

Southern California Teamster

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

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March 23, 2022

BA Delgado Seeks Covina Council Seat



For years, the International Brotherhood of Teamsters has exhorted members to seek American public office at all levels---city, county, state, congress, boards, and commissions.

The latest to throw his hat in to the ring is Local 986 business agent **Hector Delgado**, a veteran Teamster and Union representative who filed his papers February 15 at Covina city hall to run for city council.

Covina, east of Los Angeles and the headquarters of Local 986, is a commu-

nity of 50,000, largely working-class families, especially in the council district Delgado is seeking: district 1 in the northwest area.

The June 7 election is winner-take-all, highest number of votes is in, with no run-off to reach a plurality. This is the first year for Covina to come off its citywide, at-large elections with districts 1 and 5 electing now, and the other 3 areas in two years.

"I estimate we may have 3,000 voting in my district out of a population of 10,000" Delgado reported to Joint Council 42 President Randy Cammack on the eve of final JC 42 political screenings and endorsements last month for the June primary.

"There are nearly 1,000 active Teamster members, not including Teamster retirees in the district, which is primarily composed of

ZIP codes 91722, 91723, 91724."

Cammack pledged the resources of JC 42 and its Locals in Delgado's campaign.

"Living and working out of Covina as a Teamster rep, I know intimately the environs of district 1 and its challenges, strengths and needs," Delgado said. "I am already partnered with small business, seniors, consumers and of course organized labor to elect a council person with workable and sustainable ideas and compassion for 10,000 residents."

Local 986 Secretary-treasurer Chris Griswold said "Hector Delgado is the latest iteration of Local 986's long history of member activism in the po-

litical arena. The citizens of district 1 will soon learn what an advantage it is to have Hector as their representative, just as the members of Local 986 serviced by Hector know."

Teamsters, friends and family members wishing to be activists in the campaign

can contact Delgado and the campaign at hectordelgado4citycouncil@gmail.com. Website: delgadoforcovina.com

Delgado also is Local 986's representative to the political screening committee of Joint Council 42, comprised of activists of all 24 affiliated Local Unions.

Time to Apply for Council Scholarships

The Teamsters Joint Council 42 scholarship program is now taking applications for cash awards for high school students graduating in 2022.

Inside this edition are

more details on accessing the awards. Scholarships are available to students who have a parent who is a member of a Local Union affiliated with Joint Council 42.

IN THE KNOW

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



HUNDREDS of Teamsters showed up to rally and protest United Parcel Service's cuts to part-timers at the end of last month at the Ontario, California facility. "We will not let this company get away with this especially after our members made them billions in profits" Teamsters Joint Council 42 President Randy Cammack said.

Caucus Cookout is Back

The annual Teamsters National Black Caucus (Southern California chapter) cookout is back—Saturday, June 11 beginning

at 12 noon at Local 63 in Rialto.

This time around the emphasis is on a car show plus free lunch for all and a raffle.

Call Robert Turner at Teamsters Joint Council 42 for details and car registration information (626.974.4212).

IBT officers from JC 42

The newly elected International Union officers were sworn in March 22 to begin a five-year term of office.

Included in the new leadership are two reps hailing from Joint Council 42:

Lindsay Dougherty, from Hollywood Teamsters Local 399, and Chris Griswold, who heads up Teamsters Local 986.

Dougherty is a western region vice president and Griswold is a vice presi-

dent at-large.

Sean O'Brien from Boston is the new General President and Fred Zuckerman from Kentucky is the new General Secretary-Treasurer.

ELECTION ENDORSEMENTS PAGE 2



VENTURA OFFICERS: Teamsters Local 186's newly-elected officers took the oath of office, administered by Teamsters Joint Council 42 President Randy Cammack. From left, Cammack, Secretary-treasurer Abel Garcia, Trustees Max Pineda, Tom Lyle and Tim Chifos, Recording Secretary David Cano, President Joe Gonsalves, and Vice President Fernando Lara.

CALIFORNIA Teamster June 7 ENDORSEMENTS

**Statewide
Attorney General**
Rob Bonta

Controller
Malia Cohen

State Assembly
AD 30 Dawn Addis
AD 39 Andrea Rosenthal
AD 40 Pilar Schiavo
AD 41 Chris Holden
AD 42 Jacqui Irwin
AD 43 Luz Rivas
AD 44 Laura Friedman
AD 45 James Ramos
AD 46 Jesse Gabriel
AD 47 Eloise Reyes
AD 48 Blanca Rubio
AD 49 Mike Fong
AD 51 Rick Chavez Zbur
AD 52 Wendy Carrillo
AD 53 Freddie Rodriguez
AD 54 Miguel Santiago
AD 56 Lisa Calderon
AD 57 Reggie-Jones Sawyer
AD 60 Sabrina Cervantes
AD 61 Jose Medina
AD 62 Anthony Rendon
AD 64 Elizabeth Alcantar
AD 65 Mike Gipson
AD 66 Al Muratsuchi
AD 67 Sharon Quirk-Silva
AD 68 Tom Daly
AD 69 Josh Lowenthal
AD 70 Diedre Thu-Ha Nguyen
AD 73 Cottie Petrie-Norris
AD 75 Kate Schwartz
AD 76 Tasha Boerner Horvath
AD 78 Chris Ward

State Senate
SD 17 John Laird
SD 20 Daniel Hertzberg
SD 21 Kipp Mueller
SD 24 Ben Allen
SD 25 Anthony Portantino
SD 26 Maria Elene Durazo
SD 28 Lola Smallwood-Cuevas

SD 30 Bob Archuleta
SD 31 Richard Roth
SD 33 Lena Gonzalez
SD 34 Tom Umberg
SD 35 Steven Bradford
SD 36 Kim Carr
SD 37 David Min
SD 38 Catherine Blake-spear
SD 39 Toni Atkins

U.S. Congress
CD 24 Salud Carbajal
CD 26 Julia Brownley
CD 27 Christy Smith
CD 28 Judy Chu
CD 29 Tony Cardenas
CD 30 Adam Schiff
CD 31 Grace Napolitano
CD 33 Pete Aguilar
CD 34 Jimmy Gomez
CD 35 Norma Torres
CD 36 Ted Lieu
CD 38 Linda Sanchez
CD 39 Mark Takano
CD 42 Robert Garcia
CD 43 Maxine Waters
CD 44 Nanette Barragan
CD 45 Jay Chen
CD 46 Lou Correa
CD 47 Katie Porter
CD 49 Mike Levin
CD 50 Scott Peters
CD 52 Juan Vargas
CD 53 Sara Jacobs

LOS ANGELES COUNTY

Sheriff
Cecil Rhambo

Supervisor
#1 Hilda Solis
#3 Bob Hertzberg
Henry Stern
#5 Kathryn Barger

ASSESSOR
Jeffrey Prang

L.A. Mayor
Joe Buscaino
Kevin de Leon

L.A. City Council
#1 Gil Cedillo
#5 Katy Yaroslavsky
#7 Monica Rodriguez
#9 Curren Price
#11 Greg Good
#13 Mitch O'Farrell
#15 Tim McOsker

L.A. City Controller
Paul Koretz

L.A. City Attorney
Kevin James

**L.A. Comm.
College**
#3 David Vela

L.A. Uni School Board
#1 George McKenna
#5 Jackie Goldberg
#7 Patricia Castellanos

Commerce Council
Oralia Rebollo

Covina Council
#1 Hector Delgado

Gardena Council
Mark Henderson

Long Beach Mayor
Rex Richardson

Long Beach Prosecutor
Doug Haubert

Long Beach City Attorney
Dawn McIntosh

**Long Beach Comm.
College**
#3 Sunny Zia

Southern California Teamster

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Long Beach Council
#1 Mary Zendejas
#7 Roberto Uranga
#9 Joni Ricks-Oddie

Long Beach School Trustee
#1 Nubia Flores

ORANGE COUNTY

District Attorney
Todd Spitzer

Assessor
Rick Foster

Board of Education
#5 Sherine Smith

Supervisor
#2 Vicente Sarmiento
#5 Katrina Foley

Superior Court
#5 Claudia Alvarez

Anaheim Mayor
Harry Sidhu

Anaheim Council
#3 Natalie Rubalcava

SAN BERNARDINO COUNTY

Supervisor
#4 Curt Hagman

Rialto Council
Joe Baca

Your Vote Is Your Voice Be Heard - VOTE

TEAMSTERS JOINT COUNCIL 42 2022 SCHOLARSHIPS

A Program for Graduating High School Seniors of active Teamsters JC 42 Local Union Members

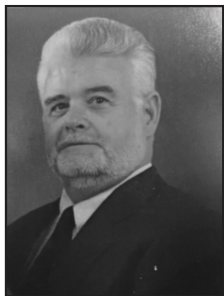
**File Your Application Today
DEADLINE IS MAY 13, 2022**

For more information, visit www.teamstersjc42.com or scan the QR with your smartphone's camera or QR reader

EDUCATION...
IS THE FOUNDATION OF THE FUTURE

For more information, contact Jessica M. Garcia at 626.974.4212

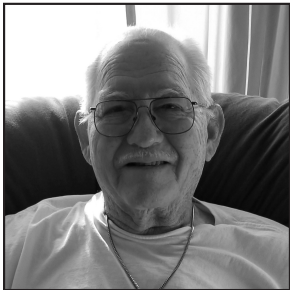
Passings...



Gary Mauger, retired secretary-treasurer of Las Vegas Teamsters Local 14, passed away November 21, 2021. He was 81. He served Local 14 as CEO for 12 years before his retirement. An Air Force veteran, Mauger was buried with full military honors at Southern Nevada Veterans Memorial Cemetery. He is survived by his wife Esperanza and 7 children. Donations are earmarked for Prince of Peace Catholic Church in Las Vegas.



Phil Molloy, a longtime Local 848 member who served as a trustee and business agent, died November 30, 2021, after a long retirement. He served two tours in Vietnam as a U.S. soldier. Interment was December 20 at Riverside National Cemetery. He is survived by his wife Marti and two children. The family designated two memorial endeavors: Wounded Warrior Project and Humane Society of the United States.



Richard "Red" Rascon, retired Local 357 and Local 63 business agent, passed away in January. He was a proud veteran and received military honors at his services February 3 at the San Fernando Mission Catholic Cemetery. He is survived by his wife Helen, 10 children, grandchildren, great grandchildren and great-great grandchildren. The family requests that donations be sent to VFW Post 2323 located in Granada Hills, CA.



Clarence "Arkie" Spoon, retired secretary-treasurer of San Diego Construction Teamsters Local 36, passed away New Year's Day. Born in Arkansas in 1937, he grew up in Old Town San Diego. He was a Teamster construction driver and served as a business agent and executive board member before becoming CEO of the Local. He was instrumental in the establishment of the John S. Lyons leukemia foundation in the early 1980s. He is survived by his wife Cathy, two daughters, a son, and three stepsons. Local 36 has since merged into Teamsters Local 166.



Roy Kruse, 82, passed February 11, in Tennessee. He was a truck driver member of Long Beach Local 692 who retired in 1994 as a business agent. He was a U.S. Navy veteran and was honored with the first Knox County Sheriff's office Citizen Service medal. He was buried February 25 with military honors at the East Tennessee Veterans Cemetery. Memorial donations may be made to the East Tennessee Epilepsy Foundation in Knoxville.

**Rest
in
Peace
Brothers**

Quick Looks at Items of Interest

The Eye

Americans own more than **160 million life insurance** and annuity policies.....last year U.S. sales of **electric bikes** rose 130%.....**India** has more than 300 million Facebook users, **most** of any country.....**Veterans of Foreign Wars (VFW)** down to 1.5 million members, down a mil from 1992. **American Legion** down to 2 million, down from a high of 3.3 in 1946..... feds say more than **754,000 knee replacements** in 2017.....women's **alcohol** use has been **increasing** for years, sez Nat'l Institute on Alcohol Abuse.....when does your boat become a **yacht**? When it measures 33 feet, one marine assn. says.....about **11.2 million RVs** in the U.S., and about 400,000 considered fulltime residences.....about 2/3's of our more than half a million personal **bankruptcies** annually is because health care is unaffordable..... one-quarter of world's population has **fatty liver** disease.....**2,626** Teamster retirees or beneficiaries received the Western Conference of Teamsters pension trust pre-1985 retirees "13th" bonus check.....water guzzlers: lactating dairy **cows** drink up to **50 gallons** of water a day.....**dyslexia** affects 20% of the population.....Hawaii has among the fewest **hospital beds** per capita.....American **life expectancy** dropped 1.8 years to 77 in 2020..... Big 3 **killers**: 1-heart disease. 2-cancer. 3-Covid-19.....survey last year said 16% of U.S. workers put in more than **60 hours** a week.....**elder-fraud** victim cases rose 55% between 2019-2020.....California has over **900** golf courses.....about 4 million people have some sort of federal **security clearance** in the U.S.....U.S. average home price rose nearly **20%** in 2021.....1 million Californians have **solar** systems.....China now "lets" couples have **3 kids**, up from decades of limiting to 1.....**73** on-duty police officers in the U.S. **died** under felonious circumstances last year, a 20-year high.....16 million Americans served in World War II, about **240,300** are **alive** today.....**54.2%** of U.S. public school students in fall 2020 were students of color.....also in the U.S., hedge funds or private equity firms own half of all daily **newspapers**.....wealth of 10 richest men in the world **doubled** since pandemic's beginning.....**2,755 billionaires** out of the world's 7.8 billion people.....30% of all unionists live in **two states**, Cali and the Big Apple. Hawaii is #1 in Union density.....



**By Ron Herrera
Secretary-Treasurer**



The executive board and staff of Teamsters Local 396 wish our Teamsters Joint Council 42 brothers and sisters Happy New Year. Teamsters Local 396 looks forward to continuing our mission in 2022 to build Teamster power while helping working people throughout our jurisdiction.

As one of the largest UPS Teamster Locals in the nation, our membership remains constantly engaged in the fight for contract enforcement and winning strong agreements into the future. With our current UPS agreement expiring July 31, 2023, our goal is to keep our membership involved in our fight to win a strong contract next year.

Thanks to the heroic members of our Local Union, we have grown the number of UPS jobs in Local 396's jurisdiction, particularly in the UPS Feeder Dept., which is one of the most lucrative jobs at UPS. Recently our Local Union Executive Board and business representatives held a Feeder seminar with over one 100 participants. During the seminar, members were presented with important information regarding promotion requirements and steps to be taken to promote into Feeder successfully.

Another critical component in the fight to protect good-paying Teamster jobs is addressing the threat that non-Union corporations like Amazon pose to our jobs, environment, and communities. In December, our Local Union working in conjunction with other Teamster Locals in Joint Council

42 and multiple community organizations, walked a picket line and held a rally in front of the proposed location of a new Amazon Logistics facility in West Covina. The proposed facility would be a 177,240 square foot distribution center in the heart of West Covina, operating 24 hours a day. The development agreement proposal states that the facility is estimated to create 914 daily vehicle trips. It is well known that Amazon facilities impact traffic wherever they are located. Our Local will continue to monitor these developments and mobilize our membership against them, especially since it is predicted that Amazon will continue to expand its footprint across Southern California.

As the largest Teamster sanitation Local in the nation, we are hard at work bargaining with our current Teamster employers and organizing new sanitation companies to help lift standards and improve working conditions in the industry. For example, a contract was recently ratified between Republic Services Anaheim and Huntington Beach, and Local 396. We represent more than 400 sanitation workers at these sites. These workers manned an eight-day strike in response to the company's unfair labor practices that they committed during our negotiations. This tremendous victory would not have been possible without the courage and dedication demonstrated by the brave members of Teamsters Local 396 on the picket line. We would like to thank the Unions, community members, elected officials, and faith leaders for their solidarity in supporting these workers. Most of these workers are immigrants of color who sacrificed greatly during the COVID-19 pandemic to keep our communities safe. They demonstrated what it means to be an essential worker and can walk with their heads held high, know-

continued next page



On March 3, 75 Teamsters from a variety of Joint Council 42 Local Unions demonstrated in downtown Los Angeles at the Consulate of Japan demanding intervention with Japanese company Taiheiyo Cement. Mid-demonstration, Teamsters International Vice President Rick Middleton presented a letter to Consulate security chief Issei Kosaka from General President Jim Hoffa, to be delivered to Japan Ambassador to the United States Tomita Koji. The Joint Council 42 contingent demonstrated with placards and fliers in support of Washington state Teamsters embroiled in a bitter strike.

ing that their hard work is recognized by their employer and the communities they serve.

We congratulate the over 300 sanitation workers at CR&R in Peris and Cherry Valley, California, who ratified their first Union contract with Local 396. These brave workers initially won their Union election in December 2020 amid and despite the COVID-19 pandemic. This is a significant step forward for them and their families. Under this contract, workers in this bargaining unit immediately received substantial raises. Over the span of the five-year contract, worker wages will increase between 16 to 26%, in addition to having full family healthcare and significant contributions into the Western Conference of Teamsters Pension.

In February, a group of 11 workers, who were illegally terminated from this same unit at CR&R won a NLRB Board settlement that included reinstatement, retroactive pension contributions, and over \$600,000 in back pay and damages for exercising their legal right to organize a Union during our 2020 organizing campaign. This tremendous victory was won despite the company's intimidation tactics which included hiring Union-busters. The courage demonstrated by this group of essential workers is admirable. They are examples of what it means to stand in solidarity, which is a cornerstone of our Local Union's proud history. This settlement is one of the largest that our Local Union has won in the industry. It would not have been possible without the courage and sacrifice of our members at CR&R, who kept up the fight and never gave up hope throughout this lengthy process.

As Teamsters, it is essential to participate in the political process. 2022 is an election year. As election day approaches this June and fall, it is important to remember to participate in the political process by voting and encouraging your fellow Teamster brothers and sisters to register and vote. The deadline to register to vote in California for the June 7 primary is May 23. California now sends all registered voters a mail-in ballot to increase voter participation.

In closing, we congratulate our recently retired Local 396 members, Sigifredo Avina, Donaciano Ceballos, Alberto Heras, Milton Sanabia, Robert Aguirre, Juan Alba, Frank Anderson, Richard Campos, Jorge Castaneda, Arthur Castillo, Hector Cons, Rickey Curtis, Dennis Dain, Jeffrey Davis, Gary DeOcampo, James Dick, Thomas Fukumoto, Alfredo Garcia, Ricardo Garcia, Joe Garfio, Carlos Gomez, Miguel Gomez, Alfonso Gonzalez, Javier Gonzalez, Joe Guerrero, Cesar Guzman, Oralia Guzman, Lewis Hernandez, Gerard Imbro, Alfred Jimenez, Linda Kamei, James Kennard, David Kennedy, Hovan- ez Kosian, Carlos Lopez, Martin Lopez, Mario Martinez, Lorenzo Mata, Damon McCants, Ronald McCard, Javier Ortiz, Fernando Pacheco, Mike Piazza, Jose Robles, Ulises Rodriguez, Emilio Sanchez, Kenneth Satter, Dennis Scott, Stan Seelert, Patrick Shima, Gary Shundo, Brent Sorbom, Diego Sobrino, Louis Trujillo, Alfonso Vega, William Wade, Sharron Wallace and Terry Henderson Jr.



Local 848
Wholesale Drivers
Salesmen
By Eric Tate
Secretary-Treasurer



I would like to report that our first "in person" general membership meeting took place at our Long

Beach Auditorium on Sunday, January 23. It was great seeing all of you and look forward to the rest of the year being a success as well.

Local 848 has just opened an online store where universal gear can now be purchased. We have started with just a few items but look forward to growing the quantities of items soon. Please come take a look at Teamsters848.org/shop.

Our condolences to the friends and family of brother Daniel R. Church of Value Plus Services who passed January 15.

Erik Lagafuaina - between now and July we will be negotiating new contracts for Heavy Transport, Catalina Pacific Concrete, Catalina Pacific Services, Value Plus Service, Ventura Transfer drivers, Ventura Transfer boilers and loaders, National Ready-mix Concrete, National Ready-mix Services and Construction Teamsters Master labor agreement. I am looking forward to working with the shop stewards on getting a good contract for each of these companies.

Leonard Leal - Aramark - the big move of all locations to your new facility in Santa Fe Springs has been completed; now you are all under one roof. As to the new contract, they will be printed and will be handed out when complete. SGWS/RNDC Sales: Congratulations on overwhelmingly ratifying your contract. Once I have the hard copies of your contract, I will set up a date and time to hand them out. I would like to thank the negotiation committee for all their hard work. Lastly, I would like you all to welcome Luz Bolanos from RNDC Sales, who was appointed your shop steward. Luz will be working along with Carol Lira.

DISTRICT COUNCIL 2

By Clark Ritchey
Secretary-Treasurer



During the past few months District Council 2 has ratified contracts for approximately 365 District Council 2 members in California, Nevada and the state of Washington.

In Southern California, District Council 2 ratified a 4-year agreement at Westrock, in Cerritos. Members received wage increases in

each year of the contract, wage adjustments to various classifications, increases to shift differentials, and improvements to the pension plan. Members will also have the option to sell back unused sick time at the end of each year, while improvements to vacation time and the safety shoe allowance were made.

Also in So. California, members at Smurfit Kappa recently ratified a three year contract with significant wage increases in each year of the agreement, adjustments to certain classifications will increase before the contractual wage increase goes into effect, a one-time signing bonus was issued, and improvements were made to the shoe allowance. The health & welfare remained the same with Kaiser.

DeFrance Printing, a commercial print shop in Southern CA, also bargained a 3-year deal with significant wage increase in each year of the contact, while remaining the status quo on everything else.

Currently in negotiations in Southern CA, is American Red Cross and Bay Cities. Upcoming negotiations includes International Paper, Key Container, PCA LA, Inno-Vative Solutions Group, and Ellie Sewing.

In Northern California, a 2-year agreement was ratified at Rapid Displays, where members received wage increases in each year of the contract and a one-time signing bonus. Also included in the agreement were several wage adjustments and the company contribution to the 401k was significantly increased. Abbotts Custom Printing, Pacific Printing Service Corp, and its sister company, Papyrus Printing, all ratified 4-year contracts. They will all receive wage increases in each year of the agreement, while maintaining the status quo on all other items. Also in No. California, Community Printers bargained a three-year deal, while at Lodi News Sentinel, extended their contract one more year.

DC2 is preparing for negotiations in Northern California with International Paper, Commerce Printing Services, Custom Paper Products, Firefighters Print & Design, Merlin Graphics, MPP Products, MTA Brown Mail, San Jose Mailing, and TLG Enterprises, Inc.

GW2 Print moved from Santa Rosa, CA to Nevada, now called Minuteman Press. They negotiated a new contract for 3 years with wage increases each year of the agreement. Bargaining will begin in the next few weeks at Mond Bags USA, LLC, in Utah; Nevada Dental, in Nevada; and DP Media, in Colorado.

In the Northwest region, Minuteman Press, formerly Columbia Litho Co, is under new ownership. Members ratified a three-year contract with wage increase each year of the agreement, two personal holidays were added, as well as improvements to vacation language. Upcoming negotiations in the Northwest region are with International Paper, Westrock, Adco Printing & Graphics, Morel Ink, and PromoNinja.

DC2 just won an arbitration at IP Tracy, where one of our stewards was declassified from her job in the tool room for no apparent reason. The arbitrator ruled in favor of the member and she got her job back with back pay, which is significant, since with Covid and some other issues, this took two years for a resolution. Great win for our steward.

Please visit our website at www.TeamstersDC2.org for further information regarding current scholarships. Make sure to apply prior to the designated deadlines. If you have any questions, please contact the DC2 office (800) 333-4388

Our deepest condolences to the families of the following members who recently passed away: Local 388M - retirees: James Kreamer, Sharon Thomas, Samuel L. Burks, Jr., John Gonella (4N), Norman T. Witten (4N); active members: Michael Rico, Leonardo Alvarez-Berber, Joseph A. Greaves, Thomas Miller. Local 28N - retiree: Danny Shirley. Local 543M - retirees: James Gauff, Russel Lambert, Roy Rhatigan. Local 625S - retirees: Arthur F. Vallejos, Terrence Johnson. Local 747M - active member: Barbara Schmidt.

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

Important reminder: It is each member's responsibility to ensure that DC2 has his/her current address. Please call the main office as soon as possible to provide us with any changes (800) 333-4388.



By Eric Jimenez
Secretary-Treasurer



Dear brothers and sisters: On behalf of our nearly 600 coach operators, the negotiating team, and our mem-

bership, thank you for standing in unity and solidarity with Local 952 during our rallies, year-long discussions and lengthy final bargaining sessions with the Orange County Transit Authority (OCTA).

We are pleased to announce our members overwhelmingly ratified a new contract with OCTA 465-30 on Feb. 22. The 3-year agreement includes a signing bonus, competitive wage increases and important contract language addressing meal and rest breaks.

This fight with OCTA was very public and very personal. People across the board felt compassion and empathy for our OCTA bus drivers and understood much of our conflict with the Transit Authority came down to basic human rights. It is still hard for me to grasp that in 2022 we must threaten to walk off the job just to have a guaranteed break time for employees to use the restroom or get a bite to eat.

In fact, even elected officials across political parties - Democrats, Republicans, and Independents - came together and rallied around our members when they understood our fight. It was politicians, community members and activists, faith-based organizers, Union brothers and sisters, and even the media, who all galvanized around the coach operators and their effort to be treated fairly and with dignity.

The coach operators have also worked through the pandemic and have not received a pay increase in over 21 months. They were deemed essential workers but did not receive Essential Worker or Heroes pay. Many got COVID, and some continue to suffer from adverse consequences of the disease, yet they still come to work. And sadly, we are heartbroken to note that several of our bus drivers passed away from the virus.

This nearly year-long bargaining battle came to a head with our members voting to strike. With talks at an impasse and OCTA refusing to even discuss our proposals, they added insult to injury: OCTA sent a letter to the governor requesting he impose a 90-day "cooling off" period and asking that the attorney general file an injunction against the Union.

Fortunately, the governor ignored the request and instead sent a state-appointed mediator to help facilitate an agreement. We remained at the bargaining table well beyond the 12:01 a.m. strike deadline on February 15. That marathon session lasted nearly 24 hours because we were committed to a positive outcome for our members, and we were trying to avoid adversely affecting the thousands of daily riders who depend on public transportation. Moreover, we knew we were on the side of decency and fairness, and we had tremendous support in the community.

We finally reached a tentative agreement 22 hours later and Teamster leadership presented the membership with one of the best contracts ever negotiated with OCTA. After several days of voting at yards in Santa Ana and Garden Grove, the members ratified the new contract, followed by the OCTA board approving the agreement.

The Local also recently negotiated an outstanding 3-year agreement with GKN. The new contract includes wage increases, exceptional pension increases, and much needed, updated contract language that greatly benefits our members. It was the best negotiated contract in GKN history, and our roughly 375 members overwhelmingly ratified the agreement.

In other news, Reddaway Freight was recognized as Teamsters on December 13. We are currently meeting with them to get applications signed and Northwest Administrators is handling their benefits.

The drivers at the I Shuttle have ratified a new agreement with First Transit. The agreement provides them with significant wage increases, more money in their pension, and they were able to push back on unwanted changes to the rest and meal period language.

As of December 31, MV Transit is no longer the contractor for OC Flex/Access; First Transit is now the contractor responsible. We're still in the process of transitioning, although new bids are done for most of the classifications. There are a few problems that we are having to work out, but I am hopeful that it will all be resolved soon.

At the most recent First Transit labor management meeting, once again the concern for the bargaining unit having to drive revenue vehicles as road supervisors and dispatchers more than performing

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Southern California Teamster

their own job duties was raised. The company's failure to hire drivers has placed undue pressure on our members who drive buses and who also need to meet deadlines for reports as a result of their jobs as road supervisors and dispatchers.

Our Disney drivers employed with PCA, LLC received hourly increases, along with pension increases, beginning on January 1.

The Albertsons engineer time study will take place in March, and two arbitrations will be coming up in the next couple months.

We are still in talks with SWGS/Youngs regarding cameras in their trucks. I'm sure we'll have more to report on this subject in the next publication.

At UPS, a new sleeper run job was created at Anaheim. We also settled some grievances: A \$23,000 settlement was awarded to feeder drivers in Anaheim for the company subcontracting work. Additionally, grievances filed for 7th day pay were settled and over \$17,000 was paid to Laguna pre-loaders who did not receive double-time pay on Mondays.

Local 952 has also held its very first UPS Feeder orientation classes. We've held three to-date and each one has been more well-attended than the last. I want to thank Sabas Porras for spearheading this effort and leading the classes. More classes will be scheduled throughout the year so watch for dates and times.

Local 952 would like to welcome new Shop Steward Bill Cortez at RNDC (formerly Youngs Market).

Again, thank you brothers and sisters for all your support with OCTA. United We Bargain, Divided We Beg.



By Phil Cooper
Secretary-Treasurer



Spring is almost here and that means the places where you work will start to get even busier! Please remember that managers will put pressure on you to work harder, faster, and unsafe just to hit their unrealistic production and shipping numbers, but please don't work unsafe, it is not worth it. As Union workers, we totally believe in an honest day's work for an honest day's pay, but way too often we are at the mercy of some corporate-climbing supervisors trying to make a name for themselves which usually involves asking you to do more work to make them look good. Remember, we are in a marathon, and we would like to retire one day with our well-deserved pensions and have the ability to enjoy that retirement! The company is in a sprint, and really doesn't care if you make it. To them you are a number, and to prove my point, if you get hurt at work, how are you treated? They'll replace you in a heartbeat and there is always the thought that they don't believe you are really hurt. So, please remember to take care of yourself and your Union sisters and brothers and always work safely.

As of the writing of this article,

we are still in discussions with Reyes Coca-Cola and their new attendance policy. We met again in early February and are still trying to get them to change their extremely unfair policy to something our members can live with. Negotiations include Locals 848 and 952, also affected by the newly implemented policy. We will keep you informed as soon as the situation changes.

Keurig Victorville negotiations continue, and we are slowly making progress. We had a couple of good days of negotiations and are getting close to starting the all-important economic discussions.

The small group of Lancaster beer workers employed by Reyes are starting to understand what it is like being represented by a Union, the company is also learning that the Union has the right and will represent their members over all issues no matter how big or small they are.

The second half of this year will find the Local very busy with three contracts expiring and beginning negotiations of the new agreement; 7up Vernon and San Fernando contracts expire in September, Allied Beverage in Sylmar expires in October and Anheuser-Busch Beach Cities Carson agreement expires in November. We will be soon meeting with the members of these shops to talk about their wants and needs in upcoming negotiations.

Our next Union meeting will be the first hybrid meeting where we will have members appearing live and on Zoom. Unlike other Locals we have members spread out all over Southern California. From Van Nuys to Lancaster to Victorville to Riverside to Ontario to Downey to Los Angeles to Sylmar and to San Fernando. If you drove to all these cities in one day, it would be well over 250 miles. Our members are also spread out and due to the industry we work in, many of you work 6 days a week. By having a Zoom and in-person meeting, it will allow those that already drive so far during the week, the opportunity to attend a meeting without taking more time away from their families and of course a day not driving is always good!

I would like to report what I believe are great changes at the Local. Shaun Rodriguez, chief steward at Reyes Coke Downey, is now the vice president of the Local and is also a new business agent representing all of our Southern California Reyes Coca-Cola facilities. Lindy Gerbig will now have the Budweiser brewer and the two Budweiser distributors that he will be responsible for. Omar Robles will have Coke Ontario as his only shop, but his main duties will be organizing new facilities for Local 896. Javier Herrera will continue to service 7up Vernon and San Fernando, along with Pepsi San Fernando, Torrance and Riverside. I will continue to be a business agent and will have Allied Beverage, Lancaster Beer, the newly-organized Keurig Victorville facility, and of course Coca-Cola Victorville. I believe these changes will help with servicing the members in these shops and allow Lindy and Shaun to deal with just one company.

We have a new executive board running the International Brotherhood of Teamsters. Newly-elected General President Sean O'Brien takes over the duties of running our great organization. As you read this, Sean visited Southern Califor-

nia and administered the oath of office to newly-elected officers in Joint Council 42, and that includes us. I cannot see a better way to start a new term than by having the new General President swear in the officers of our great Local.

I also want to take this space to say thanks to outgoing General President James P. Hoffa. You had a great career, and you once again made the Teamsters the Strongest Union in the world! You have protected our rights and fixed the pensions of so many of our brothers and sisters, and now it is time for you to enjoy your well-deserved retirement, Congratulations and good luck, and thanks again for all you have done for labor!

Congratulations to our recent retirees: Chris Hoeg (Coke USA Syrup) and John Worth (Anheuser-Busch Beach Cities).

Our condolences to the family of Stephanie Manopichetwatana (Anheuser-Busch: Van Nuys).

Local 1932 San Bernardino County Public Employees

By Randy Korgan
Secretary-Treasurer



Teamsters - 2022 is starting strong with many reasons to celebrate! Teamsters Local 1932 has finished renovations of its

new building and hosted a formal ribbon-cutting ceremony on October 22, 2021, with local and state officials, union members, and celebrated leaders in attendance.

The Union has so far netted over \$1.4 million in grants for training programs, with more soon to come. Training participants will gain skills and certification for jobs in the local logistics industry and public sector, helping graduates and residents secure employment at unionized job sites throughout the region. The Union's new building, located at 421 N. Sierra Way, was most recently leased by Arrowhead Credit Union and is next to the existing Teamsters Local 1932 Union Hall. After extensive remodeling, the building will house classrooms and assembly halls, with additional office space for Union staff. The ribbon-cutting ceremony formally opened the facility to members and residents and honored the legacy and work of Teamsters Joint Council 42 President Randy Cammack. Members who have visited our new building thus far have remarked on the fantastic dedication to Teamster history and pride displayed throughout the building - we can't wait to see you if you haven't come by yet!

Others are noticing, too: In December 2021, California Secretary of Workforce Development Natalie Palugyai visited Local 1932 for a historic occasion. Secretary Palugyai toured our new building to learn about our new training center project, specifically our efforts with community partners to train workers in the emerging green transition in the logistics

industry. This visit paves the way for further collaboration with statewide leaders who recognize Local 1932's commitment to transforming work for the better.

Also, in December 2021, workers at Tikun, a cannabis cultivator in Adelanto, voted unanimously to ratify a labor agreement with Local 1932, making it the first unionized cannabis cultivation facility in the Inland Empire. These workers had previously been the first cannabis workers in the state to win an Agricultural Labor Relations Board union election, and now they're full Teamster members. The group's first Union contract enshrines first-time job security, grievance procedures and higher wages, with unprecedented clarity on advancement and growth at the company. Additionally, Tikun agreed to partner with Teamsters Local 1932 to establish training opportunities for workers seeking apprenticeships with the company and within the industry. Tikun Teamsters are an inspiration to all in this industry who want to see greater outcomes for the workers that keep it going, and we congratulate them on their hard-earned victory!

To end 2021, we were pleased to see a satisfactory conclusion to a grievance case at the city of Ontario, where proud member Gricelda Perez was able to beat back an unjust termination. For nearly four years, Ontario city resisted a lack of evidence on accusations leading to the wrongful termination. They ignored a third-party independent arbitrator's ruling that Gricelda must be brought back to the job. Local 1932 took the matter to the San Bernardino County Superior Court, where victory was secured. A judge ordered the city to reinstate Gricelda and make her whole for all compensation lost during her time away from work due to the City's egregious actions. Local 1932 is proud of members like Gricelda, a hard-working mother and Ontario native, who do what they can to keep municipalities like Ontario running with their public service. Your Union will continue to defend the rights of working people everywhere.

The start of the year sees new victories building on previous ones - in February, we received voluntary recognition for emergency room clerks at Bear Valley Community Hospital. In November 2021, Local 1932 secured recognition for other groups within the facility, including medical imaging, respiratory therapists, surgical technicians, nursing staff coordinators, phlebotomists, and ER technicians. Bear Valley Community Hospital is the only hospital in Big Bear Lake, and our proud new members help keep it running. Their critical role and lack of recognition from hospital administrators for their contributions, especially amid the COVID-19 pandemic, led workers to unionize. By forming a Union, these workers show that workers across the Inland Empire can make a difference. Now, they have the strength to right the wrongs of the past and move forward for a brighter tomorrow that will improve their lives, the lives of their families, and community health.

For existing members, Teamster power has led to continued victories. Bargaining units in the cities of Ontario and Fontana recently overwhelmingly ratified their con-



tracts. Congratulations to these members for their persistence and unity, which helped tremendously throughout negotiations.

The 2022 calendar already has some fantastic events scheduled. The Local's Hispanic Caucus has recently been bringing together members for educational events that are truly inspiring. The LGTBQ+ Committee has been seen widely at various Pride Month events, having fun and spreading knowledge on the Union difference. The Women's Committee is gearing up for its first annual committee conference in March, a historic occasion that aims to build organizing and leadership skills for all involved. Your union highly encourages you to get involved in any of these functions, whether you are a formal member of the committee or not. Please visit the Member Committee section of Teamsters1932.org and regularly check our events calendar for more information. Member committees reveal that Local 1932 member power is diverse and ready to act in solidarity.

Lastly, the 3rd Annual Custom Car and Bike Show is scheduled for May 21, 2022. We are ecstatic to host another fun-filled day on our expanded corner of San Bernardino. There will be vendors, food, music, and of course, plenty of sights to see as owners of vintage cars and custom bikes are currently registering at a rapid pace for this Teamster family block party. Please contact David Farugia at 909-709-4116 to learn more.

As the year continues, Teamsters Local 1932 is ready to keep building power for working families through all of the platforms we've built thus far. Members are at the heart of this effort! Get involved today!

Local 2010

By Jason Rabinowitz
Secretary-Treasurer



Teamsters working together to ruffle some feathers at UCSB!

Just before the Teamsters Local 2010 Bargaining Team passed its opening proposal for fair raises for essential workers, Skilled Trades Teamsters working at University of California at Santa Barbara came out in force Jan. 20 for an informational picket to show UCSB administration that they will fight for the wages they deserve!

Members marched to the administration building where they posted leaflets on the front of the building to let UCSB Chancellor Yang know they will not settle for inadequate raises or be ignored.

The action was well-timed since the UC demonstrated its misplaced

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priorities regarding pay shortly thereafter. On Jan. 24, the UC Board of Regents approved raises for all nine UC chancellors, including UCSB Chancellor Yang, who will now be paid \$579,750 per year, a 28.4% increase over his already six-figure salary.

In an article in the Santa Barbara Independent, Regent Jonathan Sures was quoted as saying in the Jan. 19 Governance committee: "To me, this was an issue of pay equity. We have an obligation to pay our people well and we should pay our chancellors well."

As shown through their action, Teamsters Skilled Trades workers at UCSB will not stand for anything less than fair pay for our members who have been on the front lines keeping the campus running throughout this pandemic. We hope that the campus extends its essential workers the same generosity it has shown to its already highly-paid chancellor.

"If UC can afford to give six-figure raises to already high-paid executives, they can afford to give fair increases to the hard-working Skilled Trades Teamsters, who have gotten no raises for two years while working on the front lines keeping UC running through the COVID pandemic," said Teamsters Local 2010 Secretary-Treasurer Jason Rabinowitz.

Rabinowitz outlined our Bargaining Team's proposal on compensation, which includes wage increases, hazardous duty pay and a critical skills bonus plan. Rabinowitz spoke on the need for UCSB to pay fair wages to its essential workers.

Teamsters 2010 Research Analyst Alex Vermie detailed how far behind UCSB is on wages for Skilled Trades workers. For example, UCSB's pay rates overall lag corresponding pay rates at other UC campuses by 15.8% on average.

"Our voices have been heard! Thanks to the great turn out of our Teamsters members marching on Cheadle Hall. We left the chancellor a message and got his immediate attention. They know we are serious and demand to be heard. Teamster Power!" Danny Diaz, Teamsters 2010 Bargaining Team member and UCSB plumber said.

"Management was upset about the posters that we put on Cheadle Hall, but they know now that we are serious. It's time for us, the Skilled Trades at UCSB, to get the fair pay that we deserve!" said Eddy Melen-dez, Teamsters 2010 Bargaining Team member and UCSB carpenter.



**By Lee Fletcher
Secretary-Treasurer**



Lee Fletcher: 2022 is going to be a busy year with contract negotiations. For the first half of the year, we will be negotiating 7-Up, Pepsi, RCCB Oceanside, and two newly organized groups within Transdev. For the second half of this year, we will negotiate Transdev South Bay, Transdev El Cajon, Alisco, PCI and possibly Waste Management El Cajon. Waste Management has

asked to open the contract up a year early. On February 9 we had an arbitration with Sysco San Diego over a termination. The Local was successful in winning reinstatement. This member won because he had 5 years with a clean record and more importantly, he told the truth and took responsibility for his actions. We have another arbitration scheduled in March for an employee who was terminated for not meeting the engineered standards in the warehouse. I have reached out to the IBT's Warehouse Division to schedule an audit of both Sysco San Diego and Riverside's engineered standards. Originally these audits were scheduled for 2020 but due to Covid restrictions the engineers were unable to travel. I have been sent dates for April and June but need to confirm. A request for information has been sent to both Sysco San Diego and Riverside asking how the company plans on being compliant with AB 701 quota/engineered standards. At Pasha Automotive Services we were able to settle several grievances for holiday pay. Wage Addendum number 9 states "All compensable hours should be considered as time worked. The company is not counting sick leave pay in the calculation for weekly overtime. Congratulations to Eric Macias, Keith Koke and Mike Morales on retirement from Sysco Riverside. As a former Sysco employee, I understand that retiring from Sysco is a huge accomplishment. The work is tough, the hours are long, and many members never reach PEER for pension because of injuries.

Jose Puga, business agent: Waste Management El Cajon: Representing our frontline workers in the waste industry has been a challenge...as it is one of the contracts we have yet to negotiate in our time in office. After several attempts to reward the employees as they carried on their job duties through a pandemic, Waste Management labor relations is agreeing to discuss opening the contract early. With my short 4 years of business agent experience I learned to start with a meeting to educate members of the process/steps of the negotiation process. Waste Management Carlsbad: As we work in communication with Waste Management and Republic Services for a contracted work transfer in Carlsbad, we learned the importance of the different avenues of allies and/or pressure points in order to represent the common interest of the bargaining unit. Transdev Services: The transit industry takes a large part of our membership with 5 labor agreements to negotiate and represent.

Richard Hurd, business agent: After 18 months and a pandemic the sales reps at RNDC and SGWS ratified a 5-year statewide contract. This groundbreaking contract was ratified by 96%. Highlights include major increases to guaranteed money, pension increases, medical, full MOB, and favorable language changes. I would like to thank Local 683 Shop Stewards Dominic Guzzardo SGWS, and Nolan Cooper RNDC, for all valuable help as well as all the Locals and stewards. Seven Up: Contract negotiations will begin the first week of April. RNDC hourly: we were successful and settled a grievance over being bypassed for weekend work. The grievant was paid wages and pen-

sion hours. Gallo Wine is no longer represented due to Gallo moving the sales, warehouse, and delivery work to RNDC. During effects bargaining the Union did not agree with how the company was going to stop paying for the retirees' medical coverage in March for the 4 retirees that were receiving coverage. I'm glad to report Local 683's last grievance against Gallo Wine ended with all 4 retirees maintaining medical.

Jesus Cano, business agent: Bimbo Bakeries Imports and Oroweat continue to grow even as the pandemic still affects our communities; on the transport side, a member was suspended, and we were able to bring him back on a last chance agreement. Mission Linen Industrial ratified a new five-year contract with good increases on the base pay, KPI, hourly wages, pension and some changes on health and welfare. Overall, a good contract. Aramark had an RSSR suspended for hitting a pedestrian and after going to the board of adjustments we were able to bring him back, where this office feels it was a good outcome.

Abel Sabino, business agent: DFA, DPI and Challenge Dairy: The challenges are still here with the COVID-19 variation of the virus, we're finding ourselves being challenged day-to-day in an environment we must cope with. We are relying on our front-line employees to get us through these challenging times and the stress they must live with every day they go to work and come home to their families. The dedication of these employees throughout all companies is quite amazing through this pandemic. Frontline workers who are depended on to service their employers' goods to the public and the world. Companies like Coca-Cola here in Oceanside and Coke San Diego, Pepsi San Diego-they understand the meaning of having a good contract through the Union with their employees to satisfy the needs of the companies and their employees.

Ernesto Flores, organizer: Organizing and growing is important within the Teamsters but also internal organizing. As we grow, we need to continue focusing on our own members, and we need to teach them the importance of being involved and the power that we have when we stand together as one. The stronger the Union presence, the easier it gets for new members to get involved. We have also started to take advantage of all our resources and building relationships with National City Port Commissioner and Councilmembers. There are a lot of labor-friendly people out there, the only thing we need to do is reach out. Let us continue building a stronger Union and remember when Teamsters fight, Teamsters win.



**By Mike Bergen
Secretary-Treasurer**



In the Costco negotiations the Teamsters and Costco agreed to a one month extension to finish up with a few items including the economics that are still left on the table to negotiate. Meetings were scheduled for late February, so please monitor your bulletin boards for postings and/or updates to keep you informed on when you might be getting your ballot delivered to your home for vote. If not, please seek out your steward or contact your business representative for additional information. If you have moved or do not get any Teamster paperwork, please call this office to update your information so you will not miss out on this vote!

The Dairy industry continues to downsize with Ralphs Creamery announcing the closure of the Compton, CA facility and the movement of that work to the Riverside facility. Thankfully, the transferred Compton products to be produced at our Ralphs Riverside creamery will allow some of the displaced Compton members to follow their work and stay employed. "Got milk".

The Stremicks Logistics negotiations continue with the help of shop steward Frank Elizalde.

The Linen and Industrial delivery drivers continue to remain very busy, still working very hard as a result of hiring problems leaving them shorthanded. The Mission Linen negotiations continue with coordinated bargaining along with Local 952. I would like to thank shop steward John Schuler for his continued help in negotiations.

At Kaiser Permanente the Teamsters Local and National Bargaining have been concluded and ratified by the membership. The negotiating parties continue with the Local language clean up and putting the new contracts together. The Teamsters along with the other Unions in the Alliance of Health Care Unions have made a big step forward with Kaiser Permanente on wages (parity with LA, OC). Kaiser has always said that the IE area (San Bernardino and Riverside) are highly overpaid. Well, now after Local and National Bargaining, Kaiser has now given Teamsters Local 166, USW 7600 and UFCW 770 (Kern) 1.25% of our payroll to add to our membership pay where Unions needs add first. A wage equity panel has been made with Kaiser Leadership and Alliance and Union representatives as to how this will be distributed among membership for the next two years (2022 & 2023). This needs to be finalized so it may be implemented by June 2022 & 2023. Congratulations to Business Representative Don Henley who has been elected recording secretary for the Alliance of Health Care Unions.

At Mondelez, the Ontario Branch is moving forward with no reduction in the current work force. The company is still looking for Class A drivers for Ontario and San Diego areas. The Union has been reviewing the bi-annual bid with

the Union making suggestions for adjustment and discussion for the next bid through scheduled for July 2022. If you know of anyone interested in applying at Mondelez, they may apply at Mondelez.com.

At Farmer Brothers Coffee the Locals continue to see incremental growth across the system due to the hard work of our members. At Yardney, the Local Union will be starting negotiations soon for the one facility that remains open. At Bimbo Bakeries the company continues to increase in sales across all channels. Please remember to purchase Union baked goods from Bimbo, Oroweat, and Entenmanns.

At Ardent Mills there were two mediations scheduled to be heard. AB1 Pomona is in the process of bidding routes for the year. The Local Union shop stewards are overseeing the bidding process to ensure that there are no problems. Omni Trans has ratified their new agreement and the Local Union is in the process of opening negotiations for RS Beverage up in the high desert.

In Construction apprenticeship, work continues to remain busy with the apprentices staying busy. At Local 87 Construction, congratulations to our Teamsters who have successfully completed their MC3 State Building Trades program.

In apprenticeship law, we are currently preparing for compliance to increase our curriculum to allow our members the opportunity to be better versed in safety and awareness in the workplace. There will be more information on this subject at our next general membership meeting and also in the next publication of your Joint Council 42 newspaper.

In the Construction Teamsters Contract Compliance Team for Southern California 2021 proved to be a challenging year for everyone, our industry remained busy despite all the restrictions and COVID mandates. The biggest delays that affected compliance was with the DIR Labor Commissioner's Office. The Compliance Team continues to have a significant backlog of outstanding claims slowly being addressed. Our internal & external claim reviews of active public works projects have not been affected, only the resolution process. Our continued efforts to attend pre-jobs online versus in person has proven to be very beneficial to us and has given us the ability to continue our coordination of participation with all our industry partners. Additionally, we have been able to continue our involvement with the State Building Trades on potential new and pending legislation.

International Representative report, Western Region Construction: Our priorities continue to be our commitment to recapture much of our work from the non-Union and owner operators including aggressive tactics of competing crafts. In NorCal, we continue supporting them in their pursuit of acquiring a Registered Apprenticeship Program. Through the cooperation of state and federal agencies, we are hopeful that this task could be completed by May of this year. Special appreciation to JC 42 Construction Local Unions in assisting in reclaiming our work in San Diego, Los Angeles and Riverside-San Bernardino.

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Local 630

Food, Industrial & Beverage Warehouse,
Drivers and Clerical Employees

**By Lou Villalvazo
Secretary-Treasurer**



Our condolences to the families and friends of our brothers and sister: Taukolo Langi, 33 years at Vons Dairy; also, Frank Santoyo, a 23-year member, shop steward, trustee on the 630 executive board who went on to be hired as a business agent in April, 2011. He worked at the Jerseymaid Boxford Dairy which became the Vons Dairy plant in Commerce; also, to our 40-year member Jose Gutierrez Jr., from Gardikas Produce who passed in February due to Covid; our brother Gilbert Estrada, a 23-year Teamster from Lineage, formerly known as US Growers Cold Storage, who also lost his fight with Covid; our brother Federico Garcia, from PFG, who was a key leader in the fight at PFG; our brother Armando Reveles who was a shop steward at Unified Dairy, who went on to join our brothers and sisters at Gelsons. He had retired in December 2021 and lost his battle with cancer a month later; to our sister Martha Garcia who recently passed away. Martha was a 39-year member and was our recording secretary on our executive board for many years under Jerry Vercruse. May they all rest in peace, our prayers to all the families, friends, and coworkers.

UNFI Commerce—we had a date of March 1 for an arbitration for our brother Chris Arias, we will keep you informed on the outcome. We were successful in reinstating our brother Jose Barrientos, who was terminated for production, welcome back, brother.

Brentwood Original—we congratulate our brother Jose Andrade and our sister Alejandra Obegeda, who were recently appointed shop stewards by our BA Calos Santamaria. Ventura Foods, we are scheduled for arbitrations regarding the production bidding, which was scheduled for March 18. We also are scheduled for arbitration regarding "all affected mechanics pay increase", which is scheduled for April 22. We will keep all informed on the outcome.

Danone NA—the Union filed an all-affected grievance due to the company's unilateral changes regarding the new Serac line. The Union has filed a ULP for bargaining in bad faith. We will keep you informed on the decision. Ralphs—we appreciate everyone's patience; the contracts have been submitted to company to make final edits. Once we receive all the Ralphs contracts, we will do a final review with all the Locals and representatives to get these contracts ready for signature and distribution.

Congratulations to our brothers from Performance Food Group. On Feb. 19 the membership ratified a 6-year agreement. The new contract provides for substantial wage and language improvements. I want to thank our negotiating committee Adam Methus, Alfred Salazar, Carlos Escobar, Daniel Mendez, Elliot Carter and Harry Singh. Sygma Lancaster—we are proud to report that our members ratified a

5-year agreement. The new contract provides their highest wage, and pension contributions. More so, it also provides a new quality Teamster medical plan. We would like to thank the negotiating committee from Locals 495, 630 and 848 for a great job.

Walker Foods—we are proud to announce that our members recently ratified a new 5-year contract. The agreement provides substantial wage and pension contributions. We would like to thank our shop steward Victor Hernandez for working with our BA Alfred Salazar. At Americold Carson, the membership unanimously ratified a 4-year agreement. The contract provides for substantial wages and language improvements, along with the start of a pension benefit into the Western Conference of Teamsters Pension trust fund. Congratulations!

Valley Produce applied and received a few million dollars in government relief under the PPP program for Covid and utilized these funds to hire multiple Union-busting attorneys and consultants to try and break our Union. Local 630 filed several ULP's and sent a message that we weren't going to allow the company to violate our members' rights under federal law and use taxpayer money to Union Bust! With the help and solidarity of our membership and several Locals in Joint Council 42, after several actions and demonstrations and over a year and a half of our members being on strike and locked out, I'm glad to announce that our members were successful in ratifying a 4-year contract. This new agreement included beneficial language, a lump sum payment for all members that went on strike, we were successful in lowering the out-of-pocket cost to our members for their medical benefits, and the highest wage increases they ever received. I would like to recognize the hard work of our Valley members who stood strong thru the strike and lockout along with our President Frank Afoa, our Business Agents Carlos Santamaria and Alfredo Salazar, along with our members David Sanchez and Jose Haro, for their hard work.

At Sysco, after two years of our BA Adam Methus working in conjunction with our attorney, the Union was successful in winning an arbitration which involved a termination of our 30-year member and steward Roger Johnson. The arbitrator's award is for Sysco to make our brother Roger whole for all wages and pension contributions lost from the time of termination to the time he returned back to work.

Congratulations to our members on their retirement: our brother Fernando Soto, 24 years at Del Monte Fresh; Rene Gomez, 23 years at Valley Produce; Maria Cardenas, 25 years at Brentwood Original; Michael Dominguez, 35 years at Langlois; Adam Ortiz, 37 years at US Foods; Mark Allen, 39 years; Francesca Rodriguez, 29 years; Benjamin Perez, 32 years at Sysco Foods; and Jim Sibole, 51 years as a Teamster with 44 years at Sysco. We wish you all a long and healthy retirement, we ask you to remain involved and help us educate and mentor our young Teamsters.

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.

Buy Union Made



**By Capt. Erick Valenzuela
Secretary-Treasurer**



The first quarter of 2022 has already brought about so many changes. From the last publication, we received the certified results of our bylaws vote, where they were ultimately ratified. With the passage of the bylaws, an executive board election soon followed and the Allegiant Pilots voted in our first executive board. Each of the officers has been engaged as volunteers of our Union and participated in various aspects of our association. Many served as stewards, providing representation during Section 18 Investigatory Meetings and processing grievances on behalf of the membership, while others already serve on the System Board of Adjustment or chaired the Safety Committee.

All the members of the board officially took the oath of office in January upon our exit from trusteeship. We are excited for our future and confidently entrust they will continue making this Local one of the most prosperous in the Teamsters organization. This marks an important shift in our Local's leadership and authority. The Allegiant Pilot's Association is now 100% represented and managed by Allegiant Pilots. This newfound autonomy and unique perspective on our own day-to-day quality of life issues will provide us the necessary means of assessing the environment and making decisions that will impact the most pilots. In other words, our gloves are off.

Although we did not have any negotiation sessions in December and January, we continue to engage with the company. We ask that the Allegiant pilots have faith in our resolve and let us speak for you. It's understandable to feel out-of-the-loop or frustrated about the lack of visible progress or weekly updates on the status of negotiations, but we want to assure you that we are working hard to get the benefits, compensation, and work rules we all deserve. We have finally been able to begin discussions on the economic portions of the new collective bargaining agreement and will continue to have an open dialogue with the company. Until we feel like the package is something we feel proud to share, we will do so. The confidential nature of negotiations is necessary to maintain productive and controlled bargaining. Too many voices equate to confusion. We won't provide any individual updates, but if you have any requests or recommendations, please reach out to the negotiating committee directly via email.

The unique state of the industry has provided the nation's skilled pilot workforce with never-before-seen opportunity. Airlines are dropping degree requirements, while others are lowering flight times down to Federal Aviation Regulation minimums. A Union representative attending the National Gay Pilot's Association Winter Warm-Up Expo in February, saw first-hand several of the airlines, including a major airline, hand out dozens of conditional job offers on the spot. Pilots who are just now entering the workforce can obtain a direct-entry job on an A-320 or 737 with the right mix of flight instructor experience and training. The days of having to "pay your dues" at a regional airline are long gone. We have always been a valued commodity, but airlines are only now realizing the importance of attracting and maintaining a roster of strong aviation professionals. It is time for Allegiant to come to that realization. We work for an ultra-low-cost carrier, but we sure won't be compensated or treated like ultra-low-cost pilots!

Modern Parking has lost the operations of the city of Pasadena parking lots. PCI took over the operations effective February 1, 2022. All members were hired with no loss of seniority rights or benefits. Contract negotiations have concluded with PCA for the Los Angeles Cathedral. We were able to secure a substantial wage increase for our senior members. Primo Parking went out of business, and Propark America took over the operations of the garage effective December 1, 2021. All members at Primo were hired by Propark, with full seniority rights, a full set of benefits, and the current economic conditions as stipulated in our Union agreement. Negotiations are coming up at the cities of Hermosa Beach, El Segundo, Los Angeles, Santa Monica & Vernon, and for Occidental College and South Bay RCC. We will be meeting soon to get a timeline going and roll out the membership process and bargaining strategy.



**By Ray Whitmer
Secretary-Treasurer**



Local 911 successfully negotiated a 3-year contract with Vista Irrigation District. This agreement reflects wage growth and secures all current health and welfare benefits.

Local 911 has a tentative agreement with the Elsinore Valley Municipal Water District, which would secure all benefits and reflect salary increases. Members employed by the city of Temecula ratified a 4-year agreement that gives across-the-board wage increases, retroactive to July 1, 2021, and an increase to health flex plan contributions. The agreement also secures all existing health and welfare benefits.

An agreement was reached with the Port of San Diego for a one-year extension of the current contract securing all benefits and including considerable retention and incentive bonuses. A one-year contract was negotiated with the San Diego County Regional Airport Authority to reflect a pensionable salary increase, after the Authority had previously insisted on stipends only. Local 911 has filed an unfair labor practice charge with the Public Employees Relations Board, alleging improper denial of holiday pay by the city of San Diego to Teamster-represented lifeguards.

Local 911 successfully negotiated a testing alternative program to the vaccine mandate with the Los Angeles Metropolitan Transit Authority in coalition bargaining. We will soon resume negotiations on behalf of San Diego lifeguards, the city of Oceanside Employees' Association, three represented units with the San Diego County Regional Airport Authority, and the Port of San Diego.

Effective February 1, 2022, ABM took over the city of Santa Ana parking lots operations, previously operated by SPPlus. All members were hired by the new operator. We have sent ATS a request to reopen our Union agreement. We will keep you informed as soon as we begin negotiations. Contract negotiations have commenced with Classic Parking for the Dignity Health Sports

Park (StubHub) Union agreement. Eudaimonia closed their doors on December 31, 2021. The owner retired, leaving his legacy as a good employer. We will soon begin contract negotiations with L&R. We will keep you informed as to when we finish negotiations and proceed with the ratification of the Union agreement.

Negotiations are coming up at the cities of Hermosa Beach, El Segundo, Los Angeles, Santa Monica & Vernon, and for Occidental College and South Bay RCC. We will be meeting soon to get a timeline going and roll out the membership process and bargaining strategy.

Our members at LACoAEHS ratified the six-month extension with Los Angeles County and have started the bargaining process in pursuit of a multi-year agreement. We would like to congratulate our cities of Huntington Beach, Lancaster and Manhattan Beach members for ratifying multi-year agreements that protect our terms and conditions of employment and benefits. 911 also effectively negotiated solid wage increases. We would like to thank our bargaining committees for their leadership and dedication.

Hawaii Local 996

**By Kevin Holu
President**



Brothers and sisters: First and foremost, I would like to give thanks and praises to our Lord and Savior, without him nothing would be possible.

Aloha—my name is Kevin Holu, and I am the newly-elected president/principal executive officer of Hawaii Teamsters & Allied Workers Local 996. I would like to introduce you to our slate of new officers: Secretary-Treasurer Joelle Hussey, Vice President Walter "Wally" Fox III, Recording Secretary Tavesi Augafa, and Trustees Jonathan Reed, Beverly Tusi and Felipe "Paco" Anguiano.

With the New year underway we continue to move forward in solidarity. Our team is working hard in settling contracts, working on grievances, arbitrations and addressing members' workplace and day-to-day concerns.

Thank you to our brothers and sisters of Hawaii Teamsters Local 996 for your trust and support, we will always have your best interests at heart and are here to serve you!

Congratulations to all our retirees, we wish you the best of health,

continued next page

success and most of all, happiness. Our thoughts and prayers go out to our members, family and friends for those who have passed and left the torch to carry on. Each holds a special place in our hearts.

Teamsters Local 996 executive board and staff will continue to take steps forward to building a better and stronger Union for the future of Hawaii.

Happy New Year to all and wishing you a healthy and prosperous 2022.



By Rick Middleton Secretary-Treasurer



Rick Middleton – This year marks Local 572's 85th anniversary! I am proud and humbled to be a part of this Local

Union and everything we have accomplished throughout the decades, and especially in the last 20 years. While much has changed in 85 years and even in the last 20, one thing that has remained constant is our Local's commitment to making sure our members are protected and thriving under strong Teamster contracts. Our organization is second to none—from our members to our shop stewards, to our business agents, office staff, and executive board. We are not much for fanfare, but we do want to stress that we stand ready and look forward to tackling the challenges 2022 brings us. We have several contract negotiations pending in both the public and private sectors, so keep an eye out for contract updates from your business agent. New contracts have been reached at numerous locations including Union Press, MST Long Beach, First Student Hesperia, and First Student Palm Springs. We favorably settled numerous grievances and ULP charges against employers due in large part to strong contracts, hard work and tenacity. Stated simply, we never give up. We'll soon be sharing information on upcoming events to defeat an anti-Union initiative in our state that aims to take away collective bargaining rights for public sector employees. Take care and stay Teamster strong.

Doug Brown – Costco negotiations have been ongoing since October. Our committee is diligently fighting for our members. Stay alert for contract updates and voting information on the Union bulletin board and at your first opportunity, check the ESS system on your break-room computer to confirm your mailing address is correct so that you receive a ballot. I am happy to report Costco Norwalk has broken ground on a new drive-through car wash which should be operational by May. Please stop by and get your car washed by Teamster members at the Costco Norwalk location. Our members at Union Press ratified a three-year contract. We are currently in negotiations with COP, KC Photo, and A to Z printing.

Jaime Villanueva – Acts: All security coordinators should double-check the seal numbers and ensure they are written down cor-

rectly. Let a shop steward know if you don't have your driver's seal so that the company can schedule you for training. Aramark: Protect your job by always checking your equipment before operating it and make sure to secure it if you walk away from it. This will prevent the types of avoidable incidents we have been seeing lately. Gate Gourmet: Unfortunately, due to the pandemic, federal mediators are not allowing in-person meetings and the company is now on its fourth negotiation team. This means things are moving slower than we would like. We will keep you posted on future developments. California Supplemental Paid Sick Leave (CPSL) for COVID was reinstated February 19, retroactive to January 1. See payroll and fill out a pay form if you were out due to a COVID-related reason since January 1, and make sure to contact me immediately if you encounter any problems.

Norma Muniz – LAUSD: Members who were active in our bargaining unit as of December 31 were paid a one-time \$2,500 stipend. Additionally, our members in Transportation who had to perform duties far outside their class descriptions, were paid a stipend retroactive to October 1, 2021. Successor contract negotiations are ongoing; we address salary increases and any necessary changes to our collective bargaining agreement in these negotiations. As always, check our weekly email updates for contract developments and other important information including health benefits negotiations which should heat up soon. Many of our members who are working from home are being asked to return to their physical work sites. Most divisions and locations are creating a staggered work schedule to permit social distancing. The District has reported that as long as positivity rates continue to decrease, staff at physical sites will continue to increase. On the discipline front, we continue to successfully represent our members at pre-disciplinary meetings, Skelly hearings and Personnel Commission appeal hearings. Birmingham Community Charter HS: All members should see the negotiated pay increases and retroactive payments on their March check.

Tait Skifstrom – After more than 50 years, Ralphs Grocery has stopped manufacturing product at the Compton Creamery. Ralphs cited declining sales over the years, of milk, ice cream and yogurt. The remaining work will be transferred to the Ralphs Riverside manufacturing plant. Our members will follow the work, bid jobs, and dovetail their seniority. We are engaged in effects bargaining with the company to address the movement of work, layoffs, and other working conditions related to the closure. Through effects bargaining, Ralphs has committed to offering work to our members throughout their Southern California Teamster locations, as well as at locations outside of Teamster jurisdiction. Ralphs and our Local have agreed to clarifications related to the attendance policy and use of sick days. The clarifications will be included in a "revised" attendance policy that will be issued by the company. MV Transportation: Our members are feeling the challenges that the latest COVID surge created; cases are high, absences are rampant and

those working are struggling to stay safe and keep up with tough schedules. Reach out to your stewards and me if you need assistance.



By Abel Garcia Secretary-Treasurer



Abel Garcia-Secretary Treasurer: Hello brothers and sisters, I hope this writing finds you and

your families safe and healthy. Covid-19 leave has been extended with retroactivity back to January 1, 2022. UPS: Shame on UPS CEO Carol Tome for removing market rate adjustment across the country. Waste Management: We are in negotiations as we speak, they have been very productive and we hope to have a tentative agreement soon. T-Force Freight: After a rough start consisting of payroll issues and 2nd meal violations, we have met, rectified and those issues are now fixed. Gold Coast Transit: We have reviewed and updated policies. We have also addressed vacation selection issues. MTD: On February 2 we had our annual JLM with stewards present to discuss contractual and safety concerns. We are currently preparing for upcoming negotiations. Congratulations to our new IBT leadership and to our sister Local 986 Secretary-Treasurer Chris Griswold, who was elected as vice president-at-large. Please save the date April 2, we will be holding our annual shop steward seminar--- In solidarity, Abe.I

Fernando Lara-Vice President: ALSCO- As we get ready for negotiations, we will have a proposal meeting soon with our members. Challenge Dairy- Some locals have showed interest in diverting general wage increases to pension contributions; we will have an area wide vote soon. We will keep you updated. DFA- Negotiations have been very productive we should be heading into economics in our next session of bargaining. DFA- (Dean Dairy) We would like to welcome our new Steward Brother Hipolito Aguayo. We look forward working together. EJ Harrison- We have faced some challenges as the transition took place, but I would like to thank all our stewards and especially Brother Ricardo Morales. Also, to all members please be aware of what prescription medication you consume. Mission Industrial- After over two years of negotiations and dealing with the pandemic, we overwhelmingly ratified a new agreement. I would like to especially thank our steward, William Slade for all his experience and fighting together to get our relief drivers more than a front loaded two dollar raise. MV Transportation- We have several members that are not being paid the right rate of pay; we will rectify the problem and claim any owed monies. National Ready Mix- Our contract is coming to an end as we prepare for negotiations with the participating locals, we will have an area wide proposal meeting (likely on a Sunday). Please be on the lookout for the notice; we would like to see 100% participation. STA- Contracts are out every-

one should have a copy, please see your steward brother Richard Martinez for a copy. Sysco- We were successful in getting over five grievances paid for violating seniority and holiday pay. We are dealing with a termination, as a reminder to all, an act of dishonesty is a terminal act. We will have an important meeting for all Sysco members Sunday June 12, 2022, please mark your calendars. VCTC- We are making good progress in negotiations, we are in economics, hopefully we will have this wrapped up soon. I would like to thank our committee member Luz Gomez for all her efforts. Please patronize Union business and support Union made products.

Jedediah Johnson-Business Agent: Hope this finds you happy and healthy. SGWS/RNDC-Sales: The members overwhelmingly ratified a five (5) year State wide agreement with full maintenance of benefits, significant increases to base salary along with increases to pension and improvements in working language. Thank you to the chairs the committee and the shop stewards. Liquor Drivers: At RNDC Local 986 worked with Local 186 to transfer over four (4) drivers that work and are based out of Oxnard. Thank you to Vice President at Large and Local 986 Secretary Treasurer Chris Griswold and Local 986 Business agent Cliff Reynolds for working with Local 186 to get this done. Welcome to Teamsters Local 186 RNDC Drivers. At SGWS-We recently had a Shop Steward election, Congratulations to new Steward Scott Rousavil! At Both RNDC and SGWS a meeting was held in which both companies expressed interest in cameras pertaining to drivers. This is a subject of bargaining. We will keep you updated as updates become available. Amerigas: we have rectified seniority issues and addressed safety concerns. Ferguson: there has been an uptick in disciplinary action towards members. Grievances have been filed. Ventura Port District: members have been able to take advantage of recently negotiated overtime language for extra work. Before I go, I would like to say-Congratulations to the newly elected Leadership of the International Brotherhood of Teamsters!



By Randy Cammack Secretary-Treasurer



UPS agents: To compete and keep pace with companies like Amazon during the holiday season, UPS hiked part timer wages up to \$18 as an incentive to attract a steadier flow of workers. This hiring tactic proved to be a ruse when, unbeknownst to part time workers, the pay was drastically decreased with no forewarning whatsoever. As a result, many employees have quit and are left questioning the ethics of how easy it is for a major company like UPS to profit off the pandemic while stripping its part time workers of an incentive that led them there in the first place. With the

cost of living drastically increasing and the financial burden COVID-19 has left on many workers, a critical question is raised, "How can you ask someone to live off \$150 a week?" This is the cruel reality as part time workers at UPS are living through each day as UPS grows richer and richer. Gas alone in California has skyrocketed to over \$5.00 in some cities and grocery stores have also seen their share of high prices. In an unprecedented achievement in time, the fast-food industry has raised their wages for workers. How is it that a logistics company whose profits went through the roof during this pandemic, cannot do the same? On the contrary, UPS, which has shown zero remorse for its actions, has made it clear there is no intention in bringing part time wages back up to \$18. Instead of being rewarded and appreciated for working during a deadly worldwide pandemic, workers continued to be unappreciated and grossly underpaid while working for this company. In response to the stance UPS has taken on the issue, both NorCal and SoCal Teamsters have started a petition to give workers a platform and a voice to express their concerns and frustrations. This petition, if anything, sends the message, if our members are not happy, we, the Teamsters are not happy and are willing to fight the good fight! Teamsters and members must stand together to fight for the wages that are well deserved working through this pandemic. For dignity, for respect, but most importantly, for what is morally right.

Rick Ellison, BA: CPC Logistics, Inc., and Contractors Cargo (heavy haul contract) have been completed, thank you to those who assisted. Upcoming negotiations with our Local 63 members at Gold Coast Baking Co.

Brian Wood, BA: I hope you and your family had a great Christmas and New Year's. Here are the contracts that expire this year brothers and sisters: Hickman's Egg Farm, CBA expires 5/31/22; P & R Paper Supply, CBA expires 10/31/22 & North American Auto Transportation, CBA expires 12/31/2022. I look forward to meeting with you soon for contract proposals. Reyes Coca-Cola: Update on the new attendance policy. Your shop stewards and I have had many meetings with your company trying to resolve the unreasonableness of the policy. There has been no movement from the company on the issue we have; the Union has filed for arbitration on the new attendance policy. I will keep you updated on any progress and thanks for your support. Amazon: I want to thank all the members who attended the Amazon trainings, canvassing and community actions in 2021, great job brothers and sisters!! We are continuing in 2022 with more. We need more members to get involved in this movement, if you would like to volunteer, please reach out to me, Brian Wood, 626-290-0239, or Scott Berghoefer, 626-893-2279. Look forward to seeing you at a meeting soon.

Tony Villegas, BA: Dear brothers and sisters at Ralphs Riverside: I pray that God keeps you and your family safe. Thanks to the hard-working Teamster heroes we

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are fighting through the storm of the pandemic. Also, would like to pay tribute to the brothers and sisters that we lost during this pandemic and will never forget them. Congrats to Ken Rodriguez, a new board member of Teamsters Local 63. Ken Rodriguez has been a shop steward for myself at Ralphs for over 18 years, Ken has always been aggressive representing the membership. I know he will do a great job representing all of the Local 63 membership.

Martin Perez, BA/Coordinator: American Red Cross: Just to inform you, the Teamsters withdrew from the Coalition of Red Cross Unions. We began negotiations February 28 with the Teamsters only in Washington, DC. We will have meetings in the near future to get your agreement ratified. Golden State Foods: Congratulations to Albert Flores, long time member and shop steward who retired February 1. Congratulations, Albert!

Carlos Barnett, Dairy and Misc. BA: The last two years have been very exhausting for most of you. Having to deal with schools open or closed, restaurants closing never to return or moving into the streets making deliveries harder. Short products from manufactures, delayed start times or too much over time. Vaccinated or not vaccinated, Sick leave or vacation used up only to be given back 80 hours. Not enough workers or too many out sick. When will it all end? Thank God for the Union contract most of which doesn't cover crises like this one. Now it's time for the companies to show some love and step up your pay. I have been talking to many of the companies letting them know your morale is low, your family life next too none and the company should pay close attention to what you have done for them. You have kept them making record profits and that should be shared. I thank all of you and especially the shop stewards. I will be working hard to get the things you need and flip the ship back up again.

Local 481
San Diego

By Victor Torres
Secretary-Treasurer



As we emerge from the winter season, we are pleased to continue to welcome back dozens of our sisters and brothers who have recently been recalled to work including some of our members in parking/transportation services at San Diego International Airport. Many of our represented work groups which are tied in with tourism have at least partially reopened which is good news for those members who have made working in those industries their life's work. We will continue to monitor further announcements from the Airport Authority on expanded operations and accordingly maintain our communications with membership groups who are still struggling.

It is 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 Ace "main" contract has started. If you have not received yours, you can contact the Ace Parking Member Services Dept. to make arrangements to obtain one or call our office and we can send you one.

Distribution of the SP-Plus Aladdin Garage location contract booklet has been completed. If you did not receive your copy, call our office and we can send you one.

At SP-Plus (Airport Car Rental Transportation), the CBA was recently negotiated and ratified by the workgroup. The CBA document is in the review process by both parties and once signatures have been obtained, booklet versions will be printed and distributed. Congratulations to the membership including our negotiating committee members Guillermo Ramos and Pablo Estrada for their participation and important input.

On the political front, last 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, we want to recognize the 2021 Local 481 scholarship recipients. They are

Sali Marroki (Parent: Maher Yousuf - Avis), Liliana Mendoza (Parent: Miguel Mendoza - Penske), Lizette Mendoza (Parent: Miguel Mendoza - Penske) and

Brian Tang (Parent: Somboon Vilitchai - Zoo). In addition, Liliana Mendoza was also the recipient of one the 2021 IBT James R. Hoffa Scholarship awards as well as one of the 2021 John S. Lyons Scholarship awards. Congratulations to all of the 2021 recipients and their families on these great achievements. We encourage all our members to keep these scholarship programs in mind as they plan either their own or their family members' educational future. These programs are specifically designed to assist working families achieve their educational goals.

Continuing with scholarship updates for 2022, the Local 481 Scholarship Program is now available. This scholarship program is open to not only the children and grandchildren of our members who are enrolled in and attending an institution of higher learning, but also eligible are the spouses and domestic partners of our members. In addition, our members themselves are eligible to participate in this program. The deadline to submit applications including the proper essay and all supporting documentation is Friday, September 9. There are eight \$500 scholarships available.

Scholarships sponsored by Teamsters Joint Council 42 Scholarship Program (deadline May 13) and the John S. Lyons Memorial Foundation Scholarship Program (deadline March 31) are also available. 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 (Pac-Fed Western Alliance Trust Fund) may call 1-800-753-0222. Members with pension through the Western Conference of Teamsters may call Northwest Administrators at (866) 648-6878.

Local 495
Automotive Workers

By Damascus Castellanos
Secretary-Treasurer



Damascus Castellanos: Local 495 Business Representatives have been diligently negotiating contracts.

The outcome has been positive with major movement in most cases. Local 495 has been in the process of updating our website and seeking technical avenues of how to better communicate with

our membership. We are hoping to get our website back up very soon. Inland Kenworth: Local 495 would like to thank Shop Stewards Jose Cedillos and Jim Lenn for assisting in negotiations and ratification of a three-year agreement that includes healthy wage increases along with medical and language changes in major favor of our members. Race-track: All racetrack agreements have been ratified and we are currently going through the process of making the proper changes so we could make books for all members. UNFI: Local 495 has received the contract draft and it is under review. If all goes well, we should have books out to the membership very soon. Thank you for your understanding and patience.

Jim Lennox: I am pleased to report that the following contracts have completed bargaining, all of which have been overwhelmingly ratified by our outstanding membership: Ryder Truck Rental (So. Calif. and Nevada), Avis Ontario mechanics, Enterprise Holdings LAX/Burbank/Orange County/Long Beach/Anaheim, Volvo Ontario Parts Distribution and Enterprise Holdings Ontario. I want to personally thank all our stewards and rank and file committees for their valuable input and perseverance through each of these various negotiations. Ongoing negotiations: Hertz Garage: Our International Union, in conjunction with Local 495 and all our Western Region Car Rental Locals are continuing to negotiate the Hertz Western States master agreement. As the chair for this massive multi-state Hertz contract, we are all working tirelessly towards getting our local addendums wrapped up, state by state, Local by Local. We all share a commitment to getting a great settlement from this company for you. Negotiations resumed last month. Stay strong, stay proud, stay Union!

Art Carrillo: Congratulations to our members at Avis Budget Group, Inc. at the John Wayne Airport. All the contracts-shuttle drivers, service agents and technicians, have been negotiated and ratified. We are beginning negotiations with the following companies: Fenner Precision Polymers and Commercial Tire.

Johnny Espinoza: We're getting ready to begin Bridgestone and Ontario Distribution Center negotiations. At Disneyland we welcome back Adam B, brought back through the grievance procedure. UPS Grievant Willie Roy was paid OT after challenging a seniority violation.

Mark Manning: The Hertz Rent A Car Western Region agreement, often referred to as the "Master" agreement, covers eighteen cities across eight western states and is the largest collective bargaining agreement between Hertz and the Teamsters. Negotiations began last year with most Locals sending representatives to directly participate. Beyond the main body of the agreement which covers all cities, there are Local Union addendums specific to each city that are negotiated simultaneously leading to a two-vote ratification process. Local 495 held addendum negotiations February 1 and 2 where some progress was made pending further talks at the "Master" level. Those negotiations resumed the last week of February in Los Angeles. Negotiations for our Hertz Trans-

porter Agreement were held in February. A lot of progress was made but much work remains before we will have a deal that could merit a recommendation. The Local wants to thank our members on the Bargaining Committee who have been instrumental in confronting some unacceptable proposals from the company. A loud shout out to John Ellison (LAX), Maria Galindo (SNA), and Nick Meguerditchian (BUR) for their contributions to our negotiations!

Carla Castro: It has been a busy and productive last few months. Happy to announce that Disneyland and Disney's California Adventure have new contracts with unprecedented increases. A huge thanks to our committee for their hard work and dedication. We also successfully closed out two arbitrations awarding our members with appropriate settlements and reinstatements. I would like to take this time to welcome two of our newest shop stewards at Disney--Steven Tyler from SWGE and Dionna Henry of Adv/Front. They are both great additions to an amazing team. Over at Penske we have been able to work out potential grievances which resulted in members moving up in tech levels, a thank you to the team there for their unity and support of one another, and Andrew for being a strong voice. Upcoming will be Firestone negotiations, and Disney's Ontario Distribution Center.

Emerson Diaz: We are in ongoing negotiations with Hertz Corporation. Enterprise and Sygma contracts were ratified earlier this year. Both contracts had significant economic and health & welfare improvements. Bridgestone negotiations were set to start in early March. National Ready Mix negotiations will start in April. The Ryder contracts should be printed shortly. Over at Avis we were able to bring back to work a 38-year employee who was terminated in December. We were also able to get a last chance agreement for a 40-year employee at Enterprise who was facing termination.

Local 986
Miscellaneous, Warehousemen, Drivers & Helpers

By Chris Griswold
Secretary-Treasurer



On March 22, a new administration of officers was sworn in to lead the International Brotherhood of Teamsters. As General President James P. Hoffa enters retirement, Sean O'Brien will be taking over the helm of the International Union with a new team of officers from across the country. As an IBT vice president at-large, I look forward to working with them and every Local Union, staff and our membership to build a stronger Union.

Local 986 continues to organize new members throughout Nevada as we welcome the mechanics from Allegiant Airlines who just ratified their first contract a few months ago. We want to welcome our newest members from transportation at the Cosmopolitan Hotel in Las

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Vegas. We are set to start negotiating on behalf of the Palms Hotel in Las Vegas as it reopens under new owners and leadership. 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. The National Labor Relations Board ruled that the workers were unlawfully terminated and should be reinstated with full back pay. The employer appealed that decision and now the NLRB is headed to trial on behalf of those workers.

Our business representatives have been busy enforcing contracts and negotiating new agreements. Members working in the trade show industry in Southern California just ratified their agreement as well as the back-end units at the MGM hotels on the Las Vegas Strip. Mission Linen, Crothall Laundry Services, AEG, Beverly Hilton, Jonathan Club, OmniTeam, and Ampco Parking just finalized their agreements as well.

In the California Central Coast, members at Aramark Services, Mission Linen, SLO Transit, Southern Glaser's Wine & Spirits and Young's Market ratified their contracts.

Make sure you are registered to vote in the mid-term elections this year. This election is very important for organized labor and working families. Not having a majority in the United States Senate has delayed progress of the legislation needed to fully implement an agenda to help working families. Corporations will be spending millions of dollars to elect people that want to weaken the power of workers and their Unions. We must keep fighting the anti-worker agenda in the workplace and at the ballot box. Amazon, Walmart, FedEx are determined to put people in Congress and the White House that will vote for the financial interests of big business over the needs of workers to put food on the table and raise a family. It is up to all of us to take a stand against corporate greed.

According to the Economic Policy Institute, unionized workers earn on average 11.2% more than non-unionized peers working in the same industry. However, only 1 out of every 9 workers in the United States is covered by a Union contract. Every worker should have an opportunity to improve their standard of living by having a contract in writing that guarantees their rights, wages and benefits. Please contact your business representative or email the Local Union at info@local986.org if you have an organizing lead or if you want to volunteer your time on a campaign. United we stand and divided we fall!

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

By Fred Horvath
Secretary-Treasurer



Family Wellness Centers: Local 14 leadership is extremely excited to announce the doubling of capacity at the Larry R. Griffith Family Wellness Center. The Wellness Center

located at Business Park Court in Northwest Las Vegas opened in May 2019 and has been an unqualified success to date. Demand for the Wellness Center's services has increased monthly since the doors opened. As a result, we were able to secure the adjoining facility and proceeded to build out the 2800 square foot addition, move into that space and then remodel the original Wellness Center, keeping the centers operating throughout.

The expanded Wellness Center was scheduled to open and be fully operational before the end of February 2022. The approximately 5000 square foot facility, along with the doubling of the medical staff, will create an opportunity to manage up to 10,000 appointments, services and consultations annually. The medical staff includes two MD's, a nurse practitioner, a physician assistant and six medical assistants. The Henderson, Nevada Family Wellness Center is staffed with an MD, two nurse practitioners and three medical assistants. Plans have begun to find a new, larger location for the Henderson area members and exploratory work has been initiated for a third Wellness Center, located in the southwest or northeast area of the Las Vegas Valley.

Primary care and some modest urgent care, lab work and generic prescriptive drugs are provided without any out-of-pocket costs to members and their dependents. Retirees up to the age of 65, when they become Medicare-eligible, have access to the Wellness Centers and all the services provided there. The Wellness Center is operated outside of the traditional insurance model, that includes doctor visits, co-pays, deductible, co-insurance and EOB's (explanation of benefits). The only interaction with the third-party administrator is to ensure eligibility. Annual operating expenses for each Wellness Center is approximately \$1,300,000.

The Covid pandemic created a unique challenge when comparing year over year costs for all health plans. The common question is, are the Wellness Centers saving you money? What we can say with certainty is over the last two years we have experienced medical and prescriptive drug expenses well below the national trend, expanded Wellness Center capacity and maintained positive cash flow for our medical plan.

Clark County School District: Local 14 participated in end-of-term bargaining with the district for the first time in the summer and fall of 2021. We accomplished material changes to this collective bargaining agreement. Highlights of the two year agreement include compressing a 20-year wage progression into eight steps, a cost-of-living increase, step increases in both years of the agreement, the creation of career paths to pursue a teaching certificate and for the first time, apprenticeships in the skilled trades classifications, and the district agreed to absorb the increase in medical premiums for fiscal year 2021-2022, saving members \$5,000,000 this school year.

The district and our members are dealing with an acute bus driver shortage. This nationwide problem gets worse daily. Drivers are leaving the district faster than they can be hired, trained and eligible for a commercial driver's license.

During bargaining we negotiated bonuses for the referral of new drivers and retention bonuses for the incumbent staff. Unfortunately, the dollars the district was willing to commit to this initiative are grossly inadequate and as predicted, has not created the referrals or retention desired.

After refusing to consider Covid recognition bonuses during end-of-term bargaining, the district agreed to provide \$2000 to employees from the federal relief dollars approved by Congress in 2021. The district is set to receive approximately \$880,000,000 from 2021 through 2023. The first \$1000 payment occurred on February 23 and the 2nd check will be available for members on May 25.

The district's chief financial officer requested a comprehensive briefing on Local 14's Family Wellness Centers and spent two hours at our Business Park Wellness Center. These discussions have led to a request for proposal to create and operate up to six Wellness Centers. These centers will be for the exclusive use of the 11,000 support staff and their families. Federal stimulus resources are funding this initiative and in light of a very sub-standard medical plan, these Family Wellness Centers have the ability to vastly improve the health and well-being of our members working at the district and their families.

These gains were accomplished in an environment of total chaos among the Clark County School District Board of Trustees. Public meetings often exceeded eight hours and the trustees often had to leave the meeting room to restore order. The superintendent found himself in the crossfire between two board factions and was relieved of his duties without cause at one meeting, only to be reinstated at the next meeting two weeks later. Local 14 continues to work on creating productive relationships with the superintendent, his team, and the Board of Trustees.

Collective bargaining: Local 14 is engaged in negotiations and preparing for end-of-term bargaining for twelve of our contracts. President and Chief Negotiator Grant Davis is doing an amazing job across all these contracts. Additionally, employers are offering incentives for recruitment and retention of CDL holders.

Local 631
*Vegas Teamsters,
Chauffeurs & Helpers*

By Tommy Blitsch
Secretary-Treasurer



Teamsters Local 631 Health and Welfare Fund Dependent Audit: To avoid possible disruption of your dependents'

medical coverage please remember to submit the Dependent Audit Form, that was mailed to your last known address, to the Administrative office as soon as possible. If you have any questions about this Dependent Audit Verification, please contact the Administrative Office at (702) 415-2185 or (877) 304-6702.

631 calendars were mailed in late January, if you haven't received yours, please contact the front office (702) 453-6310 to make sure we have a good address.

Republic contract expires May 31, 2022, check your Union boards for proposal meeting dates all of February. We have hired Miguel Avalos as a business agent. His contact info is posted on all Union boards. Miguel comes out of the mechanic shop at the Cheyenne yard. He has been a steward and was on the last Negotiations Committee. Support the transfer drivers in the yards, they have been organized and we are currently in negotiations with their company--Endurance. Tighten up your financials as we may have to take action this time around to get what we want on this next contract during the pandemic. Remember to stay united--a divided Union never prevails.

Convention: Las Vegas trade-shows are busting through the pandemic providing Convention members work and stability. We are experiencing a series of uncertain rules imposed by show promoters and are fighting daily for our members' rights. We are proud of the dedication Convention members have shown their industry by coming back and making sure every show opens. As the scenery changes with employers' post-shutdown, we are forging ahead to strengthen our rights and plan for the future.

Government contracts: We have upcoming negotiations with the Amentum pilots, dispatchers, and flight attendants. If you have any negotiation input, please pass it on to your shop stewards. It is everyone's job to enforce their contract, so I ask each of you to watch your work.

Rinker Materials: Still busy with lots of overtime. The night shift continues to operate going on two years now. Keep an eye out for green hats, we've had 8 new hires in the last two months. Make sure your address and beneficiary are kept up to date with the Union.

Ryder - ratified a new contract. We are waiting for contract books. YRC/Reddaway - still working towards a merger, no new news. T-Force - some Red Circle drivers received back pay through arbitration. This was a nationwide decision. ABF - added a second utility driver run to Fontana.

Construction: The Southern Nevada Construction Industry has benefited significantly from the influx of infrastructure money. Public works projects are opening for bid almost daily. NDOT alone has awarded \$130 million for 5 projects to our signatory contractors LVP and Wells Cargo over the last few months. Private work also is booming. The newest Station casino, Durango Station, has awarded Tab Contractors the bid for the grading and paving. We recently negotiated a three-year contract with yearly increases securing the future of our Construction Teamsters until June of 2024.

Ready Mix: We received nine hours' notice from Silver Star Ready-Mix that they were shutting their doors on January 21, 2022. We just started the effects bargaining after their closure. Most of the workers have secured employment with Nevada Ready Mix. Not great news with negotiations in 2023, but we are making headway with the Cemex campaign. With the ALJ

decision from the Cemex trial, we are building on that to bring them to the table for negotiations.

Heavy Haul: The contract expires at the end of this year. We are already having discussions with stewards about the changes they want. As the year progresses, will we conduct proposal meetings so we can put together proposals for the negotiating team to present to the contractors.

CertainTeed: A big thank you to the members and the negotiations committee for standing strong for a good contract. The company has made the decision to move forward with a fourth shift, hiring additional personnel, and training has already started. First Transit RACC has been acquired by an investment firm, so far it is business as usual. They continue to hire as they're still short on employees. MV Fixed Route Operations is shifting around and hiring new management personnel. MV Paratransit is shifting around and hiring new management personnel and continues trying to hire employees to reduce the forced work and other issues. We continue to work on this while addressing a list of other issues with many meetings. We are making good movement with job reinstatements, attendance occurrences, pay disputes, Covid issues, etc. Movie Industry activity is steady.

UPS: Things are holding steady after an extremely busy peak season. A huge increase in staffing was achieved as well. The Union is continuing to try to reduce the number of sixth-day punches for both part-time and full-time employees that don't want to volunteer for the extra work. The Las Vegas feeder department is implementing several new sleeper team runs to manage volume and keep members on the road and working hard. With the added runs more CDL drivers will be needed, increasing the number of part-time to full-time members.

Local 399
Studio Drivers

By Steve Dayan
Secretary-Treasurer



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

protocols that have done a good job of keeping our crews as safe as possible. I cannot thank the other Union leaders enough for their support and solidarity. Together, we have bargained some of the most stringent standards in the country to protect the health and safety of our respective memberships. The current 'return to work' protocols negotiated with the AMPTP which were set to expire on February 13, 2022, have been re-negotiated and extended to April 30, 2022, without changes. The RTW discussions have been difficult and I want you all to know that this Local fought hard to protect the interests of every one of our members. No agreement is perfect, but I believe that our members will understand the need for this Local to protect the health and safety of our members as well as

continued on page 11

Southern California Teamster

protecting our jobs.

Negotiations for the "Black Book" agreement concluded recently and the new contract was ratified with a majority voting to ratify. The contract has been implemented with retroactivity to August 1, 2021, just one of the many enhancements to your contract. I'd like to congratulate our lead negotiator, Business Agent and International Vice President Lindsay Dougherty for leading these critical negotiations. Alongside our second chair Joshua Staheli and our Driver Negotiating Committee, we got the best agreement we could get without a strike. We began location manager negotiations February 22. Casting negotiations began this month. We will update you as soon as we have dates. We need to stay informed, united, show solidarity and support for every craft and classification that we represent. While there's much work to do, this administration is committed to achieving solid gains for our membership.

Please remember to check our website for upcoming educational classes, including our New Member Orientation Class. My thanks go out to all of our shop stewards for their unwavering support of our members.

Kenny Farnell: 2022 has started off and will continue to be a busy year at the studios so please make sure all your personal info and classes are up to date at the Local and Contract Services. Grievances have been settled at Universal for members who were not being compensated and for being photographed on camera. At Disney, grievances were filed for not hiring a 399 captain on location. Thank you to our committees, negotiation team and members for overwhelmingly voting for a new 3-year Black Book contract.

Joshua Staheli: I've filed grievances on 1883 for failure to pay the additional 1/10th of an hour to complete the health assessment survey and staffing violations in the wrangler department. I have joined Kenny in the processing of a grievance on HBO's Westworld for failure to pay meal penalties and I've recently settled grievances with CMS and the Feature Film "Coercion." Vi-

olations included using non-Teamsters to perform Driver work and failure to correctly pay forced calls and 6th and 7th days. Fixing these issues wouldn't have been possible if the members working on these productions hadn't noticed that something was wrong. In the case of Coercion, it resulted in members getting more than \$30,000 in adjustments checks. I cannot encourage members strongly enough to check their pay stubs and make sure that they are correct. We are all guilty of assuming they are correct, but I am seeing errors made by accounting departments and payroll companies I wouldn't have thought possible.

Calvin McDowell: Ed Duffy and I recently negotiated an extension to the Commercial agreement. It included a wage increase, continuation of Motion Picture benefits and the addition of Juneteenth as a holiday. I want to thank both our Driver and Location Scout Manager Negotiating Committees for their service in these negotiations. This was a very difficult negotiating cycle with most meetings held on Zoom. We concluded negotiations with the AICP for a contract extension which began February 1, 2022, and will end June 30, 2023. We have extended the COVID-19 Safety and Testing Protocols agreement for commercials to continue to keep our members safe in the workplace during this pandemic. We have organized 40 non-Union commercials in the past 6 months and continue to file multiple grievances against employees from violations of the commercial contract.

Ernie Barraza: Negotiation season continues. Through Teamster solidarity, we have been able to make huge strides for our members in negotiations. We are currently negotiating two separate contracts for PRG and finishing up Classic Couriers and Scenic Expressions negotiations. We are also preparing for Universal Tours negotiations in April which should be challenging to say the least. We are still laser-focused on contract enforcement, filing and winning grievances weekly. Our members have proven to be battle ready for any circumstance. We are Teamster strong!

Chris Sell: Make sure to admit all medications during your DOT physical as it can affect your employment if you don't. There is still space and time to enroll in the Local Provided Skills Training classes. CDL Refresher Course and the Forklift Class are still available. If you are interested email: csell@ht399.org. CSATF will reimburse you for the renewal of your CDL, visit CSATF.org and fill out the reimbursement form.

Calvin McDowell: We concluded negotiations with the AICP for a contract extension which will begin February 1, 2022, and will end June 30, 2023. We have extended the COVID-19 Safety and Testing Protocols agreement for commercials to continue to keep our members safe in the workplace during this pandemic. We have organized 40 nonunion commercials in the past 6 months and continue to file multiple Grievances against employees from violations of the commercial contract.



By Jaime Vasquez
Secretary-Treasurer



Secretary-Treasurer
Jaime Vasquez: Dear brothers and sisters, we have been extremely busy here at the

Local. The business agents have been in contract negotiations with several different employers, attending grievance panels and visiting accounts. Teamsters Local 542 has lost 6 members in the last few months: Sister Norma Diaz from the San Diego Convention Center Corp., brothers Roman Carrillo from T-Force, Jack Clark from First Transit, Leo Williams from UPS San Diego, Mark Luna from MV and Hector Fuentes from Republic Services. Our most sincere and deepest condolences to their families and co-workers.

There are several scholarships available for Teamster members'

children graduating from high school in 2022. Please maintain your awareness of the different scholarship opportunities by visiting our website at www.teamsters542.org or follow us on our Teamsters Local 542 Facebook page.

Michael West: As a Union representative, I have seen firsthand what I have always known that You are the reason why your employer is successful in their field of business. You make it happen every day, and I'm proud to call you my Teamster brothers and sisters. As of the date of this submission, I am currently in negotiations with Costco. The contract expired January 31, and we had to extend for a couple of outstanding language issues, and of course, economics. We have one more session scheduled to try and finish up, and we will have it out to a vote to the approximately 16K Costco members in California, New York, New Jersey, Maryland and Virginia. The vote will be via U.S. mail, and we hope that you all take the initiative to use your power as a Union member, and vote! We have just seen the difference in Union vs. non-Union when Costco just implemented their wages and their rules handbook. You have a contract. You get a say in your warehouses. Make sure you use that voice.

Alvin Mitchell: Congratulations to our three new retirees from ABF Freight: Fred Gonzalez, Thomas Gibson and Duane Lockhart. Long time Shop Steward Sven Ricketts from Darling TK also retired. From Yellow Freight we have Dong Tenga, Pedro Roman and Ernesto McCormack who also announced their retirement. Happy trails guys. We welcome the office clerks who are now finally 542 members, with the efforts of our Steward Duane Lockhart. Congratulations to road driver Mike Royer on receiving a four million mile safety award from Reddaway. Job well done, brother.

Nicole Moreno: First and foremost, I want to thank the members who work at Republic Services in San Diego for using their voices, make it heard, and taking it to the streets. All 287 members out of San Diego, Chula Vista, Armour and Newton went out on strike Decem-

ber 17 and ratified their contract January 17. To You all, I am grateful, proud and thankful. Special thank you to the Negotiating Committee: Hilario Fernandez, Cesar Silva, Manny Aranda, Jose Galeana, Manny Pumariega and Luis Becerra for all of their time and patience with the negotiating process. I also want to thank all of the brothers and sisters from the different Teamster Locals for coming out and walking the lines with us; your support and solidarity resonated with our members and they are grateful for the outpouring of support.

Tasha Gee: I'm a new business agent. We've had death within our Teamsters Local 542 family. Hector Fuentes was a member who worked at Republic Services. I had the pleasure of meeting Hector during the strike with Republic Services. Hector was a great, respectful guy and he will truly be missed. Leo Williams was also a member who passed away recently. Leo worked for UPS for 21 years. I had the pleasure of representing Leo as a shop steward and also as a business agent in the San Diego location. I've known Leo approximately 21 years. I would like to send my deepest condolences and prayers to both Hector and Leo's family.

Flavio Grijalva: We continue to be in negotiations with ECRMC lab department, dietary department and RN/LVN. With the ECRMC technical group contract coming up for negotiations as well, the contract expires June 30. We look forward to addressing everyone's concerns and to have a well-established bargaining unit throughout the El Centro Regional Medical Center walls. We will also begin negotiations with Paradyne out of Naval Air Facility El Centro in the coming months. As you can tell, this has been and will be a very busy year for Teamsters Local 542's El Centro membership, but with the unity being seen, it is proof that standing together is what makes a good strong contract. As for the rest of the contracts, I would like to thank you all for your hard work and dedication to not just your fellow brothers and sisters but the community as well. Continue what you are doing and stay strong.

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: Greetings, Teamster Inland retirees, let's get together for breakfast at 8:30 am at Farmer Boys, 18694 Valley Blvd., across the street from our meeting on the 4th Saturday of the month at Teamsters Local 166, 18597 Valley Blvd., Bloomington. Our meeting starts at 10 am, coffee and donuts always. I would like to introduce and congratulate our elected e-board for the years 2022-2023: President Dean Horne, Vice President Ray Jimenez, Recording Secretary Steve Ray, Treasurer Terry Sanchez, Trust-

ees Ed Clemensen, Diane Horne and Jesse Sanchez. Please call Dean Horne if you have any questions--(951)566-5049.

LONG BEACH: We have elected our e-board for 2022-2023: President Tony Mosqueda Sr., Vice President Richard Strand, Treasurer Margaret Mosqueda, Trustees: Patricia Thompson, Pauline Testa and Richard "Bud" Bancroft. We invite all Teamster retirees young and old for coffee and donuts at our meetings on the 1st Saturday of the month, 9:30 am. at Teamsters Local 848, 3888 Cherry Ave., Long Beach. For questions call Tony (323)569-9127. Stay safe wear your mask and hope to see you in our meetings, God Bless the Teamsters.

SAN DIEGO: Our meetings are April 21 at Filippis Pizza, May 19 and June 16. We meet on the third Thursday of every month at the meeting hall of Teamsters Lo-

cal 542, 4666 Mission Gorge Pl, San Diego, CA 92120. The meetings begin at 10 a.m. All meetings are preceded by coffee, and donuts starting at 9 a.m. 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. John Norman, president of the Teamsters Retiree Club of San Diego, can be reached at jdnrock542@gmail.com or 619-562-5796.

MONTEBELLO: Our deepest condolences to the families of our departed brothers Ernie Rodriguez, Gil Perez, Lynn McCallum and Richard "Red" Rascon, may they rest in peace. Our SCTRA e-board has elected Claudia Fuller for correspondence secretary and Vivian

Pineda as recording secretary, congratulations ladies. We started our meetings and had speakers update us on Medicare and dental ins. Plans for our annual casino trip May 14 are in the making and SCTRA annual luncheon on August 20, is on the calendar. We meet on the 4th Thursday of the month at VFW Post 7734, 9128 Bermudez St., Pico Rivera, 1 p.m. If you recently retired, please join us, we have members from Locals 63/208/357, 692/, 848, 896, 896 & 952. All retirees are welcome, we retired from our company not our Union.

EL MONTE: Hope all is well with you and yours, and ready for the new year. We meet the 3rd Thursday of the month at 10:30 am at VFW Post 8070, 250 E. 12th St., Azusa. We have speakers from time to time but always coffee, donuts and fellowship, hope you can join us. We had elections

for our e-board in our January meeting: President Charles Fuller, Vice President Frank Jimenez, Recording Secretary Lily Jimenez, Treasurer Claudia Fuller, Trustees: Ray Chavira, Reggie Johnson, Reven Remo and Sunshine Person Tina Chavira. SCTRA Exec. President Phil Zamora gave them the oath of office, your e-board is working hard putting together a turn-around casino trip sometime in May and also the annual luncheon on August 20, so save the date. Call Charles Fuller (714)742-5475 for more information.

SO. NEVADA: All meetings, as of this writing, are canceled because of COVID. We will be electing officers this year, once it is safe. Update all your contact info with Barbara to stay current with us

Official Teamster Notices & Announcements

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Local 186

Local 186 membership meetings are held at 11 a.m. on the second Sunday of the month at the Local Union hall located at 1534 Eastman Ave., suite B, Ventura 93003.

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Local 495

Membership meetings are held at 10 a.m. and 8 p.m. the second Thursday of the month at 225 No. Barranca St., fourth floor, West Covina CA 91791.

Meetings will be held on:

April 14

May 12

June 9

October 13

November 10

December 8

No meetings will be held in July, August and September.

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Local 572

Monthly general membership meetings will be held at 9 a.m. on the following dates:

April 24,

May 22,

June 26,

October 23,

November 20

December 11

A vote to suspend general membership meetings in July, August and September will be conducted at the June 26 meeting.

For additional meeting information, please visit our website at teamsters572.org.

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Local 896

General membership meetings will be held on Sundays.

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

Upcoming meeting dates:

March 27

April 24

May 22

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Local 986

Monthly 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.

Meetings are scheduled as follows:

Tuesday, April 5

Wednesday, May 4

Thursday, June 2

Wednesday, July 6

Wednesday, August 3

Thursday, September 1

Tuesday, October 4

Wednesday, November 2

Thursday, December 1

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

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

Register to



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

Summary Annual Report for TEAMSTERS DEATH BENEFIT TRUST FUND

This is a summary of the annual report for TEAMSTERS DEATH BENEFIT TRUST FUND, EIN 23-7203857, Plan Number 523, for the period August 1, 2020 to July 31, 2021. The annual report has been filed with the Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Insurance Information

The plan has (a) contract(s) with ANTHEM BLUE CROSS to pay the following types of claims incurred under the terms of the plan:

The total premiums paid for the plan year ending July 31, 2021 were \$184,047.

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$2,177,582 as of July 31, 2021, compared to \$2,014,574 as of August 1, 2020. During the plan year the plan experienced a change in its net assets of \$163,008. This change includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$526,440 which included employer contributions of \$283,142, employee contributions of \$0, other contributions of \$0, gain/loss of \$87,350 from the sale of assets, and earnings from investments of \$155,948.

Total plan expenses were \$363,432. These expenses included \$179,385 in administrative expenses and \$184,047 in benefits paid to participants and beneficiaries, and \$0 in other expenses.

Your Rights To Additional Information

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

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

participates

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

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

The report is furnished without charge.

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

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

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

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

Public Disclosure Room
Room N-1513

Employee Benefits Security Administration
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

BOARD OF TRUSTEES
TEAMSTERS' MISCELLANEOUS SECURITY FUND
225 S LAKE AVE STE 1200
PASADENA, CA 91101

Summary Annual Report for TEAMSTERS' MISCELLANEOUS SECURITY FUND

This is a summary of the annual report for TEAMSTERS' MISCELLANEOUS SECURITY FUND, EIN 95-6060502, Plan Number 508, for the period June 1, 2020 to May 31, 2021. The annual report has been filed with the Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Insurance Information

The plan has (a) contract(s) with SIMNSA HEALTH PLAN, KAISER FOUNDATION HEALTH PLAN INC, LIBERTY DENTAL OF CALIFORNIA, INC, KAISER FOUNDATION HEALTH PLAN OF HAWAII, APS HEALTHCARE, INC. HEALTH MANAGEMENT CENTER, HEALTH MANAGEMENT CONCEPTS, INC, UNITED AMERICAN INSURANCE COMPANY, ANTHEM BLUE CROSS SO, CA, and ANTHEM BLUE CROSS LIFE & HEALTH INSURANCE COMPANY to pay the following types of claims incurred under the terms of the plan:

The total premiums paid for the plan year ending May 31, 2021 were \$186,293,448.

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$215,550,108 as of May 31, 2021, compared to \$199,564,857 as of June 1, 2020. During the plan year the plan experienced a change in its net assets of \$15,985,251. This change includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$239,388,863 which included employer contributions of \$234,392,070, employee contributions of \$2,653,359, other contributions of \$0, gain/loss of \$0 from the sale of assets, and earnings from investments of \$2,343,434.

Total plan expenses were \$223,403,612. These expenses included

UNION SECURITY NOTICE

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

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

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

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

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

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

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

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

\$8,637,043 in administrative expenses and \$214,766,569 in benefits paid to participants and beneficiaries, and \$0 in other expenses.

Your Rights To Additional Information

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

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

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

BOARD OF TRUSTEES
225 S LAKE AVE STE 1200
PASADENA, CA 91101
(626) 463-6012

The report is furnished without charge. You also have the right to receive from

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

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

BOARD OF TRUSTEES
225 S LAKE AVE STE 1200
PASADENA, CA 91101

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

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

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

Moving? LET US KNOW

March 2022

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

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

Name _____

New Address _____

City _____

State _____ ZIP _____ Local Union _____

Last 4 digits of Social Security # _____

Employer _____

Are You Retired? YES _____ NO _____

Old Address or Mailing Label Here