

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. 2

(ISSN 0038-3953)



(USPS 505-440)

June 23, 2021

Took a While, but VEGAS IS BACK, BABY!



"Vegas is back" the secretary-treasurers of the three Teamster Local Unions in southern Nevada declared in mid-June.

The COVID-19 pandemic had wide-ranging effects within each Local Union's industry segments.

Local 631, the largest Teamsters Local Union in Nevada, represents members at United Parcel Service, Republic Services, Nevada Test Site, and in construction and busing and other industries. Most industries experienced little to no change, although UPS employment surged and the convention industry became a ghost town as the Strip and its massive convention centers shuttered.

"The worst part of the COVID devastation economically began in April of

2020," 631 Secretary Tommy Blitsch said. "We went from approximately 2,000 convention members working to zero members working in conventions. We went from the busiest times in the history of the convention industry here in Las Vegas to zero. It was devastating to our membership."

The Las Vegas Convention Center is the largest venue in town, recently completing a \$989 million addition. There are about eight Strip hotels with convention centers staffed by Teamsters working for contractors under the Teamster agreement.

Local 14, representing linen drivers, school district employees and beverage drivers, also had a mixed, but generally positive experience and has emerged on the other side in good shape.

"Our laundry division shut down completely" Secretary-treasurer Fred Horvath said. "The beer, wine and liquor deliveries nearly ceased to hotels but the crazy thing is drinking at home exploded, so our members

were delivering more than ever to liquor and grocery stores. So overall, we saw very little impact. Another amazing result is the hard seltzer market went nuclear during the pandemic. So, fortunately there was minimal negative impact on our delivery members," Horvath said.

A big Local 14 employer is the Clark County School District; support staff and bus drivers are represented by the Teamsters.

"Our members we represent at the district were very fortunate," Horvath continued. "They never missed a paycheck during the school shutdown because money is allocated by the state in advance, and Governor Sisolak stayed on top of programs and policies to benefit working families." He said Teamster district staff engaged in a lot of online training and refreshing during the pandemic.

Las Vegas **Local 986** members' working lives virtually were blown up overnight.

"No American city was more devastated by the pan-

demic than Las Vegas," Local 986 Secretary-treasurer Chris Griswold said. "In 24 hours more than 4,000 986 members were laid off."

The Local represents job classifications such as valet parkers, gardeners, laborers, warehouse, florists, scuba divers (for maintenance of hotel water treatments) front desk, and call centers at a host of Strip and off-Strip hotels.

"But, amazingly, thanks to the vaccine, Vegas is back," Griswold said.

Local 986, like 14 and 631, participated in a host of food drives. The problem was food was short in Las Vegas and the Locals ordered up food from Southern California and trucked it into town for giveaways, several times.

"We may be three different Locals but we were working as one to feed our Teamster families," Griswold said. "We became expert and adept at assembling thousands of our cardboard food boxes."

Members at the car rental agencies are mostly back, but those units are scram-

bling to purchase vehicles to rent after selling off autos to financially survive during the pandemic, Griswold said.

The Teamsters also relied on United Labor Agencies of Nevada (ULAN), an organization fostered by organized labor to provide rent assistance, utility payments, grocery gift cards and government intervention to benefit unemployed Union workers.

At Local 631, Blitsch reported that during the pandemic Teamsters Local 631 unfortunately lost some members and dependents due to health issues including COVID-19.

In addition to the coordinated food drives, the trio of affiliates was instrumental in promoting the availability of vaccines to Teamster families.

At Local 14, Horvath said the Local's landlord for the two offices they maintain came across with a big rent break.

All three executive officers reiterated that Las Vegas is a Union town and is wide open for visitors to travel to and enjoy. And support working Teamsters.

Miller Brewery Rises from Ashes...Kinda



Since 1980, the Miller Brewery hugging the 210 freeway in Irwindale, built to replace its old brewery site on a quarry in Azusa, produced quality beer...until it didn't.

Miller Coors, or Molson Coors, shut down the brew house and put hundreds of Teamsters Local 896 members out of work. The last two Teamsters punched out for the final time in September, 2020.

Now, Local 896 has negotiated a new contract as a new brewing entity emerges on the property.

On November 5 of last year Pabst, a legacy brewer of Blue Ribbon, bought the 230 acre Miller property. Pabst has not brewed its own products in years. In fact, the Irwindale site had been brewing Pabst since the year 2000. Pabst shut down its own Los Angeles brewery in 1979, adjacent to the 5 freeway across from L.A. County General Hospital.

Subsequently, Pabst sold 80 acres of the 230-acre Miller campus to City Brewing Co. which will now brew and package Pabst products as well as co-packing product for other brewers and makers of hard seltzer and flavored alcohol products.

Local 896 Secretary-treasurer Phil Cooper negotiated a new deal with

Pabst, and the company has been hiring first from the veteran list of former Miller Teamsters. Local 896 always had the most workers of the other Unions at the brewery. Pabst has also negotiated pacts with the United Auto Workers, Electrical Workers and Machinists.

"Our new contract does not measure up to the previous deal, but it's a start and we're looking to muscle it up as this company gets up and running," Cooper said. "The company is striving to brew products for companies trying to expand oper-

ations to the west coast."

Cooper said City Brewing has operations in Pennsylvania and Tennessee and its Wisconsin brewery is a Teamster shop.

"They are planning to fire up a line in July. It will be lots of seltzers and flavored alcoholic drinks. There are no current plans to brew beer," he said.

At press time the iconic Miller sign was still up at the brewery but Cooper says the facility is now called "Irwindale Brewery Yard".

The new contracts are all for five years' duration.

IN THE KNOW

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

Good Offer
At USF
Reddaway

Teamsters Joint Council 42 President Randy Cammack was pleased to announce a tentative agreement for a new contract at USF Reddaway as the Teamster newspaper went to press.

“This is a good offer, putting our members under basically the same contract as Yellow Freight, which is a master freight agreement,” he said.

The company, primarily operating in the western states, has 1,000 Teamster employees, with the majority of them within the confines of JC 42.

Local 63 has about 500 members, and San Diego Local 542 and Las Vegas Local 631 represent about 40 and 60, respectively.



We reprint below the dialogue on May 27 between Sen. Richard Burr, R-N.C., and California OSHA Administrator Doug Parker, Democratic President Joe Biden's nominee to head the federal Occupational Safety and Health Administration. It illustrates a two-headed political problem for workers and unions.

The context is discussing an Emergency Temporary Standard which unions, led by National Nurses United, are pushing the Biden administration to issue, forcing firms to create and implement plans to protect workers and customers against spread of the coronavirus.

Republicans, including Burr and former GOP Oval Office occupant Donald Trump, oppose an ETS. California had issued its own ETS, early. Burr criticized that, too.

But their dialogue went deeper than that, to the entire role of unions in the U.S.:

BURR: “Reports show the Teachers had a significant impact on return-to-school guidance recently issued by the Centers for Disease Control. Media reports suggest union officials were outraged that OSHA has not issued an Emergency Temporary Standard.

“If you are confirmed, can you assure me that you’ll make sure no union has been provided a draft of an ETS or any other guidance issued by OSHA?”

PARKER: “I can assure you we will not issue any document like that if it’s not permitted, and if it were permitted, we would issue it

These are Vegas Hotels with Teamster Employees Patronize These Union Houses

<p>Aria Resort & Casino Bally’s Bellagio Caesars Palace Cancun Resort Circus Circus Hotel and Casino Elara Hotel Excalibur Hotel and Casino Flamingo Four Queens Hotel and Casino Golden Gate Hotel & Casino Golden Nugget Hotel and Casino Harrah’s Hilton Grand Vacations LLC, at the Elara Hotel Linq Luxor Hotel and Casino</p>	<p>Mandalay Bay Resort & Casino MGM Grand Hotel Park - MGM New York New York Paris Planet Hollywood Resort and Casino Plaza Hotel and Casino Rio Properties Stratosphere Casino, Hotel and Tower The Cosmopolitan The Cromwell The Mirage Hotel & Casino Tropicana Resort and Casino Vdara Hotel & Spa Virgin Hotels - Las Vegas Westgate Resort and Casino</p>
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WASHINGTON WINDOW
GOP HOSTILITY TO UNIONS—
A POLITICAL PROBLEM, INCLUDING FOR UNIONS

on an even-handed basis.”

BURR: “If you’re confirmed, can you assure me no union will influence the decision to issue an Emergency Temporary Standard, or any other guidance at OSHA?”

PARKER: “I can assure you we would not give unions any greater influence than any other stakeholders, and we would follow the procedures for the rulemaking process.”

BURR: “If you’re confirmed, can you assure me no union will influence the contents of the Emergency Temporary Standard or other guidance issued by OSHA?”

PARKER: “Again, senator, to the extent we would seek input from stakeholders, it would be even-handed.”

There are several points that can be made about this dialogue, but we’re going to stick with the political problem it illustrates for workers and unions: Lack of political choice.

Burr, who is retiring next year, is a typical pro-corporate old-time conservative Republican. He’s not a screaming extremist pro-Trumpite. He dutifully follows the party line, and even occasionally works across the aisle.

Yet, being typical, Burr’s also typical of the long-held Republican hostility towards unions and workers. That hostility stretches back to the Gilded Age, and before.

It’s fine, the GOP says, for corporate behemoths to join together for protection and

advancement. That’s what the Chamber of Commerce, the National Federation of Independent Business, the National Association of Manufacturers and other lobbies that line K Street do.

But God forbid workers should join together. God forbid workers and unions should stand up for themselves on government actions that affect them. God forbid they should organize. God forbid they should campaign for fair wages, safety and health on the job, and more. That’s been the Republican attitude for decades. It’s a problem for workers and unions.

What do you do when a typical Republican is a Richard Burr and the Trumpites are even worse? What do you do when one of the nation’s two major parties denies your rights?

The easy answer is “go to the other party,” and that’s what unionists have done, ever since the mass workers’ movement in the streets during the Great Depression forced FDR to endorse—at the urging of Labor Secretary Frances Perkins—the National Labor Relations Act.

Not all unionists pull the Democratic lever all the time. Percentages voting GOP range between 35% and 40%. In 2016, in the industrial Midwest, half went for GOP nominee Donald Trump, due to both his promises (unfulfilled) to bring jobs back to the U.S., and distrust of Democratic presidential nominee Hillary Clinton, whose president husband Bill pushed NAFTA through a Democratic-run Congress over workers’

opposition years before.

But a Democratic tilt poses a peril for workers. That party, knowing the Richard Burrs of the world—never mind the crazies to his right—hate workers and unions, can take workers for granted. Politically, the Dems know, workers have no place else to go.

So Bill Clinton pushed NAFTA. Workers stayed home in the next mid-terms and a right-wing GOP sweep occurred. Barack Obama abandoned the Employee Free Choice Act and later tried to push the jobs-losing Trans-Pacific Partnership through Congress. And Hillary Clinton, once Obama’s Secretary of State, lost key Midwestern electoral votes to Trump.

It is a problem that has bedeviled most of the labor movement for years. Teamsters President Jim Hoffa once said labor has no permanent friends and no permanent enemies, politically. For some unions, he’s right. They have high shares of conservative voters, mostly white men swayed by GOP rhetoric on social issues such as immigration.

But all unionists are left high and dry, or worse, when workers’ foes take power.

This political problem for workers can’t be solved in one column, one day or one year. But it’s one workers and our allies must tackle. Until we can get both parties to woo workers, both will always take us for granted. Which means our wishes, our priorities, our needs and yes, our protections, can be ignored. That’s not healthy for workers, in life or in politics.

Your Vote Is
Your Voice
Be Heard - VOTE

Here’s Who’s
Dying on the Job

Most recent federal OSHA statistics shows the following:

The most **dangerous states** for workers were Alaska (14.1 deaths/100,000 workers), Wyoming (12/100,000), North Dakota (9.7/100,000), Montana (7.8/100,000) and West Virginia (6.4/100,000).

The most **dangerous occupations** were agriculture, forestry, and fishing and hunting (23.1 deaths per 100,000 workers), mining, quarrying, and oil and gas extraction (14.6/100,000), transportation and warehousing (13.9/100,000 workers), construction (9.7/100,000) and wholesale trade (4.9/100,000).

More so-called “**right to work**” states—including three of the five worst—had higher death rates for workers. The bottom five included Wyoming (49th from the top), North Dakota (48th) and West Virginia (46th). Other RTW states, with 50th being worst: Alabama and Oklahoma (tied for 30th), Arizona (11), Arkansas (40), Florida (18), Georgia (33), Idaho (27), Indiana and Iowa (tied at 35), Kansas (43), Kentucky (30), Louisiana (44), Michigan private sector (22), Mississippi (41), Nebraska (42), Nevada (13), North Carolina (25), South Carolina (39), South Dakota and Texas (tied at 35), Tennessee (25), Utah (20), Virginia (33) and Wisconsin (24).

Quick Looks at Items of Interest

The Eye

92% of eligible troops **re-enlisted** in the U.S. Army last year, up from 83% a year earlier..... phrase “**pie in the sky**” penned by legendary Labor activist/songwriter Joe Hill in his 1911 song titled “The Preacher and the Slave”; he was a San Pedro CA dock worker at the time.....IRS study says top 1% of income earners **fail to report** about **21%** of their income; they use sophisticated strategies that random audits don’t detect... ..U.S. **realtors outnumber** homes for sale.....as much as **\$1 trillion a year** in fed taxes may be uncollected due to errors, fraud and lack of IRS resources.....**health care workers**—primarily registered nurses & social service workers—are victims of **73%** of all workplace **assaults** each year, fed studies say.....CDC says est. **12.5%** of young people ages 6 to 19 have already suffered **permanent hearing damage** from excessive noise exposure.....Pres. Biden wants 14 wind farms built off the Atlantic Coast to generate **30,000 megawatts** of electricity.....combined state and fed **OSHA inspectors** (1,798) are **fewer** than 30 years ago.....**OSHA** celebrated its **50th anniversary** last month.....55 of the nation’s biggest corporations paid **zero** fed tax last year.....**motorcyclists** were 15% of Cali road fatalities in 2019 but only make up 3% of registered vehicles---474 died.....**94.8%** of (nearly a million) U.S. **child care** workers are **women**.....**77.5%** of **pre-K thru 12th grade teachers** are also women.....**medical school** students graduate with an average student debt of **\$215,000**.....

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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.

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



NLRB Field Staff Shrunk by a Third

WASHINGTON (PAI): The field staff for the National Labor Relations Board—the workers who actually investigate and hold hearings on bosses’ labor law-breaking and run union recognition elections—shrunk by one-third in the last decade and one-fifth during the recent reign of Trump-era NLRB General Counsel Peter Robb, a new non-partisan report says.

Not only that, but Robb sat on dollars lawmakers allotted to the agency to enforce the nation’s labor laws, and his actions—or inactions—resulted in plummeting staff numbers and worker morale at the board, the Government Accountability Office added.

The study, requested by two influential pro-work-

er lawmakers, Rep. Rosa DeLauro, D-Conn., and Sen. Patty Murray, D-Wash., paints a dismal picture at the agency since Robb became GC, its top administrator and top enforcement officer. On his first day as president, Democrat Joe Biden fired union- and worker-hating Robb, who protested that breaks labor law.

The bad news at the NLRB is important for workers, since the agency’s prime task is to enforce labor law—and bosses account for the overwhelming majority of labor law-breaking complaints the board handles. But with a one-third decline in field staffing since 2010, from 1,228 to 824, the NLRB doesn’t handle as many cases, the report says: A 22%

decline.

“Declining staff numbers and recent policy changes have prompted concerns about how NLRB can accomplish its mission. Also, a federal survey indicates NLRB employees are increasingly dissatisfied,” says the report, available on the GAO’s website.

Murray and DeLauro blame Robb, given his key role at the NLRB. Their comments are important: The two chair the congressional Appropriations subcommittees that dole out the NLRB’s dollars. DeLauro also chairs the full House Appropriations Committee, and Murray also chairs the Senate Labor Committee, which writes labor laws and oversees the agency.

“It was clear long be-

fore” the GAO report that “Robb was unfit to manage a federal agency,” DeLauro said in a statement. GAO’s findings “illustrate how Robb decimated and demoralized the NLRB’s federal workforce while wasting taxpayer dollars and pursuing an ideological anti-worker agenda. He should have never been allowed to serve in this role. A good manager would have used the resources he allowed to expire to create a better work environment for existing staff and hire additional employees.”

“The NLRB is supposed to protect the right of workers to join together and collectively bargain for high wages, better benefits, and safer workplaces,” Murray said. “This report makes

clear that under” former GOP Oval Office occupant Donald Trump, “the NLRB went out of their way to dismantle worker protections—allowing critical funds to go unused, shrinking and demoralizing staff, and pursuing an anti-worker agenda.”

“Following the mess the last administration left us in, it’s critical we rebuild an NLRB that actually protects workers’ rights, not undermines them.”

Trump named Robb as GC in late 2017. Robb first won right-wing accolades when, as a young Justice Department lawyer, he drafted the 1981 memo which let GOP President Ronald Reagan fire all the unionized air traffic controllers. They were forced to strike over unsafe working conditions.

BIDEN BUDGET DETAILS: BOOSTS FOR WORKERS, SCHOOLS, FAMILIES, TAX HIKES ON RICH, CORPORATIONS

By Mark Gruenberg
PAI Staff Writer

WASHINGTON (PAI): If a federal budget blueprint is a political roadmap, and it is, then Democratic President Joe Biden’s \$6 trillion spending plan for the fiscal year starting Oct. 1 is a roadmap of progressive priorities.

And it drew praise from union leaders and backers of reproductive

choice.

Biden unveiled his budget’s details, crammed into more than 1,000 pages of small print, on the afternoon of May 28, but congressional committees, working from a 54-page preview he published more than a month before, are already holding hearings on some key sections.

Among its sections of interest to workers:

Raise taxes on the rich and corporations, while increasing and extending the child care tax credit and the earned income tax credit for the lower and middle class.

In its summary, Biden’s Office of Management and Budget says he wants to “reform our tax system by changing the rules of the road for the largest corporations and highest income Ameri-

cans.”

His budget incorporates his American Jobs Plan to “reform the corporate tax code to incentivize job creation and investment in the United States, stop unfair and wasteful profit shifting to tax havens, ensure large corporations are paying their fair share, and stop a race-to-the-bottom in corporate tax rates around the world,”

OMB said.

“The American Families Plan revitalizes tax enforcement to ensure high-income Americans pay the tax they owe under the law—ending the unfair system of enforcement that collects almost all taxes due on wages, while regularly collecting a smaller share of business and capital income. The plan will eliminate long-stand-

continued next page

ing loopholes, including lower taxes on capital gains and dividends for the wealthy, that reward wealth over work.

“Over time, the savings from these reforms will exceed the cost of the investments, and by large and growing amounts. The American Jobs Plan and American Families Plan together are paid for over 15 years.

“A budget that added to long-term deficits would worsen fiscal health, while a budget that reduced deficits today by underinvesting in the American people would result in slower, more stratified growth that would cause more damage than one that invests appropriately,” OMB concluded.

\$692 million for the Occupational Safety and Health Administration, \$46 million more than in the current fiscal year. The increases would be across the board, with the largest hike in funds for federal enforcement, up \$26 million, to \$255 million.

It also envisions 36,984 OSHA inspections, almost 6,000 more than this year and 15,274 more than in fiscal 2020, the last full budget year of the GOP Trump regime. Biden also wants to add 443 more people to OSHA’s staff, raising the total to 2,413.

The budget did not say, but Biden’s OSHA has said elsewhere, that inspections will be real on-site inspections, rather than the e-mail probes and telephone turndowns which characterized Trump’s reign.

A 41% increase in education funding. That includes aid to schools and to students, making the first two years of public college education tuition-free and funding two years of pre-K education.

Billions of dollars to “modernize 20,000 miles of highways, roads, and main streets,” an Office of Management and Budget summary says. Biden aims to “fix the ten most economically significant bridges in the nation in need of reconstruction...repair the worst 10,000 smaller bridges” and “replace thousands of buses and rail cars, repair hundreds of stations, renew airports and...expand

transit and rail into new communities.”

Biden’s clean “green” infrastructure plan has two key features: Tens of thousands of what he says will be well-paying union jobs doing the repairs, rehab and more needed nationwide and, in so many words, “No More Flints” and no more Texas power crashes.

The budget proposes to “eliminate all lead pipes and service lines in our drinking water systems, improving the health of the nation’s children and communities of color.” Children were poisoned and harmed when lead from old pipes leached into drinking water in Flint, Mich.

“It will put hundreds of thousands of people to work laying thousands of miles of transmission lines and capping hundreds of thousands of orphan oil and gas wells and abandoned mines. And, it will bring affordable, reliable, high-speed broadband to every American, including the more than 35% of rural Americans who lack access to broadband at minimally acceptable speeds.” That’s a top Communications Workers goal.

Biden also wants to rehab and preserve more than two million homes and commercial buildings and retrofit schools and child care facilities and upgrade VA hospitals. He also would, by federal subsidies, raise wages for the child care workers in those revitalized care centers.



**By Eric Jimenez
Secretary-Treasurer**



Brothers and Sisters: I hope this message is finding all of you well. Again, I want to thank all our Teamster brothers and sis-

ters – not just our Local but across the country – for the phenomenal job they have done at keeping the country moving forward during this national pandemic. Because of you, our country is starting to see the light at the end of the tunnel. I also want to thank all our members that came out to the Local Union’s vaccination clinic to get their COVID-19 shot.

Now that we see some hope of getting back to normal and California is re-opening, I am excited to note that June 19 we held our first in-person general membership meeting since the pandemic started. The Local leadership has achieved one of its goals and worked with the IBT to permanently move all membership meetings to the third Saturday of every month. The Local 952 Executive Board and I felt this was very important because it now allows our membership to have a better chance of coming to the Local Union for a general membership meeting.

I am also excited to announce that we will be holding our first in-person Shop Steward Training July 10. I am highly encouraging all our shop stewards to please call the Local to register. Stewards, don’t miss out on this very important training to help you better serve and represent your members. More details can be found on our website and Facebook page.

At Yellow Freight, a tentative agreement has been reached to bring USF Reddaway under the master Yellow Freight agreement. We will get more information out to our members as soon as it becomes available.

Congratulations to Perry Jenkins on his retirement from ABF. On behalf of the entire membership, we wish him well as he embarks on a new chapter in his life.

Negotiations are ongoing at OCTA and we are working on getting the best contract for our members. An extension of the contract with retro pay has been agreed to by the company and the Union. We want to thank all our OCTA members who stopped by our tents that were set up at the bases to give out updates on the contract negotiations.

Negotiations are ongoing as well at Stremicks/Heritage and we are finally making some movement. President John Green and Business Agent Emerson Diaz are involved in the negotiations and are making sure Local 952 members are well represented.

We recently visited our members at Capistrano Unified. It was a great visit, and we got a lot of feedback from our members regarding their upcoming negotiations. The members have stated that they would like the opportunity to vote on more stewards. Business Agent Sam Carlin will be looking into putting up a sign-up sheet as soon as possible.

We are in the process of working with both Albertsons and CVS in proofreading the final drafts of their contracts. As soon as this is done the Local will have the contracts printed. We will immediately pass them out as soon as we can guarantee our members the contract is written the way we have negotiated it. We hope to have the printed contracts passed out to the members within the next month.

After over a year, I cannot wait to see all our members at the second

in-person general membership meeting July 17, and our stewards at their training July 10. Moreover, I want to thank all our members for their hard work and the support they are giving the Local and its leadership. We are more powerful together rather than split. United we bargain, divided we beg.



**By Bob Lennox
Secretary-Treasurer**



Damascus Castellanos: Racetrack: As California opens up, it is good news for the race tracks. The percentage of patrons will

be increased and in some cases opened to full capacity in some cities. This will cause more of our members to be called back to work. As this article goes to print we are preparing to negotiate the contracts for all classifications. Thank you for all who participated in the contract questionnaires. We will keep you updated. Aramark Linen Services: All Locals involved have prepared and scheduled for negotiations. We are looking forward to productive meetings. UPS: Local 495 has been successful in negotiating the return of one of our members back to work. We have also been able to settle many grievances pertaining to pay issues. Inland Kenworth: Local 495 has started the negotiation process with Inland Kenworth. Questionnaires have been handed out and should be returned by now. This has been a tall task to get started due to Labor Relations living in Canada and still being in quarantine. We will keep you updated.

Jim Lennox: BMW: I am pleased to report that after 2 months of bargaining we have reached a landmark settlement with BMW in Redlands. With strong language improvements, excellent health-care cost protection and record-setting wage increases, this offer was overwhelmingly ratified by the membership. I want to sincerely thank our shop steward committee of Albert Bautista, Rosendo Cardenas and Mario Flores for their tireless work during tense bargaining sessions. HLE: I am now receiving our members’ mail ballots and tallies back from all the Locals in the Western Conference Hertz Local Edition successor agreement. As of today, the votes have been unanimous to accept this final offer. Negotiations: We are continuing negotiations with Ryder for So. Calif. and Nevada, WWS at the port and we are co-chairing with Local 1932 the Seven-Up Riverside agreement. Hertz Rental Rep’s L.A. Metro Agreement: We are preparing for negotiations now. Please keep an eye on your bulletin boards for the dates and times of these important proposal meetings. Never forget that it is vitally important that your local management see how unified you all are. You are the Union - never stop being proud of that. Together we can make a difference for us all.

Art Carrillo: Congratulations to Louie Lopez from Three G’s Co. who is retiring after 27 years. We wish you all the best! The following companies have ratified new agree-

ments: Commercial Tire, Driftwood Dairy and Rockview Dairy. We are currently in negotiations with Sysco Los Angeles.

Johnny Espinoza: We’re currently negotiating Disneyland, Disney California Adventure, WWS and Just Tires. As California preps to see a full reopening we have seen a return in our membership in the rental car and theme park industries. It’s been a long year-and-a-half but we’re seeing the light at the end of tunnel. At UPS Van Nuys Josh Aguilar was returned to work through the grievance process. At WWS, brother Morris was awarded his grievance.

Mark Manning: Carrier Transcold negotiations wrapped up in the end of March leading to a rather good offer for our membership there. We were able to move our members to a less expensive health and welfare without reducing benefits, which freed up additional monies to put back into the offer. Beyond annual pension increases we accomplished first year wage increases across the six established skill classifications, and yearly increases. The parties established a new “senior parts clerk” position to serve a lead type function with defined responsibilities which warranted a higher wage rate. We were also able to maintain the same level of contribution to our health and welfare plans for the duration of the agreement. The unit will now have five sick days a year. On the non-economic front, we completely revised the Article pertaining to disciplinary actions, warnings & discharges, timelines for issuance of discipline as well as a five-step discipline warning process for everything except for safety-related warnings as a four-step progression. We managed quite a bit of language cleanup as well as adding a new hire orientation provision allowing the Union a half hour on the clock to meet with new hires, provide them with a copy of the agreement and other materials as well as explaining the function of the Union and their role in it. Congratulations to the members who overwhelmingly ratified the offer! We began bargaining with Ryder a few weeks ago and are diligently working through language challenges. The impact of the pandemic on businesses and subsequent layoffs just before negotiations has resulted in greater scrutiny of seniority language related to layoffs and recall. Our committee has identified other language issues they would like addressed as it relates to hours of work and overtime, discipline, safety among other important matters. Coming up fast are the bulk of Hertz Rent A Car agreements as well as the Adesa and Enterprise to negotiate through the summer and into the fall as the year picks up speed. Stay safe.

Carla Castro: The past few months have been busy with getting people back to work and negotiations. It is great seeing so many people back to work. Over at Disney we were able to get everybody back to work from furlough and layoff. I’d like to welcome to the Disney shop steward team Stevonn Tyler and Dionna Henry. I’m excited to announce that we have completed negotiations with Catalina Island, and would like to thank Bear Opah for his contribution. Currently we are in the middle of Disney negotiations and are get-

continued next page

ting ready to begin Just Tires and Adesa negotiations; with unity and strength we are looking forward to producing even stronger contracts. With people back to work we are back to addressing issues by way of the grievance procedure. We have successfully gotten back pay for missed wages to Miggy at Firestone, and Angel as well, and we successfully got Robyn Sherwood back to work. Hope you all have a wonderful summer.



**By Ray Whitmer
Secretary-Treasurer**



Local 911 members with the San Diego County Water Authority ratified a two-year contract with cost of living increases and preservation of all health, welfare and retirement benefits. 911 is currently in negotiations with the cities of Poway, Escondido and San Diego, as well as initial stages of negotiation with the Port of San Diego and the San Diego County Regional Airport Authority. Local 911 was successful in restrictively restoring pay increases pay with employees of the Port of San Diego, despite the devastating financial impact caused over the previous 16 months. 911 continues to work jointly with its Labor partners in lobbying for fair distribution of the American Recovery Plan funds for all of its represented groups.

Please welcome our newly elected stewards at Pasadena Unified School District - Al Lopez, Choice Clark, Robbie Farber and we're pleased to continue working with stewards Rita Ferguson and Jorge Armada Jr. We're going to have a membership meeting this month, now that the CDC restrictions have loosened. The stewards will be working on upcoming negotiations this summer.

PSUSD - we are in the process of negotiating increases to our health benefits and we're pleased with the additional compensation we recently received. This summer we will continue negotiations for wage increases for the upcoming school year.

I would like to thank our stewards for the tremendous job they have been doing with negotiations with the city of Perris. We're fully committed to negotiate a successor MOU that will have increases to wages, fringe benefits, and overall enhances to all our benefits.

ATS - we are about to commence contract negotiations. The taxi operation at LAX is still minimal. We are optimistic that this operation will start increasing as airport business returns to normal. We have concluded contract negotiations with Empire Transportation and some of members have already been recalled to work.

Modern Parking - we have started our contract negotiations for the county beaches Union agreement. SmarteCarte - the company has recalled some members to work. Business is improving slowly at LAX. Members who were furloughed were able to keep their health and welfare benefits active for the past 14 months.

SPPlus Dodgers Stadium - our members are slowly returning to work. SPPlus city of Santa Ana - the city has published an RFP for the city parking lots. Several companies showed up to the pre-bidding meeting. We will inform you once a company is selected to operate these parking lots.

As we are seeing the light at the end of the tunnel regarding the pandemic, Los Angeles has developed a concept where the resources of the crossing guard program will be reassigned to higher priority locations. There has been an engineering analysis and a methodology to prioritize crossing guard assignments going forward. The idea is to provide the greatest benefit to children crossing while reducing risk of collisions, including traffic control type, speed limit, number of vehicle lanes, presence of type of left turning movements, and number of children crossing. Speed and difficulty of maneuvers of approaching drivers as they negotiate a crossing has the greatest bearing on need. Locations that have marked crosswalks with no signal or stop sign and locations with multiple traffic lanes and higher speeds tend to have a higher rank and typically the locations with the greatest need for a crossing guard. Higher rank locations are typically at intersections with most challenging vehicular maneuvers that impact the driver's visibility of and awareness of youth pedestrians, uncontrolled crosswalks, signalized intersections, & four way stop signs.

Palmdale - we are close to a tentative agreement. We will present the terms and conditions when we hold a ratification meeting. Our goal is to preserve job security, health insurance, wage increases and other economic items.

Lancaster - we met with the city and have reached an understanding regarding the letter of agreement. Once we have the details finalized we will share with the membership.

Santa Monica - we recently lost two members of the Big Blue Bus Dept. in the Motor Coach Cleaners division. Brothers Rigoberto Huerta and Reggie Buckner passed away. We would like to offer their family and friends our deepest and most sincere condolences.

Vernon - brother Anthony Hinojos passed away recently. Anthony was a member of the bargaining team and served as a Union steward. We will always remember his presence and smile in the workplace. We offer his family and friends our deepest and most sincere condolences.

Occidental College - our contract expires on June 30, 2021, and we are exploring an extension. When we have more details we will hold a membership meeting.

Hawaii Local 996

**By Wayne K.S. Kaululaau
President**



COVID-19, a virus that would have severe and deadly consequences for multitudes of people worldwide in a matter of months, still affects many. As the impacts of COVID-19 reached

the shores of Hawaii, large numbers of companies had to shutter, leading to layoff or termination of members. Fifteen months have passed since COVID-19 surfaced, and many members from those shuttered companies continue on unemployment. Recently, the Local Union held two food distribution events supporting those members who remain unemployed and other members who continue as the sole family provider when before there were two. It remains a part of our responsibility to look out for the members' best interests during both good and bad times. Thank you, Lieutenant Governor Josh Green and staff, for collaborating with the Union and other stakeholders to change the criteria allowing essential workers such as public transit and UPS. To address the concerns of members working in the construction field, the Hawaii Building and Construction Trades Council, with the assistance of the Hawaii Dept. of Health, arranged two additional vaccination events. Brother Cody Sula continues to excel as the government affairs liaison by keeping open the lines of communication with city, county, state, and federal lawmakers who continue to support members through legislation.

Brother Kimo Laroya Jr. has been appointed the business representative for members working at Five Rivers, a government contractor located at Kaena Point, to begin contract negotiations soon. The members here obtained top-secret clearance monitoring satellites and other objects in the outer reaches of the earth's hemisphere. The members are very happy to welcome brother Kimo, who differs greatly from the previous experience. He brings a wealth of knowledge, fresh air, integrity, and trust the members deserve. Brother Kimo was also recently appointed the business representative for members at Queen's Medical Center - Punchbowl. The employer contracted Sodexo to manage the daily operations of members working as OR assistants and housekeeping. There have been numerous calls to the Local Union related to claims of harassment and threats by Sodexo managers to the members. Brother Kimo has filed numerous grievances against the employer leading to one arbitration. I continue to receive calls and emails from members at Queen's Medical Center praising the selection of brother Kimo to address the mounting concerns.

Contract negotiations with Hitachi Rail Honolulu led by brother Cody Sula will begin in a few days. The committee members have been at the Union discussing proposals and strategizing on moving forward with a first contract.

Contract negotiations to begin soon with Johnson Brothers and Tech Systems, a government contractor. Members here obtained a secret clearance to maintain and transport munitions from Lualualei Naval Magazine to Wheeler Army Airfield.

After months of stalling by Fresenius Medical Care Hawaii, a class-action grievance was filed regarding the subject of mandatory overtime. Hemodialysis technicians working at Liberty Dialysis on all islands have been subject to mandatory overtime, racking up between 15-17 hours daily. For the members

who must endure this schedule at least three times a week, fatigue jumps out from the shadows, and performance is compromised. I feel terrible for the members who face fatigue and stress accompanied by such poor working conditions. This type of behavior by the employer must cease immediately.

I want to acknowledge the organizing committee led by sister Casey Kaohi and brother Sean Paiva. They have made inroads to increase the membership while adding other signatory companies. Brother Wally Fox III, brother Riley Akamine, brother Prescott Mendoza, and brother Jonathan Johnson round out the organizing committee. I'm amazed at the speed sister Casey was able to file a petition with the NLRB and conduct a vote with unanimous consent from the workers. A previous attempt to organize Hitachi Rail Honolulu lasted almost a year and ended in failure. Sister Casey stepped in and had everything resolved within four months. The main goal for the organizing committee is to organize the remaining three unorganized cement companies in the state of Hawaii. Four other companies are on the radar with great responses from workers. It appears the one good thing about the pandemic, it opened the eyes of many to the benefits of being organized.

I have recently completed signing the MOU with Brookfield Ala Moana and Kamehameha Schools, which assures the contractor and sub-contractor select only those companies who are signatory to Local Union 996 to deliver concrete. The importance of the two MOU's provides work exclusive to a Union provider of cement to current and future developments that are envisioned surrounding the Ala Moana Shopping Center and TOD along the 20-mile rail route on land owned by Kamehameha Schools. The completion of the development at the Ala Moana Shopping Center will provide members at Hawaiian Cement and HC & D with continuous work opportunities for the next 15 years. In comparison, the Kamehameha Schools TOD development provides work opportunities for 15-20 years.

And finally, after a meeting with Mayor Blangiardi about the new dress code for the members at OTS, that received considerable input from an employee hired by the city Transportation Services who previously lived in California and thought it would be best to implement a uniform dress code policy for bus, paratransit, and rail. The mayor listened to the concerns and, after due diligence, instructed the department head to provide additional changes in the policy, which leans towards a worker-friendly experience while continuing to provide excellent service to riders.



**By Abel Garcia
Secretary-Treasurer**



Abel Garcia - Secretary Treasurer/Business Agent: Hope this finds you and your family COVID-free and healthy. Our first "In Person"

general membership meeting was June 13.

I am pleased to announce our newest Local 186 members, the employees at Waste Management in Simi Valley. Local 186 prevailed in a hard-fought organizing drive. The company put Union-busters on the ground to attempt to defeat our efforts but Waste Management employees were ready to vote Teamsters Local 186. I welcome 189 new members to Local 186.

UPS: Warning letter madness - Local 186 has received a record amount of warning letters for methods and safety. UPSF: The transition to T-Force Freight is going smoothly so far. MTD: We are hoping that they re-instate Steve Olivera and Eddy Gomez soon. Shop steward seminar: Our 6th Annual Seminar was a huge success thanks to FMCS and Labor attorney Daniel Rojas. And a very special thank you to Western Region Vice President Ron Herrera for addressing the stewards and giving words of wisdom and encouragement pertaining to stewards' ongoing efforts of contract policing. Also, thank you to JC 42 President Randy Cammack for sending Local 63's big rig and its driver, ABF employee and Trustee for Local 63 - Ryan.

Fernando Lara - Vice President/Business Agent: Challenge Dairy - with a unanimous vote, we were successful in securing a 5-year agreement with increases to wages, pension, and maintaining our medical with full maintenance of benefits. Reyes Coca-Cola - we will be taking the company's new attendance policy to arbitration, which will take place in September. Once there are updates, we will advise the membership. Smardan - we are currently undergoing negotiations; we will keep the membership informed of any updates. Mission Industrial - finally, with this pandemic behind us, we have negotiation dates this month; we will keep you updated. MV Transportation - we are currently in the middle of negotiations, we will keep the membership advised with any updates. STA - we thank everyone who attended our recent proposal meeting. We should have dates ready for negotiations in July; the membership will be advised with new updates soon. Sysco - over 95 percent supported a new 6-year agreement with increases to wages, pension, and proud to say we maintain our retiree medical, including medical with full maintenance of benefits (no caps). Smuckers - we were able to secure a good hourly increase during the current peak of the season for our members. Congratulations to brother Gorden Hennen (T&T Truck and Crane) with over 15 years of service and brother Jim Cassell after 26 years of service (Sysco). We hope you both enjoy a long retirement. Please do not forget to patronize Union-friendly businesses and spread the Union gospel.

Jedediah Johnson-Business Agent: Contract negotiations are underway for the Ventura Port District. Our first Session was May 26. Amerigas: We have two new hires out of CEMEX. Welcome to the Teamsters. Ferguson: There has been zero discipline and we have been able to solve all work-related issues at the local level. RNDC/SGWS: At RNDC: we are having issues with structured deliveries. The

continued next page

Union and company are working on remedies. At SGWS: The company made a two-day presentation to the Union and stewards in Newport Beach pertaining to the SG Proof Application in May. More sessions are needed and will be scheduled to further explore pros and cons of SG Proof. Contract negotiations have yet to be scheduled as the Union and company need to rectify structured deliveries issues at RNDC and need more information on the SG Proof application at SGWS.

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

By Lou Villalvazo
Secretary-Treasurer



Our thoughts and prayers go out to all of those that have lost a family member or friend due to COVID-19. It is with great sadness that we report the loss of our brother Jorge Perez, a 25 year member from Ralphs, our brother Roberto Alejo, a 30 year member from Sysco, our brother Jose Ortiz, a 14 year member from QCD, our brother Benito Garcia, a 2 year member from West Central, our brother Mario Lira, a 34 year member from Alta Dena and our brother Marcos Salazar from Ventura Foods. May they all rest in peace.

Alta Dena North & South - the Union filed a ULP charge against the company for failure to provide necessary information to investigate the company's violation of the CBA regarding vacation accruals. The company sent over the information requested after pressure from the National Labor Relations Board and has begun rectifying our members accruals and making them whole. Furthermore, the company has stated they will abide by our long-standing vacation language in our CBA. If anyone has any questions regarding their vacation, please contact your BA Alex Flores. In addition, any member who is participating with the Dean Foods 401K plan, please be aware that the transfer to the newly negotiated Teamsters Supplemental 401K plan has been completed. If anyone has questions regarding their 401k plan, they can call the number that was provided on the flyer posted on the Union board. We are working with the representatives from the new Teamsters Supplemental 401K plan to schedule onsite meetings. We will post notices it on the Union boards as soon as we have dates.

Sysco - the Union was successful in settling the Friday overtime arbitration in our member's favor for about \$25,000. The Union was also successful in settling the company violation of subcontracting our members' office work. We have negotiated that our members' recall rights be extended for 3 years. The company is already calling our members back to work as the restaurants are opening at a rapid pace. Affected members will be getting all backpay going back to 2019, totaling hundreds of thousands of dollars! We are asking members to be patient as the calculations for each member will take some time based on their earnings and individual calculations; any

questions contact your BA Adam Methus.

Congratulations to our sisters and brothers working at Giumarra Brothers who ratified a 2 year agreement, members at J. Helman Frozen who ratified a 3 year agreement, members at Times Produce who ratified a 3 year agreement, members at Coast Produce who ratified a 4 year agreement, members at I & T Produce who ratified a 5 year agreement, members at Season Produce who ratified a 5 year agreement and our members at Umina Brothers Produce who ratified a 5 year contract.

All produce agreements came with good wage and pension increases along with beneficial language and improvements to their medical benefits. I would like to thank our negotiating committees, and our reps Alfred Salazar and Carlos Santamaria for a job well done.

Congratulations to our brothers and sisters from Youngs's/RNDC and SGWS under the cash & carry agreement, who ratified a 3 year agreement with full medical for our members for the duration of the contract. The contract comes with significant wage and pension increases each year of the agreement.

Congratulations to our sisters and brothers at Rockview Dairies, our members at Challenge Dairy and our members at Driftwood Dairies, which all ratified a new 5 year contract. The new agreement provides substantial wage increases, great pension increases every year and full maintenance health & welfare benefits.

Brothers and sisters, Amazon has the capacity to come into any of our communities and force cities to pay them via tax breaks in return for opening their warehouses, airport hubs and stores. Amazon is taking advantage of the political system in our communities where some of our members live. Amazon abuses their workers and is undermining a lot of the industries we represent and undermines everything the Teamsters have fought for over the last 100 years! Amazon is a direct threat to Teamsters and our way of life.

As we speak there is a bill circulating in Sacramento, AB 701. This new bill establishes statewide standards to minimize worker injuries and requiring large warehouses to be transparent about their worker quotas. It also provides protections so workers cannot get punished for following safety rules. Amazon's injury records are 5 times higher than any other industry, including some of the most dangerous industries like Mining, Waste and the Law Enforcement industries combined.

AB 701 just passed in the Assembly and is at the State Senate in Sacramento. We are asking that all Teamsters reach out to their state senator and ask them to support and vote for AB 701. This will help our fight against the biggest threat in our time and will help place some standards to stop Amazon abuse. This is a good example of how we as the Labor movement use our political muscle to defend, protect and secure what we have and improve the standard of living for the workers

that don't have a voice on the job or the protection under a collective bargaining agreement or the representation of a Union. Many of us have family and friends that use Amazon as a primary supplier of goods. Some of us might even have family and friends working at Amazon.

I would like to congratulate the following members on their retirement: James Rios from Americold, Jose Gonzalez from Bake Mark, Froilan Quintero, Ernesto Barraza and Juan Quintero from West Central, Ray Arevalo, Hector Hill, Roberto Vargas and Altagracia Gomez from Ventura Foods, Tom Orrell, Clifford Smith, Randy Vanaman and Steve Roman from Sysco. May you all enjoy your retirements and please continue to stay involved and help us educate the next generation of young Teamster sisters and brothers.



By Ron Herrera
Secretary-Treasurer



The Teamsters Local 396 Executive Board sends our best wishes to our Teamsters Joint Council 42 brothers and sisters. Teamsters Local 396 looks forward to continuing our mission to build Teamster power while helping working people throughout our jurisdiction and the International Union.

While our nation struggles with the COVID-19 pandemic, it is our 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, logistics drivers and feed company drivers have been essential in protecting the public health.

Local 396 UPS members continue their heroic efforts. UPS has seen a sharp increase in package volume due to the health industry's high demand for supplies used in treating COVID-19 patients and increased online shopping following California's Shelter in Place order. Even though work at UPS has increased, our membership is dedicated to take on the threat that Amazon poses to good UPS Teamster jobs. With the expansion of online shopping during the pandemic, Amazon has continued to expand and grow tremendously, building additional fulfillment centers and expanding its package delivery services.

Our Local Union is embarked on a campaign to address the threat Amazon poses to the future of our membership. Our Local Union has conducted several organizing trainings with our membership to help them understand and develop tactics to organize and protect what we have fought for, for so many years. As part of this fight, Local 396 has led the campaign to enact legislation that protects warehouse workers in California. Recently, Local 396 members journeyed to Sacramento for a rally and press conference in support of AB 701, a piece of legislation that will increase protections for California warehouse workers.

Warehouse workers have long

performed some of the most dangerous and backbreaking work in the package processing industry, suffering job-related injuries at rates almost double the average across private industry, more so than in mining, forestry, logging and construction. The rapid growth of online shopping and on demand delivery has increased the danger for warehouse workers, bringing increasingly brutal work speeds and soaring injury rates, particularly at booming e-commerce giants such as Amazon and Walmart, which are among the largest private employers in California.

The growth in online business is speeding up dangerous work conditions inside warehouses. Amazon warehouse workers suffer under relentless quotas and crushing workloads, managed through a system of constant surveillance. To keep up with Amazon, Walmart and other competitors have also been forced to offer two-day and next-day delivery, leading to a dangerous rise in quotas and time pressures.

These working conditions lead to debilitating injuries to workers' backs, limbs, joints, and mental health. Amazon's own records show that their warehouse workers are injured at double the average rate of the general warehousing industry and triple the average rate across all private employers. New technology appears only to be making things worse: Amazon's records show 50% higher serious injury rates in warehouses with robots than in ones without.

The dangerous conditions and relentless surveillance and pressure take a heavy toll on workers and their families. In a recent survey of Amazon warehouse workers in California conducted by Human Impact Partners, most respondents reported worsening fatigue, anxiety, depression, pain, trouble sleeping, headaches and migraines. Some respondents reported thoughts of suicide and suffered from substance abuse.

Warehouse workers come from communities hit hardest by COVID-19 and the economic downturn. These backbreaking conditions have significant implications for our communities of color, with warehouse workers in California being 54% Latino and 9.5% Black. These communities are already struggling with lack of access to healthcare, inability to quarantine, and disproportionate illness and death from COVID-19. Many workers see no other job options and feel they must accept unsafe conditions to provide for their families.

AB 701 would help to protect warehouse workers by requiring employers to disclose quotas and work speed standards to workers and state enforcement agencies. It would prohibit employers from counting the time that workers spend complying with health and safety laws as "time off task." It would also direct Cal/OSHA to create a standard to minimize injuries among warehouse workers and provide stronger rights and protections against arbitrary and abusive work quota systems.

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 industry. Teamsters Local 396, which represents

nearly 3,000 sanitation workers in Southern California, demands that sanitation companies take the appropriate measures to ensure that sanitation workers are protected and will go home safely to their families after work. Before COVID-19, sanitation was already the fifth most dangerous job in the U.S. and 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 this fall with multiple employers, our Local Union will work hard with our membership to organize and secure fair contracts.

Local 396 congratulates the over 300 CR&R sanitation workers in Perris and Cherry Valley who are currently in bargaining for their first Union contract. This group serves communities throughout the Inland Empire. 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.

In closing we congratulate our recently retired Local 396 members Robert Aguirre, Salvador Alocer, Jeffrey Allen, Aurelio Avalos, Fred Babinski, Javier Barajas, Lee Belanger, Elizabeth Book, Nadja Calderon, Christina Castillo, Evaristo Catillo, Jesus Castillo, Timothy Fierst, Gabriel Hernandez, Eric Hitch, Joe Iracheta, Timothy Krauss, John Lybrand, Tracy Mc Calister, Elizabeth Philipsen, Mitch Philpott, Wanda Powers, Salvador Ramirez, Ricky Roberson, Michael Rodriguez, Milton Sanabia, Ernesto Sanchez, Kenneth Satter, Sherry Setina, Jeffrey Smith, Pablo Solis and Lawrence Webster.



By Rick Middleton
Secretary-Treasurer



Rick Middleton - Memorial Day was about a month ago, and it's important to honor service members who gave all for our country. Our sincerest condolences to all the families and friends who have lost a service member. If you didn't get a chance to truly honor our fallen service members on Memorial Day, it's never too late to do so. June is Gay Pride month & we celebrate our LGBTQ+ members and recommit ourselves to equality in the workplace. I am pleased to announce a tentative successor National Master Agreement with First Student. Ballots were mailed to eligible First Student members June 7 so reach out immediately if you haven't received your ballot. Make sure to vote and return your ballot right away. In the last couple of months, we bid Business Representative Mike Ford a long and happy retirement, and we welcomed former LAUSD SAA and steward Norma Muniz as the newest Local 572 business representative. We remain cautiously optimistic about the re-opening of our state and local communities.

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Our 572 office will continue to adhere to strict COVID safety procedures, which means that everyone must wear a face mask and practice social distancing when visiting our offices. Our business representatives are on high alert to ensure your workplace remains safe, especially since there seems to be confusion regarding the COVID safety mandates that apply to our local communities. Sometimes we have to soft pedal certain issues to get to where we want, but safety is never one of these issues. We have to fight hard and early on safety. Contact us if you have any concerns about the safety procedures at your workplace.

Adriana Salazar Avila-LAUDS: Our LAUSD members should be proud of the incredible job they've done. Thank you! Due to our members' efforts, over 1.3 million meals have been served to the community during the pandemic, the business of operating schools and the second largest school district in the nation continued non-stop, and to round out the year, we successfully re-opened schools to offer in-classroom instruction and on-campus meals. Please follow COVID safety protocols, continue to take COVID tests regularly, and contact us immediately if you have any safety concerns. Unfortunately, we have seen rising COVID cases at school sites, so let's make sure we all work together to stay safe. Congratulations to our very own School Administrative Assistant Felipe Arellano, Food Service Manager Leticia De Leon and Plant Manager Andrew Salvador—three of six Classified Employees of the Year! This year it was impossible to pick just one, so all six were declared winners. Go Teamsters! Birmingham Charter HS: Contract negotiations will continue throughout summer. We optimistically look forward to starting the upcoming school year with new Teamster members and a new contract.

Grace Guitron—First Student Hesperia: Congratulations to Veronica Pepper, Rachelle Verdugo and Whitney O'Bryant who are now delegate trainers. Good work! First Student Palm Springs and West Valley: Welcome back! Please prepare yourself for a busy summer. All school bus: Make sure your credentials and all other requirements are current. Contact me if you have difficulty getting classes scheduled with your employer. Some drivers had the ability to pass on summer work, depending on seniority. Work is offered by seniority and if necessary, mandated by reverse seniority. Authority AKA M.A.R.T.A. (Big Bear and Crestline): The Authority continued to run full service throughout the pandemic and our members never stopped performing at a high level to keep the community moving. Thank you! We are not out of the woods yet, so continue to wear a mask and practice social distancing.

John Flammia—UPS: Due to a tremendous need for feeder drivers, 22.4 employees were recently given an opportunity to promote to feeder. Contact me, human resources, or your center manager with questions. Grievances are pending in Gardena related to the company's misuse of cover drivers for Saturday work along with the current number of 22.4 drivers used. We are confident that the resolution of these grievances, along with feeder

promotions, will lead to the creation of many more driving opportunities. Part-timers interested in driving must ensure their names are on the "part-time to full-time" list to be considered. Congratulations to Bill Mitchell and Gary Dierks on their retirement. They each have over 43 years at Gardena. We hope you enjoy your well-deserved Teamster pensions. You will be missed.

Steve Badger—Ralphs Transportation: Congratulations to Carl Moseley on his retirement. Carl was a Teamster for 36 years, first at Boy's Market and then at Ralphs. All drivers, make sure to always document delays on your trip ticket, call them in to dispatch if they are 15 minutes or longer, and document who you spoke to in dispatch. Canteen Vending Services: Our members overwhelmingly ratified a new three-year agreement that includes wage increases and many language improvements. Special thanks to our bargaining committee for valuable input. Drivers, make sure to stay within the speed limit—the company is watching this very closely. Cunico Corp.: Our members ratified a five-year agreement that includes wage increases, a pension increase, and language improvements.

Traci Smith—The transportation industry is rapidly changing. Both transit and school bus operations are ramping up after a reduction in service caused by the pandemic. Please contact me or your stewards for detailed information about summer school at your specific district and campus. LADOT DASH services will be returning to full service by August 1. The California Department of Motor Vehicles (DMV) had a new round of extensions for commercial driver licenses that expired May 31. While the extensions were automatic, you will not receive a new card or extensions mailed to you. Thank you to all who have weathered the drastic changes triggered by COVID. You are true everyday heroes, essential front-line workers who deserve all the recognition that comes your way. We will be keeping a close eye on safety procedures at all employers to make sure you remain as safe as possible.



By Victor Torres
Secretary-Treasurer



Summer is here and as we proceed through what appears to be a better direction than we were facing 12 months ago, the challenges for all of us as we once again transition and adapt to new circumstances are many and difficult.

As we have reported here several times 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 distribu-

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

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 completely over.

We appreciate your continued 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.

Tentative agreements for our members at the San Diego Zoo and Parkhouse Tire were ratified by those membership groups. The contract documents are being reviewed by both parties and signatures should be secured within the next two weeks. Printing of booklet versions of these collective bargaining agreements and distribution of those booklets to our members will follow shortly thereafter. We will keep everyone up to date with any further developments.

We appreciate the above-and-beyond efforts of our rank-and-file committee members for their diligence and support throughout the negotiations process. Thank you to Julian Castellanos and Lety Reyes (San Diego Zoo), Ian House and Aaron Weiss (Safari Park), Marco Marquez (Parkhouse Tire-San Diego) and Tommy Farrel (Parkhouse Tire-Escondido). I also want to acknowledge the efforts of Local 481 Field Representatives Elizabeth Lopez, George Skrbic and Fernanda Flores for their assistance in coordinating all the arrangements necessary to conduct these negotiations. The team effort from everyone was extraordinary especially under these unusual and challenging circumstances.

The Western Region Hertz Local Edition negotiations have resulted in a tentative agreement. Ratification materials have been sent to those members and the vote tally was to be conducted in early June.

On the political front, on March 9 the Protecting the Right to Organize Act (PRO Act H.R. 842), which is similar to the Employee Free Choice Act (EFCA) from around 12 years ago, passed in the House of Representatives 225-206. This bill would significantly level the playing field for Unions to organize new units. If enacted into law, this bill would be the most expansive labor relations legislation since the National Labor Relations Act (NLRA) of 1935. While passage in the U.S. Senate remains uncertain, Senate confirmation is by no means impossible to attain. Please contact your U.S. Senators (Diane Feinstein and Alex Padilla) and let them know how important the PRO Act is for working families and that you expect them to support its passage in the Senate. You can contact Senator Feinstein at (619) 231-9712 and Senator Padilla at (619) 239-3884.

Stay tuned to this newspaper and our website (www.teamsters481.org).

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, 2021. There are eight (8) five-hundred-dollar (\$500) scholarships available.

Concurrently, there are additional scholarship programs available with their specific qualifications, eligibility requirements and rules. We should be receiving details regarding the California Teamsters Hispanic Caucus scholarship program soon. Once those details are known, we will provide you with the specifics. For 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. As always, if you have a change of name, address or job status, it is important that you notify the Local Union at (619) 282-2187 and your pension/insurance trust representatives. Members covered under the San Diego County Teamsters-Employers Insurance Trust may call (619) 849-1063. Members with insurance through Northwest Administrators may call (877) 214-8928. Members with benefits through Pacific Federal may call 1-800-753-0222. Members with pension through the Western Conference of Teamsters may call Northwest Administrators at (866) 648-6878.



By Tommy Blitsch
Secretary-Treasurer



Teamsters Local 631 Medical Centers are now both open. We have one location in the north on Peak Drive (702-850-3003) and one in Henderson on Wigwam Parkway (702-268-9001). It is my hope all members and their families insured under the 631 plan take advantage of these facilities for their medical needs. The general membership meetings will be dark for the summer months of July, August, and September as has been past practice.

CertainTeed – business levels are good, we negotiated a good raise for April 1, 2021. The company has approached the Union to increase labor staffing at the plant which is a mandatory subject of bargaining; we have moved into contract negotiations and will keep you updated. First Transit RACC – not all employees decided to return to work from layoff, leaving the company short on drivers. The company has been in a hiring mode. MVTransportation Paratransit - many issues are being addressed via grievances, federal mediations, and arbitrations. We went from hundreds of people being laid-off to being in need of many more operators as ridership increases at a substantial rate. This is causing heavy workloads. Stay strong as we get through the conflicts of this pandemic. The company is in a mass hiring mode. MV Fixed Route Operations – business levels have increased and the need for coverage is causing the company to hire employees. Movie industry – increased activity and picking up slightly.

Republic Services: Summer is here and we are less than a year away from our contract expiration of May 31, 2022. As we always suggest, start saving your money and reduce large purchases, a strike is always a reality with the company. Start thinking about the changes you want in the next contract. Be willing to fight and strike for them. Continue to practice your COVID-19 safety guidelines. With summer here, make sure you hydrate, rest, and eat healthy. Remember we have two health clinics that are open to assist you and your family.

Government contracts: MSTs Fire & Rescue contract was ratified. Amentum schedulers/dispatchers, Amentum TTR Airfield and Amentum firefighters contract negotiations are getting ready to start. Let's continue to show our solidarity so we can negotiate some good contracts. It is everyone's job to enforce their contract, so I ask each of you to watch your work.

Construction: We are currently negotiating our master construction labor agreement. Stay tuned for updates. Construction work in Southern Nevada has been booming through the pandemic and there are jobs coming up in the future. All the public works entities like NDOT, Clark County, cities of Las Vegas, Henderson, and North Las Vegas, and Dept. of Aviation, etc. all have jobs listed on their capital improvement plans.

Ready-Mix: The membership recently voted to distribute their wage allocations as follows: 31 cents to wages and 20 cents to pension. All the drivers have been working hard to meet customers' demands as construction projects have been in full swing through the pandemic and will continue to do so for the upcoming projects.

The freight industry faces a shortage of drivers and dock workers amid historically high freight demand. As the industry continues to shift, we look forward to presenting a great contract to Reddaway members for ratification. The UPS Freight to T Force transition is smooth so far and we are providing information as it becomes available. Good old ABF remains a stable environment for members to enjoy their mature contract and excellent working conditions. We continue to negotiate

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with our partners in 495 to achieve a contract we can recommend for Ryder members.

UPS: Attendance is an ongoing issue. All of us are still dealing with the COVID-19 virus, health and safety is of the utmost importance. The Union has been and will continue to work with UPS to ensure that conditions are as sanitary as possible in the workplace. OSHA and the NV health department are monitoring UPS as well. Many members are going into package & feeder, that means much more opportunity to promote. For those part-time members interested, turn in your sheet to your manager and keep a copy for yourself. We all must continue to work together to get through these difficult times.

Convention: We are proud to announce that Las Vegas is again leading the nation with trade shows. We are happy to see our members step up to the challenge with all eyes on them to restart the nation's tradeshow industry. There is no better trained or committed membership than 631's to make this happen. We have seen several mid-sized shows and by the time you read this will have knocked World of Concrete out of the park. We are truly grateful to have the IBT Director of Tradeshow, Tommy Blitsch, as our principal officer and leading the charge to get our tradeshow members back to work, not only in Vegas but all across this great nation.

Cemex Block: Still busy, lots of OT. Please slow down in the yard. Management has issued warning letters for excessive speed. Contract negotiations coming up soon, keep an eye on the Union bulletin board for upcoming meetings.

Rinker: Keep an eye out for the green hats. The company has hired 9 new employees in the last 2 months. If you have a friend or family member that wants to sign up on the out-of-work list, send them this link www.teamsterslocal631.org look for sign ups. Make sure you are at work on time, also don't forget to clock out if you are leaving the property for lunch. Contract expires November 1 2021. Keep an eye on Union board for upcoming craft meetings.

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. Make sure you are not putting yourself in a situation where you may be disciplined. Contract negotiations are coming up, the only way to change things is to get involved.

Local 399 Studio Drivers

By Steve Dayan
Secretary-Treasurer



Steve Dayan: I hope you and your families are staying healthy and safe this spring. As you already know, we've extended our RTW protocols through June 30, 2021, in both the Feature/TV and Commercial industries. I've been asked when we can put our masks away, but I don't think we're quite there

yet. We're getting closer to the day we can go back to life before the pandemic. I'm proud of all of our members for following the guidelines set out by the industry to keep us safe.

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 have been meeting with our committees and providing electronic surveys of the membership to determine what our proposals for this cycle should look like. As always, wages, benefits, working conditions and New Media are our top priorities. Another priority is to add Martin Luther King Day as a recognized holiday in all agreements. Some members have concerns about Local 399's jurisdiction. I want to be clear that our jurisdiction has not changed and will not change. We'll 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.

We continue to meet with our Diversity and Inclusion Committee as well as the Hollywood Commission. I'm proud that our Union has always fought for everyone to have dignity and respect in the workplace. We must stand up and be counted on to raise our voices in support of all of our members of color, our LGBTQ+ members and women in the workplace. Our mission is to lift everyone up and provide them with good jobs with benefits and a chance at the middle-class dream. I welcome those discussions in order for all of us to move forward together.

Kenny Farnell: It's been a busy start to 2021 being in Group 1's, 2's, and 3's daily. I've settled grievances at HBO for COVID-19 testing pay, TBS for non-rostered wranglers and NBC/Universal for using non-rostered drivers. The transition from Express Scripts to CVS/Caremark continues to have some lingering issues. Please contact the Plans staff with any questions and concerns.

Ed Duffy: The successful California TV and Feature Film Incentive program 3.0 is entering its 2nd physical year of its 5-year extension July 1. It's brought back and/or retained productions and the jobs that would have left our state without it. Currently there are 28 recurring TV series employing over 127,000 Californians including many of our members. There are 22 feature films recently awarded the credits and preparing to be made in California. For Locations and Casting professionals, we are approaching upcoming negotiations over the summer/fall so make sure to respond to the surveys you will be receiving.

Lindsay Dougherty: Recently, I've signed 115 contracts with non-signatory companies to the "Black Book" for all feature films, episodic series, and new media productions. We've been prepping for negotiations with the studios for the "Black Book," which includes meeting with the committees and sending out a survey to all members affected. Business Agent Josh Staheli and myself have taught contract classes via ZOOM for our members, to educate and prepare for negotiations this summer.

Ernie Barraza: We're very busy with members fully returning to work. We have been in preparations for negotiations which include our cook helpers agreement, Cinelease, Herc, Scenic Expressions, Tri-Scenic and Classic Couriers as well as meeting with all our steering and negotiating committees to prepare proposals. Universal Studio's theme park is one of my last accounts trying to fully reopen posing a good problem in which we do not have enough members to fill all the immediate positions available. Welcome our new Cinelease warehouse shop steward, Oscar Ortiz.

Joshua Staheli: I've filed grievances against Wild Gift, a commercial company that hired non-bargaining unit employees to do wrangler and driver work with tragic results. This particular company hired inexperienced riders and non-Teamster wranglers so eager to please the producer they ended up killing the horse they were working with. We are still in the investigation phase of the grievance, but it appears they worked the horse longer than they should have and in its exhaustion it tripped and was injured beyond recovery. This is a prime example of why we insist on having Teamster wranglers and trainers on set when animals are working. For those in the Motion Picture Industry Pension and Health Plan, with pretty much all the numbers in for 2020, the Pension and IAP had investment gains at 6.2 and 5.7% respectively, net of fees. The residual streams into the health and pension plans generated an all-time high in 2020 of \$496 million, with 216 million of that coming from New Media. The New Media contribution is up 22% from 2019 to 2020. This demonstrates the importance of continuing the fight to monetize the new streams of revenue for the plans.

Calvin McDowell: The commercial industry is busy. I have filed multiple grievances against commercial companies in the last three months. We've organized 11 non-union commercials, and we have met with the steering committees and sent out surveys for all three of the units in preparation for upcoming negotiations.

Chris Sell: Black Book members, call if you have questions regarding your contract so we can stay united and keep the employers in check on contract violations! We will be going into Herc negotiations at the end of July. I want to wish James Fischer "Fish" a long and happy retirement, Fish was the CBS steward for the last 7 years and he will truly be missed. To all members with a CDL, stay away from all CBD products. Use of CBD will get you a positive drug test and removed off the roster.

Local 14 Las Vegas General Sales Drivers Delivery Drivers & Helpers

By Fred Horvath
Secretary-Treasurer



The biennial session of the Nevada state legislature recently concluded and Teamsters Local 14, with tremendous support from our lobbyist Fran Almaraz, has achieved

very important legislative changes. After many years of effort, the Local led the effort to provide for binding arbitration as the final step of the state's public sector collective bargaining process. Since 1967, local government employees who were not police, fire fighters, school district teachers or support staff, were denied final and binding arbitration within the bargaining process. That changed with Senate Bill 294 that was signed into law on June 3, 2021 and will become effective on July 1, 2021. Now the balance of power has shifted, and Local 14 members are no longer held hostage to management's delay tactics and posturing throughout the bargaining process.

Senate Bill 386 created the statutory requirement for bargaining unit employees laid off because of the pandemic, to be recalled to their previous position on a seniority basis. Thousands of Teamster members lost recall rights defined in their CBA due to the length of time they were in layoff status. With Governor Sisolak's support, laid-off employees have newly established recall rights with enforcement mechanisms through both civil proceedings and complaints filed with Nevada's Labor Commissioner.

Senate Bill 450 was passed through a partnership with Local 14 and the teachers and support staff at the Clark County School District. This legislation extends CCSD's bonding capacity for an additional 10 years, allowing for over \$3,000,000,000.00 in capital expenditures for new schools and refurbishing current schools. Hundreds of Local 14 members will benefit from the work that will come from this new bonding capacity.

The Local and its health and welfare trust fund has begun the expansion of the Larry R. Griffith Family Wellness Center. The facility will double in size and its capacity to serve our members with primary health care at no cost to the member and his/her family. The expanded clinic will be operational by September 1, 2021. If you have not seen a doctor at the Wellness Clinic make an appointment for a wellness check. A small commitment of time could make all the difference in your health!

Local 14 and its members have been busy at the negotiation table. We recently completed negotiations and ratified new collective bargaining agreements for our members at Keurig/Dr. Pepper (4 years), Brady Linen (1 year), Laundry Newco (1 year), and the Las Vegas Valley Water District (5 years). We were also able to protect the members' contractually agreed upon increases at the Las Vegas/Clark County Library District and in Lincoln County. We are currently in negotiations for new CBA's with three of our largest employers - City of Henderson, City of North Las Vegas and Southern Glaziers Wine, Spirits and Beer. We will continue to negotiate with these entities to bring the best CBA back to our members to ratify.

Please do not forget to check our webpage and download our mobile app to receive the most updated information from the Local. We will soon be unveiling several new ways of keeping up with the current events at the Local.

A reminder that there will be no general membership meetings for

the months of June, July and August. We hope to see as many of you as possible when the general membership meetings resume in September.

Local 896 Bottlers

By Phil Cooper
Secretary-Treasurer



Summer is here and things are starting to open. I believe all of us are looking forward to a much-needed normal summer.

Please be safe and watch out for children playing outside and especially around water! With the positive news and the fact that most of us have gotten the vaccine, we plan on having our first in-person Union meeting in July. Our September Union meeting will be a celebration of our third year in our Pasadena Union Hall, and we will also be celebrating the 75th anniversary of our great Local. Local 896 was established in 1946, and the Local has ordered anniversary T-shirts for sale and they are very popular. The September Union meeting will have food and drawings for those in attendance, and I encourage members to bring family to this historic date in our Union's history. Please check your Union bulletin boards for upcoming information.

Congratulations go out to our Safeway Beverage members of the Norwalk facility. In the recent contract negotiations, the Local's President Brian Indelicato, chief steward Juan Altamirano, and committee members Mark Correa and Jose Machuca did such a fantastic job of negotiating one of the best contracts in recent memory for their fellow workers, they ended up with 100% ratification! When every member votes yes on a contract, that shows the committee was locked in on what their fellow workers trusted them to do.

Some more good news to report: City Brewing is now the owner of the old MillerCoors Irwindale Brewery. Because they bought an empty brewery and are not running any MillerCoors products, we were not able to force the company to honor the old MC contract. Pabst originally bought the brewery and recently sold it to City Brewing. City is an established brewer with locations in Pennsylvania, Tennessee, and Wisconsin. While City Brewing does not own any of their own products, they are a major co-packer of seltzers, flavored alcoholic teas and hard sodas. Having their first facility on the West Coast should be good for the members that get hired at the Irwindale facility. We were able to negotiate a new contract for the workers and by the time this article is published, we should have close to 30 Teamsters in the facility with more to be hired soon. The company is giving priority to former Irwindale employees, but they have stated they are not going to hire everyone. The Union is doing everything it can to get as many of the former employees hired, and hopefully by year's end, we could have up to 75 previous Irwindale Teamsters working in the facility; keeping our fingers crossed.

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Southern California Teamster

We continue to see many changes in all our shops. Our Budweiser facilities are now asking members to clock in and out for lunches. This all on the heels of a large lawsuit filed by a retiree that filed a class action lawsuit for what he alleged was working off the clock. Budweiser settled for millions and all Teamster members received a cash payout. As a result, the company has implemented the time clocks to protect themselves moving forward.

Reyes Coca-Cola has implemented different Engineered Labor Standards that are wreaking havoc with our builders and loaders in our facilities. As we struggle (due to COVID-19 travel restrictions) to get Teamster engineers in the shops, our members are being held to the new standards, even though the Union has asked the company not to discipline until we can validate the numbers. The best the company will do is if the standards are found to be incorrect, they will rescind the corrective actions. Issuing new standards during a pandemic where it is almost impossible to social-distance, did not seem to faze this company.

Pepsi has implemented a new employee handbook with many changes, and I could not imagine working for any of these employers without a Union contract!

The Local lost quite a few jobs last year, some to the pandemic and some to corporate greed, but we are pushing forward to find new facilities that want to join our great Local. On June 9 twenty-six Reyes Beer warehouse workers in Lancaster were set to vote to join Teamsters Local 896. This on the heels of a decertification of a Reyes Teamster beer facility in Santa Maria! We are not going to sit by and watch anti-Union companies try and impose their will on us and other Unions. It's time to play offense!!!

In Victorville, we are in full swing with the organizing of the Keurig Dr. Pepper facility. With the help of IBT organizers and Local 986 organizers from Las Vegas, (again COVID-19 travel restrictions have made things challenging), we held a BBQ for workers in a park near the high desert facility. The BBQ was a success, and many new evaluations were done, and cards signed. Keurig Dr. Pepper Business Agent Javier Herrera was in attendance with some rank-and-file members to answer questions for the workers that showed up. Keurig had an extremely good year last year with revenues over \$11 billion, and in the 8 years since the last time the workers tried to get the Union in their shop (lost a close one thanks to the I.A.M.) the problems remain. It happens in every failed campaign, and it usually only takes a few months, where the workers that believed the companies' BS and gave them one more chance and voted no, inevitably regret that they did. We are taking our time with the Victorville organizing campaign to make sure it is done right.

Special thanks go out to Bud brewer Christopher Sustayta, on his well-deserved retirement. Chris was the chairperson of the Branch 3 Strike Fund and did a fantastic job for the members.

Recent retirees: Rork Crusto, Leonard Youkhanehnejad, Jesse Armendariz, Rick York, Delores Mack, Richard Baker, Fernando Orozco, Chris Sustayta and Dave Frogget.

Condolences to the families of Louis Walker, Gilbert Brizuela, James

L. Williams and Juan Martinez.

Local 2010

By Jason Rabinowitz
Secretary-Treasurer



Teamsters Local 2010 won a total of 160 hours of overtime pay for three painters at CSU Channel Islands after an independent arbitrator ruled

that the employer violated our Union contract. Supervising painter Jesse Padilla and facilities workers Richard Castro and Gus Gonzalez will each receive 53.3 hours of overtime pay. The ruling was a result of a Local 2010 grievance of the CSU hiring an outside company to re-paint the interior of the Grand Salon in summer 2019.

Chief Steward Timothy Allen, a supervising building service engineer at CSU Channel Islands, says the Teamsters arbitration win is already having an effect on the way facilities projects are handled there.

"This win sets the groundwork for the 15 remaining contracting out grievances we have filed," Allen said. "Since we received the decision on this grievance, I have seen a total change with management now working with us to make sure they are no longer violating Article 4 of our Union contract. Management is changing its tune and members are getting money in their pockets. That's Teamsters power."

The CSU paid an outside painting contractor \$45,000 to paint the inside of the Grand Salon, at a cost of \$21,000 more than the CSU supervising painter estimated it would take for he and his crew to paint it at the customarily used overtime rates.

In making his decision, the arbitrator determined through testimony of Guy Spevak, assistant manager of operations, facility services for CSU, that Spevak awarded the work to the outside painting contractor even though their bid exceeded the in-house cost and the in-house painters had plenty of time to schedule the work to be done during the preferred dates.

Our Union contract with the CSU does not prohibit CSU from contracting out work. However, as the arbitrator noted, Article 4.3 of our Teamsters Local 2010 collective bargaining agreement "requires that the University 'shall make every reasonable effort to perform normal Bargaining Unit work in-house' and enumerates five factors that the University 'shall consider ... before contracting out work.'"

"This opinion backs up what we feel our work is and what we've been saying all along," said Drew Scott, trustee and skilled trades director at Teamsters 2010. "All the CSU wants to look at is the first line in Article 4 that says they have the right to contract out work. They want to ignore the five parameters to keep bargaining unit work in-house and that's not right."

Jason Rabinowitz, secretary-treasurer of Teamsters Local 2010, said "Congratulations to our stewards and members at CSU Channel Islands for this big victory. Teamsters 2010 will keep fighting hard to protect our work."

Local 1932 San Bernardino County Public Employees

By Randy Korgan
Secretary-Treasurer



Member power is fueling a historic period of activity at Teamsters Local 1932 as we approach the halfway mark

of 2021.

Organizing victories are piling up! Across San Bernardino County, dozens of workers at the Home Visitors joint program of the Transitional Assistance Department and Preschool Services Division ratified their first contract in April after organizing in late January. Omnimax drivers out of Sun City, CA, successfully pushed past an initially difficult employer and approved a first contract under Teamsters 1932 this May. Another large group of workers at the Housing Authority also organized and got recognition that same month. In the lower desert, the Local gained recognition for multiple units at Sunline. These workers are proceeding to build the member power required to win a first contract. Congratulations to these four groups for their significant achievements.

This Union was proud to welcome members and neighbors to our 2nd Annual Custom Car and Bike Show this past May. In an event organized according to the latest CDC protocols, we were ecstatic to host such a fun-filled day on our corner of San Bernardino. All parts of our Teamsters 1932 were involved – the Local's Hispanic Caucus, LGBTQ+ Committee, Women's Committee had booths and informed those passing through that our member power is diverse and ready to act. We are eager to host similar block party dates soon.

Local 1932 is also celebrating this Union's recent purchase of the Arrowhead Credit Union building next to Teamsters 1932 Union Hall. By year's end, the site will host a new High Road Training Center that this Union has established alongside partner organizations in the community. Already, the Training Center has won a \$1.3 million grant award from the state of California, and more grants are anticipated. Teamsters 1932 is dedicated to investing in the future of workers in our communities. The purchase of the old Arrowhead building – which effectively turns our current headquarters into a larger Teamster complex in the middle of downtown – and turning on the Training Center engine is the next step in transforming the Inland Empire for the better.

Downtown San Bernardino will see further marks made by the Teamsters as this Union heads into negotiations for a Community Benefits Agreement at the site of the former Carousel Mall, which is set to be redeveloped into a major mixed development project. With residents and partner organizations aligned in a coalition, our mission is to guarantee that this project helps working families thrive. We want better jobs, affordable housing, and clear-cut community ben-

efits. If you live in San Bernardino, please contact your business agent to get involved in already existing efforts to ensure that community interests come first on this project.

Lastly – since the affiliation of Teamsters Local 1932 in 2015, this Union has been hard at work to make affordable healthcare a reality for all members. Through education, mobilization, and organizing, Teamsters stood together to forge a new way for how retirees are treated in their post-work life. This Union wants dignity and prosperity for retirees. In May, thousands of members from the county of San Bernardino voted to affirm that mission. 84% voted to create a monthly subsidy for retirees not yet 65 years old beginning in June 2023. This changes everything for those considering retirement in the county. From the hundreds of testimonials gathered on this issue since affiliation, we know that this subsidy will change lives for the better. Member power got us there. Over the next few months, Teamsters Local 1932 will hold discussions with the county on implementing the subsidy and all structural elements required for set-up before July 2023. As always, Teamsters Local 1932 will keep members updated as the situation develops.

Stay cool and enjoy the summer months, Teamsters. We miss you all and look forward to seeing you at a membership meeting this fall!



By Randy Cammack
Secretary-Treasurer



UPS Agents: Brothers and sisters, we are heading into the Summer of 2021 and the day-to-day challenges

from the pandemic seem to be getting much better. As we all know being stuck in the house last summer was rough. Hopefully, this summer will allow us to take some time and enjoy a much-needed vacation. Currently there are plenty of opportunities to promote into full-time work in package and feeder. All members looking to promote, make sure you speak to your center manager, who is now the HR rep for promotions and any other Human Resource concerns you may have. Feeder - we have just finished our annual bid with the greatest number of jobs ever! There will be 911 drivers in order to reach our bench, we currently have 958 drivers. There is still more work to capture, and we are working on securing that work, but we need more drivers! In May we had a feeder orientation which paved the way for RPCD and 22.4 drivers to promote. Also, please check the Feeder Intent List to make sure your name is on the list to promote. Both RPCD and 22.4 drivers can promote with a combination (9 months RPCD/22.4, 3 months 22.4/cover, 1 year RPCD/22.4) to reach 1 year safe driving. See you in the building.

Carlos Barnett, Dairy and Miscellaneous: I am pleased to report that several contracts have been ratified by the members. Driftwood

Dairy, Challenge Dairy, Baskin Robbins, Rockview Dairy and Gold Star, all these agreements have received increases in wages, pension and have full coverage medical coverage by the employer. Organizers are currently voting Scott Brothers' Dairy so they too can enjoy the benefits other dairies pay. Other agreements - Dolores Canning, RBR Meat, Riteway Meat and Rose Shore Meat, all included raises and medical coverage by the employer. Grievances have been filed and proposal for Budget LAX Car have been sent to the company and grievance was filed over the scheduling process used by management to return service rental agents to work. COVID-19 has brought its pain and sorrow to many of us, but now it looks like the worst is past. Work is picking up and some things are returning to normal. Please stay vigilant. Wear your mask, get vaccinated if you have not already and stay a safe distance from each other, wash your hands regularly. There will be no membership meeting for the summer months. Enjoy your summer. The Local will be conducting several workshops this summer so check us out at Teamsters63.Org and stay informed.

Rick Ellison, BA: ABF Pico, ABF Pa-coima and ABF Fontana are hiring CDL drivers giving a \$7,500 bonus. In negotiations with Frisco Bakery - working to settle with soon. Everyone stay safe!

Martin Perez, BA/Coordinator: Hope this article find you and your family in good health. Essendant - your contract will be expiring soon, keep your eyes on your bulletin board regarding your meeting for your upcoming contract. American Red Cross, we are waiting for our group and American Red Cross management to set dates for our upcoming negotiations on all our contracts that are set to expire this year. Keep your eyes in your bulletin board for future contract meetings.



By Chris Griswold
Secretary-Treasurer



Congratulations to our newest members at The Cosmopolitan in Las Vegas who recently ratified their first contract. Their new contract provides them with Teamsters health and welfare benefits, annual wage increases, a pension with the Western Conference of Teamsters Pension Trust, and job security with seniority rights language.

It has been a difficult year for so many families and workers. The global Pandemic caused over 610,000 lives lost in the United States alone and thousands of workers were laid off or permanently lost their jobs. However, we are on the road to recovery with over 50% of the country receiving vaccinations for COVID-19.

Over the last year, Local 986 staff and stewards hosted numerous food drives, distributed grocery store gift cards, and held a clinic to distribute vaccines to members and their families. As businesses

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reopen, most workers who are represented by a Union have a collective bargaining agreement that provides for them to be recalled by seniority. In fact, most of our members in Las Vegas had their recall rights extended to 24-30 months. However, the hotels reopened and most of our members have been recalled, but we won't rest until every member is back to work.

On Saturday July 31, we will be at the City of Hope in Duarte, CA assisting with another blood drive. There is an urgent need for blood this time of year and they are asking for our help. We will have raffle prizes for participants and we will also have a gourmet food truck from Wingz n Waffles at the event. All Teamsters are welcome to participate and will receive a delicious meal in return for a blood donation or a \$20 donation to the City of Hope. Please call our office in Covina to schedule an appointment at (626) 350-9860 ext. 117.

It's been less than five months 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. Republicans have been obstructing progress and are now passing laws to make it more difficult to vote in many states throughout the country. Big corporations will spend millions of dollars to get the Republicans back in control of Congress and return to the anti-worker policies of the former 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. People that will fight to protect the right to join a Union, fight for affordable healthcare, and people that will fight for better safety protection on the job. We need every Union household member to register to vote as we must keep control of the House of Representatives in 2022.

**Local
2118**

**By Capt. Andrew Robles
Assistant Trustee**

Hopefully, the beginning of the summer season finds all of you well and the waning of the pandemic has provided some much-needed relief as it has for us. Demand for leisure air travel has continued to rise from the last quarter update and we are excited about the remainder of 2021. The company has resumed hiring and is slated to hire 185 new pilots which means captain upgrades and much needed movement on the seniority list is soon to follow. The numbers for Q2 are promising as we once again made a profit with load factors up-averaging roughly 75%. Allegiant Air has an aggressive outlook of 15-18% of annual growth as they are periodically and more frequently announcing new routes, opening two new crew bases in Des Moines and Austin later this year, and adding more than a dozen aircraft to the fleet in the coming months. All of this is great news for everyone as just a few months ago we had more than 100 pilots on furlough. This

busy summer travel season is sure to provide the pilot group some much needed income and hopefully they get the opportunity to do some traveling themselves.

We have also made some great first steps with the company in the Section 6 negotiation process. Although just in the beginning phases, we have obtained a bilateral protocol agreement and are in preparations for our other scheduled meetings to discuss several sections of the new collective bargaining agreement. As mentioned before, it's going to be a long and hard process, but we are optimistic that we will certainly come to a collective agreement that provides benefits and compensation commensurate to the extremely professional and hard-working job the pilot group does every day. We will accept nothing less, especially with the steadfast recovery Allegiant Air is already making.

Regarding our grievance and arbitration division, we have recently been able to collaborate with the company at the eleventh hour to settle a limited number of grievances that were slated to be heard by an arbitrator. These precedent-setting agreements slowly chip away at the thousands of work rule violations, but there is still much more work to be done. A handful of arbitrations are still slated to be held for the remainder of 2021, as well as some that the company has dragged their feet on as we await a confirmed date. Actively negotiating our second contract doesn't negate the valid grievances and much needed remedies that our pilot group is still waiting for with our first.

This past year has seen the airline industry go from historic growth, profitability, and seemingly endless demand to an industry shuttered by the pandemic with demand plummeting to near zero overnight. Thankfully there seems to be a light at the end of the tunnel as the country continues to open and more people receive the vaccine. Demand is continuing to grow as passengers flock back to the airport and begin traveling again. Our members have held strong in solidarity throughout these trying times. With the unwavering support from our membership, we will continue to fight for your rights and as we grow our ranks, will continue to solidify our future.

DISTRICT COUNCIL 2

**By Clark Ritchey
Secretary-Treasurer**



Our organizing efforts have continued as we welcome new members from B & G House of Printing, a commercial shop in Southern California. They ratified a 3-year contract. Congratulations to our new members!

During the past few months District Council 2 has ratified contracts for approximately 220 District Council 2 members in California, Nebraska, Colorado, Oregon and the state of Washington.

In Southern California, members

at Republic Bag ratified a 3-year agreement with significant gross wage increases in each year of the contract. Also included in the agreement were wage adjustments for employees hired before 2012, increases in shift differentials, safety shoe allowance, retention and referral bonuses. Health & welfare will remain the same for 3 more years.

Another three year contract was bargained at Sonoco COI, with GWIs in each year. Improvements were made to the defined benefit pension plan, while continuing contributions to the SIP 401k. Kaiser will remain in place for the remainder of the agreement.

District Council 2 is currently in negotiations with Royal Paper Box and Westrock. Upcoming negotiations in this area include American Red Cross, and DeFrance Printing.

In Northern California, DC2 ratified a 2-year contract at Pacific Standard Press, with a GWI each year. All other terms remained the status quo. Prestige Printing bargained a 3-year agreement with GWI in each year on the contract, contributions to the 401k will continue while all other terms remain the same.

Firefighters Print & Design extended their contract for 1 more year.

District Council 2 continues negotiations in Northern California with Corrugated Packaging, while future negotiations include 4 Guys Print & Mail, Community Printers, Gowans Printing, and Portocork America, Inc. The Northern CA Commercial Multiple is also coming up for negotiations and includes several small print shops: Aabco Printing, Autumn Press, Dakota Press, GW2 Printing, Inc., In/Out Printing Service, Lama Books, National Printing Co., New Solidarity, RCA Super Print, Santa Rosa Printing Co., Suburban Press, Trade Lithographers, Wheeler Sonoma Printers.

In Omaha, NE, several shops ratified new contracts. At the Omaha World Herald, a 2-year contract was negotiated with wage increases in each year and improvements were made to the long term disability plan. The work week was guaranteed at 37½ hours. This company was a self-pay company that is now on dues checkoff for the first time in over 100 years.

Also in Omaha, a 3-year agreement was bargained with Design4, while at Unionist Printing a 5-year agreement was ratified. Both companies received wage increases in each year and remained the status quo on all other terms.

In Denver two plants ratified 3-year contracts - Artist Proof Collective and C & D Printing. Each will receive a GWI in each year of the agreement and will continue contributions into the corresponding 401k pension plan. All other terms of the contract will remain the same. Also ratified in Colorado was Gamino Printing with a 3-year term and Egan Printing for a 2-year agreement. Egan Printing bargained a wage increase in the first year, with a significant bonus at signing, and the company will match up to 4% of the employee's wages into the 401k.

Currently in negotiations in Omaha is Automatic Printing; and in Colorado with DP Media.

In the Northwest Region, TR Graphics, Inc, ratified a 3-year agreement with GWI in each year.

They bargained to continue contributions to the 401k. K & H Printers agreed to a 1-year contract with a bonus at the end of the year.

DC2 continues negotiations in the Northwest Region with Kaye Smith. Upcoming negotiations in this area includes Columbia Litho Co., Western Pacific Union, Daily Journal, K/P, LLC, and Tacoma Rubber Stamp.

There are several scholarship funds to take advantage of at this time. Log on to the DC2 website and look at the different opportunities to receive grants: DC2 Scholarship Fund, and Joint Council 7 Harry Pollard/Bob Morales scholarship program. Make sure you apply prior to the designated deadlines. If you have any questions, please contact the DC2 office at (800) 333-4388

Members with 30-plus years of continuous service with Teamsters District Council 2, or any affiliated Local Union, will be honored and presented with a special 30-year District Council 2 jacket. These jackets are for members who have not previously been awarded an honoree jacket. We will also be honoring 40-year service members. A mailing will be going out in the next few weeks to those members who qualify and are in good standing. A posting will also go out to your chief stewards to post on the Union bulletin board for more information. Please contact the Fullerton office if you are eligible.

Our deepest condolences to the families of the following members who recently passed away: Local 388M active members: Richard Shiers, Kenny Brewer, Jose Salgado, Kenny Lopez, Hortencia Arambula, Henry Eatmon, Andrew Vazquez. Local 388M retired members: Tommy Miller, Edward L. Devincenzi. Local 625S retired member: Joseph Meier.

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 Jaime Vasquez
Secretary-Treasurer**



Secretary-Treasurer Jaime Vasquez - I'm happy to announce the recipients of the 2021 Teamsters Local 542 "Rick

Aceves Scholarship": Shantall Rios, daughter of Rigoberto Rios from ABF; Jazlyn Butler, daughter of Veronica Butler from County of Imperial; Alondra Salazar, daughter of Chester Salazar from Costco; Nolan Steinmuch, son of Troy Steinbuch from UPS; Shane Bennett, son of Mylin McAllister from Costco; Mackenzie Guilano, daughter of Mi-

chael Guilano from UPS; Amaylee Carrillo, daughter of Roman Carrillo from UPS; Carissa Shelton, daughter of Keith Shelton from Costco; Killian Shelly, daughter of Kendra Shelly Bradford from Costco; Francisco Nodal, son of Francisco Nodal from UPS; and Benjamin Lara, son of Juan Lara from UPS. Congratulations! And on behalf of the executive board and staff of Local 542 we wish all of them much success in their future endeavors. May has been a tough month for us at Teamsters Local 542. We lost Marin Castañon from County of Imperial, Jane McMullen, Glenn Chandler and Ernie Pacheco, all from Costco. Our most sincere condolences to their families and co-workers.

Shelly Allsup - OMNI La Costa Resort and Spa - both the Athletic Club and Spa have functioned on a limited basis, but plans are being made to move toward a broader opening of business. Scheduling and bids for both departments are currently being constructed, please be sure to provide the employer with any personal contact information if it has changed. The parties are also discussing if an additional contract extension will be done. You should have received communication from Benesys regarding your H&W benefits. If you haven't already received it, please call them and follow up. AMR - the mayor of San Diego signed the new emergency medical services agreement with Falck on May 29 2021. A full turnover of services is tentatively scheduled for late December 2021. Falck is holding town hall meetings for current members to discuss options and answer questions. Please contact me directly if you need assistance, I'm actively in communication with both AMR and Falck. Tradeshow - Freeman is currently providing services at SDCCC for FEMA and has retained all regulars throughout this difficult time. The 2020 "Casual" seniority list has been carried over into 2021 and all work hours for this year will be reviewed as usual at the end of January 2022. Please do not decline work, this could potentially adversely affect your status in 2022. Preferred, you should have received communication from Benesys regarding your H&W benefits. If you haven't already received it, please call them and follow up. US Foods - please be sure to update your current address and contact information with the employer if it isn't up to date. San Diego Division; Business is picking back up from the 47% reduction due to the COVID pandemic and work shifts may adjust for this reason. Final Pension language has been drafted and forwarded to the Employer for contract signature again. US Foods La Mirada Division: New CBA's have been distributed and new H&W benefits should be in place. If you have any issues with the H&W changeover, please contact the third party trust or me directly for assistance. US Foods Corona Division: Recently, a change of the VP of Operations has occurred. If you have any questions or concerns with workplace changes or policies, please contact me directly so I may assist you. Iron Mountain Records - both parties are currently in negotiations and return to the table June 22-24. There is potential for a tentative agreement to be reached to vote to the members after these three days so please watch your Union bulletin board for any updates.

Local 683

San Diego Sales Drivers



By Lee Fletcher
Secretary-Treasurer



Over the last two years I have had several members retire and I would like to recognize them and let them know that they are

not forgotten.

RNDC/Young's Market: I would like to announce the retirement of 2 shop stewards. Darrell Saxon, 30 years as a sales rep and a great steward who had the best interest for all the sales reps; Dave Knight, 31 years as a driver, always kept me informed of anything that he thought needed a further look and as was helpful at the JLM meetings; Southern Glazer: Steve Agosto, 30 years; Mike Agosto, 26; and Steve Sabako, 34--all sales reps; Derrick Shepherd, 16 years as a driver; Gallo Wine: Waleed Abbou, 24 years; Awni Sulaiman, 26; Paul Donahue, 30-- all sales reps; Denise Towles, 36 years as a sales rep and a shop steward and negotiations committee member--thanks for all your help; Seven Up: Jim Kress, 45 years as a cooler service tech. The stories Jim could tell! After all he has seen a lot over 45 years; also, Richard Flores, 40 years as a driver; Reyes Coca-Cola: Tim Hildebrandt, 42 years as a merchandiser. Teamsters Local 683 wishes all of you a long, happy and healthy retirement.

Challenge Dairy, in the past year with the COVID-19 issues in the slowdown of business and the layoffs, now has a new contract with wages and benefit increases. With business opening, Challenge Dairy is slowly moving forward looking to the new challenges of the last year's losses and this year's profit and re-hiring employees who were laid off. Dairy Farmers of America--with issues from last year's bankruptcy, all the layoffs that occurred, and the restructuring of how the business was operating, DFA is hopefully moving forward with a new collective bargaining contract. We were able to get 98% of those laid off employees jobs at other Union facilities. 7-Up is another company that had no layoffs during the COVID-19 pandemic and was able to control light breakouts of the virus. The company managed to run smoothly and efficiently with happy employees. We are looking forward to negotiating a new contract for the sales department soon. At

Pepsi, like all the beverage companies, COVID-19 had a great impact. Some employers handled it differently and gave their frontline workers extra pay and assistance with childcare and other expenses and others chose not to do anything. Although all these things were happening, the company still terminated employees and held them accountable for all the rules and regulations that occurred under these trying times. I had to navigate through each employee situation, case-by-case and it was very difficult and sad. You would think that there could be some compassion in some of these rulings, but there was not. The only good thing after all this is that Pepsi plans to move to Lakeside sometime in June to a nice, brand-new building. Reyes Coca-Cola Oceanside is one of the hardest companies to manage due to turnovers in management and employees. I constantly have issues in their delivery department and warehouse, constant changing of the company's policies on dashcam for the drivers, and then the warehouse dynamic. All produce their own issues, one of the lowest paid in the beverage industry. We have managed to talk to the company to open early negotiations for wages and benefits in June 2021.



Local 848
Wholesale Drivers
Salesmen
By Eric Tate
Secretary-Treasurer



I want to thank those of you who have faithfully attended our ZOOM general membership and shop steward meetings since 2020. It has truly been a different way of maneuvering through the monthly business of the Local but many of you, without fail, have attended each and every meeting. As you know, many of us have now been vaccinated which has allowed for many businesses to re-open and I believe our situation here in California is getting better each day. That being said, we have unfortunately still had a loss of members due to COVID-19. Our sincere condolences go out the families and loved ones of the following: Jose A. Rodriguez of ITS Conglobal; William Delgado of Ralphs Grocery; Walton Lovett of MV Transportation; Isidro Duenas of Hyatt Die Cast; Anthony Alcantar of ITS Conglobal;

Carlos Parra of TABC; Jorge Medrano of L.A. Regional Food Bank; Enrique Jimenez of Southern Glazer's Wine & Spirits. Also, condolences to brother Greg Filer of A & A Ready Mix for the loss of his mother, Ms. Youra Johnson.

Our last ZOOM meeting for this year will take place on Sunday, June 27. The shop stewards meeting will begin at 11 a.m. and the general membership meeting at 12 p.m. You will need to register for the meeting on Local 848's website (Teamsters848.org) prior, so that the meeting access link can be forwarded to you. As past practice, we will accept a motion to go dark for the summer months of July, August and September and the membership will vote. My plan is to return to our first "in person" general membership meeting on October 24, 2021, as long as all continues to get better.

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



By Mike Bergen
Secretary-Treasurer



Congratulations to the 2021 Teamsters Local 166 scholarship awardees: Teia S. Rodrigues, daughter of brother Chad Rodrigues of Kaiser Permanente; Jason Kawecki, son of brother John Kawecki of Kaiser Permanente; and Mathew Virgen, son of brother Juan Carlo Virgen also of Kaiser Permanente.

Please continue to stay safe and practice safe distancing and wear your mask while around others. Protect yourselves and protect those around you.

At Costco the Local Unions will be starting the negotiation process soon so keep an eye on your bulletin boards for notices for negotiation surveys in late August. If you have changed your residence, please call your Local Union office to update your information. Please remember that your input is crucial in achieving a successful contract. Any questions should be directed to your steward or business representative.

At Kasier Permanente the Local Union has started local and national bargaining. Meetings so far have been by both Teams/Zoom and in person. The negotiations team con-

tinues to have meetings with both local and regional management with the Alliance on updates on bargaining and COVID-19.

At Mondelez, the Ontario Branch is still moving forward with no reduction in the work force. The Local Union has a settlement on the arbitration of the driver that was terminated for cell phone violation with the driver successfully returned to work.

At KBR Ft. Irwin, the Article 22.02.00 re-adjustment of staff and shift changes has been completed. Also at KBR the Union continues to process grievances with most of them being settled at the 2nd or 3rd step. At Talon the company is bidding more warehouse jobs bids for night and day shifts. Keep on eye on the boards and also check with your foreman or steward if interested. At Premier the MOU for jury duty is complete with the change to show-up time as a lot of the courts are not starting until later in the day.

At the Barber Shop Ft. Irwin, the company (Sports Mania) has refused to give the Union information needed in the collective bargaining process so we have filed another ULP with the NLRB. At Marine Base Barstow (NEBO/Yermo) another new classification joined the Teamsters. Congratulations to the Technica material coordinators/handlers hazmat. I want to thank Michael Madero and Roberto Madrigal for working so hard and making this inclusion happen. At NORCO Navy DOD Police we are close to finishing up the contract and hope to have something to bring back for a 2nd vote within the next few weeks.

Construction in San Diego, San Bernardino, Riverside and Imperial counties has remained consistently busy through spring. In San Diego the Snelson pipeline (1600 Line) signed the pre-job and we dispatched 5 members who started May 17 and added 1 more working Teamster in 2 weeks. This job will be contributing to the S.D. Pension. Henkels & McCoy is still working nights with a strong possibility that they will be awarded the next phase of the job. SE Pipeline will be working under the utility contract in San Diego. In Master Construction at Pinnick the Local has just dispatched another rock truck driver and 1 Teamster standing by. Pinnick has 2 excavators down in San Marcos so they shifted Teamsters to the Fallbrook job. Marlins remains busy at all job locations throughout the county. Hazard remains busy at the Ash & Washington job in Escondido working nights hauling base and then shifting to asphalt as they're grinding & paving the main

streets. In San Diego the Local Union is still in need of experienced rock truck drivers and 6x6 water truck drivers; please call Jose at the San Diego office if interested.

In Imperial County, Granite Construction continues working on the Calexico border crossing, Forrester Ave. bridge in El Centro, the Calipatria railroad crossing and numerous other small jobs. Riverside Construction continues to work, day and night at the Mecca 111 bridge. Kiewit has started the Salton Sea mitigation off Highway 86 south off Poe Road.

We have a new pipeline job going on this summer in the high desert with Henkels & McCoy and a newly signed water truck company--JNP; we look forward to a safe and successful job this year. Granite is on the Ortega Highway working nights to repair Highway 74, we have Teamsters on artic trucks and water trucks on site.

The out-of-work list is getting low. A reminder in construction that if you are sitting at home for two weeks without your company calling you into work, please call and get on the out-of-work list at the same time you apply for unemployment, even if you have not had an official layoff from your employer. Continue to stay safe and socially distanced on the job sites.

The Teamsters Construction Apprenticeship Program for Southern California remains and continues to work with employers in the placement of each of the apprentices. This has resulted in many job placements. We continue to build the relationship with the employers with the hope of more dispatches in the near future. The CDL Training continues at the Training school, along with Our Off Road Program at the Fairplex in Pomona. Apprenticeship prevailing wage increase: Wage allocations for the master labor agreement are currently being discussed and will be effective July 1, 2021 to June 30, 2022. These increases will be published on the DIR website, under Teamsters Apprenticeship. The Apprenticeship attended the SCCA Safety Awards dinner with Apprentice, Matt Hotel. Many employers attended with recognition from the SCCA to all apprentices in all crafts. If anyone you know is interested in applying to the Apprenticeship Program, please go to: <https://teamsters166.com/apprenticeship-1>. We are always accepting applications. Thank you.

On a sad note our prayers and condolences go out to the family and friends of John Crane, a longtime member at the Ft. Irwin Track Shop, who passed recently.

RETIREE ROUND-UP

UNION STRONG

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: Hello everyone, sure miss seeing you and having our meetings, however we want to stay safe and healthy. On our sick list is Trustee Richard Strand, he had back surgery, recuperating at home. We will let you know when our meetings start up again. Please call Tony Mosqueda 323

569-9127 for more information.

SAN DIEGO: Our meetings are still on hold. Hopefully after the tiered system is gone, we can start again. Stay safe, and healthy. We meet on the third Thursday of every month, at the meeting hall of Teamsters Local 542, 4666 Mission Gorge Pl, San Diego 92120. The meetings begin at 10 am, preceded by coffee and donuts. We hope you will join us. We have a great time. You might see an old friend. John Norman, club president, can be reached at jdnrock542@gmail.com or 619-562-5796.

EL MONTE: A year has gone by

and we are getting closer to having our meetings again at the V.F.W. The hall was hoping to open in mid-June. We are looking towards September 16 as our first meeting. Hope you all have been safe and ready to get back into the swing of things. We will keep you updated, please let us know if there has been a change in your phone number. If you have any questions, please call Charles (714) 742-5775.

MONTEBELLO: Condolences to the families of our brothers Jesse Valona and Steve Dapper, may they Rest in Peace. We are still not having chapter meetings. Restau-

rants are open and we are back to breakfasting on Wednesdays 8:30 - 10:30 am at Jack's, 13221 Whittier Blvd., Whittier. Please join us when you are in the area. For more information please call Phil Zamora (562) 505-1387.

ORANGE COUNTY: One of these days there will be meetings again. Things are looking better. We don't know yet when that will be. We have our meetings at Local 952. Have not had a meeting there for over a year because of the lockdown. We will keep you posted as to when and what time our meetings will be. I hope you have all

stayed safe and healthy. Remember to buy Made in the U.S.A. Shop at your local stores and help our economy grow again.

SO. NEVADA: The Southern Nevada Retirees Assn. will remain dark through the summer months. We are hoping to start having meetings again in September. A newsletter will be sent to all members in August, with information about a date, time and place for the meeting. We will be following the CDC guidelines that are published at that time. Have a great summer, and hope to see everyone in the fall.

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

General membership meetings will be held on Sundays. Branch 3 at 8:30 am and Branch 4 at 10 am, at 2050 Lincoln Avenue, Pasadena, CA 91103.

Check Union bulletin boards for meeting information.

June 27 – ZOOM membership meeting

July 25 – In person meeting, limited seating
August 29 – In person meeting, limited seating
Sept. 26 – 75th anniversary celebration meeting

★★★

Local 986

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

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.

Unclaimed Construction \$\$\$

The following Teamsters have unclaimed funds due them. If you see your name, call the trust office @ 626.732.2150 to get your claim going, or call your Local Union:

Brian Adams, Johnny Astorg, Jose Barajas, Hector Barrientos, Lorenzo Bernal Jr., Emmaline Bush, Guillermo Camarena, Jorge Castaneda, Fidel Castro, Elias Cordero, Darryl Davis, Jose Delgado, Arturo Diaz Solis, Brian Diaz,

Frank Diaz, Ivan Flores, Robert Flores, Alexander Green, Oscar Gutierrez, Juan Herrera, Jorge Jimenez Curiel, Brandon Kays, Ronald Kelley, Gonzalo Lievanos, Justin Marquez, Manuel Montiel Salas, Jesus Mora, Miguel Morales, Alexander Moreno, Daniel Moreno, Erick Negrete, Jakeob Pluimer, Reginald Ortega, F A Ramos, Jeff Searcy, Noe Uribe, Francisco Valle Jr., Clarence Williams.

BOARD OF TRUSTEES

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Summary Annual Report for TEAMSTERS' MISCELLANEOUS SECURITY FUND

This is a summary of the annual report for TEAMSTERS' MISCELLANEOUS SECURITY FUND, EIN 95-6060502, Plan Number 508, 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).

Insurance Information

The plan has (a) contract(s) with SIMNSA HEALTH PLAN, KAISER FOUNDATION HEALTH PLAN INC, LIBERTY DENTAL OF CALIFORNIA, INC, KAISER FOUNDATION HEALTH PLAN OF HAWAII, APS HEALTHCARE, INC. HEALTH MANAGEMENT CENTER, HEALTH MANAGEMENT CONCEPTS, INC, UNITED AMERICAN INSURANCE COMPANY, ANTHEM BLUE CROSS SO, CA, and ANTHEM BLUE CROSS LIFE & HEALTH INSURANCE COMPANY to pay medical and other claims incurred under the terms of the plan.
The total premiums paid for the plan year ending May 31, 2020 were \$184,327,037.

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$199,564,857 as of May 31, 2020, compared to \$170,373,110 as of June 1, 2019. During the plan year the plan experienced a change in its net assets of \$29,191,747. 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 \$253,398,512 which included employer contributions of \$245,316,260, employee contributions of \$3,330,128, other contributions of \$0, gain/loss of \$0 from the sale of assets, and earnings from investments of \$4,752,124.

Total plan expenses were \$224,206,765. These expenses included \$8,638,223 in administrative expenses and \$215,568,542 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
- 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: BOARD OF TRUSTEES

225 S LAKE AVE STE 1200
PASADENA, CA 91101
(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:

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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

GOP Govs Yank Jobless Pay

WASHINGTON (PAI): Private employers claimed to add 492,000 net new jobs in May, the Bureau of Labor Statistics reported June 4. Governments added 67,000 more.

That, and the drop in monthly joblessness from 6.1% in April to 5.8% in May, is good news.

The bad news, coming virtually every day, is that Republican governors are cutting off weekly \$300 federal jobless aid checks to millions of workers. That may sabotage the recovery from the coronavirus-caused depression. The latest was Maryland's Larry Hogan. His cutoff will start July 3.

Those checks go to "gig economy" workers, "independent contractors," musicians and others regular state-run jobless aid doesn't cover. There are 6.37 million such workers, 41% of

the 15.44 million workers who received state or federal jobless checks as of May 15, BLS said.

Another 5.29 million in the large group got the \$300 checks after state benefits ran out. They'd get cut off at the financial knees, too. By contrast, 3.45 million jobless still got state aid.

Workers who each get the \$300 recycle the money back into the economy, using it to buy groceries, pay the rent, and take kids to the doctor, helping create or sustain other jobs.

BLS said the number of unemployed declined to 496,000 in May, to 9.316 million. Factories added 23,000 jobs, all in cars and parts (+24,800). But construction firms shed 20,000 workers. All the rest of the net private sector job gains were in services.

The biggest job gains

were in the lowest-paying occupation, bars and restaurants (+189,000 jobs). But that sector, the worst hit when the depression began 13 months ago, still has a 10.2% unemployment rate, BLS said. The second-biggest gains were in local and state education. Schools and universities started reopening, responding to new anti-pandemic guidelines. Combined, they added 103,000 jobs in May.



review. It's languished there ever since, and the lawmakers are getting peeved. So is the nurses union.

"Our nation's workers need an enforceable federal standard that will ensure their employers provide the comprehensive protections they need, including ventilation, respiratory protection, testing and screening, exposure notification, and on-site vaccinations," the lawmakers' letter said.

"Further, on May 13th, the CDC (Centers for Disease Control) issued new Covid guidelines which state fully vaccinated people no longer need to wear masks, avoid crowds or large gatherings, or isolate after exposure or get tested unless they are symptomatic." The guidelines "may put frontline workers... at further risk of illness and death" without an ETS to force bosses to protect them, the lawmakers declared. "We respectfully urge you to issue the OSHA ETS and ensure it covers all at-risk workers without further delay," they urged.

Moving? LET US KNOW

June 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