 42 as the newly established Allegiant Pilot's Association Local Union No. 2118! For those that are unfamiliar with our Local, we represent the sole interests and collective bargaining rights of the Allegiant Air pilot group. We have been hard at work setting up the Local infrastructure and drafting our bylaws over the past several months and will hopefully be holding elections for our leadership later this year. As tumultuous as this past year has been for everyone, we still could not have chosen a better time to solidify our own Local. Having broadened access to the resources of Teamsters International and the ability to have a greater sense of autonomy, we were able to more effectively navigate the complexities of the pandemic as it related to the airline industry and most importantly its effect on Allegiant Air directly.

Although the Local may be new, the team of volunteers and leadership has stayed mostly intact. Local 2118 works extensively with Allegiant in obtaining and maintaining industry leading safety programs and audits, and crew

work rules and schedules. We ensure that Allegiant is holding their end of the bargain on a day-by-day basis. We have a competent and engaging group of stewards that represent our pilots during investigatory meetings with management and have processed more than 2,800 independent grievances since the signing of our contract in 2016. Our team has completed over 15 arbitrations in the last 3 years and has over a 90% success rate and have several more scheduled in 2021. As we look to the future, we hope that our resolve and efforts will bring about a more collaborative relationship with Allegiant management, as the success of the airline depends on a bilateral approach. This notion could not have been proven truer than this past year when we came together and created several pandemic-related agreements.

With the unprecedented events of 2020, we were able to solidify several beneficial agreements with the company to protect the integrity of our contract and minimize the impact to our fellow crew members. With the help of the Payroll Support Program, CARES Act, and the uptick in air travel demand, we were able to quickly bring back our furloughed pilots and weather the storm. We are very hopeful for the future and what the new year will bring. The leisure travel market that Allegiant so greatly relies on is projected to return at a sustainable rate. At the time of writing this, Allegiant announced several new seasonal routes coming this summer including limited

routes for the upcoming Sturgis Rally. There has also been discussion about hiring additional pilots later this year, which means captain upgrades and additional airframe acquisitions are sure to follow. That's great news.

As we near the opening of negotiations for our collective bargaining agreement, we have constructed our negotiation committee and have analyzed our industry peers' current contracts. We definitely anticipate the process being an arduous one, but we have a great team of negotiators that will ensure that our new CBA is industry-leading. Although we're not feeling the looming pilot shortage with the state of the industry currently, we anticipate the push for early retirements throughout the industry during 2020 and the demand for better benefits, compensation, and work rules will ensure a favorable position moving forward.

As we finish fully establishing the new Local, we are beginning to look outward towards the national arena. It's imperative we solidify our presence among our regional peers and offer our assistance. Our collective voices are always stronger united. We have the same commitment to preserving and protecting our earned benefits and promoting the interests of our professions. If there's anything we can help with, please don't hesitate to reach out.

BUY

UNION MADE

IN THE
★ ★ ★ ★
USA

Electric Time of Use Explained...

Cleaner energy sources like wind and solar help lower the environmental impact of the energy grid. The sun shines while most of us are at work, and the wind blows while we're asleep. With a Time of Use (TOU) plan, you can potentially save energy and lower electricity bills by using renewable energy when it's naturally available. If you are able to manage your energy habits, a TOU plan may be the best fit for your home.

Rates on a TOU plan are based on the time of day and the season. TOU plans can help you man-

age your energy costs—by taking advantage of lower rates during off-peak and super off-peak periods, you can avoid higher weekday rates when electricity is in higher demand. TOU plans throughout the state may vary, but all Californians should try to shift their electricity use during the peak energy hours of 4 p.m. to 9 p.m.

In 2015, the California Public Utilities Commission (CPUC) issued a statewide initiative to simplify rates and encourage conservation by having utilities transition most California customers to

a new TOU rate. Making these changes will help California achieve its climate and air quality goals.

Southern California Edison (SCE) began a rolling transition in fall 2020 that will continue into early 2022. They will be sending you notifications in advance of the transition with specifics about rate options that could work for you.

Most SCE customers will be transitioned to TOU rates as part of the statewide initiative. Timing of the transition will differ depending on your location, but you can reach out to


SCE for more information about when the transition will happen. Customers are free to switch back to any existing eligible rate at any time. Customers can also try Time of Use plans risk free for the first 12 months. With Bill Protection, if you pay more during your first year on the TOU rate plan than you would have on your previous Tiered Rate Plan, you will receive a bill credit for the difference at the end of 12 months.

You could save money on a TOU rate because electricity prices are typically lower early in the

day, overnight, and on the weekends, so shifting your main electricity use to these off-peak hours can make a big difference. There is no need to worry, existing discount programs—including Medical Baseline, ESA, and CARE--will continue.

Learn more about TOU at EnergyUpgradeCa.org/time-of-use.

UNION



STRONG

RETIREEE ROUND-UP

SAN BERNARDINO: Still not having meetings until further notice. We wish our deepest condolences to the family of our Trustee Henry B. Nettles who retired from Oroweat; may he rest in peace. If you have any questions call Dean Horne (951) 566-5049.

CENTRAL COAST: When we're allowed to meet again it will be our traditional spot—the Quarterdeck restaurant in Arroyo Grande, 1500 West Branch St. 10 a.m. second Tuesday of the month. Questions? Call Howard Barrios at 805.268.2784.

LONG BEACH: We have been receiving many calls on when our meetings will start. Answer: When it is safe for all of us. Our condolences to families of Ruben Galindo and Gilbert Sando-

val both retired from CME, may they rest in peace. For questions, please call Tony Mosqueda (323) 569-9127.

SAN DIEGO: Our condolences to the families of Lee Chambers and Frank Pruett who we lost in the last few months. They will be missed. Meetings are still on hold. We will inform you when we are able to begin. Stay safe and healthy. We meet on the third Thursday of every month at Teamsters Local 542, 4666 Mission Gorge Pl., San Diego 92120. Meetings begin at 10 a.m. coffee and donuts start at 9. Club is open to all retired members of Locals 36(166), 481, 542, and 683. Annual membership dues are \$15. We have various speakers, raffles and an annual luncheon. Join us.

We have a great time. You might see an old friend. Club president John Norman can be reached at jdnrock542@gmail.com or 619-562-5796.

EL MONTE: Not much has changed, still in quarantine. We are sorry to inform you that we lost one of our long time members last year, John Maggio; our condolences go out to the family. We contacted Jesse at the VFW, they are unable to open until summer (best guess). We hope all is well with everyone, be safe, wear a mask and maintain social distancing and we will get through this. Any questions call Charles (714) 742-5775.

MONTEBELLO: We extend our deepest condolences to the families of our friends that have gone

to be with the Lord: From Local 63--John Maggio, former business agent and president of the El Monte chapter; Joe Carrillo, former business agent; Robert "Bobby" Alvarez retired out of Consolidated Freightways; Joe Hernandez out of Hadley Transport; & Frank Worstine and Willie Hernandez from Yellow Freight. Also, Tom O'Rourke, a long retired Local 630 dairy business agent who started his rep career at Local 93. May they rest in peace. We know that we all want to start getting together again, having our meetings and luncheons, however we want you to be safe and healthy. When this COVID-19 virus is under control then we can get to business as usual. Call Phil Zamora if you have any questions: (562)505-1387.

ORANGE COUNTY: We are still not having meetings. When

things get better we will have meetings again. Hope you will have had a virus shot by the time this is printed, and are all staying safe and healthy. I tell you my dog has become very verbal, I guess because I talk to him all the time. He is either talking to me in return or telling me to shut up. Keep your humor in these trying times.

HI-DESERT: We meet on the last Tuesday of the month at the Golden Corral in Hesperia (off I-15 @ Main St.). Doors open at 8 for breakfast, meeting at 9. As you know, meetings have been canceled until further notice. This COVID-19 is going to be with us for a while longer. Please do a welfare check on your brother retirees and their families. "Thank You" to all Teamsters. Just remember, "You retire from your company, Not your Union; so join a Retiree Chapter.

Official Teamster Notices & Announcements

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

★★★

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 896

Online general membership meetings will be held once a month on Sundays.

Check Union bulletin boards, the Local 896 mobile app and our website for Zoom meeting information and registration.

★★★

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 on the following dates:

April 6
May 5
June 3
July 6
August 4
September 2
October 5
November 3
December 2

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

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

This is a summary of the annual report for TEAMSTERS DEATH BENEFIT TRUST FUND, EIN 23-7203857, Plan Number 523, for the period August 1, 2019 to July 31, 2020. The annual report has been filed with the Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Insurance Information

The plan has contract with ANTHEM BLUE CROSS to pay the following types of claims incurred under the terms of the plan:
The total premiums paid for the plan year ending July 31, 2020 were \$212,417.

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$2,014,574 as of July 31, 2020, compared to \$1,973,692 as of August 1, 2019. During the plan year the plan experienced a change in its net assets of \$40,882. This change includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of assets at the beginning of the year or the cost of assets acquired during the year. The plan had a total income of \$439,313 which included employer contributions of \$326,824, employee contributions of \$0, other contributions of \$0, gain/loss of \$20,177 from the sale of assets, and earnings from investments of \$92,312.

The plan expenses were \$398,431. These expenses included \$93,334 in administrative expenses and \$212,417 in benefits paid to participants and beneficiaries, and \$92,680 in other expenses.

Your Rights To Additional Information

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

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

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

THE BOARD OF TRUSTEES OF TEAMSTERS
DEATH BENEFIT TRUST FUND
225 S. LAKE AVENUE, SUITE 1200
PASADENA, CA 91101
(626) 463-6011

The report is furnished without charge.

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

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

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

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

Requests to the Department should be addressed to:

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

TEAMSTERS AUTOMOTIVE INDUSTRIAL & ALLIED WORKERS LOCAL 495 225 SOUTH LAKE AVENUE SUITE 1200 PASADENA, CA 91101-3000 Summary Annual Report for

LOCAL 495 RACE TRACK EMPLOYEES SUPPLEMENTAL WELFARE TRUST

This is a summary of the annual report for LOCAL 495 RACE TRACK EMPLOYEES SUPPLEMENTAL WELFARE TRUST, EIN 95-6115963, Plan Number 501, for the period June 1, 2019 to May 31, 2020. The annual report has been filed with the Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$2,136,147 as of May 31, 2020, compared to \$1,895,519 as of June 1, 2019. During the plan year the plan experienced a change in its net assets of \$240,628. This change includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$857,269 which included employer contributions of \$744,646, employee contributions of \$91,999, other contributions of \$0, gain/loss of \$0 from the sale of assets, and earnings from investments of \$20,624.

Total plan expenses were \$616,641. These expenses included \$31,644 in administrative expenses and \$584,997 in benefits paid to participants and beneficiaries, and \$0 in other expenses.

Your Rights To Additional Information

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

- An accountant's report
- Financial information and information on payments to service providers
- Assets held for investment
- Information regarding any common or collective trusts, pooled separate accounts, master trusts, or 103-12 investment entities in which the plan participates

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

TEAMSTERS AUTOMOTIVE INDUSTRIAL & ALLIED WORKERS LOCAL 495 225 SOUTH LAKE AVENUE SUITE 1200
PASADENA, CA 91101-3000
(626)463-6012

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

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

TEAMSTERS AUTOMOTIVE INDUSTRIAL & ALLIED WORKERS LOCAL 495 225 SOUTH LAKE AVENUE SUITE 1200
PASADENA, CA 91101-3000

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

Requests to the Department should be addressed to:

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

UNION SECURITY NOTICE

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

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

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

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

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

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

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

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

AVISO DE SEGURIDAD DE LA UNION

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

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

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

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

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

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

Moving? LET US KNOW

March 2021

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