Southern California Teamster

Official Publication, Teamsters Joint Council 42

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

From Front Desk to Assembly to State Fed Chief



Local 986 Teamster Susie Martinez

Teamster Susie Martinez is on a quest to serve Union members and working people and, well, just about everyone in the community.

For the past 32 of her 34 years as a front desk clerk at the Flamingo Hotel in Las Vegas she has protected and fought for her co-workers as a Local 986 shop steward.

In 2018 she was elected to the first of two terms as a Nevada assemblywoman (re-elected in 2020) and in late August won an elec-

tion battle to run the fortunes of the Nevada state AFL-CIO as executive secretary-treasurer. Representatives of dozens of Unions statewide voted for her as she won a contested election by better than a three-to-one margin.

"Some say Susie is a rising star," Teamsters Joint Council 42 President Randy Cammack said, "but the leadership of her own Local 986 proclaims her a long-established star. And I agree."

As executive secre-

tary-treasurer she will be guiding and encouraging the fortunes of Nevada's Unions. Her election marks the first woman and Latina in the position.

"I am truly humbled my Union brothers and sisters have entrusted me the responsibility to lead our state federation. In our fight for working people, we have the opportunity to advance not only workers' rights in our state and nation but also to advocate for the marginalized and overlooked." Martinez said.

Torres 2021 Labor Leader of Year



San Diego Teamsters Local 481 Secretary-treasurer Victor Torres was feted September 11 with the prestigious Labor Leader of the Year award at the 39th John S. Lyons Memorial Banquet.

The event was held at the all-Union Hyatt Regency Mission Bay hotel.

The banquet is named after John Lyons, the late executive officer of Construction Teamsters Local 36 in San Diego who was a prolific fundraiser for leukemia research.

Of several awards announced at the banquet, the Labor Leader of the Year accolade is bestowed upon an individual who best represents dedication to Union membership and support of worthwhile causes in the community.



Negate Company Hate: PRO Act

WASHINGTON (PAI): From intimidation and deportation threats to anti-Union harangues to outright lies, companies still use a variety of tactics to scare workers into voting against organizing to defend themselves, a workers' pre-Labor Day roundtable told Biden Administration Labor Secretary Marty Walsh and AFL-CIO President Liz Shuler.

And such company hate is all the more reason for Congress to pass the Protect The Right To Organize (PRO) Act, the most wide-ranging pro-worker labor law reform bill since the original National Labor Relations Act of 1935, the two replied.

The roundtable was part of DOL's new "Labor Week," which led up to Labor Day, Sept. 6. It's meant to shine a spotlight on U.S. workers, rather than the usual end-of-summer barbeques and frolics which mark the decades-old holiday.

They've got the Democratic Biden administration strongly in their corner. "The president has said over and over again he believes in unions," said Walsh, himself a member of Laborers Local 223 and former Bos-



SERVICE HEROES FETED AT JC 42 DINNER

The 13 American heroes who died during the Afghanistan withdrawal were honored at the Teamsters Joint Council 42 annual charity fundraiser dinner in Las Vegas in September.

A special table was set in memory of the troopers with flag and military adornments.

"We owe so much to these service members who paid the ultimate sacrifice doing their heroic, sworn duty. It seemed only fitting to show the respect the Teamsters have for them," JC 42 President Randy Cammack said.

The entire delegation stood in unison giving them a standing ovation.



ton area building trades president.

Democratic President Joe Biden "has made it very clear workers should have the right to organize and bargain. This is the time and the opportunity to move that forward" with a pro-worker administration and a narrowly Democratic Congress whose majority supports work-

The roundtable also highlighted workers' efforts to stand up for themselves, despite hostile and greedy bosses. That prompted Shuler to quip later that sometimes corporate honchos' actions are the best organizing tools workers have.

IN THE KNOW

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

010342_Newspaper_October_2021_12pgs_04.indd 1 9/14/21 12:35 PM

Stay at These Teamster-Staffed Properties When in Las Vegas

Aria Resort & Casino Bally's **Bellagio Caesars Palace Cancun Resort** Circus Circus Hotel and Casino Elara Hotel **Excalibur Hotel and Casino Flamingo** Four Queens Hotel and Casino Golden Gate Hotel & Casino **Golden Nugget Hotel and Casino** Harrah's **Hilton Grand Vacations** Ling **Luxor Hotel and Casino**

Mandalay Bay Resort & Casino **MGM Grand Hotel** Park - MGM **New York New York Paris** Planet Hollywood Resort and Casino **Plaza Hotel and Casino Rio Properties Stratosphere** The Cosmopolitan The Cromwell The Mirage Hotel & Casino **Tropicana Resort and Casino Vdara Hotel & Spa Virgin Hotels – Las Vegas Westgate Resort and Casino**

REPORT:

Union Wage Edge for Working Women

WASHINGTON (PAI): Unionized working women enjoy a large wage edge over their non-union sisters—and non-union workers in general—state by state, a new report shows.

And while there's still a wage gap between working women and working men overall, the Institute for Women's Policy and Research confirms, in unionized states it shrinks.

The smallest gap in median weekly wages is in the District of Columbia, where union men out-earn union women by only \$38 a week, \$1,365-\$1,327 Both out-earn (0.9%). non-union women (\$1,315) and trail non-union men (\$1,508).Massachusetts union women also earn \$1,198 per week in median pay compared to \$1,214 for the state's union men.

"In every state, unionized women out earn women in non-union jobs," the report, Stronger Together, from the Institute on Women's Policy and Research, says. "Women covered by a union contract earn on average \$195 (22.6%) more per week than non-unionized women." Union men have a wage edge over non-union men, too: \$159 weekly (15%).

The gender wage gap for workers covered by union contracts is markedly less than for those not covered by a union contract. Women covered by a union contract earn 87.3 cents for every dollar paid to union men, compared to non-unionized women who earn 82 cents for every dol-

lar paid to non-unionized men," the report adds.

That nickel per dollar may not sound like much of a difference, but the gap becomes a chasm, working against non-union women, when they're compared the benchmark national median wage for the top earners, white men, according to the Bureau of Labor Statistics.

BLS's annual report, issued earlier this year on union density and the wage gap, shows median weekly pay for unionized working women in 2020 was \$1,085, while for white working men it was \$1,243, a pay gap of 13%. By contrast, median weekly pay for non-union white men was \$1,080 (13.2%) and \$877 (29.5%) for non-union white women.

Black unionized men earned \$1,020 weekly and Black union women earned \$917, BLS reported then. Non-union Black men trailed by \$200 weekly and non-union Black women by \$175. Unionized Latinos earned \$1.076 and Latinas earned \$955. Non-unionized Latinos earned \$770 weekly and Latinas earned \$684. The median is the point where half of the group of workers is above and half below.

"Women, and especially women of color, who are either affiliated with a union or whose job is covered by a union contract, earn higher wages and are much more likely to have employer-provided benefits than women who are not in unions," the IWPR report

says

"The role of unions and collective bargaining are especially critical to securing women's prosperity now, as the United States seeks to recover from the pandemic and its resulting 'she-cession.' Covid-19 (the coronavirus) has made clear: Workers in unions fare better in economic crises.

"The additional wages and economic security that comes with unionization helped protect union workers from the economic shock of the pandemic recession. Additionally, unionized workers were able to negotiate additional pay, health and safety measures, and paid sick leave during the pandemic-vital benefits that boost economic security and protect the health and well-being of workers."

But those wages and economic security vary widely, state by state, IWPR reports. And the gap widens in so-called "right to work" states, it notes. Organized labor calls "right to work" "right to work for less," and the report confirms that, state by state, for working women.

"In 2019, the median weekly earnings for full-time women workers in right-to-work states was \$768, which is about 16.7% lower than in states with full union rights. Similarly, men in right-to-work states earn roughly 11% less than their counterparts in other states," IWPR said.

The report is at https://iwpr.org/iwpr-publications

Big City Mayors for PRO Act

WASHINGTON (PAI):

The nation's big-city mayors have formally backed the Protect The Right To Organize (PRO) Act, the wide-ranging pro-worker labor law reform legislation Congress is considering.

Their U.S. Conference of Mayors resolution, during their now-zoomed annual meeting, drew praise from AFL-CIO President Liz Shuler. The labor federation is leading the crusade for the House-passed measure, HR842, which faces right-wing, corporate and Republican nationalism and a possible Senate GOP filibuster threat.

That threat prompted the federation to again demand the Senate junk the filibuster. Such threats allow a minority of senators to block any and every piece of progressive and pro-worker legislation.

The congressional "reconciliation" bill approved in August clears the way for other measures to avoid the filibuster, including the higher fines for labor law-breaking included in the PRO Act. Backers also contend it lets the entire measure avoid the looming Republican talkathon, but supporters are gearing up allies for it, just in case. That includes the mayors.

"The nation's mayors have called for passage of the PRO Act, and now it is time for the senators in Washington to listen," Shuler said. The resolution also demands Congress pass related legislation ordering states to allow collective bargaining for public sector workers. Republican-run red states have banned it.

"Building back ter"--Democratic President Joe Biden's program. which labor strongly supports-"starts with enacting the PRO Act's common-sense workplace safety protections, expanding collective bargaining, ensuring gender and racial equality on the job, and enhancing penalties for employers who violate our rights," said Shuler.

"I applaud the mayors' conference for its stead-fast commitment to giving working families a chance to level the playing field in our economy."

How much impact the mayors' resolutions, on the PRO Act or anything else, will have is uncertain. Lawmakers, especially Democrats and from urban areas, listen. Republicans and rural legislators don't.

The resolution's sponsors included Democratic Mayors Bill de Blasio of New York, Lori Lightfoot of Chicago, Eric Garcetti of Los Angeles, Kim Janey of Boston, Tishaura Jones of St. Louis, Nan Whaley of Dayton, Ohio, Jenny Durkan of Seattle, and three Arizona mayors.

Only three mayors opposed the PRO Act in committee or on the floor, the conference reported: Bryan Barnett (R) of Rochester Hills, Mich., Steve Benjamin (D) of Columbia, S.C., and Francis Suarez (R) of Miami. Barnett and Suarez also opposed most other resolutions.

The mayors' pro-PRO Act resolution restates the right to organize is national policy, but points out

continued next page

Southern California Teamster

7Ac Cyc

There are nearly 70 million Social Security recipients.....median age of U.S. homes is **39** years......latest count shows 391,000 known plant species on earth......drug overdose deaths here soared nearly **30**% in 2020 (93,331)......34.2 million Americans are diabetic.....by 1890, 14.5% of our western women population worked as lawyers, doctors and other professionals. The national rate was 8%......last year, **96,000** in-ground **swim pools** built in the U.S.---up from 78,000 the year before......by age 11, 53% of kids have their own smartphone......sports betting \$\$ last year in the U.S. was \$1.6 billion......Also last year: Mexico, the source for all **tequila**, produced **60 million gallons** and 72% of it was exported to the U.S.....only 18% of Arizona's Native Americans have regular mail service......an eyewear company estimates 76% of U.S. adults use some form of vision correction......Quotable: "We can have a great deal of money in the hands of a few, or we can have a democracy. We can't have both."—Supreme Court Justice Louis Brandeis......hate crimes increased 6% last year......356 New York City Council staffers just unionized. By the way, the Big Apple has 51 council members......13% of U.S. adults have diabetes, and another 34.5% are "prediabetes"......college: men out! Women 59.5% of college students last academic year, men 40.5%.......

continued from page one

workers' rights have been weakened by the courts and Congress. It carefully does not mention corporate opposition. But the right to organize, and workers' rights in general, are vital to battling poverty in cities and lifting all residents economically, the

resolution adds.

"The wage and wealth gap between the rich and poor has reached a 50-year high, and research shows the decline in union membership is a direct cause of the rise in economic inequality," the mayors' resolution says. That "has far-ranging repercus-

sions on cities," including in housing, public safety, health, infrastructure, the environment and schools. It's in cities' and the nation's "best interest to provide good safe and secure employment to all and (in) protecting the democratic rights of all workers."

Unionization Cuts Poverty 2/3's

It may be stating the obvious, but a new study of U.S. wage data over decades reveals unionization cuts poverty rates by more than two-thirds. Only 5.9% of families with at least one Union member lived in poverty, compared to 18.9% of families without Union members, it says.

The data, analyzed by University of Minnesota sociology professor Tom Van-Heuvelen and David Brady, a public policy professor at University of California-Riverside, also shows that over time states with higher unionization rates had lower poverty rates, too. A research brief on their findings appeared in a blog *The Conversation*.

"When policymakers and academics develop plans to address poverty, they rarely, to our knowledge, consider the impact of labor unions," the two wrote. Their data, from the University of Michigan's *Panel Study Of Income Dynamics*, covered 40 years, from 1975-2015.

"Research across social

science disciplines shows time and again unions have been central to bolstering the American middle class by raising wages and expanding access to fringe benefits," they added. That's a point Democratic President Joe Biden frequently makes.

"Thus, it is logical, though rarely discussed, that unions would also reduce the risk people become impoverished," the two researchers added.

The average annual poverty rate in Union-heavy states, such as New York, California, Hawaii, Illinois, Michigan and Alaska, was seven percentage points below the annual average poverty rate of less-unionized states, the two report.

Similarly, the 2017 U.S. poverty rate was 18%, far above poverty rates in its "peer group" of developed nations, most of them with higher union density, the two note.

Their study backs the federal government's annual data comparing union versus non-union workers.

It shows a consistent union wage advantage of about 20%.

In 2020, the difference was \$186 more per week for the median wages of unionized workers, the Bureau of Labor Statistics reported. The median is the point where half the workers are above and half below.

But the researchers used the Michigan data because it lets scholars measure changes in income—and in class—over time.

That data also let Van-Heuvelen and Brady also measure relative poverty, accounting for inflation, income support programs and other factors which affect poverty. By contrast, the federal "poverty line" for families of three or four hasn't changed in at least a decade.

"Our results suggest that had union membership not declined dramatically since the 1970s, we could reasonably expect poverty rates would be significantly lower," the two said.

Southern California Teamster

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

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

Please address all communications to:

Editor: Paul Mihalow Email: JCT42@aol.com

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

Rideshare Scheme to Mass

BOSTON (PAI): Carrying out what they promised after they won California's anti-worker Prop 22 last fall, Uber, Lyft and other rideshare firms are taking their message to Massachusetts, Harvard University's OnLabor blog reports.

And, as in the Golden State, they're fighting the state government as well as workers. In California, it was the legislature and the state Supreme Court. In the Bay State, it's Attorney General Maura Healey. She's suing them for misclassifying the workers, thus harming them.

In both cases, the officials contend the rideshare workers are "employees" under labor law and thus can unionize and be covered also by jobless benefits and workers' comp, at employers' expense. The bosses also would have to pay the firms' share of Medicare and Social Security and payroll taxes.

And in both California and Massachusetts, Uber, Lyft and their cohorts insist that because the ride-



share drivers are hailed by apps, and can decide to work when they want even though that's all they can decide—they're "independent contractors," unprotected by the National Labor Relations Act or any other labor law.

The difference last year was Uber, Lyft and their allies spent more than \$200 million to win the referendum overturning the California law, at least as it applied to them.

Live Better, Work Union



By Mike Bergen Secretary-Treasurer



At RNDC the Local has seen tremendous growth and expects that trend to continue with the additional product coming

over from Gallo Wine Sales. The Statewide Negotiating Committee continues to bargain with both companies, RNDC and SGWS, on the sales contract and is confident we will achieve a good settlement in the very near future.

The Costco statewide/national negotiations will start up late October and continue through the year. Postcards were sent out September 1 to your house and postings are up at your locations with a QR code that takes you right into the contract survey. This survey is vital to ensure that you have a voice in these upcoming negotiations of your con-

continued next page

Southern California Teamster

Vol. 82 - No. 4 - October 1, 2021

tract. If for some reason you have not received anything from the IBT, please contact this Local Union to update your address.

At Kaiser Permanente, Teamsters Local Bargaining has now been sent up to the national level. Good news is Teamsters did receive incentive pay to pick up extra shifts for all diagnostic imaging and GI departments. This is great since we are extremely short staffed in all these modalities. National bargaining continued with Kaiser Permanente and Alliance of Health Care Unions (AHCU) in August and September.

At Mondelez, the Ontario Branch needs Class "A" drivers and is offering a bonus pay of \$3,000 for Class "A" drivers/warehouse now.

At Technica Ft. Irwin, the Local Union congratulates Tommy Shaw being elected the new Union steward for base ops. At job options Ft. Irwin, Jason Garcia was elected the new Union steward. Like most workplaces today, the various vaccination mandate by the government names contractors as well as active duty soldiers and DOD Civil Service. We have received numerous calls from members that do not agree with being forced as a condition of employment, to take a vaccine. The Union has notified the contractors that this is a mandatory subject of bargaining and reminded them also of the EEOC regulations on this which allow for exemption for religious and medical reasons. We also are pushing for options to the vaccine for those members that do not want to take it for other personal reasons. We will keep you posted as this situation progresses. At Norco PD we are scheduled for more negotiations in October and should have an offer to vote on in late October. On the organizing front we want to thank steward Roberto Madrigal of Technica Marine Base Barstow who has almost single-handedly organized 8 new classifications, great job!

Dairy Industry jobs are facing hard times and we need our Union members to purchase real dairy products--"Got Milk". The linen and industrial delivery drivers who service customers at hospitals and nursing homes are now faced with the decision of getting vaccinated or qualify for a medical or religious exemption. The Local is currently in coordinated bargaining along with Local 952 at Stremick's Heritage Foods with three key issues pending. Understaffed and overworked workers, the employer continues the attack on retiree health coverage and mandated employees co-pay for a portion of the monthly medical premium.

Construction in San Bernardino, Riverside, Imperial and San Diego counties has remained consistently busy through the summer. In imperial County, Granite Construction continues working on the Calexico border crossing, Imperial Ave. bridge in El Centro, and numerous other small jobs. Riverside Construction continues to work day and night at the Mecca 111 bridge site. Kiewit continues work at the Salton Sea mitigation off Highway 86, south off Poe Road.

Pipeline work continues in the high desert with Henkels & McCoy and a newly signed water truck company, JNP. Snelson has started work at the Hinkley pressure station. We will be having a pre-job with ARB in a couple weeks; they will be doing pipeline work in the

Santa Ana River in Riverside. Granite is on Ortega Highway working nights to repair Highway 74, we have Teamsters on articulated and water trucks on site. The Olson Pre Cast Yardmen ratified a new 3-year contract--lots of thanks to steward Lorenzo Camargo for all his help on this contract as well as the members. Lane Security is busy working on the 10 freeway; our members are doing a good safe job working in and out of traffic.

In San Diego, Hanson Ready Mix was purchased by Martin Murrieta and they will be honoring the CBA. Vulcan Materials just had wage allocation on September 1. In Construction San Diego, Hazard was awarded a new job at the SD Airport. Marlins is upgrading their water trucks with new motors. Henkles & McCoy was awarded another phase on the 1600 Line.

The CDL training continues at the Training school, along with our off road program at the Fairplex in Pomona. The Construction Teamsters Apprenticeship Program is currently busier than ever. We continue to work closely with employers in the placement of each of the apprentices. The continuous joined effort by the Local Unions, apprenticeship program and the employers have resulted in a demand for Teamster apprentices and journeymen, with requests and dispatches on current construction projects, including project labor agreements and public works projects. If anyone you know is interested in applying to the apprenticeship program, please go to: https://teamsters166. com/apprenticeship-1. We are always accepting applications.

In construction Teamsters contract compliance the team has been very fortunate to keep an open dialogue with our business partners across the region. The coordination of participation with L.A.-Orange County Building Trades pre-jobs for public works projects and project labor agreements has proved to be very successful. Our presence on these pre-jobs is key to identifying other crafts claiming Teamster work, minimizing jurisdictional disputes by working with contractors of all tiers to advise them on potential misclassifications & violations on work assignments to include penalties & apprenticeship violations.



By Phil Cooper Secretary-Treasurer



As another summer passes us by and schools are again in session, I want to remind everyone to be on the watch for

children in school zones, bus stops and just playing outside. For most of them, they are thrilled to be back in classes with their friends, and their thoughts might be elsewhere and that is why we must keep an eye out for them.

October finds the Local very busy preparing for two, first time contracts. Back in July, the Union held a successful organizing campaign for 25 warehouse workers at a Reyes beer facility in Lancaster. We had our initially opening day of nego-

tiations, but our last two sessions were canceled by the company due to illness. We had the 28th of September scheduled for our next negotiating session, and we have several dates scheduled for this month, October. There is a good chance we may have these workers in the High Desert voting on their first contract by the end of October or early November.

Also in July, Local 896 won the organizing campaign for the workers of the Victorville Keurig Dr. Pepper. This was a campaign 9 years in the making! We had lost a close election back in 2013, and with attempts in 2014, 2016, 2017 and finally 2019, we were finally victorious. We are going through the process of requiring information from the company so we can prepare for negotiations that we are hoping to start sometime in October. Most of the workers of the High Desert facility are eager to get this negotiations underway ASAP, for they have been looking forward to working under a Teamster contract for a long time.

The Keurig Victorville negotiations are very important to every Southern California Local that represents a Keurig facility, and much attention will be paid to these negotiations. The High Desert workers have been told many times that their fellow Union workers will have their backs in these negotiations, and that should help them to get a very good first contract.

On August 9, 1946, Local 896 was given its Certification of Affiliation as a Teamsters Local. General Secretary-Treasurer John F. English and President Daniel J. Tobin signed the certificate that bound us to the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers. Our charter was in support of Brewery, Soda and Mineral Water Bottlers of California, and our Local's birthplace was in San Francisco.

Our great Local has now been representing workers in the industry for 75 years, what a great story! Because of this, our September Union meeting was a celebration of our 75th anniversary. We had a combined Union meeting (beer and soft drink members) with food, gifts, and an anniversary pin designed by our member Max Gomez, for those that attended. We also celebrated the third year of our Pasadena location, and after the past 18 months of the pandemic, having the ability to celebrate with co-workers was long overdue.

The Union's engineer is still in the process of auditing the Coca-Cola facilities and should have them wrapped up soon. He has found some issues in the Los Angeles and Industry shops and believes his findings will be duplicated in the Downey and Sylmar warehouses. We will present our findings in early October and will also discuss corrective actions, suspensions and terminations that several of our employees have received with the new ELS standards. The Local also sent a demand to bargain letter that will include discipline, ramp up periods, fatigue factors, grandfather clauses for some of our seasoned employees etc. and there will be discussions on why most of the women hired are failing to achieve their unachievable standards!

There could also be help coming from the California Senate which voted yes on AB 701 on September 8 to regulate warehouse performance metrics. This legislation would be the first in the nation that will require companies using engineered labor standards to disclose productivity quotas at their facilities, along with other standards to make warehouse work safer. The bill will face a final "concurrence" vote in the Assembly, usually a procedural step, before heading to Gov. Gavin Newsom's desk for signature. Gavin has stated in the past that he would sign the bill.

Congratulations to our recent retirees: From Anheuser-Busch: Maria Torres, Javaro Glenn, Elise Gonzales, Cristee Bergquist, David Hunt, John Salinas Jr., Eric Phillips, Roy Phillips, Dave Donovan. From Reyes Coca-Cola: David Gonzales, John Barnes, Tony Ng, Estaban Delgado Gama, Alicia Torres, Barbara Betz, Annie Booker and Richard Munoz. From Coke USA Syrup: David Mosqueda and Gary Monks. From MillerCoors: George Diaz

Our deepest condolences to the family of Estanislao Gecolea of Shasta Beverages.



By Chris Griswold Secretary-Treasurer



Please make sure that your address on file at Local 986 is correct so that you receive all Union informa-

Congratulations to Susie Martinez as she was recently elected Executive Secretary-Treasurer of the Nevada AFL-CIO. Susie is the first woman and first Latina to be elected to this position. I was proud to nominate her at the 65th Nevada AFL-CIO Convention held in Reno, Nevada. Susie has been a Teamster for 34 years as a front desk clerk at the Flamingo Hotel, and has been a shop steward for the past 32 years. As you know, Susie also serves as a Nevada State Assemblywoman, first elected in 2018 and re-elected in 2020. Best of luck to her in this next adventure and on behalf of our members in Nevada, thank you for past and future service.

Let's welcome our newest members from the Wynn Las Vegas and Encore at Wynn Las Vegas to Local 986. The valets and horticulture employees were very patient through the entire process as we had continuous delays due to the pandemic and the complete shutdown of the Las Vegas Strip in 2020. These employees stood strong and stayed united through negotiations and overwhelmingly voted to accept a first contract that provided wage increases, pension plan, better job security and seniority rights.

We are still fighting for the warehouse employees at the Circa Hotel who were fired in February 2020 after the hotel found out they were organizing with Teamsters Local 986 to improve their standard of living. We recently received a decision from charges we filed at the National Labor Relations Board (NLRB) which agreed that the workers were unlawfully terminated and ruled that the workers were to be reinstated with full back pay. Further, the NLRB ruled that the subcontractor hired to replace these

employers was a joint employer and ordered that relationship to cease immediately. We continue to press the employer to recognize the Union and negotiate a fair collective bargaining agreement once these employees are returned to work.

Please contact the Local Union if you are interested in volunteering your time to work on an organizing campaign or a political campaign as the mid-term elections in 2022 are going to be very important for organized labor. The Big Corporations will be spending millions of dollars to elect people that want to weaken the power of workers and their Unions. President Biden has kept his promises to Labor and removed the anti-Union influences on the National Labor Relations Board. We must keep fighting the anti-worker agenda in the workplace and at the ballot box. Amazon, Walmart, and FedEx are determined to put people in Congress and the White House that will vote for the financial interests of corporations over the needs of workers to put food on the table and raise a family. It is up to each and every one of us to take a stand against corporate greed. Please continue to forward your organizing leads to your business representative or email the Local Union at info@local986.org to give every worker an opportunity to improve their standard of living. United We Stand and Divided We Fall!



By Rick Middleton Secretary-Treasurer



Rick Middleton: I hope you have been enjoying this summer with family and friends. We continue to face new

challenges every day due to the pandemic. The most controversial issue facing us right now is employer-mandated COVID-19 vaccinations. Our Local Union is engaged in effects bargaining with several employers over mandatory COVID vaccinations. We expect the tide of mandatory vaccinations will continue to gain strength as we head into the fall. Rest assured we are striving to protect all our members' jobs. Vaccinations aside, there are numerous other COVID issues to consider, including safety protocols, regular COVID testing, and much-needed labor hours and stipends for performing work under stressful, hazardous conditions. On a positive note, I am proud to announce that in the last few months we have reached several strong collective bargaining agreements with significant wage increases and improved contract language. Our Zoom general membership meetings will resume in October, so check your email or our website for registration information.

Adriana Salazar Avila: LAUSD is requiring all employees and District contractors to be tested and vaccinated for COVID-19. In doing so, LAUSD has gone beyond federal and state safety requirements for K-12 institutions that require employees to be vaccinated or tested.

continued next page

Southern California Teamster

While LAUSD has repeatedly acknowledged it is legally required to provide a reasonable accommodation to employees with a medical or religious exemption, the real issue revolves around what constitutes a reasonable accommodation for each employee. Their stated goal is to have a safe environment for both staff and students alike. In addition to our negotiations regarding mandated vaccinations, we are negotiating a successor contract and continue to bargain over the effects of working through the pandemic. Simply stated, we are having many bargaining sessions with the District. We are aware that many of our transportation, operations and school-based members are experiencing an increase in work, without an increase in help. So far, the District is unwilling to provide the additional help needed to keep schools clean, students fed and enrolled. It seems the District thinks it is acceptable to give you more work when you are already overworked and overwhelmed. We won't let this stand—and neither should you. See our LAUSD updates for additional information about our ongoing negotiations.

Grace Guitron: Congratulations to our members working under the First Student legacy contract (San Fernando) and the First Student LAUSD contract (San Fernando and St. Andrews). New 4-year contracts were overwhelmingly ratified. All indications are that this is going to be an especially challenging school year for all members working in the school bus industry. Reach out to your stewards or me if you need assistance and make sure to document your concerns so you don't forget important facts. First Student LAUSD (San Fernando): Please remember that you must be vaccinated for COVID-19 and show proof of vaccination by October 15. First Student Palm Springs: Stay tuned as the district is considering whether to mandate COVID vaccinations.

John Flammia: UPS Gardena will be hiring and promoting on all shifts as we gear up for peak season. The use of cover drivers over the last year has triggered contractual language, and along with feeder promotions, this has created many new full-time driving jobs. The company has overhauled its human resources department which has led to numerous problems with the seniority and promotion lists. I have filed grievances to fix this issue, but if you are looking to promote, please contact your supervisor to make sure your seniority date is correct and that your name gets on the proper list. I want to give a big thanks to all our shop stewards for their help in sorting out some of the seniority issues, continuously policing the contract, and filing grievances when necessary.

Steve Badger: World Oil: Congratulations to our members at World Oil who just ratified a 4-year agreement that includes significant wage increases and contract language improvements. A big thanks to the bargaining committee for doing a great job. Ralphs Transportation: We settled an office grievance involving seniority violations for overtime work. Teamsters Locals 63, 572 and 848 have joined together to move the Ralphs Part-Time Drivers Multi-Location Master Seniority Agreement grievances to arbitration. We will keep you posted as this moves along.

All drivers: Make sure you are performing your pre-trip prior to leaving the yard, double-check your paperwork to ensure you have the right trailer, weigh your load before you leave the yard, and stay off your cell phones to avoid points on your driving record. Congratulations to our recent retirees: Ibrahim Dalou (SPX-35 years of service); Henry Day (Canteen Vending-43 years); and Pedro Lozano (Cunico Corp.-47 years).

Traci Smith: School bus: Welcome to a new school year. Hopefully by now things are starting to get settled but note that we do anticipate a very challenging school year with the many new procedures and requirements. The school bus industry is going through many changes-and challenges-directly related to the pandemic. Absent an official exemption, students should be wearing face masks on all buses. See your dispatcher or supervisor for mask requirements for your specific school bus. Continue to be vigilant in sanitizing and wearing your face mask/shield. Also, remember that anyone who operates or is expected to operate a bus (even on an occasional basis) is subject to DOT drug/alcohol testing. This many include HTS drivers, cover and/or standby drivers, dispatchers, road supervisors and mechanics. LAUSD and LBUSD have mandated vaccinations effective October 15. This also applies to school bus contractors such as First Student and MST. Transit Operations: A new app has been launched to track and monitor Hours-of-Service Rules (HOS). Go to fmcs.dot.gov to download the app. Note the following limits for drivers carrying passengers: 15 hours on duty following 8 hours off duty; 10hour limit on actual BTW time; and 70-hour limit in any consecutive 8 days. PPE is still important and mandated. Stay safe. You are true everyday heroes responsible for transporting the public and school children.

to bargaining raises for CSU skilled trades workers!

Teamsters lead negotiator Secretary-Treasurer Jason Rabinowitz made clear in this first meeting that we expect CSU to recognize our members' essential work throughout the pandemic. Skilled trades workers must receive the raises they have earned through their hard work and commitment over the past 18 months, despite the risks of COVID-19. The CSU has now received significantly more state funding than it did pre-pandemic, which is in addition to more than \$1 billion in federal stimulus mon-

Skilled trades Teamsters risked their own health and safety to keep essential facilities running and campuses maintained. With the increased budget, federal stimulus funds, and billions in reserves, CSU can well afford to fund fair raises for essential workers. The time for raises and equitable salary steps is

This reopener is just the beginning. Our Union is mobilizing to return to bargaining for a fair successor contract and to bring back the annual salary steps that are far overdue for our members. To win the raises, steps and contract we deserve, we will need the power of active and involved Local 2010 members. The CSU is a powerful institution, but our work makes the CSU work, and together in our Union, we can ensure they bargain fairly and recognize our critical work.

Drew Scott, Skilled Trades Director, Teamsters Local 2010: Our Union will fight hard to make sure this additional CSU funding goes to provide fair pay for Teamsters members' essential work. Some of us have suffered with lagging salaries our entire careers. Newer workers make more than some dedicated, long-time employees who have cared for their campuses as if their own kids will be attending them.

Fingers crossed, the worst of the pandemic is behind us. In addition to kicking off Saturday in-person meetings in June, we look forward to holding many more events and gatherings in the future and seeing as many members as possible get involved. During the month of August,

all of the MV Transportation AC-CESS drivers that had been placed on layoff at the beginning of the pandemic have been recalled. The company is in the process of recruiting additional drivers in anticipation of more work returning and things going back to normal. A new bid is being prepared for the Admin Agreement, OC Flex drivers, and ACCESS drivers as more work becomes available. Two new stewards have been appointed for the Admin Agreement: Rocio Ramirez from Quality Assurance and Teri Clay from the Call Center. Also, Jessica Gomez has been appointed steward for the OC Flex drivers.

Also during August, over at First Transit more work has been made available through added hours scheduled from OCTA. The company has not added any new road supervisors or dispatchers and so there are extra work opportunities available for those that want it. It's expected that OCTA will be adding another 40,000 hours in next few months, possibly making things more difficult if personnel isn't added.

Two new stewards have been added to the maintenance Irvine base: Jorge Yepez and Jonathan Santana. As reported in the past, the I Shuttle drivers have all been recalled and more drivers are needed. Currently, they are being supported by volunteers from the CFR drivers. The I Shuttle agreement expires at the end of the year and we will start preparing for negotiations very soon.

The FXI Contract was ratified in July and all of our members received their retro pay in late August. The company has added 20 new positions due to an increase in production and business needs.

An arbitration request has been filed at Republic Services and is scheduled for December 17. The arbitration pertains to the termination of the shop steward.

Heritage Foods contract negotiations are still ongoing. The Union and employer are close to getting a last, best, and final offer. At the time of this writing, we were hoping to get the contract ratified by the end of September.

CVS members have been working 10-11 hour shifts, 6 days a week due to an increase in business and high absenteeism. Both parties are hoping to get through this hurdle in the near future.

We are in the process of negotiating three contracts at First Student. We hope to have all three ratified in the next month.

OCTA gave us their last, best and final offer. The Local and Stewards Committee did not feel it was adequate for the members and recommended they turn it down. Ninety-nine percent of the members supported their Union and voted no. We will be reaching out to the company for ways to achieve a fair

and equitable agreement. We recently achieved a huge victory at Albertsons. An arbitration decision was awarded to Local 952 grocery members guaranteeing our right to protect language in the

contract. At Albertsons, CVS and Coke we held an Engineered Work Standards (EWS) meeting with all the stewards and are moving forward holding these companies responsible to upholding the EWS standards.

At UPS, we are pleased to announce Local 952 members were awarded 175 hours of pay at triple time for supervisors doing Teamster work. Brothers and sisters, protect your jobs! Whenever you witness supervisors performing bargained work alert your steward immediately.

We would also like to notify our members that our first meeting back following our summer break will be Saturday, October 23. Due to prescheduled events, this general membership meeting will be held on the 4th Saturday of the month. We look forward to seeing all of you there.

Lastly, Business Agent Emerson Diaz is leaving Local 952. Our loss is Local 495's gain! Announcing his departure, Emerson said, "I would like to take the opportunity to thank Teamsters Local 952 for bringing me on board in January of 2020. The time I have spent working alongside this awesome group has been very rewarding and a great experience. I wish this administration and leadership great success and believe they will continue to represent the membership as they deserve. Although I am making this transition, please be sure you can count on me to lend a helping hand whenever necessary."

The entire Local 952 family wishes Emerson all the best.

By Jason Rabinowitz Secretary-Treasurer

Local 2010



Teamsters Start CSU Negotiations Strong, Demand Raises tor Essential Workers!

Our Teamsters Local 2010 Skilled Trades

Bargaining Team met with California State University (CSU) management in mid-August about reopening contract negotiations on wages and benefits, in accordance with our 2020 agreement that allowed such a reopening.

At the start of the pandemic, our Union worked to extend the current contract and focus on protecting jobs and pay during the tremendous challenges and uncertainties of the COVID-19 crisis. But our bargaining team also had the foresight to include language in our contract extension providing for the reopening of negotiations on wages and benefits as soon as CSU state funding returned to, or exceeded, pre-pandemic levels. State funding for the CSU hit that benchmark in July and our team will now return



By Eric Jimenez **Secretary-Treasurer**



Greetings Brothers and Sisters: On August 29, Local 952 hosted 'Picnic in the Park' for our members.

was so great to see over 400 members and their families attend. The event featured a delicious hamburger and hot dog barbecue, custom-made snow cones, a face painter and bouncy house, softball, and a member raffle. Everyone had a super time. Teamsters can check out photos from the event on our website and Facebook page.

We also had a great turnout at Union Night at Dodger Stadium on August 20. Over 200 members and their families enjoyed a super night at the ballpark celebrating solidarity and Southern California Union members.

The pandemic hampered our ability to meet with members in large gatherings last year and much of 2021, which is why getting together at the ballpark and hosting a picnic celebrating our dynamic group is all the more special.

DISTRICT COUNCIL 2

By Clark Ritchey **Secretary-Treasurer**



organefforts izing continue as we welcome new members from RoadRunner Print Mail, Inc. and Think, Inc., both commer-

cial shops in Northern California. They each ratified a 3-year contract with wage increases throughout the contract and the company will contribute into the SIP 401(k) pension plan. Congratulations to our new members!

During the past few months District Council 2 has ratified contracts for approximately 20 plants in California, Oregon and the state of Washington.

We are currently in negotiations with DeFrance Printing and Westrock, in Southern California. Upcoming negotiations in this area include American Red Cross and Smurfit Kappa.

In Northern California, District Council 2 ratified a 3-year agreement with Corrugated Packaging. Members will receive GWIs in each year of the contract and the PS&PP health & welfare premiums will continue to be funded 100% by the

Also ratified in this region is the Commercial Multiple Agreement - Aabco Printing, Autumn Press, Dakota Press, In/Out Printing Ser-

continued next page

PAGE 5

Southern California Teamster

Vol. 82 - No. 4 - October 1, 2021

010342_Newspaper_October_2021_12pgs_04.indd 5 9/14/21 12:35 PM

vices, Lama Books, National Printing Co., New Solidarity, RCA Super Print, Santa Rosa Printing, Suburban Press, Trade Lithographers, and Wheeler-Sonoma Printers. These commercial print shops received a 4-year contract with wage increases in each year of the agreement, the companies will continue making contributions to their designated 401(k) pension plans, while remaining the status quo on everything else.

Upcoming negotiations in Northern CA include Abbott's Custom Printing, Allied Printing, Community Printers, Custom Paper Products, Lodi News Sentinel, Rapid Displays, Pacific Printing Service Corp., Papyrus Printing, Portocork America, Inc., and The Edge Print & Promotional. DP Media, LLC, in Denver CO, is also expected to bargain in the next few weeks.

In the Northwest region, members at the Daily Journal ratified a two-year contract with significant wage increases in each year. K/P, LLC bargained a 3-year agreement to include a good wage increase throughout the term of the contract and increased the company's contribution to the SIP 401(k) pension plan. They also received a signing bonus, as well as wage adjustments to various classifications. New contract language was added for lines of progression. The members will also continue participation in the Union's health & welfare PS&PP. Tacoma Rubber Stamp ratified a three-year contract which included wage increases and wage adjustments. New language was also added to include the WA PFMLA. At Western Pacific Union a 3-year contract was also ratified with a GWI in each year. DC2 continues negotiations in the Northwest region with Columbia Litho, which is under new ownership. Upcoming negotiations in this area includes Johnson Cox.

DC2 is currently preparing for shop steward training coming up in October and November, for the Oregon, Washington and Northern CA areas. More information to follow regarding all other regional areas.

Congratulations to this year's 2021 District Council Scholarship Fund award, Mindy Duong! Mindy is the daughter of Chanh D. Duong, an active member-at-large from PCA, San Lorenzo, CA. She is a 2021 high school graduate now attending the University of California, Berkeley. She plans on studying public health. Some of Mindy's high school achievements include being on the Honor Roll and the SLZUSD Superintendent's Award for Academic Excellence all four years of high school as well as the AP Scholar with Honor Award. Her greatest accomplishment this past year was adjusting to COVID homeschool life, all while helping take care of her ailing grandmother. Best of luck on your future endeavors!

Just a reminder to contact the Union office about 30 & 40 year service jackets. Members with 30 and 40-plus years of continuous service with Teamsters District Council 2, or any affiliated Local Union, will be honored and presented with a special District Council 2 jacket. Contact the Fullerton office if you have not received a post card and believe you are eligible.

Our deepest condolences to the families of the following members who recently passed away: Local 388M - Abuca Ayala, Raymundo Flores, Samuel Kittinger; Local 4N-

Joseph Danko, Richard Biewald, Robert Bonomo; Local 747M - William Brennan.

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

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 brother Hector Aguirre, 17year member at Bake Mark.

Ventura Foods contracts have been printed and passed out; we are working on printing copies in Spanish. The Union was successful in reinstating our members Edgar Ramos and Willy Chacon, who were suspended pending termination for a serious violation.

Gelson's: In the last round of negotiations, we were successful in adding language that allows our members to divert part or all of their wage increases every year into their pension. On July 18, our members overwhelmingly voted to divert this September's full wage increase into their pension. Congratulations.

US Foods: Our rep Adam Methus working with our steward Felipe Osorio filed grievances on behalf of the members, for the company violating the guaranteed 8 hours for our members scheduled on a mandated day. I'm glad to announce that the Union was successful in settling the grievance for \$25,000 in back pay for those affected members. Also, Felipe and Adam were successful in getting the members paid via a class action, due to the company having our members take temperature checks off the clock. The members will start seeing settlement checks within the next 6 months. Based on the teamwork and actions from our steward and our representative, 6 other facilities will be seeing settlement checks, from San Diego to Tracy, California.

Foster Farms: The company strategy was to undermine the health and economic welfare of our members by attempting to gut our members' health benefits and shoving a medical plan that could've bankrupted our members and providing an economic package with minimum wage and bonuses as their last, best and final offer! The Local put together a comprehensive, strategic plan to expose Foster Farms' greed and bad behavior. Local 630 and our membership sent a clear message from the get-go, that we were united and willing to fight for a fair contract. With the support from our members, we went thru a journey that started December 2020, of transforming fear into courage and empowerment, & inaction into action! Our members understood that the days of accepting the company's bonus was not a good strategy for their future. We were successful in organizing our members to understand the tremendous power they have.

On July 24, 2021, over 150 workers, community and labor activists participated in an action to educate the public on the unfair behavior Foster Farms was taking towards our members, mostly women of color. With the help and solidarity of our brothers and sisters from several Locals in Joint Council 42 and Locals in northern California, Arizona and Las Vegas we put the pressure on Foster Farms' largest customers by informing the public.

After several actions and demonstrations and over 22 hard-fought negotiating sessions, we met with Foster Farms twice in August and I'm proud to announce that we were successful in negotiating our members' best-ever contract.

The new 5-year contract maintains our members' Kaiser medical and provides for the highest wages ever negotiated for our members. Our members gained the respect and dignity they deserve. I would like to thank our negotiating committee, Oscar Ruiz, Frank Afoa, Leticia Rosales, Sylvia Chavez, Sandra Crespo, Guadalupe Uriarte and Joe

FreshPoint: After 7 sessions of

hard negotiations we were successful in negotiating our best FreshPoint contract ever. Our sisters and brothers unanimously ratified a 6-year contract that comes with improved language for seniority and safety. It provides for their highest wage and pension increases for both the drivers and the warehouse. Our members' previous medical was administered by a company trust fund and cost our members 20% out-of-pocket for some services including surgeries. I'm glad to announce that we were successful in negotiating an all-Kaiser medical plan under the Teamsters Labor Alliance Trust Fund, with no out-of-pocket from our members. This medical is a major improvement that will save our members hundreds and thousands of dollars a year in health care costs. I would like to thank our negotiating committee - Felix Chavez, Frank Afoa, Luis Barragan, Roberto Carrillo, Mike Servin, Cesar Paniagua, Joe Tisnado and Gilbert Bautista for all their help in these negotiations.

Congratulations to the following members on their retirement: Jose Osorio Diaz from Valley Produce, 45 years of service; Antonio Berber from I & T Fresh, 43 years; Ronnie Mendiveles from Coast Produce, 35 years; our brothers Hector Vega-26 years, Joel Lopez-15 years, Gabriel Montes-15 years from Ventura Foods; our brother Victor Juarez of Alta-Dena, 30 years; our sisters Pattie Paige 25 years and Laura Cardona from Young's Market; Ron Delmer, 28 years at Alta Dena North; Jose Lujan and Antonio Rubio from UNFI Commerce; Ray Vega from Gelson's Market and our sister Emily Camacho, a 32-year Teamster from Rockview Dairies. We wish you all a long and healthy retirement; we ask you to remain involved and help us educate and mentor our young Teamsters.

I would like to thank all our

members who participated in a day of competition; congratulations to our brothers from the Sysco A Team for winning and being our 2021 softball champions. 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.



By Tommy Blitsch Secretary-Treasurer



Tommy Blitsch: We are planning on holding our annual membership Christmas party this year. It is scheduled for Saturday,

December 4. More information will be posted as we get closer to the event. The IBT election of officers is coming up later this fall. Please make sure you update your address if you've moved.

UPS: The continued joint efforts by Teamsters Local 631 and UPS to eliminate the six-day work week is starting to show real progress. By drastically increasing the hiring and training of new part-time employees, both Monday through Friday and Tuesday through Saturday, full-time positions can also be filled at a rate that is finally decreasing sixth punches. With peak season quickly approaching we will continue to work hard and position our members to be safe and efficient during UPS's busiest time of the year.

Convention: Las Vegas Tradeshows are back, baby! We are so happy to be rejoined with our Convention brothers and sisters after 16 months of hell. The atmosphere is grateful and hungry. We are proud of our members for being so quick to answer the call to rebuild their industry and rebuilding their industry they are. While show size and attendance may not be as high as years past, the shows are stacked back-to-back offering little reprieve from the fun. Vaccines are the hottest topic amongst the tradeshow members, and we continue to fight mandates and demand choice. We are supportive of show organizers safety protocols and are proud of our members in large for putting aside their political beliefs and standing unified on the floor for their continued industry success.

Freight: Las Vegas freight industry continues to see record-breaking numbers. Our stewards continue to fight for workers' contractual rights in an environment where everyone is just trying to survive the rush. We are seeing starting pay increases, unlimited overtime, and other incentives to help keep folks motivated. We're personally grateful for the committed Teamsters manning the supply line in Vegas and across our country. You are not overlooked-you are important! Thank you!

Government contracts: Amen-Schedulers/Dispatchers, tum Amentum TTR Airfield, Amentum Firefighters all have ratified contracts. The Amentum Fire Dispatchers wage opener was ratified as well. Congratulation to all on good contracts.

Republic Services: Please slow down, again slow down out there and be safe for yourself and the public. Republic has informed us that by the end of the year they will be installing technology in the form of tablets. The tablets will have clock in and out features, digital VCR along with live GPS. Please start running your routes clean and taking your breaks now. We will start having meetings and put together a negotiations team by the beginning of the year for our 2022 negotiations. Check your Union boards monthly and download the 631 app for future information on dates and times for negotiation meetings, also start saving your money as we may have to strike to get what we want. Please get vaccinated and practice social distancing and get tested if you are feeling ill or been around someone exposed to Covid. Don't forget our Teamsters 631 low cost to no cost medical centers.

Construction: Members just recently ratified a new three-year agreement improving the wages and benefits for our members. The new agreement was overwhelmingly ratified by 94%. In addition to the package increase each year of the agreement, language for double time after 12 hours of work was restored, as well as the reversal of other money concessions from 2011. The negotiating team also fought the contractors from gaining a management rights clause, the removal of dues check-off, and the removal of overtime rates for weekend work. It was a long, hardfought battle. I would like to thank John Frame from Wells Cargo and Mark Radke from LVP for their help on the negotiating committee. This is the third contract this team has negotiated, and we keep moving forward in every contract.

Ready-Mix: Workers have been keeping up with customer demands during the busy summer months. Existing projects continue to pour concrete, as well as new projects like housing tracts and warehouses around the Valley. Cemex Block: Congratulations on your recently ratified three-year contract. Shop steward Jose Miranda will broadcast printed contracts as soon as they become available. The plant is still as busy as ever with the continuation of the night shift. Management is still looking to fill a few laborer positions. If you know anyone, send them down to the hall on Tuesday mornings to attend our HH Orientation which starts at 9:00 a.m. sharp.

Rinker Material: The company is staying busy with more new hires on the way. Send anyone that is looking for work to our Hiring Hall Orientation held every Tuesday morning 9:00 a.m. sharp. Make sure to notify a shop steward of any OT violations as we have had a few in the previous weeks. Keep any eye on the bulletin board for upcoming craft meeting. Contract negotiations are right around the corner. If you are interested in getting a Covid vaccine our Teamster clinics have them available--call to make an appointment. Maintain social distancing and keep those masks on as a few positive Covid cases have been popping at work.

Simplot Silica: Congratulations on your new three-year contract that was recently ratified. We made

continued next page

Southern California Teamster

010342_Newspaper_October_2021_12pgs_04.indd 6

good movement on language and were able to hold off the company on some detrimental proposals. See shop steward Chris Steen if you haven't gotten your new contract book.

CertainTeed: Currently in contract negotiations, stay strong and be ready to fight for a contract. First Transit RACC and MV Fixed Route Operations: The companies are trying to hire employees.

MV Paratransit: The company has been trying to hire employees to reduce the forced work issue, not enough people are entering the work force to balance the work load

Movie industry: Activity steady. To all, remember to keep hydrated and most of all be safe.



By Jaime Vasquez Secretary-Treasurer



Secretary-Treasurer Jaime Vasquez just when we thought that we were winning the battle against COVID,

the Delta variant is now showing its ugly effects. Teamsters Local 542 members, most of whom are essential workers, have to now face this new challenge. We continue to be very proud of all of our members who continue to show up to work and proving to each of their industries what a real Teamster is all

Once again, our admiration and gratitude to our Teamsters Local 542 Nurses at El Centro Regional Medical Center for their dedication and commitment to the well-being of the community. Please remember that we have available to all of our members the Teamsters Local 542 Phone App. You may download the app by going to your smart phone's store and search for "Teamsters Local 542". The app has a wide variety of information specifically to you as well as keeping you aware of the latest news and events regarding your Local Union.

Latasha Gee: I became a business agent for Teamsters Local 542 on June 21, 2021. I came out of the San Diego UPS facility as a package handler/service provider. I worked at UPS for over twenty years and I was a shop steward for seventeen years. I always took pride in the dedication of representing the members in the San Diego UPS hub. When I got hired as a business agent my responsibilities became representing the part-timers in San Diego, Chula Vista, San Marcos and our Carmel Village UPS locations. One of the issues that has come up recently has been transfers from one UPS location to another. Please make sure everything is done in writing. Verbal agreement with management does not work. Your collective bargaining agreement (contract) has specific language regarding transfers. If any member might have questions on transfers please reach out to a shop steward in the UPS location you work out of, or get with your business representative as well to make sure the transfer process is correct and the transfer is in writing. That way

when you transfer there should be a paper trail in place and the facility you are trying to transfer to has it in writing of your transfer and arrival. Another important suggestion is if you are out on an approved leave of absence and you are ready to return to work, have your shop steward go with you to Human Resources to make sure you are coded back in the system correctly, to ensure your pay will continue to be deposited with no delay. Lastly, make sure that the Local Union is aware of your return as well. You want to avoid any backed-up Union dues. I will continue being there for the members and addressing issues that pertain to our contractual legal binding agreement. I hope every member and their families stay safe and healthy, through this COVID-19 crisis.

Alvin Mitchell: Our hearts go to brother David Gonzalez from ABF. CDL drivers are needed at all of our freight terminals. Please contact me at 619-582-0542 for more information. I'm happy to announce that the LBC Mundial offer has been accepted and ratified by our members.



By Fred Horvath Secretary-Treasurer



Local 14 is actively involved addressing the "mandatoissue that has arisen in many of our public sector

houses. Whether it is mandatory COVID testing or vaccination, Local 14 is prepared to do everything necessary to protect all our members' rights. All our members have the right to feel safe and protected at their workplace and also know that their rights are being protected.

Unfortunately, the effects of COV-ID required the Local to cancel its annual Local 14 Member Appreciation Day/Health Fair at the Wet-n-Wild water park. We are hopeful that the fall will bring more favorable conditions and we will be able to host a Christmas event.

Local 14 has completed several negotiation sessions in the last couple months. A three-year CBA was ratified by our members in the city of North Las Vegas and approved by the city council. Similarly, a twoyear CBA was ratified and approved in the city of Henderson. Both CBA's included COLAs as well as a substantial COVID appreciation bonus. Both CBAs were overwhelmingly ratified with exceptional voter turnout.

Over eighty percent of the membership ratified a new three-year CBA for Southern Glazers Wine and Spirits. A significant gain in bargaining for employees at Southern Glazers is the contribution of all hours worked being paid into pension. This was a goal of the committee going into negotiations and throughout some very difficult negotiations they were successful in achieving their goal. Negotiations with Clark County School District are also currently 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 most up-to-date information. If you haven't already, you will be receiving an invitation to download and register on Crew. Crew allows 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 current address and your life insurance beneficiary with the Local.

In person general membership meetings at the Local have resumed. Join us on the 3rd Thursday of each month at 6:30 p.m. to be updated with the latest updates and news regarding the Local.



By Capt. Andrew Robles Assistant Trustee

Hello All... by the time you read this, the fall and holiday season will be at our doorstep. We are ready to take on the rise of seasonal leisure travelers as we have in past years and hope that load factors return as they did in the summer months. However, this summer brought a comeback that Allegiant was not prepared for. As the last update mentioned, we collaborated with the company to provide some additional benefits to the pilot group for the Fourth of July weekend to help pilot staffing. Unfortunately, the agreement benefited certain pilots over others.

In August, we were again approached by the company to help provide relief due to pilot staffing issues. The proposals from the company again benefited only a subset of the pilot group. As the company was not willing to negotiate an equitable solution to their staffing problems that benefited the pilot group at all seniority levels, we were unable to reach a second agreement for continued relief of the company's self-imposed staffing shortage. Additionally, the pilot group submitted 150+ grievances during the month of July, including several violations of newly signed agreements.

Complying with our current agreements was, is, and will remain fundamental to creating new ones. Ultimately, Allegiant canceled well over 100 flights due to lack of available pilots. We held the line and showed solidarity in our resolve to prevent the deterioration of our quality of life, as well as stressing the importance of contract compliance. We will continue to move forward and hold the company accountable for these violations, and others, and have several arbitrations scheduled through mid-2022 to get them resolved.

We continue engaging with the company in Section 6 negotiations and have made passes on most of the non-economic sections of the contract. We continue to work diligently for our pilots in order to get the industry-leading contract we all deserve. No other major updates are available at this time.

The Bylaws have been completed and by the time this message is published we are certain that voting has commenced or has already been completed. This is a significant accomplishment for solidifying Local 2118 and we are excited to have finally made it to this point! As we exit trusteeship, we are very optimistic for the future of the Allegiant Pilots' Association. The election process for selecting the officers of our official executive board is soon to follow. We ask our members to stay engaged and actively participate in the process.

We wanted to also mention the assistance of some crewmembers taking part in the first domestic Afghanistan refugee charter in the United States from Washington Dulles to Volk Field in Wisconsin. This flight, along with a handful of others, were important first steps in providing the much-needed evacuation support to the Afghan people.

As the last message of 2021, we hope that all of you have an enjoyable holiday season and a Happy New Year. Hopefully, the next message will be written by one of the officers of the new Executive Board!

Local 1932 San Bernardino County Public Employees

By Randy Korgan Secretary-Treasurer



Teamsters - your Union has made Summer 2021 a successful season filled with great victories and

promising opportunities for the path ahead.

Throughout the summer months, Local 1932 has continued its crucial Volunteer Organizers Training Sessions. These sessions focus on the foundational organizing modules that thousands have attended over decades throughout the Joint Council and our newer Amazon-specific sessions that put members at the center of our mission to raise worker power at the tech and warehousing behemoth. By coming together for training, we can do our part to help others create higher standards at non-Union worksites. It's challenging work, but taking the time to train is the only way to use our strength in numbers to transform the Inland Empire for the better. Please reach out to your business agent for more information on the next training sessions.

Every day we see proof that our organizing training is building a firmer path forward for our Union. Since our last report, SunLine Transportation workers in the Coachella Valley have continued to organize units since first coming into contact with Local 1932 late last year, bringing the number of SunLine Teamster units to 5. This is the natural progression of a group that cannot wait to use its new member power to full effect.

In Adelanto, over 50 health care

workers employed by WellPath voted yes to unionize with Teamsters Local 1932. These licensed vocational nurses, registered nurses, and nurse practitioners came together to counter the lack of respect by their employer and an increase in staffing levels. They now look forward to building member power, holding WellPath accountable to provide better conditions for care, and in the end, approving their first Union contract!

I am also happy to congratulate all Teamsters who used their member power to win new contracts throughout the Inland Empire. Members at the city of Colton recently ratified their latest Union contract, overwhelmingly voting to approve their tentative agreement. At the nearby city of Grand Terrace, Teamsters in the General Unit unanimously voted to ratify their first Union contract with Local 1932. While working each day to continue bringing the vital public services that residents in both cities enjoy, these Teamsters stood together and negotiated improvements in compensation and working conditions. That's Teamster power at work!

The city of Coachella's Miscellaneous and Sanitation group also recently ratified their second contract with Teamsters Local 1932, receiving salary increases, economic reopener language for cannabis revenue targets, and for the first time-longevity. Coachella's General Unit won additional strong salary increases and contract improvements as well. These Teamsters are proud to be leading the way in economic prosperity throughout the low desert.

In addition to these organizing victories, members are now back in school! Thanks to a partnership between Local 1932 and Los Angeles Trade-Tech College, over the next few weeks Teamsters will attend labor studies courses where they'll learn essential skills for building a strong Union. The credit earned in the class is transferable to CSU. If you'd like to learn these vital skills, you can still sign up for future courses by contacting Natalie Harts at (909) 386-1272 or nharts@ teamsters1932.org

Lastly, Teamsters Local 1932 continuously monitors and works with employers as the ongoing pandemic disrupts daily operations. Your Union is doing all it can to ensure that you, your family, and your fellow Teamsters stay safe while our nation continues to deal with the effects of the spread of the Delta variant. Please stay connected to your business agent and steward for the latest developments.



By Abel Garcia Secretary-Treasurer



Abel Garcia-Secretary-Treasurer/Business Agent: Hello and I hope this finds you and

your family safe and healthy as of the printing of this article. Currently, we are in negotiations with Waste Management and it's moving at a good pace for a first-time contract.

continued next page

PAGE 7

Southern California Teamster

Vol. 82 - No. 4 - October 1, 2021

Dairy Farmers of America: We had a successful organizing drive. Ballots were counted on September 7 and it was a slam dunk win for the employees and Local 186, welcome to the Teamsters! VCTC: We had our first negotiations on September 8 with the company. EJ Harrison: We met with the owners on September 8 to discuss a card check election for the transfer of UFCW members to Teamsters Local 186. On September 11 we hosted for the first time ever, a Local 186 Job and Apprenticeship Fair. Several Local 186 employers were here as well as the Building and Construction trades. Amazon: On September 12 we had our first "Organizing Amazon" training for our UPS stewards and interested members. Another busy month for Local 186, we will continue to organize and continue to grow the Local and negotiate good contracts. In Solidarity-Abel.

Fernando Lara-Vice President/ Business Agent: Dairy Farmers of America (DFA) - We would like to welcome our newest brothers and sisters into Teamsters Local 186 who voted to unionize. We will be having our proposal meeting soon. Bimbo Bakeries - We recently had Northwest Administrators visit our Oxnard location to speak about pension and health and welfare a successful meeting. Challenge Dairy - all membership should have received a retro payment of their contractual increase from March 2021. If you have not received your payment, please contact us directly. Coca-Cola - in regard to the attendance policy arbitration, we are happy to announce the company has conceded and agreed to a 'me too' attendance policy. We will be bargaining a new attendance policy with L.A. Locals; we will keep the membership advised of any updates. Hanson Aggregates - we are currently in a transition period since Martin Marietta has acquired Hanson. They agreed to honor our collective bargaining agreement. Mission Industrial - we have dates at the end of October for negotiations; we will advise the membership for the exact dates. MV Transportation – our negotiations are looking very optimistic; we will keep the membership advised for future ratification vote. STA - we are proud to announce that we have ratified a 5-year agreement that includes historic wage increases, improvements to health and welfare that includes a Teamster-sponsored death benefit, as well as the Teamster 401(k) with provided employer fixed contributions. Sysco – we hope those members owed the 40-hour quarantee pay-out have received it. If not, please let us know. Also, all members should have received the newly updated ratified contract. Please contact us if you have not received a copy. Smuckers – we will have contract negotiations in November. We will keep the membership advised for any updates. Waste Management - at the end of September 2021, we started economic proposals with the company. Hopefully by the end of this month, we have a tentative agreement; we will keep the membership apprised of any updates. Ventura County Transportation Commission (VCTC) - welcome to our brothers and sisters to Teamsters Local 186 who recently voted to unionize. We have the first round of negotiations under our belt. We have exchanged non-economic proposals; we will keep the

membership informed of any updates. We would like to congratulate brothers Juan Hurtado from Sysco Foods and Donato Arambula from T-Force Freight on their recent retirement. Enjoy the fruits of your labor, brothers. Don't forget to patronize Union businesses.

Johnson-Business Jedediah Agent: At RNDC/SGWS-Sales: We are currently in contract negotiations. RNDC steward Greg Goulart is representing liquor in the negotiations for Local 186 along with myself and the committee. I will keep you updated on negotiations as updates become available. RNDC-Express/SGWS-Cash and Carry: We have a new hire at SGWS and are awaiting a new hire at RNDC for open clerk positions. Ventura Port District/Courtesy Dock Masters: Negotiations are over, and the members overwhelmingly ratified a new contract, with improvements to working language and wage increases. Contract negotiations for Amerigas will begin in October on the 6th, 7th and 8th . Ferguson: We have new hires, Leonel Silva and Jason Navarro. Welcome to the Teamsters!



By Eric Tate **Secretary-Treasurer**



I am hoping that you all had a wonderful summer and have stayed safe and healthy. Last month I

announced that we are planning our first, in-person, general membership meeting at our Long Beach office on Sunday, October 24. My intention is to still hold our general membership meeting that day, but we are being mindful of the recent spike of COVID cases. Please stay connected with our office or check on our website on the status of the meeting as we get closer to the date. I would like to send our sincere condolences to the family and loved ones of the following members who have recently passed: Michael Parks of Reyes Coca Cola; Sterling Singleton of TransDev AVTA; Leslie Moaalii Jr. of TABC and Larry Hawley of KeHE. May our brothers all rest in peace; you will be truly missed.

The information regarding members' bad addresses got so much response after our last newspaper article, that it is worth mentioning again: 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 many correspondences have 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/Glendora office (626) 732-4700.

Louie Diaz - Tell Steel - I would

like to congratulate the new shop stewards: Mr. Miguel Barragan/day shift and Mr. Raymond Duran/night shift. Hyatt Die Cast and Mitsubishi Warehouse - new contract booklets will be made available as soon as the changes made are reviewed, approved, signed and printed.

Alfred Baltazar - SYGMA - proposal surveys have been mailed out to all drivers for the upcoming contract negotiations. Please fill them out and mail them back to the Local immediately. Blue Rhino - we have received proposals from most of the group, if you haven't completed them, please do so and return them back to the Local; we will be setting up a Zoom call to review the results, TBD. Coastal Pacific - we still have an open agreement with the company to a possible extension of the current contract. We will keep you posted on any movement. DPI - drivers and warehouse: We have stopped the company from calling and texting members and trying to force them into work on a scheduled day off. If anyone gets these calls or texts, get with a shop steward immediately so we can address them.

Gordon Ament - FT Cerritos there are open shop steward positions for operator and alternate; contact me if interested. FT Pasadena - you have now given the Local your proposals and confirmed your 2021 negotiation committee. Keep an eye on the Union board for updates. Keolis Pomona – please join me in welcoming your three new operator stewards, Rebeca Sanders, Donald Long and Noe Raya. These stewards are in addition to Richard Cerda, Tyrone Monette and Raul Ramos for the road supervisors and dispatchers. Los Angeles Regional Food Bank - congratulations on your new three-year collective bargaining agreement. This agreement contains improved language and substantial wage increases. The new CBA has been proofread and will be delivered soon. A special thanks to your 2021 negotiation committee of Ulerio Hernandez (JR) and Victor Tapia for their hard work. Please join me in welcoming Ulerio Hernandez as your new warehouse steward. MV Div. 43 - congratulations on your new three-year collective bargaining agreement. This agreement contains improved language, substantial healthcare, and wage improvements. A special thanks to your 2021 negotiating committee Leticia Ibarra and Victor Villanneva for their hard work. Waiting on the employer to proofread as of publication date. MV Div. 77 & 196 - congratulations on your new three-year collective bargaining agreement. This agreement contains improved language and wages. I encourage you all to start preparing now for the next contract which expires in 2023. A special thanks to your negotiation committee: Elsa Salazar and Sergio Murillo for all their hard work. There are currently open steward positions for operators, road supervisors, dispatcher and call takers. Contact me if interested. MV Div. 197 - your current CBA expires June 30, 2022. Please start thinking about your proposals. There are currently open steward positions for operators. Please contact me if interested. MV Div. 284 – your current CBA expires June 30, 2022. Please start thinking about your proposals. There are currently open steward positions

interested. Transdev Div. 98 - there are currently open steward positions for operators. Please contact me if interested.



By Lee Fletcher **Secretary-Treasurer**



Gallo Wine: On July 12 the company announced would they be moving the sales and distribution of Gallo Wine to RNDC. 6 of the

7 drivers and 6 of the 9 sales reps all secured jobs at RNDC.

Reliance Steel: Ratified their new 5-year contract. We want to thank 20-year shop steward Jose Martinez for his help. Jose stated that this was the best contract in his 20-year career. RNDC and SGWS Sales: Contract negotiations have started we met 4 times and were meeting at the end of September. Seven Up Sales: Contract negotiations started on September 14. I would like to congratulate Greg Hays on his retirement as a driver/warehouseman at Gallo Wine, after 44 years. Greg was in the warehouse back when Gallo had a warehouse in San Diego and then moved over to delivery. Greg was on the negotiation committee and was very helpful with all the history he had.

Local 683 would like to send condolences to the family of Randy Whitney, a Coca-Cola San Diego driver who recently passed away of complications from COVID-19. Randy was at Coca-Cola for 15 years. He started as a merchandiser and recently got his Class A driver's license and moved into delivery.

Randy, you will be greatly missed. Reliance Steel ratified a new 3-year agreement with wage increases and maintaining medical with full maintenance of benefits. Mission Industrial - we are currently in negotiations with next bargaining sessions resuming in October. Mission Linen Supplies - we had an arbitration over a terminated member. The decision was favorable to the member, with reinstatement and all back pay and benefits. At Bimbo Bakeries the Local was successful in settling 2 cases regarding the early retirement incentive program (ERIP). Both members were denied ERIP even though they qualified. In the end we were able to get them approved for ERIP and both members received the \$90,000.00 payout.

With COVID-19 and now the new variation of the Delta Virus, D.P.I. Dairy/Challenge Dairy/Dairy Farmers of America (AKA Dean Foods)/ Pepsi/Coke San Diego/Coke Oceanside and American Fleet Solutions are surprisingly doing well. Employees and management are all working well together to come up with solutions that affect each company in different ways. Although we still have issues on a bigger picture with some of the companies, we are working through to make sure that the companies are staying within the contract language. When these issues are brought to our attention, we quickly notify the company and work through and resolve them. It is important that we all get vac-

cinated, wear masks, and sanitize or wash hands regularly. The Local will be handing out new masks and more hand sanitizer soon. Be safe! Working at safety never stops.

Hawaii Local 996

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



The past few months have seen a growth in tourism and jobs to the local economy in Hawaii. Things

were looking up for working families and businesses. Then, suddenly within 12 days, the number of COV-ID daily infections increased literally from 30 to over 1,000 people daily. The Queen's Medical Center -West Oahu could no longer accept people with acute and ICU beds full

The response from the Governor of Hawaii and Mayors of the four counties was to effectively implement a vaccine mandate requiring public sector workers to get inoculated or face immediate discipline and termination.

The largest bargaining unit at Local 996 is Oahu Transit Services Inc., TheBus, and TheHandivan totaling 2,000 Teamsters.

The employer implemented a vaccine mandate immediately after an announcement by Honolulu Mayor Blangiardi, who mandated public sector workers receive vaccination or face termination.

Local 996 told the employer they had to bargain the effects of their changes to working conditions. The employer decided they didn't have to negotiate and said to the membership they had no obligation to bargain during a zoom meeting. An unfair labor charge - failure to bargain the effects - was filed with the NLRB. Once the employer received the labor charge, it seemed they had a change of heart and scheduled a meeting with the Union negotiation committee.

Negotiations between the Union and the employer remain ongoing during the preparation of the arti-

The Queen's Medical Center Punchbowl is the largest hospital in Hawaii and only level 1 trauma center. 800 Teamster brothers and sisters work in various ER, ICU, patient care, dietary, housekeeping, maintenance, and more. Negotiations with the employer started before vaccine policy implementation. Teamsters at QMC not vaccinated can file for a medical, religious, or personal exemption. The exemption ensures a member who, for whatever reason, objects to vaccination will continue to work while having to test weekly at the employer's expense.

The city and county of Honolulu will implement the "Safe Access Oahu" program soon. The program requires all employees, contractors, and volunteers of businesses, such as restaurants, bars, gyms, movie theaters, museums, arcades, and other similar establishments, to show proof of complete vaccination against COVID-19-another option negative COVID-19 test results each week to operate. In addition, pa-

continued next page

Southern California Teamster

for operators. Please contact me if

010342_Newspaper_October_2021_12pgs_04.indd 8

trons must meet the above policy.

These archaic mandates will affect Teamsters who deliver freight to the affected businesses, including Hawaii Transfer Freight, Martin Transportation, Mercantile Trucking, YRC, Paradise Beverages, and UPS. Local 996 continues to work with the employer to ensure options remain available on vaccination. The employer pays the cost for testing.

Other healthcare facilities have implemented vaccine policies, including Kapiolani Medical Center for Women and Children, St. Francis Healthcare Systems, Fresenius Healthcare dba Liberty Dialysis Hawaii, Allegiance Environmental Services Inc. @ Tripler Medical Center. Local 996 continues to work with the employer to ensure that similar options remain available on vaccination and pay for the testing.

The Union filed ULP for every company mentioned in the article.

A lawsuit against the former Hawaii Island Air and investors is regarding the airline's closure, causing lay-offs and lost wages and benefits of Teamster brothers and sisters. In addition, local 996 is working to recapture \$1.8 million in back wages and benefits. The defendants in the case include Larry Ellison, Catherine Yannone, Christopher Gossert, and David Uchiyama. A scheduled mediation hearing is to occur soon. Accordingly, the Union remains hopeful of a successful resolution to this long-held bankruptcy case.

Local 996 attended the first prejob conference meeting regarding a city government public works project exceeding 2 million dollars. Brother James "Kimo" Laroya Jr. was very excited that he was able to ensure only Teamster cement companies could deliver to project locations. The project falls under the Community Workforce Agreement that the Union had negotiated with the previous city administration.

Kamehameha Schools, one of the largest landowners in Hawaii, plans to develop affordable workforce housing along the intended rail route. These projects, scheduled to complete 20-25 years after the start of construction, shall guarantee Teamsters who deliver concrete with work opportunities during the

It looks like COVID-19 shall be with us for a long time.



By Steve Dayan Secretary-Treasurer



Greetings, my sisters and brothers: I hope you and your families staying healthy and safe this summer. We've

extended our RTW protocols for the major studios through October 31, 2021. There are no changes to the current protocols, so everything will remain the same with the protocols. We are still in the process of negotiating with the AICP for a new RTW agreement. I'm so proud of all of our members for following the guidelines set out by the industry to keep us safe.

As many of you already know, IATSE is currently in negotiations

Southern California Teamster

with the AMPTP. Their negotiations have been difficult and have taken up far more time than anticipated. I decided to give up our bargaining dates to allow the IA and AMPTP to conclude their negotiations. Our major agreements have expired or will expire this year as we head into the most difficult negotiations we've had in years. Our "Black Book" Locations, Casting, Commercial and many other "White Paper" agreements are set to expire this year or early in 2022. We have been meeting with our committees and providing electronic surveys of the membership to determine what our proposals for this cycle should look like. As always, wages, benefits, working conditions and new media are our top priorities. Some members have concerns about Local 399's jurisdiction. I want to be clear that our jurisdiction has not changed and will not change. We will continue to follow our trucks to distant locations as we have over the past 91 years and file grievances to protect and defend our jurisdiction.

I'd like to thank our Comms Director Amy Gorton for all the work she put in to roll out our new SMS text system. Members are now able to update their availability, check their contact information on file and dues paid through date with a simple text. Head to www.ht399. org to learn more.

Kenny Farnell: It remains extremely busy with all groups working and falling into permits weekly. I have grievances pending at NBC/ Universal for non-rostered individuals driving personal vehicles to service productions and non-rostered crew members driving gators on location. Thank you to the lot stewards and members for calling in these violations. Please make sure your personal info is updated here at Local 399, Contract Services and MPI so you don't miss any updates or announcements. If you have any questions about your contract or Covid 'Return to Work' protocols please contact Local 399 business agents for the correct answer.

Ed Duffy: We were very encouraged over the past legislative year in California that we were able to work with our authors and colleagues to pass legislation, SB144, supported and signed by the Governor. This bill will expand our current film tax credits for the next two years by \$180 million to bring more productions and jobs back to California.

Lindsay Dougherty: Since my last report, I've signed 90 contracts with non-signatory companies to the "Black Book" for all feature films, episodic series, and new media productions. Grievances have been filed with the following productions: "Dead for a Dollar," "Grace and Frankie," "Wheat Germ," "The First Lady," and "Legends of the Hidden Temple." All the productions violated our agreement by not hiring our grouped and rostered drivers. Thank you to the members that reported these violations. Thank you to all that attended the new member orientation August 29. We will continue with more educational zoom classes throughout the rest of this year.

Chris Sell: Black Book members--if you are being asked to lay yourself off to keep lower seniority members working, call the office and speak to a business agent. To all the 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. Please try to attend at least 1 Union meeting a year. Your participation in our Union makes us strong. Any questions on the Skills Training or logging contact Chris, csell@ht399.

Ernie Barraza: Solidarity is the theme for this negotiation season. We have been able to achieve huge strides resulting in ratifications due to the solidarity of the membership. We still have some fights to face for the rest of our upcoming negotiations, but with the membership battle-ready, we will win! Thank you to all our stewards for all your hard work keeping management at bay and continuously enforcing our contracts.

Joshua Staheli: I've recently settled grievances with Warner Brothers including hiring a dispatcher as a transportation coordinator. As a reminder, this position is exclusive to the driver classification. Calvin and I recently renegotiated the Quixote Grip and Lighting agreement with wage increases, continuation of Motion Picture benefits, trucking school reimbursement and a "hero bonus". We also renegotiated the Production Services Agreement with wage increases and a continuation of MPI benefits. I want to thank our negotiating committees in both workplaces for their invaluable service. Ernie and I renegotiated Tri-Scenic with the help of shop steward Daniel Krogman and won raises, increased vacation benefits and a continuation of MPI benefits. All three agreements were overwhelmingly ratified.

Calvin McDowell: We've recently ratified contracts at two of my largest barns--Quixote Studio Drivers and Quixote Grip & Lighting. I am continuing to negotiate on a caseby-case basis with individual commercial production companies for COVID protocols in the workplace and I am continuing to organize non-union work to bring our members benefits and better working conditions.





ATS - we have concluded our contract negotiations. ATS has 10 months remaining in contract their LAWA, with therefore,

have been able to secure only a 10-month Union agreement. Classic Parking - we have sent official notice to the company asking them to commence contract negotiations for the Staples Center Union agreement. Modern Parking - we have concluded contract negotiations for the County Beaches Union agreement. The contract has been ratified by our members. PCA - we will inform the company that we want to reopen the contract negotiations of the Los Angeles Cathedral Union agreement. Smarte Carte - the company continues to recall our members now that business is improving slowly at the LAX Airport. SPPlus City of Santa Ana - Santa Ana still has not decided if the contract will be awarded to a new

employer or if SPPlus will continue to operate these parking lots. SP-Plus SoFi Stadium - we have finalized contract negotiations for this agreement. The company is in the process of hiring employees for the events that are about to take place.

After many months of negotiations, Local 911 and the San Diego Lifeguards were successful in securing a one-year contract with the city of San Diego. The agreement contains real wage growth and pay incentives, with no concessions to retirement or health benefits. Local 911 and the lifeguards look forward to working with the new mayor as we resume negotiations in early 2022. Contract discussions continue with the San Diego County Regional Airport Authority, the San Diego Port Authority, as well as the Vista Irrigation District. Local 911 continues to meet and confer with all agencies as it relates to Coronavirus safety protocol and impact.

Congratulations to the following students for winning the 2021 Teamsters Local 911 scholarship: Ashley Prus, daughter of San Diego County Water Authority employee Lisa Prus; Jacquelyn Galbez, daughter of City of Redondo Beach employee Jerry Galbez; and Myshanti Garner, daughter of LAZ Parking employee LaPrecious McDuffie.



By Ron Herrera **Secretary-Treasurer**



The staff, membership and executive board of Teamsters Local 396 sends regards to our Team-Joint sters

Council 42 brothers and sisters. Throughout this pandemic, our Local Union continues its commitment to membership engagement and growing Union power. We are proud to report that our efforts have been successful, and we have thousands of strong and engaged members working in support of our contracts and strength. Whether it is contract negotiations, organizing campaigns, or political empowerment, the evidence shows our members understand the importance of being informed and involved with their Union.

We commend our brave members who have worked extremely hard throughout the COVID-19 pandemic. Our sanitation members have quickly and efficiently hauled waste in our Southern California cities keeping our communities clean and safe.

Our UPS members have processed and delivered vital shipments that allow small businesses to survive and our families to have the goods and merchandise they need. They have provided supplies to hospitals with the medicines and equipment necessary to treat those who have fallen ill due to COVID-19. These essential heroes have earned the love, respect, and admiration of the public, and we are proud of them.

Unfortunately, we continue to see a decline in the quality of life for working families throughout this country, especially in rightto-work states. It is no coincidence that as we witness the decline of

Unions, we have also seen a decline of the American middle class. To reverse this trend, Unions must work on several critical issues. A recent Gallup poll has shown that in 2021, 65% of Americans approved of Labor Unions and stated that having a Union in their workplace would positively impact their quality of life. Despite these numbers, only 6.3 percent of private-sector workers belong to a Union. A significant reason for this is our nation's weak labor laws that allow employers to harass, threaten and intimidate workers during organizing drives.

We saw these tactics used against Amazon workers in Bessemer, Alabama, when they tried to form a Union. We need significant worker protections added to our federal labor laws to win organizing victories at anti-Union giants like Amazon. That is why we must support the passage of the Protecting the Right to Organize (PRO) Act. The Pro Act was passed in the House of Representatives and is now in the Senate. Our California Senators support the act but it faces significant opposition, especially in the notoriously anti-Union right-to-work states.

In addition to supporting the passage of pro-worker legislation at the federal level, our Local Union has been hard at work in California to ensure the passage of AB 701. This critical piece of legislation will help to protect warehouse workers in California from abusive working conditions. Non-Union workers in this industry are subject to some of the worst working conditions with some of the highest worker injury rates. AB 701 would help to protect warehouse workers by requiring employers to disclose quotas and work speed standards to workers and state enforcement agencies.

In late August, Local 396 members, including UPS Shop Steward Cesar Castro, traveled to Sacramento for a rally and press conference supporting AB 701. This critical piece of legislation was passed in the state assembly and is currently making its way through the senate. If passed there, it will be signed into law by Governor Newsom. We are optimistic that this essential worker protection will soon be enacted.

2021 is a big year for Local 396 sanitation workers in Orange County. Our members at Republic Services, Waste Management, CR&R, WARE Disposal, and Park Disposal have contracts that expired September 30. Our Local Union has commenced negotiations with Republic Services Huntington Beach and Anaheim. Negotiations with the other Orange County haulers are imminent.

We are also far along in negotiations with our newest organized unit at CR&R Perris and Cherry Valley. Securing strong contracts for our sanitation members in Orange County will help set standards for upcoming 2022 negotiations for Local 396 sanitation members in Los Angeles County.

Another critical component to our Local Union's success in the sanitation industry is our political program. Unionized waste haulers throughout our jurisdiction depend on securing contracts with local cities to employ Teamster sanitation workers. Our Local Un-

continued next page

ion has successfully run a detailed political program that ensures that pro-Union candidates who commit to retaining unionized waste haulers are elected to city council positions in their respective cities.

For example, the city of Santa Ana recently requested bids for its waste hauling contract. Despite an aggressive campaign by a notorious non-union hauler, the city awarded its municipal waste hauling contract to a Union waste hauler, Republic Services. Local Union staff personally spoke several times at Santa Ana City Council meetings, and their efforts to secure a good Union waste hauling company succeeded.

At UPS, you have seen our Local Union UPS staff conducting an extensive informational campaign at our UPS yards called Teamsters Thursdays. In the last few weeks, we have been at our Cerritos, La Mirada, Compton, San Gabriel, Main Street, and San Fernando Yards, with our entire UPS Business Representative staff in attendance. We thank our members for their attendance at these meetings and appreciate your support. These meetings will be ongoing, and we look forward to seeing our members at Van Nuys, Grande Vista, Bell, Bay Center, Lancaster, Mojave, Ridgecrest, Bishop, and North Hills for a Teamsters Thursday meeting soon.

In closing, we congratulate our recently retired Local 396 members: Michael Barnett, George Barron, Peggy Carroll, Scott Downey, Ernesto Escobedo, Joseph French, Leonel Garcia, John Gonzalez, Cesar Guzman, Oralia Guzman, Tetsu Hirai, James Kennard, Joe Hernandez, Harold Jones, David Kennedy, Adele Lee, Manuel Mares, Kevin Michael, Mike Piazza, Ulises Rodriguez, Pablo Roman, Patrick Shima, Robert Shuttleworth, Brent Sorbom, and Leonard Telles.



By Damascus Castellanos Secretary-Treasurer



Damascus
Castellanos:
Local 495 has
been very fortunate to be
led by one of
the smartest
and tactical

labor leaders in our great Union. Robert Lennox has decided to retire after 45 years of service to our membership. Bob Lennox has been secretary-treasurer of Teamsters Local 495 for almost 30 years. Bob has led our Local through the biggest fights in the history of Local 495. He is respected by Union leaders and companies alike. Most recently Bob was instrumental in positive negotiations for Teamster members throughout the country with Hertz Car Rental during their bankruptcy. He has always put the members first and looked to the future in how to keep the members engaged. Robert Lennox the Labor Leader, veteran, visionary, and friend will be missed. Please join us in congratulating Bob on his retirement. Thank you for all you have done for our great Union.

Jim Lennox: As the month of September has rapidly passed us by, I want to sincerely congratulate our principal officer Bob Lennox who retired at the end of the month. Few have had such a storied and remarkable career as Bob had and fewer still have left such a positive impact on the lives of an entire membership. He will be sorely missed but never forgotten by all of the members of Local 495. Negotiations update: WWS - we have completed our negotiations and I'm pleased the new final offer passed by 95%. A special thank you to our entire bargaining committee, especially chief steward Orlando Hendrix, for all of the long hours and hard work they did with us to get this stellar deal. Hertz Rental Rep's L.A. Master Agreement: We are scheduled to begin voting the last, best and final offer for our 5 Airport Rental Reps successor agreement as we go to press. Just in: Contract okayed one vote short of unanimous. Ryder So. Calif. and Nevada: We are now moving the economic stage of negotiations and hope to have this wrapped up and ready to ratify by the time you read this. Hertz Western States Master Agreement: We began negotiations for this Multi-State contract at the end of September.

Art Carrillo: Congratulations to our members at Sysco Los Angeles on ratifying a new 6-year agreement. We would like to thank Javier Maisterra (shop steward) for all his hard work in putting this agreement together. We are beginning negotiations with Avis Budget Group, Inc. at John Wayne Airport for the following contracts - shuttle drivers, service agents and technicians

Johnny Espinoza: I'm proud to announce that WWS negotiations have concluded, and the offer was widely accepted by the membership. I want to thank all that were involved: Jim Lennox, chief steward Orlando Hendrix, committee members Tracy McGirt, Salvador Jauregui, Salvador Jeronimo, Jesse Guzman, Saul Rivera and Louis Diaz.

Mark Manning: When the COVID-19 pandemic took hold of society and decimated most businesses, the rental car industry was particularly hard hit by layoffs. The size of rental car operations at LAX are such that the larger companies where we represent members require sizable staffing in various areas of the facilities, even if just a skeleton crew. In working through the impacts of layoffs with these companies we permitted some cross-utilization of classification work simply to be able to assure coverage of the business needs. In some cases, the next member up for recall was not in a classification where additional staffing was needed. This is the reason some additional flexibility was agreed upon allowing some members to temporarily cover various tasks outside their normal body of work. While travel steadily increases and with more members being recalled we are finding the rental car companies have seen increased efficiencies with flexibilities they would now like to retain. Having just concluded negotiations for a portion of our members in rental car, with a ratification vote pending as this article is written, we faced proposals for greater flexibility as expected. We will have negotiations with another rental car before year's end and an agreement that doesn't expire for a year and a half.

As with many things in our world changing almost daily now, we are sure to continue seeing proposals from employers seeking to modify how they accomplish work brought about by the need to adapt to managing with less resources, including workers. We know proposals for increased flexibility will come from all employers going forward. Although proposals like this are nothing new to us, we are operating in a very different time, both economically and as a society.

Carla Castro: In these times any amount of great news is a good read, so I am happy to share that our members have been utilizing the grievance procedure and language in their contracts to achieve a lot of success. After a long wait due to the pandemic, Anthony Lanze and Mandy Good have returned to work at the happiest place on earth, along with Messiah Briez, Eliana Bird, Ashlynn Makers and Norma Antlen. Over at Bridgestone we have successfully fixed pay issues and have been busy building the definition of brotherhood. For our brothers and sisters at Adesa we have negotiated some amazing pay increases for our crew. Committee members Marla, Aaron and Erick really shined and brought the heat and eloquence to the table joining Mark and I to achieve these awesome increases. Lastly, I would like to say thank you to Bob Lennox, for seeing my drive to help others, and bringing me in as a business rep. The past 5 years have been an amazing experience, and I am grateful for this continued opportunity. Thank you for your leadership and vision, and I wish you a happy retirement.



By Victor Torres Secretary-Treasurer



As we begin the fall season, we are pleased to continue to welcome back dozens of our sisters and brothers

who have recently been recalled to work. Many of our represented work groups which are 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 the San Diego International Airport. Estimates and 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 which are still struggling.

We continue to make it our primary mission to ensure that none of our members or their families go without food, get evicted from their homes or have their power, heating/cooling or water shut off. If you find yourself in a dire situation where you are struggling with any of these circumstances, there is information on resources concerning unemployment, food distribution,

rent/mortgage and utility bill assistance that may be available to our members. Visit our website for access to information we have put together. Members can also call our office and we can provide them with this information. We are doing the best we can to provide referrals and assistance to any of our members who are struggling with reduced hours, furloughed status, or layoffs. This type of commitment to provide our members with these types of services will continue from Local 481 until this pandemic is completely over.

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

Distribution of the booklet version of the Ryder Truck Rental contract has started. If you have not received yours yet, please contact one of your negotiating committee members or call our office and we can send you one.

Distribution of the Zoo contract and SP-Plus Airport Car Rental Transportation Services contract has been completed. If you have not received yours, please contact one of your stewards or call our office and we can send you one.

On the political front, earlier this year 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 U.S. 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) for the most up-to-date and accurate information on all these developing situations.

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

In scholarship news, as we go to press, the 2021 Local 481 Scholarship Program has now come to a close. We will announce the recipients soon.

We are proud to announce that the daughter of one of our members, Miguel Mendoza from Penske, has been awarded several scholarships this year. Brother Mendoza's daughter, Liliana Mendoza was awarded not only a scholarship from the James R. Hoffa scholarship program, but also a scholarship award from the John. S. Lyons Memorial Foundation as well. Congratulations from all of us at Local 481 to the entire Mendoza family on this great news and significant achievement.

While fall marks the traditional wind down of most of the scholarship programs, it is never too early to begin planning for next

year. Scholarships sponsored by the Teamsters Union from the International, to the Regional/Joint Council to the Local level and scholarships open to our Local 481 membership sponsored by the general organized labor umbrella are typically available every year beginning in January. For additional information on these and all the available scholarship programs, feel free to contact our office or visit our website (www.teamsters481. org) for further details or to obtain or download a scholarship application.

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



By Randy Cammack Secretary-Treasurer



Carlos Barnett, Dairy and Miscellaneous: Welcome back from summer break everyone. Clearbrook Dairy ratified a

five-year agreement as did Budget Rent-A-Car. Their agreements have increases to wages and health insurance. I would hope all of you voted No on the Governor's recall. Most employees have been recalled but some companies still have a few that are laid off. Please send special attention to the CDC guidelines as we are seeing new spikes in the virus. God bless all of you and stay safe!

Rick Ellison, BA: We went back to hearings on September 12 and have to catch up on the agenda for ABF. Also, membership meetings have commenced via Zoom, hope to see you on.

UPS agents: Hello brothers and sisters, we would like to say to all UPS employees to continue staying safe out there by continuing to wear your masks while at work and when going out to take care of personal matters, to be able to keep you and your families safe. We would like to inform you that the Empire Building and all other facilities are still in need of employees on almost all shifts. It is encouraged that if you know of someone who would be a good employee, please have them apply to UPS. We would also like to inform you that there will be some movement in the UPS driving centers that will affect Box Springs, Temescal Canyon, Orange Crest, Riverside, San Bernardino, Temecula, Diamond Valley and Palm Springs. The company would also be looking at preload as well as 22.4 and utility drivers that will also be

continued next page

Southern California Teamster

Vol. 82 - No. 4 - October 1, 2021

010342_Newspaper_October_2021_12pgs_04.indd 10

moved. All these changes should be done by October 9, 2021. If you have any questions, please contact your local business agent or your management at your center. Our feeder agent Tom Sierra would like to inform the members that there have been 34 sleeper runs up for bid, with that we will have 990 drivers in our annual bid. We are still looking to get more work

for the feeder department. There will be an orientation sometime in October, we will have further information later containing all the details. We would like everyone to know that there are still a lot of opportunities to put your name in for fulltime driving positions whether it is RPCD/22.4 or cover driving. We are looking for anyone that is past their probationary time to talk to their manager and get on the list so that they may get a chance to become fulltime. We would like to inform the members that we will soon be coming into peak season, and that we would like everyone to be safe and get prepared for peak season. We hope that this will be a good one for everyone.

Martin Perez, BA/Coordinator: Hope you had a nice summer and stayed COVID safe! Essendant has ratified a new three-year agreement by a high % rate. Members will receive pay raises and retirement improvements. Thank to all the shop stewards who assisted me in our negotiations. ARC - as we went to press, all contract negotiations were underway. Keep your eyes on our bulletin board from any future meetings.



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: Brothers and sisters--thank you for your patience in waiting for our meetings to start, as soon as we can get an ok to use the hall, we will let everyone know. We welcome all Teamster retirees, getting together and seeing old friends and meeting new ones is always good. My phone number is 951 566-5049, I am Dean Horne, president of this chapter, please call me if you have any questions. Thank God for the Teamsters.

LONG BEACH: Attention all Teamster Retirees young and old, we want to welcome our members back to our meetings. Please join us at Teamsters Local 848, 3888 Cherry Ave., Long Beach, coffee and donuts always. Our meetings are on the 1st Saturday of the

month at 9:30 am. except in July, August and September, stay safe, wear your mask, and see you in our meetings. For questions please call Tony Mosqueda (323) 569-9127.

HI-DESERT: We meet on the last Tuesday of the month at the Golden Corral in Hesperia, Ca. 92345 (off I-15 @ Main St.) In the event that our members desire to disband, or the interest in the organization would fall to such a point that the continuation of meetings would serve no useful purpose, dissolution is an option. With COVID still rampant and considering the age of our membership, holding a meeting has been difficult at best. The executive board met and decided to put this matter to the membership. The last Tuesday in October 2021 has been selected as the meeting date, we are thinking 10 am. All members are invited to be at the Golden Corral in Hesperia. If anyone or enough members want to continue, this would be the time to present your position. "Thank You" to all Teamsters. Just remember, "You retire from your company, not your Union; so join a retiree chapter.

SAN DIEGO: Our meetings are Oct. 21 at Filippis Pizza, Nov. 18, and Dec 16. Proof of vaccination, or a negative covid test is required. Those who have not been 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. Meetings begin at 10 am. All meetings are preceded by coffee and donuts at 9. The club is open to all retired members of Locals 36 (166), 481, 542 and 683. The club is partially sponsored by the generous donations of the Locals. Annual membership dues are \$15 per person. We have various speakers throughout the year, monthly raffles, and an annual luncheon. We hope you will join us. We have a great time. You might see an old friend. John Norman, club president, can be reached at jdnrock542@gmail.com or 619562-5796.

MONTEBELLO: Good news we have gotten an ok to start having our meetings at the VFW Post 7734, 9128 Bermudez St., Pico Rivera. Please wear your mask, we welcome all Teamster Retirees from all Locals to join us. We have 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. Please join us when you can, seeing old friends or making new ones. For information, please call Phil Zamora (562) 505-1387.

EL MONTE: Hello everyone, by the time you read this we would have had our 1st meeting after 18 months on Sept.16. We hope to have a speaker next month and some information about food baskets for the needy families during the holidays. We meet the 3rd Thursday of the month, 10:30 am at VFW Post 8070, 250 E. 1st St., Azusa. Coffee and donuts will be served always. All Teamster Retirees are welcome, our next meeting will be on Thursday, October 21. For more information, please call Charles Fuller (714) 533-6557.

SO. NEVADA: We are hoping to have our first meeting since this pandemic started, on October 21. All CDC guidelines will be followed, including wearing of masks, and social distancing. Fran and Michael attended the NV State AFL-CIO Constitutional Convention in Reno held Aug 22-24. Assemblywoman Susie Martinez, a 34-year Teamsters Local 986 member, was elected secretary-treasurer. We have asked her to speak at our October meeting, and Tom Bird, president of NARA, will also be attending to give us an update on senior issues. Nomination of officers will be in January, with the election in February. Stay safe, look forward to seeing everyone in October.

Official Teamster Notices & Announcements

continued from page 12

no se considerarán una interrupción en empleo activo de oficio dentro de la jurisdicción del 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 desempleo.

La elección se llevará a cabo mediante votación por referéndum por correo. Se anticipa que las boletas se enviaran a la membresía aproximadamente el 23 de noviembre de 2021 y todas las boletas se deben recibir en la casilla postal a más tardar a las 9:00 am del 17 de diciembre de 2021, el día del conteo oficial de boletas. El conteo de votos se llevará a cabo en el Local 683 de Teamsters ubicado en 1333 E. Madison Ave El Cajon Ca 92021. Se puede invitar a un observador por candidato cualquier mimbro que no reciba una boleta, o necesita una boleta de reemplazo, debe comunicarse con el Local 683, 619 -232 -7903 Ext. 102, no más tarde del 3 de diciembre 2021

Esresponsabilidad de cada miembro de asegurarse de que la Unión Local tenga su domicilio correcto. Si se a mudado recientemente o si no ha recibido correspondencia de la Unión Local o de la revista internacional, por favor avísele a la Unión Local v comunique su domicilio adecuado inmediatamente.

*** **Local 683**

General membership meetings of

located at 1333 E. Madison Ave., El Cajon 92021.

Local 683 are held at the Union hall

Upcoming meeting dates: Saturday, Oct. 9 – 10 am Thursday, Nov. 11 – 6 pm Saturday, Dec. 11 – 10 am

Local 896 Notice of Nominations & Election of Officers

This is the official notice of scheduled nomination and election for the offices of Secretary-Treasurer (Principal Executive President, Vice-President, Recording Secretary, three (3) Trustees, one (1) Branch 3 Chairman, one (1) Branch 3 Vice-Chairman, one (1) Branch 4 Chairman, one (1) Branch 4 Vice-Chairman and one (1) Business Representative-Northern California. These officers will serve a three (3) year term commencing on January 1, 2022 and expiring on December 31, 2024.

Nominations

Nomination Meetings will be held on November 6th and 7th, 2021 as follows: Branch 1 (Northern CA Soft Drink) Saturday, November 6th at 9:00 a.m., Teamsters Local Union 853, 7750 Pardee Lane, Oakland, CA 94621. Branch 2 (Anheuser-Busch, Fairfield) Sunday, November 7th, 9:00 a.m., Suisun Senior Center, 318 Merganser Drive, Suisun City, CA 94585. Branch 3 (Southern CA Beer) Saturday, November 6th, 9:00 a.m.,

2050 Lincoln Avenue, Pasadena, CA 91103. Branch 4 (Southern CA Soft Drink) Sunday, November 7th, 9:00 a.m., 2050 Lincoln Avenue, Pasadena,

To be eligible for election to any office in Local 896, a member must be in continuous good standing and actively employed at the craft within the jurisdiction of Local 896 for a period of twenty-four (24) consecutive months prior to the month of nomination for said office (November 2019 thru October 2021), and must be eligible to hold office, if elected.

For Local Unions with quarterly dues, good standing for the quarter requires dues to be paid by the last business day of the first month of the quarter. So, to be in good standing in November, the dues for the last quarter have to be paid by 4:00 p.m. on October 29th, 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.

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. Election

The election will be conducted by mail referendum balloting. It is anticipated that ballots will be mailed to the membership on or about November 17, 2021, and all ballots must be received in the Post Office Box no later than 11:00 a.m. on Thursday, December 9, 2021, the day of the official ballot count. The ballot count process will take place at the Teamsters Local 896 Union Hall located at 2050 Lincoln Avenue, Pasadena, CA 91103. Observers are welcome. Any member not receiving a ballot by November 21, 2021, should immediately contact UniLect Election Services' Duplicate Request Call Center at 1.855.240.0363. 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.

Since the nominations and election will be governed by the International Constitution and the Local Union bylaws, it is strongly suggested that all members familiarize themselves with the applicable provisions in those documents, which are available upon request.



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.

> > October 24 November 26 December 12

*** 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:

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.

Southern California Teamster Vol. 82 - No. 4 - October 1, 2021

9/14/21 12:35 PM

Official Teamster Notices & Announcements

$\star\star\star$ Local 14 **Notice of Nominations** & Election of Officers

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

To be eligible to nominate or second a nomination, a member must have his/her dues paid through October 2021.

Nominations will be accepted at a special membership meeting of Teamsters Local 14 to be held on Monday, November 8, 2021, at 6 p.m. in the meeting hall of Teamsters Local 14, 8951 West Sahara Ave. Suite 100, Las Vegas, Nevada.

The election will be conducted by mail referendum balloting. It is anticipated that ballots will be mailed to the membership on or about Monday, November 22, 2021 and all ballots must be received in the Post Office Box by 11:00 a.m., December 13, 2021 in order to be counted on December 13, 2021. Observers are welcome. Any member not receiving a ballot by November 29, 2021 should immediately contact UniLect Election Service's toll free bilingual line at 1-866-466-6455.

Members have until 4 p.m. on Friday, December 10, 2021, to selfpay any back dues or fees to the Local Union office to restore and/or maintain their good standing status in order to have their votes counted on December 13, 2021. Members who have signed up for dues checkoff will have their dues deducted in the usual manner. If you have been on layoff, disability, work-related injury or have not received a paycheck and dues have not been deducted, you are responsible for the dues payment for that month.

It is each member's responsibility to ensure that the Local Union has their 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.

Since the nominations and election will be governed by the International Constitution and the Local Union bylaws, it is strongly suggested that all members familiarize themselves with the applicable provisions in those documents, which are available upon request.

Local 481

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

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

$\star\star\star$ **Local 683 Notice of Nominations** & Election of Officers

This is the official notice of scheduled nominations and election for the offices of Secretary-Treasurer Executive Officer), (Principal 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,

The Nomination meeting will be held at 6:00 pm on November 11th, 2021, at the Union Hall of Teamsters Local 683 at 1333 E. Madison Ave., El Cajon, CA 92021.

To be eligible for election to any office in Local 683, a member must be in continuous good standing and actively employed at the craft within the jurisdiction of Local 683 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 November 11th, 2021, the nominator/seconder must have his/her dues paid through October 2021. Members can pay their dues at the Local Union until 4:30 pm on November 11th, 2021.

Every member whose dues are paid up through the month in which the nominations or elections 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 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 payment of dues by the employer to the Local Union. However, a member who is on checkoff shall be under duty to pay his dues directly to the Local Union if 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 if she/he has money owing to him/her by his/her employer.

Periods of employment 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 employment.

The election will be conducted by mail referendum balloting. It is anticipated that ballots will be mailed to the membership on/or about November 23rd, 2021; and all ballots must be received in the Post Office Box no later than 9:00 am on December 17th, 2021, the day of the Official Ballot Count. The Ballot Count Process will take place at the Teamsters Local 683 Union Hall located at 1333 E. Madison Ave. El Cajon, CA 92021. One Observer per candidate is welcome. Any member not receiving a ballot, or is in need of a replacement ballot, should contact the Local Union Office 619-232-7903 Ext. 102 by December

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 683 Aviso de Nominaciones y **Eleccion de Officiales**

Este es el aviso oficial de la

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 nomi nation 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 nomi-

nations, 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 suspen-

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 bal-lots 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 towr 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

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 dur ing 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 of as set forth in the Local Union Bylaws

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

BE SURE TO READ YOUR LOCAL UNION NOTICE OF NOMINA-

¡AVISO ATODOS LOS MIEMBROS!

REGLAS DE LAS NOMINACIONES YELECCIONES PARALOS ELECCIONES DELOFFICIALDE UNION LOCALE 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 pare los puestos oficiales de su Local de Union deben de ser hechas oralmente desde el piso en donde se lleve acabo 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 eligible pare nominar candidatos tendrá el derecho de nominar un (1) candidato v solamente (1) por cada puesto abierto Los candidatos prospectivos tendrán el derecho de nominar a un (1) candidato, pero solamente uno (1) pare cada puesto abierto. Los candidatos perspectivos no se pueden nominarse ellos mismos ni secundar su propia nominación Solamente aquellos candidatos que havan sido propiamente nominados y que hayan aceptado su nominación seran elegibles para aceptar un puesto ya que la Constitución Internaciona 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 acabo la asamblea.

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

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 no mina-ciones y que ha trabajado por un periodo de 24 meses consectivos como miembro y bajo la jurisdicción del Local de Union, es elegible pare asumir un puesto si el elegido Estaren bienestar con su Local de Union por un periodo de 24 meses consecutivos significa que las cuotas deben habor si-do pagadas en o antes del último día de negocio del mes porun periodo de 24 meses consecutivos con anterioridad a la nominación sin ninguna interrupción el la membresia activa en el Local de Union por causa de suspensión, expulsado, retiros, transferencia o falter en pager multas o cargos.

En el evento que un solo un candidato hava 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 va-cantes, los nominados seran declarados elegidos en la asamblea de las nominaciones efectivo al conclui la candidatura del candidato anterior.

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

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

Los oficiales elegidos del Local de la Union deberan, por virtud de tal elección, ser delegados a Concilio 42 de los Teamsters asi como a cualquier convención de cualquier cuerpo subordinado que pudiera tener luger durante su posición del puesto. Los oficiales del local de la union seran delegados a tales convenciones en el órden de prioridad asentado en el Articulo III, Seccion 5(a)(1) de la Constitución Internacional o como está asentado en los Estatutos del Local dela Union

sdel Local de la Union están desponibles al pedirlos a su Localde la Union

ESTE SEGURO DE LEER ELBOLETÍN DE SU LOCAL DE UNION SOBRE LAS NOMINACIONES O ELECCIÓN, Y LA CON-STITUCIÓN INTERNACIONALY SUS REGLAMENTOS DE SU

nominación y elección programada para las oficinas de 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 partir del 1 de enero de 2022 hasta el 31 de diciembre de 2024.

La Reunión de Nominación tomara lugar el 11 de noviembre de 2021 en las oficinas de Teamsters Local 683 en 1333 E. Madison Ave. El Cajon, CA 92021 a las 6:00 pm.

Para ser elegible para la elección a cualquier cargo oficial en la Local 683, un miembro debe estar en buen estado y trabajar activamente dentro de la jurisdicción del Local 683 por un periodo de veinticuatro (24) meses consecutivos previos al mes de la nominación para dicha y debe ser elegible para ocupar el cargo, si es elegido. Para ser eligible 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 Articulo X, Sección 5 de la Constitución International 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 11 de noviembre de 2021, el nominador debe tener sus cuotas pagadas hasta e incluso octubre 2021. Los miembros tienen hasta las 4:30pm el 11 de noviembre del 2021 para pagar sus

Todos los miembros cuyas cuotas se

paguen hasta el mes previo al mes en el que 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

continued on page 11

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

Moving? October 2021 **LET US KNOW**

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
StateZIPLocal Union
Last 4 digits of Social Security #
Employer
Are You Retired? YES NO
Old Address or Mailing Label Here

Southern California Teamster