

# Southern California Teamster

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

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## Workers Win at Keurig Dr. Pepper-Victorville

It took a long time but Teamster Bottlers Local 896 finally prevailed in winning the battle to bring Unionism to 261 production and warehouse workers at Keurig Dr. Pepper in the high desert in Victorville, California.

Keurig workers choose Local 896 as their bargaining representative in an

election July 15.

"This campaign reached back to 2013 when another Union selfishly intervened and screwed us and the workers," said Phil Cooper, secretary-treasurer of 896. "The manufacturing plant opened in 2010 and we've had our organizing simmering along all these years, interrupted by Covid

and the economy."

The unit is a manufacturing facility that ships out its products in bulk.

"The workers prevailed despite months of high-priced, lying Union-busters working non-stop against us," Cooper said. "We pretty much went covert and stealthy this time around."

Teamsters Joint Council 42 President Randy Cammack congratulated Cooper and Local 896 for tremendous perseverance in successfully bringing much-needed protection to the Keurig workforce. He also dispatched the Joint Council 42 big rig to anchor the two days of voting.

"We had an army of help in this campaign from Joint Council 42 affiliates and the International Union's western region organizing team," Cooper said. "Organizers and members from Local 63 and 848, and 896 members from our Pepsi, Keurig and Coke plants were communicating with the Victorville workers."

## Getting it Done for Americans Starts at the Top

**LOS ANGELES (PAI):** Presidential leadership success is a matter of timing, empathy for what the U.S. people are going through and setting clear goals early in your term—and pushing them hard—before partisan politics rises and influence wanes.

And telling people the truth, in terms everyone can understand, is a key, too.

So says noted historian Doris Kearns Goodwin, prize-winning author of books about five presidents ranging from Abraham Lincoln in *Team of Rivals* to Franklin and Eleanor Roosevelt in *No Ordinary Time* to volumes about Lyndon

Johnson.

Democratic President Joe Biden appears to have learned those lessons, she said in an hour-and-a-half Q&A sponsored by the Los Angeles-based Jews United for Democracy and Justice. Whether he can achieve his agenda is another matter.

If he can, it'll be important not just to Biden, but to nationwide confidence, Goodwin adds. That's a lesson groups of historians have already discussed with Biden, too.

"If FDR was here, he'd say 'You have to restore trust—trust in government and trust in leadership.' It had been undone in the 1920s and 30s. It's been undone in the last four years," Goodwin said, a reference, not by name, to former GOP Oval Office occupant Donald Trump.

The coronavirus pandemic and the ensuing depression caused by business closures and lockdowns to

battle community spread of the plague took center stage in the interview. The moderator told viewers to "take notes," since the program would not air on social media.

And it's the pandemic and Biden's comprehensive plans to roll out vaccines and inoculate the entire country and end the depression, too, that led Goodwin to compare these months under Biden to FDR's first 100 days of the New Deal, favorably.

"The Depression was at its worst moment" when FDR took over on March 4, 1933, she explained. "One out of four people were out of work, the banking system had collapsed and you couldn't even get your money out" because hundreds of banks had closed, failed, or both. People were losing their homes and farms to foreclosures.

"And Herbert Hoover had not mobilized the federal government" to fight the

disasters. After Roosevelt took over, he declared a "Bank Holiday" until the government reorganized the banks, and used his first "Fireside Chat" to tell everyone simply what he was doing, and why.

"FDR had to figure out what to do strategically," Goodwin said, meaning which key problems—in his case joblessness and the banking collapse—to attack immediately, before he could move on to greater economic and societal structural reform. And he didn't have long, as anti-democracy forces were rampant, too, she said, citing the Klan and rightist zealots.

"If he didn't do one thing first"—the bank "holiday"—"he couldn't do the rest."

Biden also faces other crises, including the yawning and widening gap between the rich and the rest of us and the nation's long-overdue reckoning with its histo-

ry of racism and oppression of people of color.

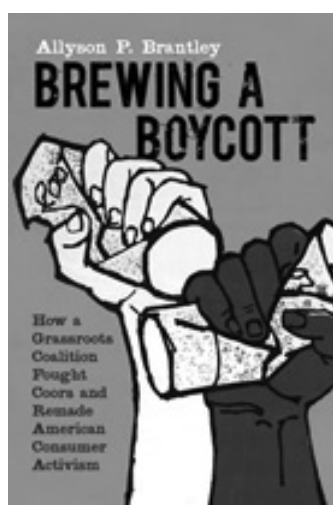
And he's loaded workers' rights, centered around passage of the Protect The Right To Organize Act, the most-comprehensive pro-worker labor law reform since the original 1935 National Labor Relations Act, on top of that. That's part of his battle against inequality.

The income chasm led Goodwin to add Teddy Roosevelt to her discussion list of leaders. TR, she said, knew society needed both more equality and more accountability after the excesses and oppression of The Gilded Age—and that his own party, the Republicans, would refuse to act. The capitalist elite, after all, were and are Republicans' financial backers.

"So he used the bully pulpit" to go on a six-week whistle-stop train tour and to force lawmakers to yield to progressive ideas about

continued next page

## Everything You Wanted to Know About the Historic Coors Boycott



"Brewing A Boycott" by University of La Verne history professor Dr. Allyson Brantley is a long overdue treatise on one of America's most renowned

and long-lasting product boycotts—the Coors Beer boycott.

And the Teamsters were right in the middle of it, from Colorado to San Francisco, to New York, to Teamsters Joint Council 42 in Southern California, to Texas, and many points in between.

Professor Brantley used her history roots to meticulously research and contact all living principals in the many-faceted boycott. She ties together the boycotting interests of gays, Blacks, Chicanos, Union members distributing Coors products, Teamsters

in Joint Council 42 Local Unions and of course, where it all began, the brewery workers in Golden Colorado.

In the day, members of the Coors family had a little something to alarm and enrage almost everybody, and the book details the evolution, sometimes painful and very frustrating, of a successful boy-

cott. And primary in Joint Council 42 was Coors's vow to break Unions and their members' contracts. Oldtimers will recall So Cal-based Union-busting attorney Erwin (Bud) Lerten, the prime go-to for Coors.

If you are an aficionado of local Labor history, this is the book for you. Especially Teamster history.

### IN THE KNOW

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

regulating corporate excesses, she said.

Timing is vital, too. “There’s a window of opportunity that opened now, just like it did for FDR in 1933 and LBJ in 1965. But it’s important to know that it wouldn’t last,” Goodwin says. So is public opinion—both shaping it and being shaped by it. “Lincoln once said ‘When public sentiment is there, anything is possible. Without it, nothing is possible,’” Goodwin commented.

That’s where communication, and sometimes galvanizing outside events, can shape a presidency, she said. In 1965, Johnson already had a full plate—the Civil Rights Act of 1964, federal aid to education, Medicare, and more. He was leery of adding the Voting Rights Act. Beatings turned on peaceful interracial demonstrators campaigning for voting rights for Blacks and marching

across the Edmund Pettus Bridge in Selma. “It inflamed the conscience of the majority of the people, and the thinking was ‘forward to the White House.’ He (LBJ) pivoted and decided ‘This will be the priority right now.’”

“So it was at Lexington and Concord. So it was at Selma. So it was at Minneapolis,” with the police killing of unarmed unresisting Black man George Floyd, which sent millions of people into the streets coast to coast demanding racial justice.

A president also must know how to leverage legislative majorities. Johnson, she said, “used flattery, threats and charm,” gained from decades in the Senate. Biden uses meetings with lawmakers of both parties, even if congressional Republicans disagree with his goals. But they appreciate he listens. Polls show GOP voters listen and

agree with him.

Biden also has an advantage FDR had: Plain speaking. Roosevelt had the perfect voice for radio, then coming into its own as the preferred medium of mass communication. Said Goodwin: “He was talking to you right as if he were in your living room.”

Biden comes across as just plain Joe. Kearns’ comparison example with FDR: “In one speech, his speechwriter’s draft said ‘You have to be inclusive.’ He scratched that out and wrote in ‘You have to include everybody.’”

The empathy point comes from successfully overcoming adversity, said Goodwin. She cited FDR being stricken with polio in 1921, which lasted through his death in 1945. She also cited an example from Teddy Roosevelt, and could have added Lincoln, but did not. Ditto Biden, she noted: He lost his first wife,

Neilia, and infant daughter Amy in a December 1972 truck-car crash just after he was first elected to the Senate.

“It’s the ability to listen to other points of view. Most leaders develop it through experience,” Goodwin explained.

The successful president also must sometimes play off predecessors’ failures, too. That led Goodwin to compare the Trumpite insurrection and invasion of the U.S. Capitol on Jan. 6, to the violence and tensions in the runup to the Civil War.

The galvanizing event was the Confederate attack on Fort Sumter, in Charleston, S.C., harbor in 1861. Before it came actual violence over slavery—including drawn pistols once, a vicious caning another time—in Congress in the 1850s and rising intersectional tensions. The attacks “reached the hearts and

minds of the people and mobilized centrist support for the Republican” policy of keeping slavery out of further U.S. territories, Lincoln’s initial platform.

That also prompted Kearns’s only mention of Trump by name, comparing him to James Buchanan, Lincoln’s disastrous predecessor who did nothing as the South raised armies and seceded. Even before Trump’s horrible mishandling of the coronavirus pandemic, “Early on, historians rated him at the bottom. Buchanan family members celebrated, because *he* wasn’t at the bottom anymore,” Goodwin smiled.



## WASHINGTON WINDOW

### FOR REPUBLICAN UNIONISTS, TIME FOR HARD THINKING

For Republican unionists, or anyone who voted predominantly Republican in the last election, or the last several elections, it’s time for you to do some really hard thinking.

The question you must ponder: Do your elected Republican representatives—governors, state legislators, U.S. senators and representatives, even the former GOP occupant of the Oval Office—really represent you and your values?

If not, it may be time to seek another political “home.” Assuming you can’t stand the Democrats for various reasons, then register as an independent or unaffiliated voter.

We say this because the Republican Party, once it rejected its original anti-slavery origins of 1856, has compiled a horrifying track record as far as workers are concerned. And that track record long predates Donald Trump:

- When Congress passed the National Labor Relations Act in 1935, the Senate tally was 63-12. Eight foes were Republicans. The House OKd it by voice vote, not as individuals.

- In 1947, the Republican-run Congress emasculated the NLRA, passing the Taft-Hartley Act over Democratic President Harry S. Truman’s veto. That takes a two-thirds majority.

We opened a random page in a book on the history of Taft-Hartley, complete

with its text and both the GOP (majority) Senate and House reports and Democratic (minority) reports. We found this blunt paragraph from the House Dems: “No existing federal legislation attempts to regulate the internal affairs of labor organizations. This bill makes detailed provision for such regulation and subjects labor organizations to an external control which is without parallel when compared to any other form of voluntary association.”

- But Taft-Hartley wasn’t good enough control of workers for the GOP. In 1959, the Republicans passed, and GOP President Dwight Eisenhower signed, Landrum-Griffin. That’s the law that forces unions to file with the federal government detailed financial disclosures, revealing how much they spend on everything from paychecks to paperclips. Anybody, including union-busters, can look them up. Corporations don’t have to make such fine disclosures, just pay and compensation for their top five officers.

- Since Landrum-Griffin, Republican filibusters, corporate campaigns of lies, Democratic weakness (1977) and lack of commitment (2009) or all of the above, have killed every single piece of legislation designed to improve workers’ rights on the job. (Job safety is a separate issue).

- Repeal of section 14(B)

of Taft-Hartley, which allows so-called “right to work” laws, died in a 1965 GOP filibuster. Common-site picketing, a building trades cause, fell victim about the same time. A 1977 comprehensive labor law reform compromise crafted by the Dunlop Commission died due to a filibuster and the refusal of two Southern Democrats from Arkansas to provide the 59<sup>th</sup> and 60<sup>th</sup> Senate votes needed to break it.

- Democrat Barack Obama gave up on the Employee Free Choice Act in 2009 and he never lobbied for it. He also pulled his pro-union VP, Joe Biden, out of the EFCA fight.

- That brings us to now, with the Protect The Right To Organize Act stalled in the Senate thanks to—you guessed it—a filibuster plan from GOP leader Mitch McConnell of Kentucky. And all other Republicans, save for a House handful, follow him like sheep.

Let’s repeat that. All Republicans, save for a handful, follow McConnell like sheep.

They also follow Trump into turning the GOP into a party that represents racism, repression and exploitation, of workers, of people of color, of anyone who’s not a white Anglo-Saxon conservative “Christian” male. Oh, and the Republicans excuse the Trumpite revolt against our democracy and invasion of the U.S. Capitol, too. One called the invaders “tourists.”



## OSHA

### Only Protects Health Firms

**WASHINGTON (PAI):**

Almost 16 months and 598,751 deaths after the GOP Trump regime officially declared the coronavirus a pandemic, the Democratic Biden administration issued its Emergency Temporary Standard forcing health care firms to protect workers, now.

But the Occupational Safety and Health Administration (OSHA) mandate only applies to the health care firms, which lead all the rest of “essential” occupations in reports of coronavirus—officially called Covid-19—outbreaks and illness numbers.

It doesn’t apply to essential workers toiling in other high-risk industries, such as grocery workers, truckers, retail workers and, most importantly, meat and poultry plant workers. The processing plants have been sites of some of the worst employer refusals to protect workers against the virus and its community spread.

“We’ve identified the grave danger for the health care workers, but we recognize there’s a hazard in other industries,” Jim Frederick, OSHA’s current top official as acting assistant administrator, told a telephone press conference.

*Southern California Teamster*



# Paywatch Highlights Need for PRO Act Passage

**WASHINGTON (PAI):**

The yawning gap—and in many cases, a chasm—between rich company CEOs and the rest of us, especially their workers, is yet another reason Congress should pass the Protect The Right To Organize (PRO) Act, AFL-CIO Secretary-Treasurer Liz Shuler says.

“On average, CEOs of S&P (Standard & Poors) top 500 companies were given a big raise” in 2020, she said. They received \$15.5 million in total compensation. Compared to 2019, that’s a pay increase of more than \$700,000, during the worst public health crisis in a century,” Shuler said in releasing the report, available at [www.paywatch.org](http://www.paywatch.org).

But as the corporate elite raked in more money, their workers, and especially their essential workers such as nurses, sanitation engineers, fast food workers, and apparel workers, didn’t. Which is why the PRO Act is absolutely needed.

The latest Paywatch data, covering 2020 and taken from required federal reports, show the median pay for a CEO of a Fortune 500 firm was 299 times the median pay of all U.S. workers. That’s up from a 264-1 ratio in 2019.

“Some companies furloughed working people, then tried to make a big deal about cutting CEOs’ base

salaries” during the coronavirus pandemic, Shuler said. “In reality, CEOs enjoyed big increases in their equity compensation. While CEO base salaries decreased slightly, the average S&P 500 company CEO’s stock-based pay increased by over \$1 million. And that doesn’t even factor in the dramatic rise in the stock market in the second half of the year.

As the Institute for Policy Studies recently pointed out, dozens of S&P 500 companies actually increased their CEO’s pay. Some companies gave ‘retention’ awards to their CEOs as their stock prices fell. Others changed the standards they used to measure and set CEO pay to discount the coronavirus’s impact.

In most cases, they didn’t do so for their workers.

The result? Horrifying ratios of CEO to worker pay, especially in the apparel industry, but also one amazing case in Oklahoma City. There, Chad Richison, the founder in 1998 and CEO of Paycom Software, Inc., an online payroll and HR company, walked away with \$211 million in pay, perks, stock option values and bonuses in the firm’s latest fiscal year.

Richison’s take was the second-highest among all the execs in the Paywatch report and the

highest figure in the U.S. It was also 2,963 times the pay of an average U.S. worker. His one figure made Oklahoma the state with the worst CEO-to-worker pay ratio in the country.

Topping Richison: Robert Antokol, CEO of Playtika, a digital entertainment company based in Herzliya, Israel. He made \$372 million, 5,791 times the pay of an average U.S. worker. The report did not say if any of Playtika’s workers toil here.

The dishonor of the widest chasm between a CEO and workers went to Fran Horowitz, the CEO of Abercrombie & Fitch, the high-end apparel manufacturer and retailer. She garnered \$11.95 million, but since poorly paid overseas workers make all A&F clothes, her pay ratio to her employees was an eye-popping 6,565-1.

In a new analysis in this year’s figures, the federation reported the CEO-to-worker pay ratio in the Russell 3000 set of companies—a much wider group of firms—also showed the difference between pay ratios in so-called “right to work” states and the other, more-unionized states. The ratio was 173-1 in RTW states, while it was 133-1 in other states, which allow unions to collect both dues from members and lower fees from represented non-members.

which is May 31, 2022. Please save your money and start thinking of the changes you want in the next contract. Summer is here, hydrate yourself and get plenty of rest. Also, get vaccinated and adhere to all Covid policies. Check your Union boards and Union Apps monthly for updates. Have a great summer, stay cool and be safe.

Government Contracts: Amentum schedulers/dispatchers negotiations will be starting up soon, Amentum TTR Airfield and Amentum Firefighters contract negotiations have started, we are close to having tentative agreements on both. Let us 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.

Freight in Vegas continues to experience record-breaking volume. Carriers are concerned with staffing as tradeshow freight volume starts to rise. A few bad accidents have rattled our barns. Brothers and sisters, please get enough rest daily, to avoid drowsiness on the road. We must take our health serious, not only for ourselves but for the millions of families that share the road with us every mile.

Olson Precast: We have a tentative agreement with the employer. If it is ratified, we will conduct an allocation meeting immediately after the vote.

Construction: We are still in negotiations with the employers for the Master Construction Agreement. Meanwhile, Vegas is expecting excessive heat warnings in the upcoming days. Stay hydrated, shade out when possible, and get plenty of rest on your down time. Make sure all your qualifications are up to date with the Training Center and on file with the dispatch office if you are on the out-

of-work list.

Ready Mix: Mixer drivers, pit workers, and mechanics are all working diligently at both Nevada Ready Mix and SilverStar Ready Mix. There are quite a few construction projects coming up that all require massive amounts of concrete. The work picture looks good moving forward. Stay hydrated during the summer months and get plenty of rest.

Rinker Materials Quikrete: The pipe plant is as busy as ever with many new hires coming aboard. Stewards are doing a good job keeping management in check with OT violations. Record-breaking heat is sweeping the Las Vegas valley, stay hydrated and keep cool. Cemex Block: We are experiencing lots of work and plenty of overtime. Stay cool and hydrated out there—keep up the good work!

CertainTeed – currently in contract negotiations, stay strong and be ready to fight for a contract. First Transit RACC – company is still short drivers and ridership is increasing as well as workloads. MV Transportation Paratransit—we have been in discussions with the company over opening the Sunset facility. Many issues are still being addressed including grievances, federal mediations and arbitrations, and the company is still in the need of many more operators. As we see ridership still increase at a substantial rate, this is still causing heavy workloads and we are addressing this issue as well as many others. Stay strong as we get through them. MV Fixed Route Operations – business levels have increased and the need for coverage is causing the company to hire employees. Movie Industry – activity sporadic. To all, remember to keep hydrated and most of all be safe, thank you for all you do—Union pride.

## Southern California Teamster

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**By Jaime Vasquez  
Secretary-Treasurer**



Secretary -Treasurer Jaime Vasquez – As we start to slowly go back to some type of normalcy I must also reflect and thank

our members from El Centro Regional Medical Center for their constant battle against Covid-19. We want to thank all of you for the daily struggles putting the well being of the general public before your own safety. Thank you!

Business Representative Paul Samson decided to go back to UPS and finish his career there. Business Representative Ronald Cutitta will be representing the full time ranks at UPS in San Diego and Chula Vista. We also decided to invite San Diego UPS Shop Steward Tasha Gee to become a business representative. Tasha has been a great asset to our members at UPS and we know that she will continue to serve our part time members with the same passion and commitment as she always has.

Salvador Abrica – On June 24 as we closed our 30th International Convention this great Union announced the creation of the Amazon Division and made the commitment to leave no stone unturned in the pursuit to organize Amazon workers and protect standards in core Teamster industries. You may be asking yourself why such a big deal about Amazon? The rate at which Amazon continues to grow is a direct threat to our way of life. It has created a race to the bottom with no respect to the industry standards we have fought for, and they churn through workers with no regard for their safety and health or the safety and health of the communities in which they operate. For

several years now, Local 542 has been working diligently to cover every move Amazon makes here in the counties of San Diego and Imperial. Starting in January, we began engaging our members, especially at UPS, about the threat Amazon poses to our way of life. In March, when Amazon was seeking approval to build a last mile delivery station on land owned by the San Diego County, Local 542 activated our members to demand the county require Amazon to raise the bar when it comes to how they treat their employees and the surrounding community. We now are working with the county to develop a warehouse workers policy and a policy that will address the construction of such projects. These two policies will establish a bar above the bare minimum Amazon is accustomed to operating within, leading to improved conditions for those workers, communities and surrounding businesses. Our plan is to coordinate with Joint Council 42 as this campaign is taken on regionally to create a movement within the Amazon workforce. Why a regional approach? It is as simple as this employer has created many layers of protection that we must peel away by uniting the various groups of workers into a collective group. How can you help? We are asking every member to participate at the level they can. Members can simply submit text/email messages to the city or county when needed. You can say hello to the Amazon delivery driver at your doorstep to let them know something is happening for them to improve their working conditions You can stop by the office and get a door hanger addressing the Amazon delivery driver and you can talk to the Amazon workers you know. If you’re really interested, you can join our monthly Volunteer Organizer meetings. How you participate is up to you, but it’s on all of us to do at least a little something to take this effort to the next level. To stay informed, download our Teamsters Local 542

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**By Tommy Blitsch  
Secretary-Treasurer**



Tommy Blitsch: Congratulations to our recently retired UPS Business Agents Eddie Fischmann and Ashley Smith. Thank you for your service to the Local. Happy retirement! I would also like to welcome new hires Marc DeDario and Cavan Berends to the staff along with DeShawne Evans who came on staff last November. I am confident that we have a strong team representing our UPS members.

Convention: It has been encouraging to see the Trade Show Industry coming back and people working every aspect. The shows are not up to their usual size yet but are steadily happening. We have members working who have not worked in fourteen months. It has been like witnessing a family reunion. Everyone is not only happy to be working, but they are also happy to see one another as well! We are experiencing record heat, everyone needs to be mindful of hydration and exhaustion, especially since it has been so long since anyone worked to let their bodies adjust and be safe. It is important to remind everyone that the Covid numbers are again on the rise and people need to exercise safe practices to protect themselves and others. Another reminder for everyone to get their OSHA cards and register them with the Training Center to help facilitate dispatch availability.

Republic Services: We are nearing our expiration of the contract



app to your phone or contact Sal Abrica @ (619) 977-0025.

Shelly Allsup - It's been a long journey, I hope this finds you and your families safe and well. Though San Diego lifted the mask mandate in mid-June 2021, many changes have occurred since the beginning of Covid. Here are the following updates: OMNI La Costa Resort and Spa - scheduling and bids for all departments are currently being constructed, please be sure to provide the employer with any personal contact information if it has changed. Lastly, another six (6) month contract extension has been done that will expire December 31, 2021. AMR - the mayor of San Diego signed the new emergency medical services agreement with Falck on May 29, 2021. A full turn-over of services is tentatively scheduled for late November, 2021. Falck will be holding additional town hall meetings via online 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 tradeshow are beginning again! All regulars and the 2020 542 Seniority List is now extending through January 2023. Please do not decline work, this could potentially adversely affect your status in 2023 preferreds, you should have received communication from Benesys regarding your H&W benefits. If you haven't, 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 pandemic and work shifts may adjust for this reason. Final pension language has been drafted and forwarded to the employer for contract signature again. Should the employer continue to attempt to avoid recognition of the wage deferment within the CBA, the Union will file a ULP to protect the members. 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 changeover, please contact the third party trust or me directly for assistance. Corona Division - recently a change of VP of Operations has occurred. If you have any questions or concerns, please contact me directly so I may assist you. Iron Mountain Records - both parties are currently in negotiations.

**Local 630**  
*Food, Industrial & Beverage Warehouse,  
Drivers and Clerical Employees*  
**By Lou Villalvazo**  
**Secretary-Treasurer**



Our thoughts and prayers go out to the family and friends of our sister Maya Barkon, a 24-year member from Young's Market/RNDC.

Our sister passed away in her sleep on June 23; she will be dearly missed.

Alta Dena North-welcome back our brother Bernie Nunez as our representative Alex Flores was successful in getting our brother

reinstated after termination. Alta Dena North/South-we thank all our members that took advantage of the scheduled visit from the representatives from the Teamsters SIP 401K. This was a great opportunity for our members to get information on the negotiated Teamster 401K.

Also, we would like to thank our members at Danone NA, Driftwood Dairies & Alta Dena North & South that came out and took advantage of the information the representatives from the Western Conference Teamsters Pension Trust provided. We will be scheduling more visits at other companies for our members to be able to find out the status of their retirement.

SYGMA-a contract proposal meeting was held to discuss upcoming negotiations. We would like to thank our members for participating and providing their input for changes they would like to see in their contract.

Congratulations to our brothers at Tropical Preserving. Our members at Tropical manufacture fruit jellies and jams. Our brothers ratified a new 3-year agreement which provides wage and pension increases each year of the contract, with full health and welfare, with no out-of-pocket cost to our members.

Congratulations to our brothers and sisters from Langlois who manufacture an array of cooking, baking and condiment products. They unanimously ratified a 5-year agreement with full health and welfare benefits with no out-of-pocket for the duration of the contract. The contract comes with significant wage and pension increases for each year of the agreement. I would like to thank our negotiating committee representative Adam Methus and our shop steward Johnny Duran for their contributions in negotiating the highest wages and pension contributions ever.

From deregulation in the 80's to today's Gig economy and worker mis-classification, from corporations like Uber, Lyft, Amazon, who have billions and spend millions to buy policy and anti-labor legislation, it all continues to be a threat to Teamsters and the working class. Therefore, we encourage our members to participate in D.R.I.V.E., (Democrat Republican Independent Voter Education). These are voluntary donations but necessary to fight back against anti-labor legislation or politicians that look to implement legislation that attack our rights. It also helps us support pro-worker and labor legislation that benefits our members. Teamsters are always at the front of many of these issues to address workers' rights to organize and collectively bargain our rights, demand livable wages and health benefits that provide security to raise a family.

As Teamsters it is our duty to politically engage and teach our members, coworkers, family and friends on the consequences of inaction at the ballot box, as famously said by James R. Hoffa: "If we become too timid to fight for what's right and just we will lose in the legislatures what we have won on the picket lines."

As we speak, we have a state labor agenda that continues to push for justice for workers across California, such as: AB 701 by Senator Lena Gonzalez that addresses the Amazon logarithmic quotas that hurt workers physically and mentally at the Amazon fulfillment

centers; SB 338, also by Gonzalez, would ensure that retailers like Amazon and Walmart are held accountable when they contract with port trucking companies that violate Cal/OSHA and other labor laws; SB 700, by Senator Maria Elena Durazo, would hold port trucking companies accountable by stopping payroll tax fraud and restoring drivers' safety net and access to critical benefits, which is now moving through the Assembly; and AB 794, by Assembly member Wendy Carrillo, seeking to protect port drivers from predatory leases and to ensure that the state does not subsidize companies that violate labor laws related to worker misclassification as our port truck fleets transition to zero emissions.

As you can see, Teamsters flex our collective political muscle for positive change that benefits our members, our industry, workers, and our communities. If you would like more information on DRIVE and how to voluntarily enroll or if you would like to increase your contribution to DRIVE, please contact the Local, your representative or join us at one of the general membership meetings. Please keep getting involved and register to vote.

I would like to congratulate the following members on their retirement: Asuncion Quinones from Valley Produce, Delfino Delgado from Torn & Glasser, Artie Romo, Francisco Turrbiartes, Jose Ibarra and Fernando Valdivieso all from SYSCO. Also, Edwin McKellop, Tony Lopez and Byron DeLaCruz, from Ralphs Paramount. May you all enjoy life and your retirement. We ask you to remain involved and help us educate and mentor our young Teamsters.

Shout out to our members that will be participating for our upcoming Local 630 Softball Tournament. This will take place on August 7, 2021, starting at 8 am, at the "Big-League Dreams" sport complex in Chino Hills. If you are not playing in the softball tournament, you can come out with the family and participate for a day in the sun full of fun and support you sisters and brother competing in some good old-fashioned softball. Shout out to our Vice President Raymundo Gaytan for organizing this great event.

Please remember to always update the Local with your current contact information and please download the phone app and follow us on Facebook and Instagram.

**Local 683**  
*San Diego Sales Drivers*  
**By Lee Fletcher**  
**Secretary-Treasurer**



Farmer Brothers Coffee has recalled 2 members and we are hoping for more to return as business picks up. Gallo Drivers-the contract surveys are back, and we are going through all the information and preparing for negotiations in August. Gallo Sales your new shop steward is Kevin Ortiz, thank you Kevin for stepping up. RNDC and SGWS Sales-at this time there is nothing to report about any upcoming negotiations. Once there

is anything to report I will get it to the shop stewards. RNDC and SGWS drivers-since Covid restrictions have been lifted, the amount of volume and stop count has been increasing. Just remember to work safe, take your breaks and lunch, each day and do the best you can. Both companies are in the process of hiring more drivers.

Mission Linen is a regional contract that we already started negotiating even though we are barely getting out of rough times due to Covid. Negotiations are going in the right direction. Alsco has just informed us that the company is re-opening the third facility which was in operations prior to Covid. Since things are getting back to normal, they are setting up that facility and hopefully can return the employees to their original depot this month for their much-needed space. Challenge Dairy, Dairy Farmers of America, and D.P.I.-business is returning slowly but surely; management and members are working together to manage any problems that may arise and are resolving the issues as soon as possible. Our Dairy Companies are slowly beginning to bring members back to work.

Pepsi recently relocated to a brand-new facility out in Lakeside; with this move we have experienced a major labor shortage. Unfortunately, Pepsi has not kept their word with the Union and has been causing chaos in the workplace. We had no other choice but to file several grievances and having to file Labor Charges against them. At Transdev South Bay we were able to change the route bids to put split routes together. Transdev El Cajon ratified their first contract for the newly organized road supervisors and dispatchers, getting them into a better medical plan and higher wages.

DSI Long Beach contracts are printed, and we will be visiting our members and getting them passed out soon. We filed a charge against Waste Management for not meeting with the business agent and attempting to negotiate with members directly.

**Local 848**  
*Wholesale Drivers Salesmen*  
**By Eric Tate**  
**Secretary-Treasurer**



I am happy to announce that we are scheduled to have our next general membership meeting in person at our Long Beach office on Sunday, October 24, 2021. Our shop steward meeting will take place at 8:00 am and our general membership meeting will begin at 9:00 am. I implore you all to take care of yourselves and your families this summer. The new variant is causing many to be hospitalized, especially those that have not been vaccinated. I would like to send our sincere condolences to the family and loved ones of the following members: Cesar Alvarado of MV Transportation; Richard Robinson of Southern Glazier's Wine & Spirits and Frederick Davies of Southern Glazier's Wine & Spirits. May our brothers all rest in peace.

During this last year, while in the pandemic, Local 848 has continued to handle grievances, arbitrations and negotiate contracts. Many times, we have had to handle contract proposals, ratification votes and shop steward votes through the U.S. mail instead of bringing the membership in. We have found that much correspondence has been returned to our offices because of bad addresses on file for many members. Therefore, please contact one of our offices to check and update your address, phone number and e-mail address so that our records remain up to date and we are always able to contact you when need be: Long Beach Office (562) 595-1891/Glondora Office (626) 732-4700. Local 848 wishes you and your family a safe and wonderful summer.

**Local 14 Las Vegas**  
*General Sales Drivers Delivery Drivers & Helpers*  
**By Fred Horvath**  
**Secretary-Treasurer**



As the effects of COVID lessen and Las Vegas returns to normal it is presenting some issues for our members and their employers. Our members working as warehouse workers and delivery drivers are struggling with excessive hours of overtime which is only made more difficult by having to work excess hours through the heat of summer. The Local encourages all its members to make sure they are working safely and staying healthy. One of the benefits of the return to normal life is the return of the Local 14 Member Appreciation Day/Health Fair at the Wet-n-Wild water park on September 11th. After having to take a year off we look forward to getting back together with our members and their families for a day of fun. We will be sending out more information on how to secure your reservations soon. Hope to see you there!

Local 14 is in the midst of collective bargaining with several employers. Negotiations are ongoing with the City of North Las Vegas and the City of Henderson. Due to the COVID-related revenue downturn and the recent return of the revenue to levels well above the pre-COVID levels, as well as the federal aid we have had some very difficult negotiations. We are confident we will be able to overcome these hurdles and conclude negotiations with an agreement that will benefit our members. We have also been in negotiations with Southern Glaziers Wine and Spirits and are hopeful that by the time of this publication our members will have ratified a new 3-year agreement. Negotiations with the Clark County School District are also ongoing. Our members at the school district have gone many years without any significant wage increases and we are hoping we can help to rectify that, as well as improving language and other benefits, during these negotiations.

The Local is in the process of launching a new communication platform to keep our members updated with all the latest information.

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tion. Over the next several weeks we will be sending out invitations to our members to download and register on Crew. Crew allow us to have ongoing communication with each of our houses as well as communicating with the entire membership. The Local will need your current phone number to ensure that you receive the invitation. Please contact the Local to update your phone number. Also, if necessary, please don't forget to update your address and your life insurance beneficiary with the Local.

The Local is now open for business. Our office will be open to members from 9 am to 4 pm, Monday through Friday. As a reminder there will be no general membership meeting until September.

## Local 1932 San Bernardino County Public Employees

**By Randy Korgan  
Secretary-Treasurer**



Teamsters Local 1932 made history this June when employees of Tikun, a cannabis cultivator in Adelanto,

CA, voted overwhelmingly to join our Union. These workers are the first Southern California cannabis workers to vote Union Yes in an Agricultural Labor Relations Board election. These new Teamsters want to carve a new future for workers throughout the industry. Together, they'll raise standards so that jobs in this industry guarantee success for working families. Congratulations to the Teamsters at Tikun!

This summer, Teamsters Local 1932 has again partnered with Youth Helpers to help bring Teamster teens to the LYTE program. Through a series of training sessions, LYTE is designed to encourage and empower teens and provide an opportunity to connect with others while learning some of the critical factors that can help teens excel in academics, athletics, future careers, and much more. It is an enjoyable time by all accounts. These training sessions have already occurred throughout the summer months, but I encourage all interested to reach out to program coordinator Becky Lepins at [blepins@teamsters1932.org](mailto:blepins@teamsters1932.org) for future dates and other opportunities.

Our Union also sends ecstatic congratulations to Jennifer Ibarra, daughter of Local 1932 member Jose Ibarra, who recently was named a recipient of the James R. Hoffa Memorial Scholarship Fund. Jennifer is an outstanding scholar with a 4.46 GPA, who has completed six International Baccalaureate classes and three Advanced Placement courses at Jurupa Hills High School. She plans to apply her scholarship toward a double major in education and liberal studies at UC Riverside. We're so proud of you, Jennifer, and congratulations, Jose!

Lastly, as our Union made loud and clear at the recent 30th International Convention, Teamsters everywhere are gearing up to help build worker power at Amazon. This

Local has made Amazon organizing a top priority for quite some time now. Local 1932 was proud to have Shana Saters, a member out of the Transitional Assistance Dept. of San Bernardino County, represent our efforts in the Amazon segment of the convention. For a few years now, she and other members have taken on Amazon's developers and their anti-workers allies in office. She's still in the fight today and is set to keep pushing forward. Thank you for your crucial efforts, Shana!

Our mission is to raise standards in a region that has become ground zero for Amazon's dominance in southern California. Accomplishing this mission starts with talking with other workers and neighbors about the issues that matter to them and how we work best when we work together. There are many ways to help, and the best way to get started now is to reach out to organizer Martha Romero at [mromero@teamsters1932.org](mailto:mromero@teamsters1932.org) for more information. We regularly canvass on local issues and hold training sessions for volunteer organizers. Let's build power together, brothers and sisters! Teamsters Local 1932 is ready to organize!



**By Capt. Andrew Robles  
Assistant Trustee**

We have been having a busy and productive summer! The Fourth of July weekend proved to be a record-breaking period for Allegiant as we flew the most scheduled flights ever in our history. This spike in air travel created a pilot staffing issue that the Union and company were able to mitigate by incorporating additional temporary compensation to the pilot group and in return, provided additional coverage for the company during this busy holiday weekend. This proved to be a success and prevented many flights from canceling due to pilot shortages.

This summer continues to reflect passenger loads in excess of pre-COVID 2019 levels. Even more surprising was the announcement that the staff would be getting profit sharing checks equal to 2019 levels also. This is great news for all of us. Allegiant's robust growth model saw the addition of several new routes and the announcement of several new hire and upgrade classes. To begin the hiring wave, approximately 22 pilots were hired in July and an additional 22 pilots in August are also slated to begin. Being the first wave of new hires for Local 2118, the membership committee was prepared and motivated to welcome their fellow pilots into the fold. We have no doubt that the new hires' first impression of our association was an excellent one.

The company's necessity for new pilots creates an even greater need for the company to provide a competitive benefits and compensation package. The only way we foresee attracting highly qualified and competent pilots is to provide them an industry-leading contract. It's imperative that to mitigate the pilot staffing shortfalls Allegiant

has been having lately, we must collectively come to the table and engage in negotiations to meet our common goals. It's no mystery that our current contract falls short of what our competitors are currently offering to potential new hires—we must do better. If we want to maintain the rigorous growth Allegiant sees in the near future, they have no choice. Although we cannot divulge any specifics, the few negotiation sessions we have completed the past couple months have been productive and engaging. At this particular junction both parties are finding common ground and are actively engaged in the bargaining process. The parties have already come to tentative agreements with some inconsequential sections, but nonetheless we are progressing forward.

Last month we received our first pass of our bylaws from the legal department at Teamsters International. We continue to solidify our bylaw language and are excited to be in the last phases of completing it. We hope to be sending it out to our pilot group for ratification in the fall. Soon thereafter, elections for the new officer positions will begin. We ask that all of you participate in this process as it is the most consequential way that the pilot group can steer their Union in the direction they want to go. Until next time...In solidarity...



**By Mike Bergen  
Secretary-Treasurer**



At Bimbo Bakeries all of the Locals continue to see growth at both Bimbo Imports and Oroweat even as pandemic restrictions are lifted.

The Locals recognize all our essential worker-members who have continued to do their job throughout this very difficult time keeping shelves full of Union bread, buns and snacks. In Wholesale Liquor, volume continues to increase as our salespeople, warehouse, and drivers work long hours to meet the demands of the market as more restaurants and bars open. Both Unionized companies continue to grow. Contract negotiations for the Liquor industry will get into full swing within the next couple of months. The Locals will be notifying the affected members as negotiations draw nearer. The Gallo Wine contracts for both sales and drivers will also be commencing within the next couple of months so watch your bulletin boards for information. At Farmer Brothers Coffee, Local 166 welcomes all of the former Santa Ana members into Local 166 as the Santa Ana branch has been consolidated into Rialto.

Our Dairy industry jobs face more layoffs due to continued lower consumption of milk. This is an ongoing and worsening trend. The Dairy Locals of JC 42 chaired by Mike Bergen met again with DFA Dean Dairy Brands to discuss and protect our members' rights as the restructur-

ing of driver routes continue with the closing of additional branch locations. Linen and Industrial delivery drivers face a slow recovery from the COVID-19 pandemic in hospitality arenas due to difficulty finding workers willing to return to low paying jobs at hotels and restaurants. As our Dairy and Linen industry workers continue to do their jobs as essential workers, some of their customers are at hospitals and nursing homes putting them even more at high risk during this pandemic.

A reminder to all delivery drivers: most vehicles today are equipped with some form of GPS tracking and monitoring, so please take whatever time needed to perform your jobs safely. The Local continues to have coordinated bargaining with Local 952 at Stremick's Heritage Foods; key issues—understaffed and overworked.

At Kaiser Permanente, even though our contract doesn't expire until December 2021, the Unions are currently in local bargaining. The meetings have been mainly by Teams/Zoom and limited in-person meetings. The Teamsters are currently discussing wages (parity with LA, OC), part time language, preceptor (training), staffing/backfilling, standby/call, shift differential as well as language cleanup. National bargaining is underway with the Alliance of Health Care Unions (AHCU); these meetings have been in-person and some of the sub-committees have been meeting via Teams/Zoom. These meetings are addressing problem & dispute resolution, patient & worker safety, racial justice, staffing, travelers, backfill and wages/benefits. Locally, we still continue to meet with both local and regional management with the Alliance on updates on bargaining and COVID-19. Please continue to stay safe and practice safe distancing and wear your mask around others. Good news for our members in the High Desert as Kaiser Permanente is assisting St. Mary's Medical Center. Kaiser Permanente has now broken ground on building the new Kaiser Hospital in Victorville that will have approximately 260 beds and is scheduled to open in 2026/2027. All clinics that St. Mary's and Kaiser Permanente currently have will continue to stay open as well during and after construction, so no jobs will be lost in the process.

At Mondelez, the Ontario branch is still moving forward with no reduction in the work force. They are still in need of qualified Class A drivers. Since the pandemic it has been hard for them to train in-house for Class A drivers.

At KBR, Talon and Premier-Ft. Irwin, our members continue to do an excellent job training the troops! With the extra work has come some new job openings. The Local Union continues to have a few outstanding grievances, with most being resolved at the 2nd and 3rd step meetings. At Norco Police we had more July negotiations. At Technica Marine Base-Barstow we were able to settle a holiday grievance with some back pay. SpecPro recently ratified their contract with 100% voting to accept the offer. At Valiant, the Local Union started negotiations the end of July. The Local also recognizes all of the other hard-working members at AECOM, Young's Support Services, JOI & ADE, PULAU, Technica, HDSS, Ber-

ing Straits, TIYA Services and Desert Ambulance as they continue to do outstanding jobs at their locations.

Construction in the Inland Empire remains very busy with the out-of-work list currently short. The construction agents are in the office after 3:00 pm every afternoon. If you are interested in getting on the out-of-work list you can do so by calling the agents at 909-877-8326 for more information.

In San Diego Construction/Rock & Sand, Lehigh Hanson has added 5 ready mix drivers: Shaun Velasquez, Luis Alvarez, Rudy Hernandez Jr., Bryan Mann and Armando Ruiz. Welcome aboard, brothers. Hanson has been continuously busy at 32nd Naval Station, Camp Pendleton and various housing projects. The San Diego office is still looking for Teamster ready mix drivers and mechanics. You can apply online. You can also call the San Diego office for further information at 858-292-7344.

The Master San Diego Construction agreement has new increased rates starting 7-1-2021 with plenty of work with Pinnick driving rock trucks and Marlin's Rentals driving 6x6 water trucks. Hazard is also busy on paving jobs throughout the county. If you're looking for work in S.D. please call the Hall at (858) 858-292-7344. Romero Const. was just awarded a large project at S.D. Airport. In the pipeline arena, Snelson is still ramping up work on the 1600 line. Job steward Gordon Riggs reports they will be adding more working Teamsters as work continues to pick up.



**By Abel Garcia  
Secretary-Treasurer**



Abel Garcia - Secretary-Treasurer/Business Agent: Hello to all! Local 186 held its first

"in person" general membership meeting on Sunday, June 13. We had 220 members in attendance, what a great day! Go Local 186! UPS: OJS rides will be allowed now that social distancing guidelines have been eased. Also, warning letters issued for injuries are flying off the copy machine by UPS. I get hurt at work and I get written up? MTD: Our members are to be applauded for the job they did during the pandemic. Also, we informed the district that our members are not the "mask police." If a driver has a problem with a patron, they should call the authorities. T-Force: The transition seems to be going smoothly so far. YRC-Reddaway: Conversion into one company is now complete. The company will be Yellow Freight. Waste Management: We started negotiations July 15. As always, stay safe, be safe.

Fernando Lara-Vice President/Business Agent: Smardan - we are still in negotiations; we will keep the membership informed of any updates. Mission Industrial - finally, with this pandemic behind us, we have started negotiations; we will keep you informed of any updates. MV Transportation - we are currently in the middle of negotiations, we have signed a one-month extension with retroactivity, please

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reach out to your steward Robert Razo for any updates. STA – we have dates for negotiations at the end of August; we will keep the membership informed of any updates. Sysco – the company has installed new cameras in the cabs, the effects have not changed, there must be a triggering event so that it may be used for discipline. We have come to an agreement with Sysco on the violation of the 40-hour guarantee--all hours owed will be paid out 100%. Waste Management - we kicked off negotiations on July 15; we will keep everyone informed of any updates. It was wonderful to see members from all different crafts show up to our biggest general membership meeting (June 13) in Local 186's history, also we would like to thank all our vendors for their participation. Please do not forget to patronize Union-friendly businesses.

Jedediah Johnson-Business Agent: RND/Young's Market: The company is using "structured delivery." There have been many issues with structured delivery, and at this point it has many flaws and has been a nightmare on sales reps and customers. The Union continues to put pressure on the company pertaining to structured delivery. As a result, the company is hiring more drivers and warehouse workers. RND/Young's Market express store: The Company is in the process of backfilling a clerk position at the Ventura location. If interested, apply online, you can find the link at [Teamsterslocal186.org](http://Teamsterslocal186.org). SGWS: The Union and the company continue to meet on SG Proof. SG Proof is an application for the I-Pad or Tablet. All aspects of SG Proof are being negotiated with the Union. Ventura Port District: Congratulations to the courtesy dockmasters on overwhelmingly ratifying their three-year contract with improvements to working conditions and raises. Amerigas: Opening letter for contract negotiations will be sent to the company in August. Ferguson: We have a new member in Ventura by the name of Leonel Silva. Welcome to the Teamsters, brother.

## DISTRICT COUNCIL 2

**By Clark Ritchey**  
**Secretary-Treasurer**



In the past month, District Council 2 ratified contracts for approximately 250 District Council 2 members in California, Nebraska, and the state of Washington.

In Southern California, members at Royal Paper Box ratified a four-year contract with a significant wage increase in each year of the agreement, adjustments were made to certain classifications and increases were made to shifts differentials. The company will continue to pay 100% of the Health & Welfare premiums every month for four more years. Improvements were made to the company 401k contributions and language to Vacation and Holiday were updated.

In Northern California, Gowans Printing extended their contract for 1 more year. All terms remained

status quo. Automatic Printing, in Omaha, NE, bargained a 2-year agreement with dollar increases in each year of the contract and continued contributions to the company's 401k.

In the Northwest Region, Kaye Smith ratified a four-year contract. Members bargained significant wage increases in each year of the agreement, medical contributions from the company were increased, as well as increases to the company 401k. MLK was added as a holiday, while certain classifications were renamed and contract language updates were made.

Negotiations still continue in the upcoming months: in Southern California - Westrock, American Red Cross and DeFrance Printing; in Northern California - Corrugated Packaging, 4 Guys Print & Mail, Community Printers, and Portocork America, Inc., as well as the Commercial Multiple consisting of- 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, and Wheeler Sonoma Printers. DP Media in Colorado is in negotiations, and in the Northwest Regions - Columbia Litho Co., Western Pacific Union, Daily Journal, K/P LLC, and Tacoma Rubber Stamp.

The busy season has started for The Neil Jones Food Co. (aka Tomatek), our seasonal company, which will bring in approximately 1,000 seasonal employees over the next few months.

Shop Steward training is coming up, starting in the fall season. This training will benefit new incoming stewards and will be a great refresher for current stewards.

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 Poland/Bob Morales Scholarship Program. The DC2 Scholarship Fund has been extended to August 13, 2021. 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 has gone out to those members who qualify and are in good standing according to our records. A posting has also gone out to your chief stewards to post on your Union bulletin board. 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 member: Uiese Noa. Local 388M Retired members: Carl Bright and Max Keys (4N). Local 625S Retired member: Jeffrey Vu.

Visit the District Council 2 website at [www.Teamstersdc2.org](http://www.Teamstersdc2.org). You will find important information such as: available scholarships; the Privileges of the Family Medical Leave Act (FMLA), Weingarten Rights (Your right to request Union representation), etc. DC2 has a va-

riety 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 Eric Jimenez**  
**Secretary-Treasurer**



Greetings  
Brothers and  
Sisters:

In June, Local 952 held its first Saturday general membership meeting.

Moreover, it was our first in-person meeting in over a year and a half. We had a standing-room only turnout and it was so great to see all of our members again. While we are appreciative to have the technology of video meetings, there is nothing like the energy and excitement of having meetings face-to-face with our members.

I want to thank the IBT for approving our request to move our GM meetings to Saturdays. I also want to thank all of our members who attended, and stress to the entire membership the importance of becoming active in your Local. Unions continue to fight an uphill battle to preserve solid representation and negotiate strong contracts. There has never been a more important time to get involved and help us protect your jobs, wages and benefits.

At Albertsons Irvine, there is still no new information associated with implementing the new automation system. We'll keep the members posted as details emerge. We're also waiting on the arbitration results regarding the 8-hour Opt-Out Language, and we have October dates for more arbitrations stemming from the grocery warehouse. We are currently researching and preparing new ideas to bring an engineer (EWS) in for Irvine. We would like to welcome back to work Hector Carreon and Michael Avina after their unjust terminations were overturned. Also, congratulations to Larry Cobb (37.5 years) and Craig Gross (36 years) on their respective retirements. The membership wishes you both nothing but the best.

It's been a busy summer with our transportation members. We began negotiations with First Student in mid-July and have committees set up at all three sites. Capistrano School District unit has sun-shined the articles we were discussing in June and we began negotiations in July. The county of Orange began receiving their MOU guaranteed raises in July. We have had almost all of our Disneyland members recalled to work, however we are pushing the company to recall the remaining few.

CYTEC Solvay in Orange had announced their plan to close down the facility but not before we negotiated guarantee severance pay and extended medical coverage based on years of service. In addition, we ratified their CBA to guarantee raises before the closure occurs. Chapman First Transit Drivers are only

partly back to providing service to Chapman college due to partial school hours. Many of our drivers will be out until the fall semester.

At OCTA we were able to get one coach operator reinstated after being terminated. Another employee is going through the grievance process to get his job back. We are also well into negotiations with OCTA. We have several T/As pre-economics, and we're going to start scheduling OCTA coach operators' meetings at the hall.

At Durham, we have contract negotiations for mechanics and drivers going on simultaneously, and we're in the process of setting up meetings for the school bus drivers. We also have one driver that is scheduled to go to mediation to get back with the company. We welcome back our First Transit I Shuttle members who have returned to work after being laid off more than 12 months. The service is partially opening and we are hopeful that, in time, service levels will return to pre-pandemic levels.

The OCTA CFR Maintenance agreement was overwhelmingly ratified May 11. We are in the process of gathering signatures and copies of the agreement which will be distributed shortly.

At MV Transportation the OC Flex voted on their first Teamster agreement and unanimously voted in favor of accepting the company's offer securing improved wages, benefits and working conditions. The company has recalled another 15 drivers that have been on lay-off. More drivers should be recalled as the balance of the service returns to pre-pandemic levels. The drivers ratified an 18-month extension June 24 with improved wages, benefits and working conditions. Congratulations to the drivers and their committee members for working quickly and securing the agreement.

The Local is in negotiations with Smardan where bargaining has come to a small standstill. We will keep the members updated as the talks continue.

The CVS Warehouse contracts have been printed and have been distributed to the membership.

We have a recommended last, best, and final offer from FXI which we will be presenting to the membership shortly. The offer has significant wage increases with some classifications getting a good increase and all employees getting a reduction in their H&W cost of more than \$100/mo. We are hoping to ratify this contract in the next couple of weeks.

Stremicks Heritage Foods contract talks continue and we are close to getting into the economic portion of the negotiations.

After a year of Zoom hearings, we are finally back to in-person panel hearings at UPS. The West panel resumed in July and the National in-person panel will resume in August. Moreover, cases won in panel included supervisors working.

On a different note, I am pleased to announce that Local 952 will be hosting the Los Angeles Trade Tech Community College Labor Studies Course this fall at our Union hall. For more information, please contact Norma Lopez at 714-788-9889. The Local 952 Women's Caucus Committee will now be meeting the third Saturday of the month immediately following the general membership meeting. If you're in-

terested in attending or would like more information, please contact Norma Lopez at the number listed above.



**By Chris Griswold**  
**Secretary-Treasurer**



As we recover from this pandemic, our staff has been busy negotiating contracts, representing members, and organizing new members throughout the western United States. In certain cities like Las Vegas, we are working on getting more full-time jobs back for our members. The Convention Industry is coming back strong and our convention members in Los Angeles are eager to get back to work. With more conventions coming back to Las Vegas, our members in the hotel industry will be returning in higher numbers as well.

I want to thank all the members who participated in the Teamsters Local 986 Blood Drive for the City of Hope. It was a tremendous success with over 80 pints of blood donated by Teamsters and their families.

There is an important election coming up in October. Every five years, the members of the Teamsters Union get an opportunity to vote for the leaders of the International Brotherhood of Teamsters in Washington, D.C. Ballots will be mailed to the homes of every eligible member in October and will be counted in November. Please make sure that your address on file at Local 986 is correct so you will receive your ballot.

I want to thank the shop stewards and members of Local 986 for working together to do their part to overcome the challenges of this pandemic. There is more work to do but we know that it was the Teamsters who delivered goods to the grocery stores to keep food on the shelves. It was our members at DHL and UPS that delivered medicine and other necessities to people across the globe and all our members in the Airline Industry who kept the planes in the air and getting people to where they needed to go. The members in the hotel industry and convention, car rentals faced enormous challenges with tourism being shut down for more than a year. Let's not forget all of our members in the warehouse, transportation, manufacturing and construction industries for keeping America strong and moving! Thank you!

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**By Phil Cooper**  
**Secretary-Treasurer**



As the country reopens, I want to encourage all our members to please continue to practice everything we learned during the pandemic that kept you and

continued next page

*Southern California Teamster*



your families safe. We know that washing your hands, staying away from others when you are ill, and even wearing masks helped tremendously in preventing illnesses and spreading diseases. I personally want to encourage everyone to get the vaccine! The reports are coming in that 95% of those currently being hospitalized are those that have chosen not to get vaccinated! Do your part for your family, friends, and co-workers, get the shot!

Summer is here and we have seen record heat being recorded all over Southern California. If you live in a fire prone area, please have a plan on what you will do if you are ordered to evacuate. We had several 896 Northern California members lose their homes in the Paradise and the Camp fires recently, most of them had little or no time to gather belongings before being ordered to leave. Please have a plan that includes making sure important documents and family treasures are ready to go in a moment's notice. Being prepared might not save your home, but it could save the lives of you and your family.

The Local has been extremely busy with organizing and we already have some great news!

Reyes Holdings/High Desert warehouse workers in the city of Lancaster voted Union Yes! The Local will soon begin contract negotiations for the 25-person unit in hopes of getting them their first contract. We had a tentative schedule to begin negotiation July 26, with more days to follow in August.

We have filed and have an election date for the Keurig Dr. Pepper unit in Victorville. This facility, with 230-plus workers has been on our radar since the 2013 campaign that we barley lost. We lost that close election, mainly due the International Association of Machinists, who got greedy and wanted the whole unit for themselves. They started bashing on the Teamsters, and basically became the Union Buster. After several years of continued organizing efforts with this group, we feel this campaign is on the right track. We have IBT organizers from the Las Vegas area helping, we have some rank-and-file members helping and other Locals. As we went to press—we won! See front page story.

On June 29, the NLRB let Budweiser know that we had filed a petition for the warehouse builders of the new Central Los Angeles Distributor that replaced Ace Beverage. The company did not allow the Union to follow the work to the new facility, and after telling us they would hire all the former Ace Beverage workers, they did not live up to their promise. The former Ace employees that were fortunate to get hired were merged behind the non-union Triangle workers that were already working in the Santa Fe Springs facility. As you can imagine, this left a bad taste for former Ace workers, and rightly so. The Union was left with the task of trying to organize the shop as a new facility. The warehouse workers have really gotten a bad deal, less money, loss of seniority, and crazy working conditions. They have asked the Union for representation, and we have filed for a vote. The drivers are waiting to see the outcome of the warehouse election, but they too are slowly beginning to see the need for Union representation.

The company caught wind of the warehouse campaign and immediately gave the drivers a raise, even though they were not due for one for a year. I hope everyone reading this understands, that even though the Union has a working relationship with the companies we represent, they would much rather not have Unions in their shops. Budweiser has shown their true colors here, but we will always be there when workers want representation. I honestly could not imagine working in a shop without a Union, and I hope all of you feel the same way.

We have finally secured an engineer to audit the new ELS standards Reyes Coca-Cola has rolled out in shops all over California and Las Vegas. That number has reach 13 facilities with more to come. The IBT engineers were not available due to Covid travel restrictions, so our Local is paying for a retired engineer who lives in Southern California. The next obstacle we encountered was getting TZA (the company engineers) back in the facilities so they can explain to our engineer how they came up with the numbers. The audit is truly needed, as even our best loaders are struggling to hit the new numbers. The week of July 19 our engineer was in Coke Los Angeles and Industry. We are still trying to get dates for Downey and Sylmar and have asked the company to work with us on not issuing discipline until the Union audit is complete. The company stated that their biggest concern is that when the workers are off standards, the efficiencies fall way off, but we are continuing to have discussions to try and figure out a way that works for both the loaders and the company.

Our condolences go out to the family of Zack Dubon, bottler from Pepsi Riverside who passed away a couple of weeks ago. Zack was one of the members from the Riverside facility that was very helpful in getting the Union into their facility, and Zack was on the first contract negotiating committee. Our hearts and prayers extend to Zack's family and friends.

Congratulations to our recent retirees: Delores Mack (Coke LA), Richard Baker (Coke LA), Fernando Orozco (Coke Downey), Dave Frogget (Anheuser-Busch), Maria Nava (Keurig Dr. Pepper), Randy Ennen (Anheuser-Busch) and Jennifer Martinez (MillerCoors).

## Local 2010

By Jason Rabinowitz  
Secretary-Treasurer



Workers' rights not sacred even at Labor Center: When an employee of one of the UC's Labor Centers went out on leave, one of our fellow Teamsters was hired through a limited appointment to cover the vacant position. The employee on leave decided to resign her position at the end of her leave, meaning, per our Union contract with UC, the member covering the position should have been upgraded from a limited appointment to

a more secure career appointment after working in the position for six months.

The UC failed to make this appointment change happen and that's when our member got in touch with her Teamsters 2010 representative.

Local 2010 submitted a grievance just as the pandemic began in March 2020. After months of dragging its feet, the UC settled and made the worker whole, converting them to the full career appointment they deserved before the end of the year. Turns out even Labor Centers aren't always safe for workers' rights -- unless you've got a Union on your side.

Fighting for reclass recognition: Sometimes even a good boss can't help you against bad management. In late 2016 a Local 2010 member at the UC requested a reclass to a higher job classification to reflect her increased job responsibilities. Her immediate supervisor supported her request and helped her follow up with HR multiple times over the following three years, but time and again our member and her supervisor were told that her reclass request was "under review."

Finally, our member turned to her Local 2010 rep, who immediately filed a grievance on behalf of her and two other administrative staffers caught in the same bureaucratic limbo. Within months, all three of their reclass requests were approved, years after they were first submitted, and even longer since our members began doing work that rightfully should have come with better pay. However, our members' troubles didn't end there.

Despite the fact that our members had been doing upper-level work for years, the UC, when granting their reclass requests, only granted retroactive pay back to early 2019 -- when Local 2010 submitted the grievance -- instead of late 2016 when the reclassifications were initially requested. This decision ignored our members' increased contributions to their workplace since 2016 and conveniently overlooked the fact that the delay in reclassification was entirely due to UC negligence. It took another year of grievances and negotiations, but in 2020 the UC finally paid all three Teamsters more than \$5,000 each for their work between 2016 and 2019!



By Rick Middleton  
Secretary-Treasurer



Rick Middleton: I hope everyone is enjoying summer and finding at least a little bit of time to enjoy the company of family and friends. The First Student National Master contract was overwhelmingly ratified. As the Union chairperson of the NMA negotiations, I want to thank everyone who helped us reach the NMA, including all members who voted. Your vote always matters. To keep everyone as safe as possible, we will continue to require face masks at our Local Union offices, so please mask up before heading over to see us. We have "gone dark"

for the summer months—which means we will not hold a monthly general membership meeting in the months of July, August and September—but our offices remain fully open and operational, so reach out to your business agent or our office staff if you need any assistance. Keep an eye on our Union bulletin boards and your email for updates about your specific workplace, especially as bid time nears for fall assignments. My usual summer reminder: Stay safe and drive slower, especially now that children are out and about for the summer break.

Doug Brown: GCC: We have been busy catching up with negotiating GCC contracts that are under extensions due to the pandemic. Several grievances were favorably resolved with back pay for our members. Costco: Contract negotiations are fast-approaching. It is very important that you participate in the Costco contract survey. Please check our Union bulletin board for details. Reach out to me or a steward to learn about the importance of participating in the survey and contract ratification process. Every vote counts. A Teamsters pension representative will be visiting each of the warehouse breakrooms; specific dates will be posted on the bulletin board. Please stop in and check your benefit amount and ensure your mailing address and beneficiary are current. We will be honoring our members with years of service pins in 5-year increments. We hope to have these meeting in September.

Jaime Villanueva: Aramark: We have a few pending overtime violation grievances. Remember that when driving in the station you must keep an eye out for pedestrians and make a full stop at all stop signs. There is no need to speed, especially when it could jeopardize your job or result in injuries. Gate Gourmet: The airlines are continuing to add food and drinks on the planes. We eagerly await the new Alaska Air work to help bring stability back to the workplace. As work increases in each department, we are making sure everyone returns to the department they belong in. Transdev: Congratulations on your new 3-year contract. By now you should have received your raises and your backpay checks. Keolis: The company is continuing to call members back to work as more programs re-open. If you are still laid-off, make sure the company has your current contact information and keep your phone charged. I hope to see you back soon.

Michael Williams: This fall our school bus members will be returning to their regular duties; however, there may be some variances in protocols depending on the pandemic and school district involved. Make sure to inform both your employer and our Local of any changes to your contact information to ensure you receive timely information about the 2021-2022 bids. Contract negotiations will start in the fall for Durham San Bernardino, while negotiations at other employers are starting to wrap up. Check our Union bulletin boards and your email inbox for information about ratification meetings and the awarding of student transportation work that is still pending as of this writing. Durham San Bernardino: We reached an agreement to waive our members' pending health and welfare arrears for the 2020-2021 school

year. If you believe you are owed a refund for overpayment, please contact me or your shop stewards immediately.

Norma Muniz: LAUSD: We will be working on several projects this summer, as well as addressing everyday issues, so make sure to reach out to us for assistance. Congratulations to all our retirees! Talk about an extended summer break! We look forward to working with a new group of SAAs this fall and are strongly urging the District to bring back the much-needed School Administrative Assistant Mentor program. The District is permitting members with time over their vacation cap to cash out their cap amount, plus up to an additional 40 hours. As for those who have not exceeded their cap, you may cash out up to 40 hours of vacation time. We will begin our successor contract negotiations in the fall, but our preparations are already underway. We will be emailing you a contract survey that should be promptly completed and submitted to ensure your views are considered. We have started to compile a growing list of contract issues that includes wage increases, salary compression, ESY and its impact on the SAAs, and numerous safety-related issues. Please continue to read our Member Updates via email for the latest news. If you are selected for random testing, you must test—do not put your job on the line. If you disagree with the process, test when given the directive and then file a grievance.

Tait Skiftstrom: As we return to "new" normal working conditions, please continue to take every safety precaution necessary to ensure your health and safety. Make sure to follow workplace COVID safety guidelines, as they continue to change often and may be stricter than what the CDC or state require. Your safety is the priority. MV Transportation: Drivers are making the mistake of using cell phones while driving. Please stay off your cell phones, do not risk your job or your license. Make sure to secure your vehicles; roll-aways can cost you your job, or worse, kill someone. Durham: The company is planning for a full school year, so get ready to bid on a route for the fall. Ralphs: Our proof-reading of the contracts continues among the Locals and Ralphs management. We will update you on developments.



By Randy Cammack  
Secretary-Treasurer



Ron Seamans, BA: ABF Freight: The change of operations that moves several zip codes to Pico Rivera and San Fernando went into effect on July 11, 2021. We will closely monitor the movement of the freight. With the COVID-19 restrictions being relaxed and companies opening up brings more cars and people on the roads, be mindful of your surroundings always looking further down the road. I wish you all a wonderful Summer.

Rick Ellison, BA: After a recent strike with Frisco Baking, we went back to the bargaining table this

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week. Thank you for all the support!

UPS Agents: We hope all our members had a safe Fourth of July. The Local is currently still dark for the summer months. The Local is hoping that we can return to in-person meetings in September. That brings up the first update on the UPS COVID policy which mirrors the CDC guidelines. UPS has announced that the updated policy will not mandate social distancing. Masks will be required when entering and exiting the building. Masks are required inside unless a member is working by themselves in a trailer. Drivers will not be required to wear masks when delivering unless the place of business requires it. Safety is also a topic we wanted to address. Safety incidents are on the rise this year. Especially on the Ontario Ramp. All Ramp employees should take notice of all the safety procedures that go along with all the procedures that are followed on a day-to-day basis. Safety procedures cannot be ignored for any reason. All brothers and sisters must make it a priority each day they report to work. San Bernardino Airport is the newest edition to UPS West Coast Air Operations. The next issue also has a safety aspect to it. UPS has announced that they will be installing on board dash cameras. The Local is in talks to discuss this new technology which will present various obstacles for all members who drive for UPS. Local 63 jurisdiction is Not in phase one of this roll out. The Local acknowledges the tremendous and continued effort all our members have shown throughout this ongoing pandemic. We are proud of all the hard-working essential heroes throughout all UPS operations. Please do not hesitate to contact your UPS Agent if you have any questions. As always, see you in the building.

Creg Quiroz, BA: The USF Reddaway members at Local 63 recently ratified the NMFA agreement by a 10-1 margin. While there are several improvements some of the more notables are: four additional holidays and retiree medical starting in January of 2022. There is currently an order being placed with the International for contracts. Please remember that if you go out on disability or workers comp you must certify your disability with the WTWT to extend your benefits. Harris Ranch recently ratified a three-year contract. Copies of the new contract are being printed. LBC contract has been extended for a few months, there should be a vote on a new contract in the very near future.

Scott Berghoefer, BA: Hello, brothers and sisters. Hope this finds you and your family doing well. I want to congratulate Goldstar Warehouse on the ratification of their new 5 yr. agreement. Would also congratulate Coremark drivers in Vernon on the new 3 yr. agreement. Want to say thank you to the committee members that worked hard on getting these new agreements to ratification. As we all know Amazon is quickly becoming the largest employer in the country and is a threat to every industry that the Teamsters Union represents, we need to work hard to help these Amazon workers gain dignity and respect on the job as well as sustainable wages. We are conducting trainings at the Local on how to educate Amazon workers of their rights and show them the Union difference. If you would

like to get involved and attend the trainings, please reach out to me at (626) 859-4005 ext. 1090. Hope you have a great summer.

Martin Perez, BA/Coordinator: Looks like summer is near and headed in the right direction re: COVID-19. All we need is for everyone to get vaccinated. Going to be a very busy year from this point on, we are getting ready for contract negotiations with American Red Cross-4 contracts. Also on my agenda is Essendant, Inc. Keep your eyes on your bulletin boards.

Brian Wood, BA: Brothers and Sisters, I hope you and your family are safe and healthy as we come out of this pandemic have a safe summer. Gold Star Foods drivers, congratulations on your new five-year contract! Thanks to the committee members for all your hard work getting a great contract. Coke Coachella, company implemented their new attendance policy and I know a lot of members are not in agreement with it. The stewards and I are working hard to resolve this soon, thanks for your support. Thanks to all the members that have attended the Amazon trainings, we are off to a great start educating the members on how to build a relationship with Amazon workers. If you are interested in attending a future training, please contact me at 909-877-4760, ext. 116. Thanks to all my stewards, you are the backbone of the Union!

## Hawaii Local 996

By Wayne K.S. Kaululaau  
President



During the past few weeks, both Memorandums of Agreement involving Brookfield

Properties Hawaii and Kamehameha Schools have been signed and completed.

Brookfield Properties Hawaii operates the Ala Moana Center located at the entrance to Waikiki. In recent years Brookfield Properties Hawaii has redeveloped portions of the mall to include upscale residential units and other improvements. The MOA with Brookfield Properties will ensure only signatories to Local 996 deliver concrete to these developments. In addition, the additional MOA goes into effect with Kamehameha Schools, the largest landowner in the state of Hawaii. Kamehameha Schools owns large parcels along the proposed rail route and plans to redevelop those parcels with affordable, mixed-use housing and commercial space. The memoranda of the agreement ensure only signatories to Local 996 deliver concrete to the projects that will provide work opportunities for the members at Hawaiian Cement and HC & D for the next twenty years.

There have been several meetings with Mayor Blangiardi to discuss matters of concern at The Bus, including the changes to the uniform policy and the temporary baggage policy that OTS implemented on route 20 to address the increased ridership by tourists due to the shortage of available rental cars. Another discussion with Mayor Blangiardi centered around

members employed at Hitachi Rail Honolulu. I'm confident there shall be no reduction in the workforce. Finally, I met with the Interim Executive Director & CEO Lori Kahikina of HART to discuss the project delays and projections on the final destination of the rail route. It appears that the project is in good hands.

U.S. Senators Schatz and Hirono shall look into complaints that I have raised regarding the dilapidated state of a building built around 1925 that members have been using as a base of operations at the Lualualei Naval Magazine. After storing and moving numerous amounts of dangerous ammunition from bunkers to the U.S. Army Garrison at Schofield Barracks/Wheeler Field, members deserve to work in a safe and secure setting while preparing orders and resting between moves.

The Island Air suit against Larry Ellison and other investors continues in federal court with some good news from legal counsel.

The organizing group continues to do a fantastic job organizing the unorganized from various companies throughout the state.

With the economy improving and more travel allowed to the state, our members furloughed at ALSCO and Hertz has been slowly returning to work and away from the dreaded unemployment lines.

Members at Queen's Medical Center are pleased to have a new business representative working hard to ensure the Sodexo management team abides by the collective bargaining agreement. Recently, several cases involving harassment and threatening by management swept under the rug. Subsequently, after much persuasion, the incidents involving the management have decreased.

Amazon has purchased a large swath of land near Sand Island. Local 996 has been in contact with brother Shaun Martinez and currently gathering information from the city before collaborating with JC 42 and the IBT on a plan to confront this monster. Additionally, several local lawmakers have indicated the desire to work with Local 996 on this matter involving Amazon. Finally, there is an indication Amazon may be involved with constructing a vast warehouse with nearly 50 loading docks in the Campbell Industrial Park area of Oahu. A state senator from Hawaii island has overheard inquiries by people who have claimed that Amazon may be interested in purchasing property adjacent to the Kona International Airport located near Kailua-Kona.

## Local 495 Automotive Workers

By Bob Lennox  
Secretary-Treasurer



Damascus Castellanos: Throughout the pandemic Local 495 secured agreements for our members to protect them in every way.

Currently we are in negotiations with several of our companies. These negotiations have been very prosperous for our membership but time consuming due to having to negotiate via zoom in most

cases. Unfortunately, we have lost a few companies that did not make it through the pandemic. For the most part the majority of our membership is back to work and companies are picking back up in business. Recently we participated in our International Convention, this was done via zoom but was still full of energy and information. It was made clear the labor movement as a whole has momentum that we as an organization need to capitalize on. So, in the near future we will be reaching out for assistance in the labor battles we have ahead of us.

Racetrack: We ratified a 3-year agreement for assistant starters and by the time this goes to print re should be preparing to ratify the remaining agreements. Patrons are welcome at the local Racetracks, please get out and support your fellow Teamsters, thank you.

Jim Lennox: HLE: I am pleased to report that the Hertz Local Edition agreement has been unanimously ratified throughout the Western Conference. Members should expect to see their increases and back pay within the next few weeks. Seven-Up - Riverside: Negotiations have finally concluded and the contract has been overwhelming ratified by the membership. A special thanks to our excellent committee and to Local 1932 Business Representative Brian Wood for bringing this to a head and making the best wage, pension and healthcare improvements this group has ever received. Hertz Rental Reps L.A. Master Agreement: We are scheduled to begin bargaining the first week of August for your five airport successor agreement. All reps need to stay united in solidarity as we negotiate with Hertz now that they have miraculously emerged from bankruptcy. Ryder So. Calif. and Nevada: The company continues to assign higher classification work to lower classification employees to save on wage costs. This is unacceptable. All work assignments must be given to the appropriate classification. Be sure to keep the pressure on the company by filing grievances on this important issue so we can restore your T3 and T4 ranks and then get the promotion process back on track. WWS - we resumed bargaining in July and look forward to getting this contract wrapped up very soon.

Art Carrillo: I am very pleased to report that the arbitrator granted Local 495's grievance ordering reinstatement with full back wages and benefits to Jesse Rodriguez from Fabri Cote/Fenner Precision Polymers who was wrongfully terminated. We are currently in negotiations with Sysco Los Angeles. Just a reminder when filing a grievance please refer to your contract. Grievances which are submitted after the time limits will be considered void.

Johnny Espinoza: I'm proud to announce we ratified a three-year deal with Goodyear/JustTires which was overwhelmingly approved by our members. We're in continuous negotiations with Disneyland and WWS approaching economics and looking to open up negotiations with Sygma in August.

Mark Manning: Negotiations, negotiations, negotiations. This is the work absorbing the majority of our time right now. Besides the recurring agreement expiration dates we expected and would normally be negotiating this year we have many contracts that were extended

for a year and are now also up as expired adding to our bargaining load. An interesting phenomenon we are seeing unfold is the reluctance of workers to return to the workplace. Aside from the obvious fear of the pandemic and potential exposure it appears many workers have reevaluated their employment circumstances. Many are either looking to change their line of work or are simply resisting returning to their jobs. Since a year of layoff has come and gone for a lot of our members many employers are not contractually obligated to call those members back under a seniority retention provision, which is normally twelve months. We are seeing some companies recalling or offering employment again, where they are actually re-hiring the member and now consider them as new employees. This means any benefits accrued through their pre-layoff term of employment have evaporated and they are starting over. CA SB-93 covers some aspects of employers being required to recall workers impacted by layoffs due to the pandemic, but we are evaluating how far the law goes and how it may interact or overlap provisions of our contracts. One thing is for sure, the last year and a half is leading to proposals at the bargaining table to gain additional job protections for our members.

Carla Castro: It's been a busy time in the best way. It is so great to see so many members back to work. Negotiations have been constant, and great contracts have been ratified. In the last few months, we have ratified new contracts with The Catalina Island Co., getting strong increases in wages and pension. Firestone contract has been ratified and delivered to our members. Just Tires was another great contract ratified, some of the highest increases ever, very exciting! Hope you all have a great summer, stay cool - stay hydrated, stay united.

## Local 481 San Diego

By Victor Torres  
Secretary-Treasurer



Summer has arrived and there is no doubt that today's work environment is significantly different than it was 12 months ago (or 6 months ago).

We are pleased to welcome back dozens of our sisters and brothers who have recently been recalled to work. Many of our work groups tied in with tourism have almost fully reopened which is good news for those members who have made working in those industries their life's work. One segment which has not yet reopened is the parking/transportation services at San Diego International Airport. Timetables for resuming those operations lie with the San Diego County Airport Authority. While we monitor any reopening announcements from the Airport Authority, we maintain our communications with these membership groups who are still struggling.

We have made it our primary mission to make sure that none

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*Southern California Teamster*



of our members or their families go without food, get evicted from their homes or have their power, heating/cooling or water shut off. If you find yourself in a dire situation where you are struggling with any of these circumstances, there is information on resources concerning unemployment, food distribution, rent/mortgage and utility bill assistance that may be available to our members. Visit our website for access to information we have put together. Members can also call our office.

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

Distribution of the booklet versions of the Parkhouse Tire contract has started. If you have not received yours yet, please contact one of your onsite stewards or call our office and we can send you one. The Zoo contract has been signed. Printing of the booklet version is in progress and booklets should be available soon. Tentative agreements have also been reached for our SP-Plus Airport Car Rental Transportation and Ryder Truck Rental units. Our SP-Plus members ratified their agreement last month. Once the contract review process is complete, contracts will be printed and distributed. At Ryder, arrangements for meetings in San Diego and Escondido to review the tentative agreement with those members have been made.

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 Guillermo Ramos and Pablo Estrada (SP-Plus), and at Ryder with technicians Eric Rizo (Escondido) and Sen Saefong (San Diego). 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 challenging circumstances.

We have been informed that the Hertz Local Edition tentative agreement vote tally has been completed and that the agreement has been ratified throughout the west. Once the regional representatives from the Teamsters and Hertz have completed their contract review, we will begin printing/distributing booklet versions.

On the political front, the PRO Act (H.R. 842), passed in the House of Representatives. This bill would level the playing field for Unions to organize new units and would be the most expansive labor relations legislation since the National Labor Relations Act of 1935. Please contact your US Senators (Diane Feinstein (619) 231-9712 and Alex Padilla (619) 239-3884) and let them know how important the PRO Act is

for working families and that you expect them to support its passage.

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

The Teamsters International has a network with regional and local resources to monitor all these concerns. That is the benefit of being part of an International Union. We possess the power to make a difference from Washington DC to City Hall. Our website ([www.teamsters481.org](http://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. Once those details are known, we will provide you with 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](http://www.teamsters481.org)).

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

**Local 399**  
*Studio Drivers*  
**By Steve Dayan**  
**Secretary-Treasurer**



Steve Dayan: The entertainment industry Unions have come together again to bargain revised return-to-work

protocols that have done a good job of keeping our crews as safe as possible. I cannot thank the other Union leaders enough for their support and solidarity. Together, we have bargained some of the most stringent standards in the country to protect the health and safety of our respective memberships. My hope is that by the time you read this article, the current return-to-work protocols negotiated with the AMPTP which were set to expire on

June 30, 2021, have been re-negotiated and/or extended. The RTW discussions have been difficult and I want you all to know that this Local fought hard to protect the interests of every one of our members. No agreement is perfect, but I believe that our members will understand the need for this Local to protect the health and safety of our members as well as protecting our jobs.

As a result of the delay in concluding the return-to-work discussions, the IATSE has had to postpone their upcoming negotiations with the AMPTP until mid-August. That means our negotiations for the "Black Book" agreement have been pushed until September. We currently do not have dates for Locations or Casting negotiations, but we will update you as soon as we have dates. I expect this round of negotiations will be more difficult than usual as the companies try to make up for COVID losses on our backs. We will not bargain from a position of weakness, but I need your help. We need to stay informed, united, show solidarity and support for every craft and classification that we represent. While there's much work to do, this administration is committed to achieving solid gains for our membership.

This Summer/Fall we will continue our contract education series and help to educate our members about the necessity and importance of contract enforcement. I encourage you all to reach out to your BA and let them know which companies are abusing our people. We will take care of the rest.

Lastly, I'd like to congratulate all our Teamster students who qualified and received the Leo T. Reed Scholarship! Each deserving student will receive a \$5,000 contribution to their college education thanks to the generosity of our entire membership.

Kenny Farnell: Thank you to all members who took the time to complete our Black Book and COVID-19 surveys. This feedback from the membership is extremely important to us as we go into negotiations. I'd like to welcome Scott Ayers as our new Lot Steward at Disney. Scott has been a member of Local 399 for over 20 years and we thank him for stepping up to serve the membership. Scott will be replacing Ryen Rodriguez who now works at the 399 Callboard.

Ed Duffy: I want to remind Location professionals of your responsibility to report where you are working to the Callboard whenever you start a project. Also, please remember to remove yourself from the availability list when you are going back to work. We cannot stress enough, as we are entering the hottest part of the year, to please remember to stay hydrated and if there are any safety concerns reach out to us or any of the many hotlines that are available.

Lindsay Dougherty: Since June I have signed 60 contracts with non-signatory companies to the "Black Book" for all feature films, episodic series, and new media productions. We are still prepping for negotiations with the studios for the "Black Book." I've filed numerous grievances with multiple employers regarding unmanned equipment such as gators, follow vans. Please remember, that if it has wheels on it, a Teamster should be driving the equipment.

Joshua Staheli: I've filed grievances against Warner Brothers for implementing WB's "no hire" list at HBO and hope to have the issue resolved soon. I have settled grievances against Wild Gift, a commercial production company that used non-rostered wranglers to do bargaining unit work. We continue to find golf carts, gators and reach forklifts being driven by non-drivers and we continue to file grievances on these shows. If you see someone other than a driver operating any of these vehicles, please contact a business agent. We've also been working to support the other Locals around the country that are trying to organize non-Union movies and tv work in their own back yards. These companies go to these locales for the tax incentive and try to get away with not providing livable wages, health insurance and retirement benefits to their employees.

Calvin McDowell: We are continuing to prepare for upcoming negotiations for Quixote Studios and later in fall of this year for our AICP commercial contract. We will continue meeting with all steering committee members from each bargaining unit. I've continued to file grievances on companies that have violated the commercial contract. In addition, we are continuing to pursue non-Union commercial companies to get pension and health benefits for our members.

Chris Sell: Black Book members - Contract Services is opening for Safety Pass classes, check your roster status at CSATF.org and enroll in the classes that are required through your collective bargaining agreement. Also, stay tuned as DOT classes for drivers' logs are coming soon. 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. Lastly, attend at least 1 union meeting a year. Your participation in your Union makes us strong.

Ernie Barraza: With everything fully back open, some of my accounts which includes Universal Studios Hollywood, are presented with new challenges like not being able to fill all the positions they had prior to the pandemic. I have been preparing for upcoming Cinelease, Scenic Expressions, Herc, Classic Couriers and the Caterer portion of the Black Book negotiations. Thank you to all my stewards for stepping up and taking the reins in your respective barns.

**LOCAL 911**  
**PUBLIC EMPLOYEES**

**By Ray Whitmer**  
**Secretary-Treasurer**



ATS - we have been informed that ATS only has 10 more months in their agreement with the airport, therefore, we are expecting to have an RFP sometime next year. We have sent a proposal to the company that will take us through the RFP process. We are waiting for their response.

Modern Parking - we have concluded our contract negotiations for the County Beaches Union agreement. We are waiting for the company to sign the contract so the

wage increases can be processed.

SPPlus City of Santa Ana - Santa Ana has not selected a company yet. As soon as we receive information, we will inform our members immediately.

Teamsters public sector employees in San Diego County continue to serve the public throughout the pandemic. Local 911 was successful in securing a two-year contract for the maintenance and operations employees of the city of Escondido. This agreement contains real wage growth with no concessions to retirement or health benefits. Local 911 members won a six-year contract with the Poway, which includes a combination of across-the-board wage increases and stipends, while securing all existing retirement and health and welfare benefits. Local 911 continues negotiations with San Diego on behalf of San Diego lifeguards. The Union has initiated negotiations with the Port of San Diego for a successor MOU, after having successfully restored pay increases frozen because of the financial impact of 2020. Local 911 is continuing discussions with the San Diego County Regional Airport for a new contract for its employees of the Facilities Maintenance Department, Supervisors and Airport Traffic Officers bargaining units. The Union continues to advocate for the safety of all its represented employees and for the extension of teleworking where feasible, including at the San Diego County Regional Water Authority, Rancho Water Authority, and City of Temecula.

CUSD - although negotiations have been a grind due to the lingering effects of COVID-19 and low enrollment, we have been able to negotiate an off schedule salary adjustment for all permanent classified members meanwhile.

Occidental College - as you may know, classroom education was severely impacted by COVID-19. We are pleased to announce that we reached a status quo contract extension that includes a wage increase effective July 1, 2021 to June 30, 2022. We would like to thank our bargaining committee for their leadership. At this time we also want to announce that Facilities Management Trades Steward Joseph Jordan has decided to step down as a steward and give someone else the opportunity to get involved. We are grateful for Joseph's service to the membership and for continued leadership.

City of Palmdale - we would like to congratulate the membership on the best contract this bargaining unit has ever seen in its history. Your work and dedication has a value that the city's administration has recognized and prioritized. We would like to thank the following leaders: Chad Thomas, Paul Wood, Paul Ewing, Michael Johnson, John Nemeth, and Jose Otero. We would like to thank City Manager JJ Murphy for the partnership of mutual gains.

South Bay RCC - we have reached impasse and will navigate the process in accordance to the rules and the law. We hope we can reach a resolution soon. Manhattan Beach - our contract expires on December 31, 2021; preparations for an effective process have started and we will announce who the members of our Union bargaining committee will be.

Cities of Redondo Beach, Los

continued next page



Angeles, and Santa Monica - we would like to thank Jerry Galbez, Doris Weston and Frank Morales for representing our Local Union in the 30th International Convention of the International Brotherhood of Teamsters. Although it was a virtual event, they effectively participated in the process and represented the Local Union and their respective bargaining units in a professional and outstanding fashion.



By Ron Herrera  
Secretary-Treasurer



Our Teamsters Local 396 Executive Board wishes our Teamsters Joint Council 42 Brothers and Sisters all

the best. Local 396 looks forward to continuing our mission to build Teamster power while helping working people throughout our jurisdiction.

While our nation starts its recovery from the COVID-19 pandemic, we recognize that it has been hard working Teamsters who have been the first line of defense, protecting and serving the public during our national health crisis. Local 396 members, including UPS workers, sanitation workers, and convenience store delivery drivers, have proven essential in protecting the public health.

Local 396 members at UPS con-

tinue to supply the greater Los Angeles communities with supplies it needs to survive the pandemic. UPS has experienced a sharp increase in package volume due to increased online shopping. While work at UPS has increased, our membership is still focused on addressing the threat Amazon poses to good UPS Teamster jobs.

Local 396 is deeply involved in the effort to challenge these threats. Our Local Union has already launched several organizing trainings with our membership to help them better understand and develop tactics to organize and protect good union jobs. As part of the fight, Local 396 has led efforts to introduce legislation that protects warehouse workers in the California. Recently, Local 396 members traveled to Sacramento for a rally and press conference in support of AB 701, legislation that seeks to increase worker protections for warehouse employees.

Warehouse workers have long performed some of the most dangerous and backbreaking work in the package delivery industry, suffering job-related injuries at a rate nearly double the average in the industry, more so than in mining, forestry, logging and construction. The growth in online business is compelling employers to force workers to speed up their production, causing unsafe working conditions. Amazon warehouse workers complain of relentless quotas and crushing workloads. These working conditions lead to debilitating injuries to workers' backs, limbs, joints and mental health. Amazon's own records show that their ware-

house workers are injured at double the average rate of the general warehousing industry and triple the average rate across all private employers. New technology is only making things worse for Amazon workers: 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, or headaches, and migraines since starting work at Amazon. Some respondents reported thoughts of suicide and substance abuse issues.

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.

In late May, our Local Union helped to organize an All Eyes on Amazon National Day of Action outside of the offices of Fidelity Investments in Santa Monica, to demonstrate the backbreaking quotas warehouse workers face at Amazon

and remind investors like Fidelity why California needs AB 701.

Local 396 Teamsters joined workers, labor allies, clergy and elected leaders to call upon one of Amazon's largest shareholders, Fidelity Investments, to use their power during its annual shareholders meeting and join other brave shareholders who are voting for resolutions to force changes to Amazon's exploitative business practices.

In June, our Local Union was proud to participate in the International Brotherhood of Teamsters 30th International Convention. It is unfortunate that the convention couldn't be held in person due to the COVID-19 pandemic. However, our Local 396 delegates and alternates were proud to participate in the virtual online convention and represent the rank and file of our Local Union. We would like to recognize our Local Union's delegates and alternates - Ron Herrera, Jay Phillips, Javier Bonales, David Castro, Rafael Camacho, John Rogers, Juan Gutierrez, Victor Mineros, Jesus Paez, Terry Diggs, Eric Hernandez, Marisol Rodriguez, Sylvester Anthony, Sergio De La Luz, Alfred Hita, Viviana Gonzalez, Sam Cornejo, Enrique Cisneros, Mark King, Santos Nunez, Josephina Garcia, David Lopez, Jeanette Bixby, David Enriquez, Luis Fregoso, Thomas Rodriguez, Lawrence Salcido, Jorge Castellanos, Alan Craig, and Anthony Vega.

There were many important resolutions that were approved during the convention that are important to Local 396 members. Particularly our International Union's com-

mitment to Prioritizing Member Engagement and Building Worker Power at Amazon. It is encouraging to see that our International Union will use the power of our 1.4 million members to hold this corporate giant accountable both to protect existing Union jobs and empower new workers to win a voice on the job.

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. Local 396 represents nearly 3,000 sanitation workers in Southern California, and demands these companies take the necessary measures to ensure that sanitation workers are protected and can go home safely to their families after work. Before COVID-19, sanitation was the fifth most dangerous job in our nation. 2021 is an important year for our Orange County sanitation members. Their contracts expire this fall, so consequently our Local Union is engaging the membership to form committees and solicit contract proposals. Our next general membership meeting will take place in person on Sunday, September 26 at 10 am at the hall of Local 396.

In closing, Local 396 sends its congratulations to our recently retired Local 396 members: Emiliano Carmona Jr., Bonita Amoroso, Alberto Heras, Pat Losurdo, Julio Marin, Timothy Martinez, Alberta Medrano and Robert Rangel.

# 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.

**SAN BERNARDINO:** We have not had any chapter meetings since 2020, however we hope that you and your family are staying safe and well. We will notify you when we start getting together, soon, I hope. Please call Dean Horne 951) 566-5049 for more information

**SAN DIEGO:** We resumed our meetings July 15. Proof of vaccination or a negative COVID test is required. Those not vaccinated must wear a mask. We meet on

the third Thursday of every month, at the meeting hall of Teamsters Local 542, 4666 Mission Gorge Pl, San Diego, CA 92120. The meetings begin at 10:00 AM. All meetings are preceded by coffee, and donuts, starting at 9 am. We have various speakers throughout the year, monthly raffles, and an annual luncheon. We hope you will join us. We have a great time. John Norman, president of the Teamsters Retiree Club of San Diego, can be reached at jdnrock542@gmail.com or 619-562-5796.

**EL MONTE:** Hope everyone is well and ready to join us (after a year and a half of not having any meetings) for the start of our meetings on Thursday, September 16 @ 10:30 am. at VFW Post 8070, 250 E. 1st. St., Azusa. Coffee and donuts

served always. All Teamster retirees are welcome. For more information please call Charles Fuller (714)533-6557

**MONTEBELLO:** Good news--we have gotten an ok to start having our meeting at the VFW Post 7734, 9128 Bermudez St., Pico Rivera on Thursday, September 23 at 1 pm. Please wear your mask, we welcome all Teamster retirees from all Locals to join us. We have speakers, raffles for Teamster retiree shirts, coffee cups, decals and window stickers. Our next meetings for the rest of the year will be October 28, November 4 and December 2, all at 1 pm. We also meet for breakfast every Wednesday @ 8:30 am at Jack's Whittier Restaurant, 13221 Whittier Blvd., Whittier. Please join us when you

can, seeing old friends or making new ones. For more information please call Phil Zamora (562)505-1387.

**ORANGE COUNTY:** Well, it has been a great 23 years that I have been president of the O.C. retiree meetings at Local 952. I am sorry to say that we will not be having any more meetings unless someone wants to take over as president, and plan the agenda of the meetings and help SCTRA plan our annual luncheon and other activities. As a retiree group we answered the call of our working brothers and sisters until we get too old to do the job, or our bodies decided we could not do it anymore. You younger retirees need to step up and help our working members with the fight. You are

always needed and can help improve working conditions. If you are interested in being this group's leader call Phil Zamora at the SCTRA office. The number is 909-629-2539. The office is open on Monday and Thursday. Remember, "Once a Teamster always a Teamster"---Karen Connor.

**SO. NEVADA:** It's hot! Take care of yourself. We will have our first meeting in a long while on October 21 at Local 631—the usual, 9:30 coffee, donuts & gossip—I mean networking—meeting starts at 10 a.m. A letter will be in your mailbox on this. Many senior centers around town are available, hope you are taking advantage of their services and resources.

# Official Teamster Notices & Announcements

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Local Union, and actively employed at the craft within the jurisdiction of this Local Union, for a period of twenty-four (24) consecutive months prior to the month of nomination for said office and must be eligible to hold office if elected. "Continuous good standing" means compliance with the provisions of the Article X, Section 5 of the International Constitution, concerning the payment of dues for a period of twenty-four (24) consecutive months, together with no interruptions in active membership in this Local Union because of suspensions, expulsions, withdrawals, transfers, or failure to pay fines or assessments.

So, to be in good standing to nominate on September 3, 2021, the dues through the last month have to be paid by 4:00 p.m. on September 3, 2021.

Every member whose dues are paid up through the month which is prior to the month in which the nominations or election is held shall have the right to nominate or vote for the candidate of his/her choice. No member whose dues have been withheld by his/her employer for payment to the Local Union pursuant to his/her voluntary authorization provided for in a Collective Bargaining Agreement shall be declared ineligible to nominate or vote for a

candidate for office in the Local Union, by reason of delay or default in the payment of dues by the employer to the Local Union. However, a member who is on checkoff shall be under a duty to pay his/her dues directly to the Local Union if he/she has insufficient monies owing to him/her by his/her employer which are subject to his/her checkoff authorization on the date when the employer deducts the dues of other members.

Periods of unemployment during the twenty-four (24) month period preceding the nomination shall not be considered a break in active employment in the craft within the jurisdiction of the Local if the nominee

was actively seeking and available for employment in the craft and not working outside the craft during such periods of unemployment.

The election will be conducted by mail referendum balloting. It is anticipated that ballots will be mailed to the membership on or about September 15, 2021, and all ballots must be received in the Post Office Box no later than 9:00 a.m. on October 5, 2021, the day of the Official Ballot Count. The Ballot Count Process will take place at the Teamsters Local 1932 Union Hall located at 433 N. Sierra Way, San Bernardino, CA 92410 beginning at 10:00 a.m. One Observer per candidate is welcome.

Any member not receiving a ballot, or is in need of a replacement ballot, should contact Teamsters Local 1932 at (909) 889-8377.

It is each member's responsibility to ensure that the Local Union has his/her correct address. If you have moved recently or if you have not received correspondence from the Local Union, or the International magazine, please notify the Local Union of your correct address immediately.

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# Official Teamster Notices & Announcements

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## Office

To be eligible to nominate, second, or otherwise participate in the nomination meeting, a member must have all dues paid through August 2021, prior to the close of business at 4:00 p.m. on September 1, 2021.

Nominations must be made and seconded from the floor by members of Local Union 630, in good standing, other than the nominee, with dues paid through August 2021. Nominees must accept nominations at the time made in person, or, if absent, in writing and for only one (1) office.

To be eligible to run for office, a member must have all dues paid through August 2021, and to be eligible for election to any office in Local Union 630, a member must be in continuous good standing in Local Union 630 and actively employed at a craft within the jurisdiction of Local Union 630 for a period of twenty-four (24) consecutive months prior to the month of nomination for said office, and must be eligible to hold office if elected. "Continuous good standing" means compliance with the provisions of Article X, Section 5(c) of the IBT Constitution, concerning the payment of dues for a period of twenty-four (24) consecutive months, which reads in pertinent part, as follows:

*All members paying dues to Local Unions must pay them on or before the last business day of the current month. Membership dues to Local Unions are due on or before the first day of the month and must be paid on or before the last business day of that month. Any member failing to pay his dues at such time shall not be in good standing for such month but may restore such good standing for such month for the purpose of attending meetings, nominating, voting, and participating in affairs of the Local Union by the payment of his delinquent dues prior to said meeting. Payment of such dues after their due date shall not restore good standing status for such month or months in computing the continuous good standing status required by Article II, Section 4, of [the] Constitution as a condition of eligibility for office.*

If, however, a member on withdrawal deposits his card in the month immediately following the month for which it was effective and pays his dues for both months in a timely manner as provided in Article X, Section 5(c) of the Constitution, such period of withdrawal shall not be considered a break in continuous good standing in the Local Union.

A member on dues checkoff will not lose good standing as a result of a delay or default by the employer in sending dues to Local Union 630 or because of an employer's failure to make the proper deductions from the member's pay in any month in which the member had any earnings from which deductions could have been made.

Potential candidates are encouraged to check their eligibility, and the eligibility of their nominators and seconders, prior to the nominations meeting by submitting a written request to the Secretary-Treasurer of Local Union 630.

Each candidate may, once prior to the mailing of ballots, inspect a list containing the names and last known addresses of all members of Local Union 630, at the Local Union's office during regular business hours, after first making an appointment with the Office Manager to do so. Such list may not be copied in whole or in part.

## Election

The election will be conducted by mail ballot. Ballots will be mailed to all active members and new applicants eligible for membership in Local 630, on or about September 13, 2021. Ballots will be counted on October

7, 2021, starting at approximately 10:00 a.m., at the offices of Teamsters Local 630, Located at 750 S. Stanford Ave., Los Angeles, California, 90021-1416. All ballots must be received at the designated Post Office Box by 8:30 a.m. on October 7, 2021, to be counted. Members who have not received a ballot by September 20, 2021 or who spoil their ballot may request a duplicate ballot by contacting UniLect Election Services' bilingual Duplicate Request Call Center by telephone at 1 (866) 466-6455. Instructions for the completion of the ballot will be enclosed in the ballot package.

Elections rules are set forth in the Bylaws which are available upon request.

This is a secret ballot vote. You should mark your ballot in private and mail your ballot, sealed in the secret ballot envelope, to the designated Post Office Box in the postage-paid Business Reply Envelope provided. Do not give your ballot to anyone.

Please see box at top of last page for additional details and rules governing Local Union elections.

## Local 630 Notificación de Nominaciones y Elección de Oficiales 2021

Notificación mediante la presente se dará acerca de la nominación y la elección de los siguientes oficiales del Local 630: Secretario - Tesorero (Oficial Principal), Presidente, Vicepresidente, Secretario de Grabación y tres (3) miembros del consejo de administración. El plazo del cargo para los oficiales empezará el 1 de enero, 2022, y concluirá el 31 de diciembre, 2024.

### Nominaciones

Las nominaciones serán aceptadas en la Junta Especial de Miembros del Local 630, que se llevará a cabo el 1 de septiembre, 2021, con prontitud a las 6:00 p.m. en la oficina del Local de la Unión de Teamsters 630, localizada en 750 S. Standford Ave., Los Angeles, California, 90021-1416. El único orden o tema del día será las Nominaciones de los Oficiales del Local 630.

Elegibilidad Para Ser Nominado y Para Postularse como Candidato

Para ser elegible para nominar, y aprobar por segundo las candidaturas, o de otra manera participar en la junta de las nominaciones, el miembro tuvo que haber pagado todas sus cuotas hasta agosto, 2021, previo al final del día hábil a las 4:00 p.m. el 1 de septiembre, 2021.

Las candidaturas deben hacerse y ser aprobadas por segundo voto por los miembros del Local 630, en buen estado, que no sea el mismo candidato nominado, con cuotas pagadas hasta agosto, 2021. Los candidatos deben aceptar las nominaciones hechas al momento en persona, o si está ausente, por escrito y sólo por un (1) cargo(puesto).

Para ser elegible al presentarse como candidato, el miembro tuvo que haber pagado todas sus cuotas hasta agosto, 2021, y para ser elegible por cualquiera elección a algún cargo en el Local de la Unión 630, el miembro tiene que estar en buen estado continuo en el Local de la Unión 630 y activamente contratado en un puesto o cargo dentro de la jurisdicción del Local de la Unión 630 por un período de veinte y cuatro (24) meses consecutivos anteriores al mes de la nominación de dicho cargo, y debe ser elegible llevar a cabo el cargo si es elegido. "Buen estado continuo" significa cumplimiento con las disposiciones del Artículo X, Sección 5(c) de la Constitución IBT, concerniente a los pagos de cuotas por un período consecutivo de veinte y cuatro (24) meses, que lee en parte pertinente, como sigue:

*Todos los miembros pagando*

*cuotas a los Sindicatos de la Unión deben pagarlas en o antes del último día hábil del mes actual. Las Cuotas de Membrecía a los Sindicatos de La Unión son pagaderas en o antes del primer día del mes y deben ser pagadas en o antes el último día hábil de ese mes. Cualquier miembro que falta en cumplir con sus cuotas a dicho tiempo no estará en buen estado para tal mes, pero puede restaurar su buen estado por dicho mes con propósito de asistir juntas, nominaciones, votaciones y participando en los asuntos del Local de la Unión mediante el pago de sus cuotas atrasadas antes de la junta. Pago por tales cuotas después de su fecha de pago no restaurará el estatus de buen estado por dicho mes o meses al calcular el estatus de buen estado requerido por el Artículo II, Sección 4 de [la] Constitución como condición de elegibilidad de un cargo o puesto político.*

Sin embargo, si un miembro en período de retiro deposita su tarjeta en el mes inmediatamente siguiendo el mes en que fue efectivo y paga sus cuotas por dos meses con prontitud según provisto en el Artículo X, Sección 5(c) de la Constitución, dicho período de retiro no será considerado como una interrupción en el estatus de buen estado continuo en el Local de la Unión.

Un miembro en descuento de pagos no perderá su estatus de buen estado como resultado en la demora o incumplimiento atribuible por el empleador al remitir las cuotas al Local de la Unión 630 o debido a la falta del empleador de hacer las propias deducciones del sueldo del miembro en cualquier mes en que el miembro tuvo ingresos de las cuales las deducciones debieran haberse hecho.

A los candidatos potenciales se les motivan que revisan su elegibilidad, y la elegibilidad de quienes los nominarán y de los que aprobarán por voto segundo la nominación, antes de la junta de las candidaturas al someter una petición por escrito al Secretario - Tesorero del Local de la Unión 630.

Cada candidato puede, una vez antes de enviar las papeletas (boletos de votación), inspeccionar la lista conteniendo los nombres y los domicilios más actuales de todos los miembros del Local de la Unión 630, en la oficina del Local de la Unión durante las horas regulares de trabajo, después de hacer una cita con el Administrador de la Oficina. Dicha lista no puede ser copiada por completo o en parte.

### La Elección

La elección será conducida por papeletas (boletas de votación) enviadas por correo. Las papeletas serán enviadas a todos los miembros activos y nuevos aplicantes elegibles para la membrecía en Local 630, en o aproximadamente el 13 de septiembre, 2021. Las papeletas serán contadas el 7 de octubre, 2021, empezando aproximadamente a las 10:00 a.m. en la oficina de Teamsters Local 630, ubicada en 750 S. Stanford Ave., Los Angeles California, 90021-1416. Todas las papeletas (boletos de votación) deben ser recibidas al Apartado Postal designado a las 8:30 a.m. el 7 de octubre, 2021 para ser contadas. Los miembros quienes no hayan recibido una papeleta el 20 de septiembre, 2021 o que haya estropeado la papeleta pueden pedir una papeleta duplicada contactando a UniLect Election Services' al Centro Bilingüe de Llamadas, al teléfono 1 (866) 466-6455. Instrucciones para completar la papeleta será encontrada en el paquete de papeleta.

Las reglas de la elección están establecidas por los Estatutos que están disponibles al ser peticionadas.

Este voto es por boleto secreto. Usted debe marcar su boleto de votación en privado y enviarlo, sellado en el sobre de boleto secreto

al Apartado Postal designado, en el Sobre de Respuesta Comercial con timbre prepagado proporcionado. No le de su boleto secreto de votación a nadie.

Véase el cuadro al inicio de la última página para detalles adicionales y de las reglas gobernando las elecciones del Local de la Unión

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## Local 683

General membership meetings of Local 683 are held at the Union hall located at 1333 E. Madison Ave., El Cajon 92021.

Upcoming meeting dates:  
Saturday, Aug. 14 - 10 am  
Thursday, Sept. 9 - 6 pm  
Saturday, Oct. 9 - 10 am  
Thursday, Nov. 11 - 6 pm  
Saturday, Dec. 11 - 10 am

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## 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.

August 29 - In person meeting, limited seating  
Sept. 26 - 75<sup>th</sup> Anniversary celebration meeting

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## 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:

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..

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## Local 996

### Notice of Nominations & Election of Officers

This is the official notice of scheduled nomination and election for the offices of President (Principal Executive Officer), Secretary-Treasurer, Vice-President, Recording Secretary, and three (3) Trustees. These officers will serve a three (3) year term commencing on January 1, 2022 and expiring on December 31, 2024.

The Nomination Meeting will be held at 9:00 am on September 18, 2021, at the offices of Teamsters Local 996 at 1817 Hart Street, Honolulu, HI 96819.

To be eligible for election to any office in Local 996, a member must be in continuous good standing and actively employed at the craft within the jurisdiction of Local 996 for a period of twenty-four (24) consecutive months prior to the month of nomination for said office and must be eligible to hold office, if elected. "Continuous good standing" means compliance with the provisions of Article X, Section 5 of the International Constitution, concerning the payment of dues for a period of twenty-four (24) consecutive months, together with no interruptions in active membership in this Local Union because of suspensions, expulsions, withdrawals, transfers, or failure to pay fines or assessments.

In order to be in good standing to nominate on Saturday, September 18, 2021, the nominator/seconder must have his/her dues paid through August 2021. Members can pay their dues at the Local Union until 5:00

p.m. on September 17, 2021.

Every member whose dues are paid up through the month which is prior to the month in which the nominations or election is held shall have the right to nominate or vote for the candidate of his/her choice. No member whose dues have been withheld by his employer for payment to the Local Union pursuant to his voluntary authorization provided for in a Collective Bargaining Agreement shall be declared ineligible to nominate or vote for a candidate for office in the Local Union, by reason of delay or default in the payment of dues by the employer to the Local Union. However, a member who is on checkoff shall be under a duty to pay his dues directly to the Local Union if has insufficient monies owing to him by his employer which are subject to his checkoff authorization on the date when the employer deducts the dues of other members if he has monies owing to him by his employer.

Periods of unemployment during the twenty-four (24) month period preceding the nomination shall not be considered a break in active employment in the craft within the jurisdiction of the Local if the nominee was actively seeking and available for employment in the craft and not working outside the craft during such periods of unemployment.

The election will be conducted by mail referendum balloting. It is anticipated that ballots will be mailed to the membership on or about October 1, 2021, and all ballots must be received at the Post Office Box set up by the UniLect Corporation no later than 11:00 a.m. on Saturday October 30, 2021, the day of the Official Ballot Count. The Ballot Count Process will take place at the Teamsters Local 996 Union Hall located at 1817 Hart Street, Honolulu, HI 96819. One Observer per candidate is welcome. Any member not receiving a ballot in the mail by October 8, 2021, or is in need of a replacement ballot, should contact UniLect Election Services' Duplicate Request Call Center at 1.866.466.6455, by Friday, October 22, 2021. Operators are available 24/7 throughout the election period. No replacement ballots will be sent out after that date.

It is each member's responsibility to ensure that the Local Union has his/her correct address. If you have moved recently or if you have not received correspondence from the Local Union, or the International magazine, please notify the Local Union of your correct address immediately.

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## Local 1932 Notice of Nominations & Election of Officers

This is the official notice of scheduled nomination and election for the offices of Secretary-Treasurer (Principal Executive Officer), President, Vice-President, Recording Secretary, and five (5) Trustees. These officers will serve a three (3) year term commencing on January 1, 2022 and expiring on December 31, 2024.

The Nomination meeting will be held at 5:30 p.m. on September 3, 2021, at Local 1932's Union Hall at 433 N. Sierra Way, San Bernardino, CA 92410.

To be eligible for election to any office in Local 1932, a member must be in continuous good standing and actively employed at the craft within the jurisdiction of Local 1932 for a period of twenty-four (24) consecutive months prior to the month of nomination for said office and must be eligible to hold office, if elected. To be eligible for election to any office in the Local Union, a member must be in continuous good standing in the

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# Official Teamster Notices & Announcements

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## Local 186 Notice of Nominations & Election of Officers

This is the official notice of scheduled nomination and election for the offices of Secretary-Treasurer (Principal Executive Officer), President, Vice-President, Recording Secretary, and three (3) Trustees. These officers will serve a three (3) year term commencing on January 1, 2022 and expiring on December 31, 2024.

The Nomination Meeting will be held at 6:00 p.m. on October 1, 2021, at the offices of Teamsters Local 186 at 1534 Eastman Avenue, Suite B, Ventura, CA 93003.

To be eligible for election to any office in Local 186, a member must be in continuous good standing and actively employed at the craft within the jurisdiction of Local 186 for a period of twenty-four (24) consecutive months prior to the month of nomination for said office and must be eligible to hold office, if elected. "Continuous good standing" means compliance with the provisions of the Article X, Section 5 of the International Constitution, concerning the payment of dues for a period of twenty-four (24) consecutive months, together with no interruptions in active membership in this Local Union because of suspensions, expulsions, withdrawals, transfers, or failure to pay fines or assessments.

In order to be in good standing to nominate on October 1, 2021, the nominator/secondor must have his/her dues paid through September 2021. Members can pay their dues at the Local Union until 5:00 p.m. on October 1, 2021.

Every member whose dues are paid up through the month which is prior to the month in which the nominations or election is held shall have the right to nominate or vote for the candidate of his/her choice. No member whose dues have been withheld by his employer for payment to the Local Union pursuant to his voluntary authorization provided for in a Collective Bargaining Agreement shall be declared ineligible to nominate or vote for a candidate for office in the Local Union, by reason of delay or default in the payment of dues by the employer to the Local Union. However, a member who is on checkoff shall be under a duty to pay his dues directly to the Local Union if has insufficient monies owing to him by his employer which are subject to his checkoff authorization on the date when the employer deducts the dues of other members if she/he has monies owing to him/her by his/her employer.

Periods of unemployment during the twenty-four (24) month period preceding the nomination shall not be considered a break in active employment in the craft within the jurisdiction of the Local if the nominee was actively seeking and available for employment in the craft and not working outside the craft during such periods of unemployment.

The election will be conducted by mail referendum balloting. It is anticipated that ballots will be mailed to the membership on or about October 14, 2021, and all ballots must be received in the Post Office Box no later than 9:00 a.m. on November 4, 2021, the day of the Official Ballot Count. The Ballot Count Process will take place at the Teamsters Local 186 Union Hall located at 1534 Eastern Avenue, Suite B, Ventura, CA 93003. One Observer per candidate is welcome. Any member not receiving a ballot, or is in need of a replacement ballot, should contact UniLect Election Services' Duplicate Request Call Center at 1.855.240.0363, by Friday, October 22, 2021. Bilingual operators are available 24/7 throughout the

election period.

It is each member's responsibility to ensure that the Local Union has his/her correct address. If you have moved recently or if you have not received correspondence from the Local Union, or the International magazine, please notify the Local Union of your correct address immediately

## Local 186 Aviso de Nominaciones y Elección de Oficiales

Este es el aviso oficial de la nominación y elección programada para las oficinas del Secretario-Tesorero (Oficial Ejecutivo Principal), Presidente, Vicepresidente, Secretario de Registro y tres (3) Fideicomisarios. Estos oficiales desempeñarán su cargo por un periodo de tres (3) años a partir del 1 de enero de 2022 hasta el 31 de diciembre de 2024.

La Reunión de Nominación tomará lugar el 1 de octubre de 2021 en las oficinas de Teamsters Local 186 en 1534 Eastman Avenue Suite B, Ventura CA 93003 a las 6:00 p.m.

Para ser elegible para la elección a cualquier cargo oficial en la Local 186, un miembro debe estar en buen estado y trabajar activamente dentro de la jurisdicción del Local 186 por un periodo de veinticuatro (24) meses consecutivos previos al mes de la nominación para dicha oficina y debe ser elegible para ocupar el cargo, si es elegido. Para ser elegible para cualquier cargo oficial en la Unión Local, un miembro debe mantenerse en buen estado continuamente y estar activamente empleado en un oficio dentro de la jurisdicción de la Unión Local por un periodo de veinticuatro (24) meses consecutivos previos a la nominación a dicha oficina y tendrá que ser elegible para sostener el cargo oficial en caso de ser elegido. "Buen estado" significa cumplimiento con las provisiones del Artículo X, Sección 5 de la Constitución Internacional acerca del pago de cuotas a la unión por un periodo de veinticuatro (24) meses, ninguna interrupción en su membresía en la Unión Local debido a suspensiones, expulsiones, retiros, transferencias, o falta de pago de multas o tasas de evaluación.

Por lo tanto, para estar en buen estado para nominar el 1 de octubre de 2021, el nominador debe tener sus cuotas pagadas hasta e incluso Septiembre 2021. Los miembros tienen hasta las 5:00 p.m. el 1 de octubre del 2021 para pagar sus cuotas.

Todos los miembros cuyas cuotas se paguen hasta el mes previo al mes en el que se lleven a cabo las nominaciones o elecciones tendrán el derecho de nominar o votar por el candidato de su preferencia. Ningún miembro cuyas cuotas hayan sido retenidas por su empleador para el pago a la Unión Local conforme con su autorización voluntaria prevista en el Acuerdo de Negociación Colectiva deberá ser declarado/a inelegible para nominar o votar por un candidato para cargo oficial en la Unión Local, por demora o incumplimiento de pago de cuotas del empleador a la Unión Local. Sin embargo, un miembro que está en la verificación tendrá la obligación de pagar sus cuotas directamente a la Unión Local si tiene fondos insuficientes que le debe su empleador y están sujetos a su autorización de cierre en la fecha en que el empleador deduce las cuotas de otros miembros.

Los periodos de desempleo durante el periodo de veinticuatro (24) meses previos a la nominación no se considerarán una interrupción en empleo activo de oficio dentro de la jurisdicción de la Local si el nominado activamente busca empleo y se mantuvo disponible para trabajar en dicho oficio y no trabaja fuera del oficio durando dichos periodos de

## NOTICE ALL MEMBERS!

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

The following nomination and election rules for officers' elections apply to all local unions.

See your local union notice for time, date, place and further details.

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

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

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

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

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

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

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

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

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

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

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

## ¡AVISO ATODOS LOS MIEMBROS!

### REGLAS DE LAS NOMINACIONES Y ELECCIONES PARA LOS ELECCIONES DE OFICIAL DE UNION LOCAL Las siguientes reglas de nominación y elección para las elecciones de oficiales, aplica solamente para todos los locales de union. Vea el aviso de su local de union para la hora, fecha, lugar, y para mas detalles

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

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

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

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

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

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

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

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

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

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

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

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## Local 630 2021 Notice of Nominations & Election of Officers

Notice is hereby given of the nomination and election of the following officers of Local Union 630: Secretary-Treasurer (Principal Officer), President, Vice President, Recording Secretary, and three (3) Trustees. The terms of office for these officers will commence on January 1, 2022 and

conclude on December 31, 2024.

Nominations

Nominations will be accepted at a Special Membership Meeting of Local Union 630, to be held on September 1, 2021, promptly at 6:00 p.m., at the offices of Teamsters Local Union 630, located at 750 S. Stanford Ave., Los Angeles, California, 90021-1416. The only order of business shall be nominations of Officers of Local 630.

Eligibility to Nominate and Run for

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

## Moving? LET US KNOW

August 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