Joint Council 7 TEAMSTER

Volume 59, Number 3 | Serving members in Northern California, the Central Valley, and Northern Nevada | August/September 2014

10,000 Teamsters take to the streets, the State Capitol, and worksites from May thru July

Joint Council 7 kicks into overdrive

By DOUG BLOCH
Joint Council 7 Political Director

Over the last three months, Teamsters in Northern California have been on the go, moving over 10,000 members on the streets and on the job.

Here's a snapshot of some of the things that have been happening.

May: Briefings and lobby days

The month started with Assemblymember Rob Bonta (Oakland) hosting a briefing for elected officials, unions, and community allies on the Taylor Farms campaign. The Alameda Labor and Building Trades Councils co-hosted the event, which earned great support.

The following week, Joint Council 7's work and our campaign at Taylor Farms were highlighted at the Teamsters Unity Conference in Las Vegas for Teamsters from around the country.

Lobby day in Sacramento for AB 1897.

Right after we came back, more than 50 Teamsters and Taylor Farms workers hit the Capitol in our third lobby day for AB 1897, a bill by Assembly Labor and Employment Committee Chair Roger Hernandez that will hold companies accountable when the temporary agencies they use break major California labor laws. This is a key issue for our jobs in warehousing, food processing, solid waste/recycling, and more industries where we see the explosive growth in temporary jobs.

About 900 Latino workers at Taylor Farms in Tracy are organizing with Teamsters Local 601. More than two-thirds of them work for two temporary agencies, even though some workers have been there for over 10 years as so-called "temps." When workers are injured, have wage claims, or other issues, the temporary agencies and Taylor Farms both point fingers at each other, denying responsibility. AB 1897 would fix that.

Just about every Local has shown up for our lobby days, and members joined delegations of Taylor Farms workers throughout the Capitol, earning support for the campaign and legislation. Despite dire predictions that we could never do a bill this big in an election year, the Assembly has passed the bill and it now goes to the Senate.

The same week we were in the Capitol, Taylor Farms workers left Tracy at 4:30 am to join striking McDonald's workers on the picket line at 6 am in Oakland. Taylor Farms supplies McDonald's, Subway, Chipotle, and other fast food chains with produce.

That very same evening, nearly 200 Taylor Farms workers, Teamsters, and community supporters packed a meeting in Tracy where Assemblymember Hernandez and others heard horror stories from Taylor Farms workers and pledged their support.

The following Saturday, more than 100 shop stewards from Teamsters Local 439 and 601 kicked off a political organizing campaign in the Central Valley, while 20 shop stewards from Teamsters Local 386 were meeting in Modesto.

This effort includes joining DRIVE (the Teamsters political action fund), voter registration, and supporting candidates who support workers. Local 439 quickly set the bar for every other Local, collecting over 400 new DRIVE cards in a week.

Back in the Bay Area, 20 Teamsters from Locals 70, 315, and 856 walked precincts for Tim Sbranti in his race against Steve Glazer for Assembly District 16.

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A Taylor Farms family takes the stage with IBT Trustee Ron Hernandez, Local 601's Ashley Alvarado, IBT President James Hoffa, Assemblymember Roger Hernandez, and Joint Council 7's Rome Aloise

Rally at Taylor Farms may be largest in Tracy history

Teamsters General President Jim Hoffa led what's reputed to be the largest rally in Tracy history on June 12 in support of the 900 food processing workers at Taylor Farms. More than 800 Teamsters, Taylor Farms workers and community supporters packed in front of a stage outside the company's Tracy plant where workers have been organizing against poverty pay, abusive working conditions, and extreme anti-union retaliation by the company.

"I bring you greetings from the 1.4 million members of the Teamsters union," Hoffa told workers at the rally. "I've heard about the lack of respect here, the fact that people can't use the restroom when they need to, and that workers have been here ten years and are temporary employees. That's got to change – and we're going to change it."

Several Taylor Farms workers spoke about how they've been treated and how much they want to be Teamsters. The Labor Board confiscated the ballots after the union election in March due to so many unfair labor practices by the company.

Other speakers included California Labor Federation leader Art Pulaski and Local 601 leader Ashley Alvarado.

"We know that working as Teamsters in the canneries and in food processing is the ticket to move into the middle class," said Joint Council 7 President Rome Aloise. "We will bring Taylor Farms workers with us into the middle class."

Assemblymember Roger Hernandez also addressed the rally. "We have to decide what kind of America we want to live in," Hernandez said in discussing why he introduced the bill to end temp worker abuse (AB 1897). "This stand we are taking here is the front line in the war between workers and greedy corporate owners."

Periodicals postage paid at San Francisco, CA (USPS 395-880)

Why do you support the Taylor Farms workers in their quest to become Teamsters?

Lisa Sandoval
Dole Fresh Vegetables
Local 890
"The Taylor Farms workers need a union so they can have benefits and job security and respect. And we can help them and their families. I've been a Teamster for 40 years, and I know the benefits of having a union."

Joe Aguirre
Safeway
Local 439
"So the workers can be treated fairly. Some of the stories you hear about working there are unbelievable. They get written up for leaving their stations on break."

Joint Council 7
TEAMSTER
USPS 395-880
ISSN 2154-2643

The Joint Council 7 Teamster is published 5 times per year (February, May, August, October, December) by Teamsters' Joint Council 7: 250 Executive Park Blvd., Suite 3100 San Francisco, CA 94134; 415-467-2552.
Periodicals Postage Paid at the San Francisco, CA mailing office.

POSTMASTER: Please send address changes to: Joint Council 7 Teamster: 250 Executive Park Blvd., Suite 3100, San Francisco, CA 94134-3306

PRESIDENT'S REPORT BY ROME ALOISE

When we organize, the workers win and so do all of our members

Joint Council 7 and our International Union have made organizing Taylor Farms and those companies that process the food we eat a major priority. You may ask why so much effort is being put into organizing a group of workers who are predominantly immigrants, many of whom are undocumented.

The answer is not complicated. At one time, the Teamsters Union represented nearly 100,000 workers during the peak season in the cannery industry across Northern California. The contracts covering the cannery industry, which was made up mostly of women, enabled the many immigrant workers to move into the middle class, buy houses, raise their children, give them an education and be productive members of our society.

In fact, we have a number of examples where children of these workers and Teamster members are now lawyers, doctors, and Teamster members in their own right. Some are even elected leaders in our Joint Council Locals.

The food processing industry, especially fresh cut vegetables and salad greens, is in many ways the new frontier for workers. However, it is an industry that thrives off the back of workers who cannot afford to purchase the products they produce. Our efforts to help these workers improve their livelihoods—for themselves and their families—is not only the right thing to do, and what we, as a union, should be doing, but also will directly benefit all of our members.

It's not news that the middle class is dwindling away. The disparity between the rich and the rest of us is getting wider and wider every day. Since 2009, median real household income has decreased 4.4%. The revival in the economy has mostly been for the rich and for Wall Street.

Even the large corporations are now recognizing that our economy cannot revive itself up to levels that will allow corporations to continue to be profitable without people being able to afford to buy their products. Good paying jobs, with good benefits, and pensions to assure that people will be able to live out their retirement years, are all a must to assure that our economy survives and prospers.

The ONLY jobs like these for working class people that exist in our society today are the jobs that come with union representation. In every industry, from the high paying construction industry to some of the lower paying jobs, the ones that are covered by a union contract are always superior.

Although numerous CEOs have recognized the need to balance out the disparity between the rich and the rest of us, they, of course, do nothing to make it easier for workers to form and join unions.

We need to reinvigorate the middle class, and union representation is the only way to do it!

The leadership of the Teamsters, and especially in Joint Council 7, knows that organizing workers is the only way to protect what our members now have. Over the past year, our local unions have stepped up and begun to help workers in the food processing industry, as well as in transportation, construction, and light manufacturing, gain the advantages of union representation. Organizing can be tough, but it's necessary—not only for the workers who seek union representation, but also to maintain the contracts we currently have. We'll always be on the defense in contract negotiations if our employers' competitors can underbid their labor costs.

If you know any workers who work for your employer's competitor, talk to them about your wages and benefits and encourage them to seek union representation. Get their names and give them to your business agent or organizer in your Local. You, as a union member, have a lot of credibility with workers who are doing the same job as you do, but who make less, pay more for health care, and most probably have no pension. Remember the job you save by getting the competition organized may be your own!

Anyone we organize and help to increase their pay and benefits, helps us all, and works to bring all workers up. We need to reinvigorate the middle class, and union representation is the only way to do it!

Annual JC7 seminar tunes up Business Agent and officer skills

Lt. Governor Gavin Newsom addresses Joint Council 7 Teamsters in Lake Tahoe.

On June 4-6, Teamster Business Agents and Local Officials from across Joint Council 7 turned out in Lake Tahoe for their annual educational seminar. They attended numerous workshops taught by the lawyers from the Beeson Tayer & Bodine law firm, and heard from the Joint Council about the latest in orgainizing, legislative action, the healthy status of Western Conference of Teamster pensions, and new rules regarding safety and behavioral health from TAP and TARP. Attendees were also treated to a fascinating overview of Teamster history from IBT historian Karin Jones.

California Lt. Governor Gavin Newsom opened his speech to the group by quoting ancient Greek historian Plutarch, who wrote that "income inequality is the demise of Republics." Clearly, little has changed in thousands of years! As he thanked the Teamsters for our activism, he added, "We all have responsibility to change the present to make a better future."

Joint Council 42's Randy Cammack, IBT President James Hoffa, Governor Jerry Brown, JC7's Rome Aloise

Joint Council in overdrive

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Sbranti is a long-time friend of workers, while Glazer was running on a platform of banning the right for transit employees to strike. Glazer LOST! Now we are working to get Sbranti elected in November against his Republican opponent.

June: Hoffa visits capitol & Taylor Farms

June saw a whirlwind of activities related to President Hoffa's visit. In Sacramento, after private meetings with the Governor, the Senate Pro Tem, and the Assembly Speaker, dozens of legislators flocked to a reception with Mr. Hoffa. President Hoffa, our Joint Council President Rome Aloise, Joint Council 42 President Randy Cammack, and IBT Trustee Ron Herrera received a standing ovation after being introduced on the Assembly floor. This was an excellent opportunity to raise our campaign at Taylor Farms and garner support for AB 1897.

In Tracy, all stops were pulled out as more than 800 people descended on Taylor Farms to show their support for the workers. This was reportedly the largest labor demonstration in Tracy's history, drawing Teamsters and other labor allies from all over Northern California. That was Teamster power!

The next day, Mr. Hoffa toured United Airlines in San Francisco, meeting with more than 1,500 members of Teamsters 856 and 986.

Finally, because Teamsters are also about having fun, over 2,500 members and their families came out to our annual day at the ballpark to see the A's beat the Yankees. Next year we hope to hit 5,000!

The same week that the General President was in town, our ally organization, Working Partnerships USA, started to phone bank Joint Council 7 Teamsters who work in the food processing industry. Over the course of the week, they made over 7,000 calls and reached more than 700 members. Key issues members mentioned on the phones were improving conditions in the workplace, English classes, job training programs, citizenship classes, better pension benefits, access to health insurance, immigration services, childcare, and information on the new drivers licenses for undocumented immigrants.

On June 14, about 100 Teamsters joined other unions in the film industry in a rally for AB 1839, the film tax credits bill.

We were back on the beat the next week as Teamsters Local 431 met with Assemblymember Henry Perea in his Fresno district and Taylor Farms workers returned to the Capitol to help shepherd AB 1897 through the Senate Labor Committee. Teamsters Local 2010's anti-bullying bill, AB 1839, also passed!

Finally, Locals 87, 386, 431, 439, 517, 601, 856, and 948 joined UFCW and SEIU locals in the Central Valley to discuss shared priorities and campaigns to change the balance of power toward workers in the Central Valley.

Rally at Taylor Farms in Tracy

July: Meetings with candidates

The political action drumbeat kept pounding, as over 70 stewards from Teamsters Local 2010 joined DRIVE at their annual stewards seminar. Members fron the Local also met with Lt. Governor and UC Regent Gavin Newsom to discuss issues.

On the organizing front, Teamsters Local 890 filed for an election to represent about 250 workers at an onion dehydration plant in Firebaugh. The election is scheduled for August 15th.

Locals 386, 439, 601, and Taylor Farms workers met with Senator Cathleen Galgiani (Stockton), who is supporting the campaign at Taylor Farms and AB 1897.

With the November election upon us, we are interviewing candidates and making endorsements. Teamster Locals including 70, 287, 315, 350, 665, 853, and 856 have been working fundraisers for the candidates we support. There isn't a fundraiser in Alameda County that Local 70 doesn't attend, raising the profile of the Local for all to see. It costs money to win elections, and that's why it's so important for members to join DRIVE. We need every penny we can raise to help the people who help us. The DRIVE campaign continues to make its way through the Locals. We've hit thousands of members at their work sites and over 750 members have joined DRIVE since we began.

Finally, in case you wonder about this whole DRIVE thing and politics, back in 2010, we worked very hard to elect three people to the board of AC Transit, including Mark Williams—son of a retired Teamsters Local 853 member. Shortly after our candidates won the election, they pushed the AC Transit board to stop purchasing buses from Belgium and start purchasing them from Gillig in Hayward—home to 500 members of Teamsters Local 853. In July, the Board voted to purchase another 95 buses, bringing the total up to 187 buses since we won the AC Board election. That represents five years of work for 500 Teamsters and support for union-made, American-made buses. And that, brothers and sisters, is why we do DRIVE.

This is only a snapshot of the activities going on around the Joint Council 7 locals. tIn short, we're firing on all cylinders!

Local 439's DRIVE kick-off

Why do you support the Taylor Farms workers?

Jesus Herrera
Taylor Farms
Voted to join Local 601
"I've worked at Taylor Farms for eight years and am still considered a "temp" worker. I've seen people work injured. Every time I see someone not treated right, it makes me fight even harder for this union."

Joe Arce
Hormel Foods
Local 601
"We're supporting the Taylor Farms workers so they can enjoy what Teamsters enjoy. They don't know what they're missing."

Esperanza Villegas
Seneca Foods
Local 948
"We can show our support for the workers so they won't be afraid. My co-worker's mother got fired from here. I'm here for her too."

Why do you support the Taylor Farms workers?

Tim Dodenhoff
Formerly worked at VWR
Local 853
"This company is treating people unjustly. It's unbelievable how they take advantage of their workers."

Carrie Russell
Local 517
"I'm here to show solidarity. It's important to stick up for our potential brothers and sisters. We need to show them it's worth it."

SACRAMENTO REPORT BY SHANE GUZMAN / CTPAC

State budget approved; many important bills still pending

The Legislature is enjoying its now annual summer recess thanks to Prop 25 and a majority vote budget. Gone are the days of holdout minority party votes and long, hot summer months with no budget.

This year's fiscal plan was adopted on time and even restored some of the cuts from years past. Most programs saw a modest increase in funding. Thanks to the new cap and trade program, we saw a much needed infusion of dollars into high speed rail, public transit, and other critical transportation projects.

Taylor Farms-related bills

Meanwhile, we continue to push our legislative program forward. We have several sponsored bills this year to directly address issues we've faced with organizing in the workplace. We sponsored AB 2288 by Assembly Member Roger Hernandez, (D-West Covina), when we discovered child labor violations at Taylor Farms. The bill dramatically increases penalties and 'tolls' the statute of limitations so that employers that exploit children are brought to justice. The bill was signed by the Governor earlier this month.

Another bill that Assembly Member Hernandez introduced, prompted by the Taylor Farms campaign, is AB 1897. This bill would address the rampant use of so-called "temporary" workers to help employers skirt the law and escape accountability to their workforce. It would create joint liability for serious labor law violations, so both the labor contractor and the host employer would be held accountable. We are now only a few steps away from the Governor. The bill is in the Senate Appropriations Committee and will hopefully be up for a vote in the full Senate near the end of August.

More Teamster-supported bills

Our legislative program also includes supporting bills that are critical to our core industries as well as those that lift all workers. For instance, we are working very hard to make sure California's Film Tax Incentive program stays on track. Teamster jobs in film and television are a key jurisdiction for us and keeping those jobs in California has become more and more difficult with other states and countries offering lucrative tax breaks to lure our jobs to those places. Our incentive program has worked well to stem the tide, but we need to do more. AB 1839 by Assembly Member Mike Gatto, (D-Burbank), not only keeps our incentive going, but increases it as well. The measure is now in the Senate.

We are supporting AB 1522 by Assembly Member Lorena Gonzalez, (D-San Diego), which would require employers to provide their employees with accrued sick leave. Her bill does not require what is in most union contracts, but nonetheless is a great first step toward restoring a little humanity in the workplace.

We also supported Senator Mark Leno's, (D-San Francisco), efforts to index and raise the minimum wage. His bill, SB 935, would have eventually lifted the minimum wage to $13 per hour by 2017 and would have increased it by the rate of inflation after that. Unfortunately, two Democratic Assembly Members, Luis Alejo, (D-Watsonville), and Chris Holden, (D-Pasadena), refused to vote for the bill and it died in committee.

Pensions remain a hot topic with anti-public employee legislators, though nothing of substance has moved through this year, thankfully. All eyes are on Stockton where the bankruptcy judge is considering whether CalPERS should be treated like any other creditor, thereby giving the court the ability to reduce or eliminate pension payments as any other debt. A wrong decision on that issue could be disastrous.

New leadership

Finally, we have two newly elected leaders in the Assembly and Senate. Assembly Speaker Toni Atkins of San Diego took over from former Speaker John Perez in May. Senator Kevin De Leon of Los Angeles was elected leader of the Senate in June. He will officially take the reins from Senator Darrell Steinberg sometime before the end of session. This change of leadership is significant because, for the first time in decades, both leaders will be from one region in the state.

Take me out to the ballgame....Teamster style

A record 2,500 Teamsters and their families shared a great tailgate barbecue at the Oakland Coliseum before the Oakland A's vs. New York Yankees game on June 14. Nothing like a sea of Teamsters to spur on the hometown team to a 5-1 victory!

Substance Abuse and Mental Health Benefits

Because the Affordable Care Act (Obamacare) and Mental Health Parity and Addiction Equity Act have brought about changes in substance abuse and mental health benefits, TAP wants to be sure you have all the facts and information you need before you make any decisions about dealing with alcohol, drug or other mental health problems.

If your employer participates in a Trust Fund that contracts with the Teamsters Assistance Program (TAP), it is important that you contact TAP before you or one of your family members seeks substance abuse treatment. The quality of treatment you or your loved ones receive and the cost of that treatment to you is why contacting TAP is important BEFORE you make any decisions.

Start by contacting TAP. They will help you verify your insurance coverage. TAP counselors will also help you identify the best in-network care that is geared specifically for you. TAP will help you determine if preauthorization is required and will help you get the necessary approvals.

The TAP counselors will schedule a clinical assessment. They know what questions to ask and what information to gather to make sure your care fits your individual needs.

Some substance abuse treatment programs will try to take advantage of the new regulations. These programs entice people who are seeking treatment and their family members to enter programs that have cost Teamster families as much as $30,000 for the same kind of treatment that is available through TAP at no cost.

Make informed decisions

Research first
Contact TAP for assistance: 510-562-3600. TAP identifies quality providers and negotiates an in-network provider. TAP will explain why it can be a good idea to choose an in-network provider.

Determine your out-of-pocket expenses
Usually you pay for a portion of health care out of your own pocket. In most plans, you will pay more for an out-of-network provider. TAP counselors will help you compare how much care will cost for in-network and out-of-network providers.

Know your insurance plan
Tap can help you identify what is covered under your insurance. You may have additional benefits through TAP as well. TAP will help you understand your health plan.

Seek no-cost assessment and referral to appropriate care.
TAP has 35 years of experience assessing problems with alcohol or other drugs. TAP will help you determine the best place and level of care for you and your family members.

The Affordable Care Act Has Changed the Landscape

The Affordable Care Act requires coverage of mental health and substance use disorder services as one of 10 essential health benefits categories. Parity prohibits employers from applying copayments, out-of-pocket maximums, lifetime limits, deductibles and utilization limits for substance abuse treatment less favorable to plan members than those they apply to medical and surgical services.

If your medical plan has an increased copayment for out-of-network providers, a requirement for preauthorization, or a limitation on out-of-panel providers, this will apply to substance abuse care as well. Before proceeding with an out-of-network provider, it is important to talk to TAP or your health plan so that you understand any out of pocket expenses prior to care being delivered.

• If you choose to use an out-of-network facility, call TAP to get help determining if the facility meets the licensing requirements for the services you need. If not, the services will not be reimbursed under your plan

• Ask what your out-of-pocket cost shares will be when using out-of-network services. These will include deductibles, coinsurances and the billed charges in excess of the allowed amount determined by TAP and your health plan.

• Remember, any charges that exceed the allowed amount as set by TAP and your health plan are your responsibility!

TAPs role with each trust fund may include one or all of the TAP continuum of services: 1) providing assessments, 2) determining appropriate level of care that gives you or your family member the best chance of maintaining sobriety or abstinence, 3) facilitating referral to TAPs provider network to assure quality of care, 4) care management throughout the full course of treatment, and 5)coordinating relapse prevention and continuing care activities. Each step in the TAP process will help you not only to control costs but also to assure your access to quality effective treatment.

Learn more about your union and get your Teamster news on the web!

Joint Council 7: www.teamstersjc7.org
International Teamsters: www.teamster.org

Why do you support the Taylor Farms workers?

Johan Filicky
UPS
Local 315
"I'm third generation Teamster/fourth generation union. When I lived in Hawaii, I watched the food industry get unionized and the workers' lives got better. I want to see that happen with these guys."

Troy Mosqueda
UPS
Local 2785
"I just want to support the workers from being discriminated against, bullied, intimidated. They need fair pay and deserve to be treated fairly. Stop the war against workers!"

Regina Natermen
Local 2010
"The workers are just trying to organize themselves to get their rights and they voted. Let it count. This is unfair. It's David against Goliath."

AROUND THE LOCALS

LOCAL 150

Teamster member does reality TV

Teamsters Local 150 member and arm wrestling champ Tom Nelson

Tom Nelson is a 16-year member of Local 150 and a Shop Steward for the full-time inside workers at the Sacramento UPS Hub. He's also one of the stars of a new reality show on the AMC Network called "Game of Arms." The show follows the lives and competitions of professional arm wrestlers.

"Tom often talks about following in his grandfather's footsteps by being a proud union member," says Local 150 Secretary-Treasurer Jim Tobin. "He tells me his arm wrestling career began when he would challenge his UPS supervisors to arm wrestle on the hood of his car after work. He easily won those matches and claims it was because he was a Teamster and they were management."

A six-time national arm wrestling champion, Tom is currently the captain of the Sacramento Arm Benders, a professional arm wrestling team.

Watch Tom Nelson on "Game of Arms" on the AMC Network. Don't be surprised to see this proud Teamster wearing his Local 150 shirt.

LOCAL 517

Wages, benefits and solidarity lead 240 members to strike

On Tuesday, July 15, more than 240 members of Local 517 went out on strike against GET Bus, a transportation company in Bakersfield. The local union has been negotiating a new contract with the employer since January, and the contract had expired on April 1, though it was extended until July 14. Union members are drivers, mechanics and support staff at the public transportation company.

Union negotiators are focusing on increasing wage rates and increasing the number of full-time positions.

According to KBAK News in Bakersfield, Angel Escandon, a Teamsters 517 shop steward, said, "There's a big gap between the flex operators and full-time operators, money-wise. We're united, and I'm going to stand together and strong. I want to work just like everybody else, but I need to make a living, also, and take care of my family."

At presstime, the strike is still going strong a week later, "but we meet with the employer again and sincerely hope to get everybody back to work soon," said Secretary-Treasurer Chester Suniga.

LOCAL 896

Five-year contract with King of Beers

The negotiations with Anheuser-Busch/InBev began in November 2013, and finally concluded in May. Though they were tough and stressful, the talks ultimately resulted in a five-year, fully-recommended agreement for all 12 breweries, including both Local 896 breweries located in Fairfield and Van Nuys.

The union knew, entering these negotiations, that it would be a completely different experience from the past, as this was the first time we were negotiating with the now Belgium-owned parent company, lnBev.

The company presented national proposals that were vastly concessionary and they refused to address any local issues. Initial proposals included a reduction by more than 35% in active health and welfare funding, worth about $650 a month, and total elimination of the retiree health and welfare coverage, which would cost retirees more than $1000 a month per participant. These proposals would normally be proffered by a company in financial peril, not one as grossly profitable as Anheuser-Busch/InBev. In fact, the company had just awarded $2.4 billion dollars in bonuses to all upper-level executives during the latter part of 2013; this was hardly a company that was hurting.

The long negotiations process took more than eight separate weeks of talks, with extensive preparation in between. All 12 breweries met and negotiated under the leadership of the IBT Brewery Conference to overcome what seemed to be insurmountable hurdles. Finally, when the Teamsters made it clear to the company that we were ready to do what was necessary to provide a positive agreement to the membership, the company rescinded all of their concessionary proposals. In the end, the contract contained significant increases to both hourly wages and monthly Health and Welfare contributions, it included a sizeable performance-based incentive program and a $2500 signing bonus. The company also renewed its commitment to keep all 12 breweries open for the duration of the agreement.

When the Teamsters made it clear that we were ready to do what was necessary to provide a positive agreement to the membership, the company rescinded all of their concessionary proposals.

The members voted on and overwhelmingly approved the tentative agreement on April 29, 2014, securing five more years of job security and benefits for retirees.

This would not have been possible without the assistance of all of the Stewards including Brian Cook (Brewing), Andre Cooks (Utilities), Bob Delorenzi (Operations), Loren England and John Johnson (Maintenance), and Jamie Simmons (Quality Assurance).

Additionally, Local 896 would like to thank Daivid Laughton, Jack Cipriani, Dennis Hart, Bud Benack, Sara Meyer, Rebecca Stein, and everyone at lBT for all of their support during negotiations.

LOCAL 2010

Local 2010 holds first statewide Council Meeting, Chapter Coordinator and ROC Training

Teamsters Local 2010 reached many firsts as more than 80 union leaders came together for the Local's first Chapter Coordinator Training on July 11, and its first Statewide Council Meeting and ROC Training on July 12.

Chapter Coordinators ready to lead

Chapter Coordinators from across the state came together with Local 2010 union representatives and organizers to learn about roles and responsibilities to be carried out by each chapter and in the union as a whole. They also participated in many hands-on activities such as team building, leadership development and strategies to activate the members to win victories on important workplace issues.

"Building the relationships between our leadership and staff is of upmost importance," said Local 2010 President Catherine Cobb. "Identifying and utilizing the strengths of each member is key to being an effective union."

Chapter Coordinators are elected by the members at each campus to help build the union and the strength of our membership. Union representatives and organizers are union staff members who represent members and build the union.

Statewide Council and ROC meets

More than 80 leaders from every part of the UC stood united at the first ever Statewide Council meeting. Secretary-Treasurer Jason Rabinowitz reported to the Council on the union's activities and presented a draft Strategic Plan, which the Council adopted unanimously. Many members of the Statewide Council took time to express the concerns of their chapters and give their ideas for future campaigns.

Once the Statewide Council adjourned, the training of Recruitment and Organizing Coordinators (ROCs) began in full force. Teamster ROCs volunteer to build the union in their workplace. Attendees learned about workplace rights and fine-tuned their skills on speaking with members and management.

Communications Coordinator Christian Castro launched the "selfie" contest, encouraging ROCs to take a creative picture of themselves and post it to the Local's social media. "The results were hilarious," Castro says. UCLA Assistant Chapter Coordinator Arlistel Williams won the contest with his blatant display of union love.

Political Director Doug Bloch and Political Coordinator Veronica Diaz from Joint Council 7 spoke to the group about the importance of contributing to DRIVE (Democratic, Republican, Independent Voter Education), as it supports a number of causes to benefit working families. Scores of DRIVE cards were submitted that day.

"The energy in the room is incredible," said Secretary-Treasurer Jason Rabinowitz. "Each member in our training is a testament to the growth and power of Local 2010. I am confident that with these leaders, we can reach any goal that our membership sets."

LOCAL 287

Arbitrator rules for member to get back pay and job

In February, 2014, a four-year member of Local 287, and a 30-year school bus driver, had been fired by Student Transportation of America (STA) in San Jose for a cell phone violation. After the union grieved the termination, the case ended up in arbitration. On May 23, the arbitrator ruled that the employee was wrongly terminated and should be made whole—returning him to his job and paying him 95 days worth of back wages and benefits.

The back story is that the employee's adult special needs foster son had been ill with something he feared could be serious if not properly attended to. While in his empty bus, on his way to begin his afternoon pick-ups, his phone vibrated. Stopped at a red light, he decided to check to see if his son had called. In fact, he saw that he had missed two calls, and so he decided to listen to the voice message.

The employer contends that another driver reported seeing him on the phone while in his bus, causing the employer to immediately terminate him for violating the company's cell phone policy.

The arbitrator ruled that, while the driver had violated company policy, however, it was more of a technical violation. And since the company does not have an explicit zero tolerance rule, this particular infraction did not warrant immediate dismissal.

"If this member didn't have a union to fight for him, he would definitely have been fired," says Local 287 President Bob Blanchet. "And all because he was concerned for his son's health. We don't want our members to violate company policy, but sometimes life intervenes. A minor incident like this should not end an otherwise long and successful career—and the union made sure that it didn't."

LOCAL 439

Shorts still look good on 40-year UPS employee

Harvey Duncan (center) with his UPS Supervisor (left) and Teamsters Local 439 Secretary-Treasurer Sam Rosas (right).

Harvey Duncan started his career with United Parcel Service (UPS) in 1974 at the age of 18. At that time, UPS only had ground and 2-day air services and did not blanket all 50 states. Harvey has seen his own life change over the last 40 years with a marriage to his wife Verna, the growth of his son Westley and a new grandson.

Harvey attended Modesto JC from 1974-1977 and played baseball before giving his entire time and focus to UPS at the age of 21. In 1977, Harvey became a driver in the Modesto Center. In 1978 he transferred to the Sonora Center and in 1987 the Sonora center was relocated to Angels Camp where he currently resides. Harvey is the lead shop steward for his Teamster work group in Local 439 and serves as a mentor to all of his co-workers.

"It has been a real blessing for me to serve and help customers, management and my co-workers," Harvey said. "I cannot be any other way; that is who I am. Your life is built around what you put into it."

Local 439 congratulates and recognizes Harvey Duncan for 40 years of dedication, service, and commitment of excellence to his union and to UPS.

LOCAL 315

Steward Seminar draws record crowd

The Shop Stewards of Local 315 got together for their annual steward seminar on June 21, 2014.

Joint Council 7 President Rome Aloise opened the seminar, and was impressed with the attendance, as more than 100 stewards turned out.

The IBT's education director Sally Payne conducted the seminar. "She did a wonderful job," says Secretary-Treasurer Don E. Garcia.

Jack Peasley did the DRIVE presentation and collected 100% DRIVE sign-ups from the stewards in attendance.

All stewards received Binders, Steward Pins and Shirts and enjoyed a catered lunch from Beaver Creek Smokehouse in Martinez

LOCAL 315

Congratulations Bob Morales!

On July 25, 2014, the San Mateo Central Labor Council will honor long-time Local 350 Secretary-Treasurer and Joint Council 7 Secretary-Treasurer Robert Morales at their annual COPE Banquet.

The newspaper will be getting printed that day, so we can't include a picture. "We just want to congratulate Bob for being named the Unity Award receipient. Bob has fought long and hard for his members and for all who work in the solid waste and garbage industry. He certainly deserves the accolades," says Joint Council 7 President Rome Aloise.

Also being honored that evening is Saru Jayaraman from the Restaurant Opportunity Centers United; she will receive the Community Award.

LOCAL 856

Members go public to gain needed safety measures at zoo

A combination of a high-profile media campaign, legal strategy, political action, and membership solidarity has culminated in a major win for worker and public safety at the San Francisco Zoo.

In response to the 2007 fatal mauling of a teenager by a tiger, the San Francisco Zoo installed a "Code Red System." The system, which was intended to protect the public and zoo workers in emergencies, included personal panic buttons for keepers working with dangerous animals, a public address system to alert the public to find shelter and would automatically call police when activated.

Some of the team that worked to make the SF Zoo safer. (L-R) Shop Stewards & Bargaining Committee Members Steve Levitt (front) David Carroll, Corey Hallman, Wesley Haug and Teamsters Local 856 Representative Tim Jenkins.

However, the system was plagued with problems from the beginning – panic buttons were easy to accidently set off and suffered water damage. The public address system stopped instructing people to find shelter, instead only sounding an alarm and police were no longer automatically alerted. Zoo management unilaterally decided to mount the personal panic buttons on walls, some of which were not connected to the system at all.

At nearly two dozen separate safety meetings, members had brought the system's failure to management's attention, to no avail. In fact, Teamsters Local 856 members were removed from safety committees and armed response teams after voicing their concerns – a move that was met with National Labor Relations Board charges against the employer by the union.

Members launch multi-pronged strategy takes issue to the public

After management's failure to acknowledge the inoperable system, members decided to propose improved safety measures when contract negotiations began last October. When Zoo management again refused to discuss the broken Code Red System, a multi-faceted approach was taken to resolve the issues, including filing a lawsuit compelling the Zoo to turn over data to prove the system was not working properly, taking an overwhelming no-confidence vote in the Zoo's executive director, reaching out to politicians and the city's Joint Zoo Committee, planning a possible protest at the Zoo's annual fundraising gala, and working with the media to shed light on the dangers at the Zoo.

On April 24, ABC-7 aired a story featuring three San Francisco Zoo Teamsters 856 members, Corey Hallman, Wesley Haug and Steve Levitt, who revealed serious safety concerns they had with the Zoo's Code Red System. They also highlighted management's rigid refusal to acknowledge problems even existed within the system, let alone work toward a solution.

The decision to go public was a final resort for the longterm employees.

"It was our last option—we had exhausted all avenues," said Hallman. "People's lives were at stake."

The day the ABC-7 story aired, the Zoo announced that it would be upgrading its radio system to include panic buttons for employees working with dangerous animals.

"It's disgraceful that we had to go to these lengths to get the Zoo to implement its own safety procedures, but I'm very proud to have worked with these courageous members who took a very public stand to make the Zoo a safer place for everyone—visitors and employees alike," said Tim Jenkins, Teamsters 856 representative who also appeared in the news story.

The comprehensive strategy succeeded, and a Federal Mediator was brought in to accelerate negotiations.

After seven 12-hour days of Federal Mediation, Teamsters 856 and the Zoo reached an agreement that included member involvement in the implementation of an upgraded safety system and an agreement to use an outside neutral safety expert to resolve disputes.

"I've never had as solid a bargaining team, who had the full support and backing of the rank and file membership. This is the best – easily," Jenkins said.

While the new four-year agreement also contains significant gains in wages, retirement security, and other language improvements for the close to 150 Teamsters 856 members at the Zoo, the most important aspect is the assurance of properly working safety equipment and member participation in the implementation of safety procedures.

"San Francisco Zoo Teamsters exemplify what working hard and fighting smart is all about —a determination and willingness to fight at the bargaining table and beyond," said Teamsters 856 Secretary-Treasurer and Principal Officer Peter Finn.

"Their unwavering resolve to do the right thing resulted in tremendous safety achievements for everyone who visits and works at the San Francisco Zoo," said Finn, who also served as the lead negotiator during the last stages of bargaining.

Levitt is hopeful that the struggle will have a lasting positive effect on the management's approach to employee culture at the Zoo. "We still have work to do, but we're on the road to change," he said.

To see the ABC-7 story, link to: http://abc7news.com/archive/9516010/

LOCAL 853

Big payout in grievance settlement

In the course of negotiating a strong new three-year agreement with the City of San Francisco, the 180-200 Teamster construction truck drivers achieved a very important grievance settlement. For many years, these drivers have been fighting for the right of "as needed" and "temp" drivers to move to Step 2 and get a 10% raise after they've worked 1,360 hours. Currently, all too many drivers are considered temps for years, and get paid $4/hour less than their "permanent" counterparts who are doing the same work.

"We estimate that 43 employees will be splitting at least $257,000," says Local 853 Business Agent Dan Harrington. "We agreed that the City would pay 70% of the gross amount of back pay owed, which came to $367,000. That number will continue to increase every hour until the Board of Supervisors signs and seals the deal."

"The most important thing," Harrington adds, "is that we secured language in the contract that moves the 'as needed' and 'temp' drivers up to Step 2 and full pay after they've worked 1,360 hours, whether or not they are called permanent employees. We've sought this language for many contracts and finally got it."

The grievance was filed in September, 2012 and was resolved in June, 2014. "It was a long battle that ultimately ended in arbitration," Harrington says. "But the final result was well worth the effort."

"It was a long battle ... But the final result was well worth the effort."

In addition to the settlement, the contract calls for raises of between 8.5% and 9.5% over three years and, for the first time, stipulates that the City must take responsibility for tickets, such as, if the City requires a driver to take out an oversized load and the driver gets a ticket, the City must pay.

Organizing win

In November 2012, Local 853 organized the 165 drivers and bus aides at MV in San Francisco. A year and a half later, the 12 dispatchers, 6 reservationists, 4 road supervisors, 3 clerical payroll workers, and 3 fueler/custodians decided they also wanted to get into the union.

The dispatchers had the first election, and voted to join the union. "Rather than go through the whole process with each group, I talked the company into recognizing the rest, and they agreed," says Business Agent Efren Alarcon.

The new group currently makes between $12.66 and $13.00/hour, and they hadn't received a raise since November, 2011. Now, they'll each get at least a 50-cent raise, for the first six months. Negotiations for the the original and the new unit will open up in November, 2014.

LOCAL 533

Stewards hone skills

Teamsters Local 533 Stewards attended the Steward Seminar on April 5 at John Ascuaga's Nugget in Reno. Stephen Kessler, mediator from the FMCS, was our keynote speaker and did an excellent job keeping the stewards active and engaged.

After the all you can eat buffet lunch, Suzanne and Scott from TARP (Teamsters Alcohol and Drug Rehabilitation Program) spoke on Addiction and the signs and symptoms of the different drugs. This training was designed to equip the stewards with knowledge for doing "Fit for Duty's" when management believes an employee is under the influence. Our stewards must also have the knowledge and ability to approach members and get them help, hopefully before the management notices there's a problem.

Stewards in attendance received new steward pins, steward shirts and a chance in the raffle to win gift cards and other gifts in appreciation for their service and for all they do for the Local and the members where they work.

Teamsters hurt at work would receive greater permanent disability compensation if unable to return to pre-injury job

By DOUG BLOCH
Joint Council 7 Political Director
Member, California Commission on Health, Safety and Workers' Compensation (CHSWC)

Californians injured at work are supposed to receive prompt and effective medical treatment to heal their injuries, and temporary and permanent disability compensation to replace some of the earnings they lose due to their work injury. In return, employees gave up their right to sue their employer for the injury.

This "no-fault" system is supposed to work quickly and fairly for both sides. Unfortunately, it doesn't work very well for Californians hurt doing their jobs.

Studies by the RAND research company have found that the permanent disability compensation is so low that it fails to adequately replace earnings lost by the injury. Injured workers don't just lose pay for the time they are off work. Tens of thousands each year have permanent disabling consequences. They can no longer stand as before the injury, nor lift as much, nor work as long. Some have lost a leg, an arm, an ear, or have other permanent disabilities.

Recent RAND research found that workers who are unable to recover enough to return to their pre-injury jobs suffer an almost complete loss of future earnings. This can be devastating to an entire family.

A UPS driver could hurt his or her back, knee or leg from the constant lifting and carrying, and climbing into and out of the delivery truck more than 100 times a day. Over time, this injury could easily prevent the driver from doing that job ever again. Current Permanent Disability (PD) schedules could pay as little as $15,000, but lost future earnings would be several hundred thousand dollars.

Our union worked with our affiliate, the California Applicants' Attorneys Association (CAAA), whose members represent Californians hurt doing their jobs, to include $120 million annual revolving fund in Gov. Brown's workers' compensation reform (SB 863), in addition to the compensation increase already negotiated by labor and employers, each year to help close this gap for those unable to return to their pre-injury job. We worked with the Administration and the Legislature to make sure the money would be disbursed to injured workers as soon as they learn they cannot return to their pre-injury job, rather than waiting for several years while their savings, home equity, vehicles and everything they've worked for goes down the drain. The Administration adopted this quicker method.

Regulations to implement this "Return to Work" fund are nearly final, and injured workers unable to return to their former job will be able to apply for the supplemental permanent disability compensation. The compensation would be available to workers as soon as it is determined that they did not receive the required Return to Work offer.

If you are hurt on the job, pursue the medical care and disability compensation that is owed to you. And don't forget to apply for the Supplemental Permanent Disability Compensation. If a work injury prevents you from returning to your job, watch for forms in the mail entitling you to apply for the new additional compensation.

For more information, contact me at doug@teamjc7.org.

NOTICES OF NOMINATION AND ELECTION OF OFFICERS: Locals 87, 150, 350, 439, 856

LOCAL 87 Bakersfield

Official Notice is hereby given of the nomination and election of the officers of Local Union 87, which will be at a Special Meeting on Sunday September 28, 2014, 10:00 am at Local 87's office 2531 G Street, Bakersfield, CA 93301.

Officers to be nominated are as follows: President, Vice-President, Secretary-Treasurer (Principal Officer), Recording Secretary and three (3) Trustees.

In order to nominate or second a nomination, a member must have his/her dues paid through the month of August 2014.

The nominations will be governed by the provisions of the International Constitution, which are stated in this newspaper and the Bylaws of Local 87.

The Election shall be conducted by walk in ballot on Wednesday October 29, 2014. Voting will be from 8:00 am to 6:00 pm. Votes will be counted at approximately 6:05 pm on October 29, 2014.

To be eligible to vote in this election a member of Local Union 87 must be in good standing with initiation fees and dues paid through September 2014. Members have until 4:30 pm on Tuesday October 28, 2014 to pay their initiation fees or dues at the Local Union office in order to have their votes counted. Under the International Constitution, any member on dues checkoff shall not lose good standing as a result of a failure by an employer to send deducted dues to the Local or to make a proper deduction from the member's pay in any month in which a member has any earning from which dues could have been deducted.

To be eligible to run for office, members of Local 87 must be in continuous good standing (dues paid by the last business day of the month) for a period of twenty-four (24) consecutive months, prior to nominations. Membership in good standing, as required, is subject to verification by the Union.

Note: The 50 percent meeting attendance requirement shall not be enforced as a condition of eligibility to run for office in this election. You should also consult excerpts from the International Constitution that appear in this newspaper and also the Bylaws of Local 87.

LOCAL 150 Sacramento

Nomination Meeting: Nominations will take place Wednesday evening, November 5, 2014 for the election of Officers and Business Agents for a three year term. Nominations will be made at the General Meeting, 7:00 p.m. in the upstairs meeting hall of Teamsters Local 150, 7120 East Parkway, Sacramento, Calif. 95823. Offices and positions to be included in the nominations and election are:

President, Vice President, Secretary-Treasurer, Recording-Secretary, three (3) Trustees, eleven (11) Business Agents.

Election Committee: An election committee may be selected by the President from among those members present at the nomination meeting in accord with Article 19, Section D, Paragraph 5 of the Bylaws. Only those members of Teamsters Local 150 who are neither officers, candidates for office, nor employees or agents of the union may be selected.

Nomination Procedures: Nominations can be made and seconded by members other than the nominee present at the meeting providing dues for October have been paid. October dues delinquency due to an employer's fault in transmitting checked off dues will not restrict a member's nominating rights. Acceptance at the meeting on a nomination is required. An absent member may have his nomination accepted by having filed with the Secretary-Treasurer, prior to the commencement of the meeting, a written statement of acceptance.

Candidacy:

1. Continuing good standing in the local as defined in Article X, Section 5 (c) of the IBT Constitution for the period November 2012 through October 2014.

2. Actively employed at the craft within the jurisdiction of Local 150 for 24 consecutive months prior to nomination. (Ref. Art. II, Section 4 (a) (1) International Constitution.)

3. Not prohibited from holding office by any provision of the Labor-Management Reporting and Disclosure Act of 1959, Sec. 504(a). An affidavit of not being prohibited from office holding is required to be filed within twenty-four (24) hours of close of the nomination meeting.

4. Article XIX, Section C (3) Local 150 Bylaws relating to attendance at meetings will not be applied. Prospective nominees are advised to verify in advance of the nomination meeting their own eligibility and the eligibility of nominators and seconders.

Campaign Literature: The Union will provide address label lists for mail distribution of a candidate's campaign literature with costs of the list preparation to be borne by the candidate. No candidate may have possession of the list – it will be issued to a mailing service which will provide equal treatment to all candidates with respect to addressing and mailing campaign material presented. Arrangements with the mailing service for mailing, such as a class of mail, mailing dates, and costs are the responsibility of the candidate. Address label lists will be produced by the Union within three (3) days of written request to the Local Union from a declared candidate. Costs of the label list is set at $75.00. A list contains approximately 9000 names.

Balloting: The election will be by mail referendum secret balloting with ballots distributed to all members on or about November 19, 2014. Ballots returned to the Election Supervisor's post office box by Wednesday 9:00 am on December 10, 2014 will be tallied in the meeting hall of Teamsters Local 150, 7120 East Parkway, Sacramento, beginning at 9:00 am providing the member casting the ballot is in good standing for November 2014. Unless a member is on dues checkoff for November, he should be sure his dues are paid for November 2014, otherwise the votes on the ballot he casts **will not be counted**.

Addresses: All members are reminded to notify the union of any address change. Only with a current address on file can a member be assured of receiving a ballot.

LOCAL 350 San Francisco

Nomination for officers of Teamsters Local 350 for three (3) year term will take place on Monday, November 3, 2014 at 7:00 p.m. at the Holiday Inn South San Francisco, 275 South Airport Blvd., South San Francisco.

Officers to be nominated: President, Vice President, Secretary-Treasurer, Recording Secretary, and three (3) Trustees.

Election to be held on Monday, December 8, 2014. Polls to be open from 8:30 a.m. to 7:00 p.m. at the following locations:

***San Jose - Santa Clara District:** Teamsters Local 287, 1452 North 4th Street, San Jose, California

***San Francisco District/San Mateo District**: Teamsters Local 350 Board Room, 295 89th Street, Suite 304, Daly City, California.

Nominations and the Election will be conducted in accordance with the provisions of the International Constitution and the Local Union By-Laws.

Copies of these documents are available at the Union's office. Note particularly the relevant provisions of the International Constitution that appear to the right, on page 11 of this paper.

Robert Morales, Secretary-Treasurer

LOCAL 439 Stockton

Nominations for officers of Local 439

Local 439 will have a special called Nomination Meeting to be held on Wednesday, November 5, 2014 at 1531 E. Fremont St. Stockton CA, at 7:00 p.m.

The purpose of the special called meeting will be Nominations of Officers for the following Offices: President, Secretary-Treasurer, Vice-President, Recording-Secretary and three Trustees.

Balloting: The election will be by mail referendum secret balloting with ballots distributed to all members on or about November 17, 2014. Ballots returned to the Election Supervisor's post office box by December 4, 2014 will be tallied in the meeting hall of Teamsters Local 439 at 1531 E. Fremont St., Stockton, CA, on December 5, 2014, providing the member is in good standing for October 2014. Unless a member is on dues checkoff for October, the member should be sure his/her dues are paid for October 2014, otherwise the votes on the ballot he casts will not be counted.

Nominations and the Election will be conducted in accordance with the provisions of the International Constitution and the Local Union By-Laws.

Copies of these documents are available at the Union's office. Note particularly the relevant provisions of the International Constitution that appear at the top of page 11 of this paper.

If you have any further questions regarding the election procedure, please contact the Local 439 office.

LOCAL 856 San Bruno

Nominations of Officers for Local 856 will be held at a special nominations meeting on Saturday, November 1, 2014 at 10:00 a.m. at the Local 856 Offices, 453 San Mateo Avenue, San Bruno, California.

Officers to be nominated for a three (3) year term are President, Vice President, Secretary-Treasurer, Recording Secretary and three (3) Trustees.

The nominations and election will be governed by the provisions of the International Constitution and the Bylaws of Local 856 which are available upon request at the Local Union office. Nominations shall be made orally from the floor. Nominees must accept nominations at the meeting orally or in writing if not present; written nomination acceptances must be received at the Local 856 offices, 453 San Mateo Avenue, San Bruno, CA 94066, no later than 5:00 p.m. on November 7, 2014. Prospective nominees are advised to verify, in advance of the nominations meeting, the eligibility of their nominators and seconders. The 50% meeting attendance requirement shall not be enforced as a condition of eligibility to run for office in this election.

In the event of a contested election for any office, balloting will be conducted by Mail Referendum. Ballots will be mailed on or about December 1, 2014. Ballots must be received at the post office before the close of business on December 18, 2014 and will be counted on December 19, 2014 at Local 856 Offices, 453 San Mateo Avenue, San Bruno, California. To insure that you will receive a ballot, you must be sure the union has your current mailing address. Any member who has paid dues through November 2014 will be eligible to vote.

Peter Finn, Secretary-Treasurer

Nominations & Elections: International Constitution

The following excerpts from the International Constitution apply to all nominations and elections in Teamster Locals:

ARTICLE XXII, Section 4(a):

To be eligible to nominate and otherwise participate in the nominations meeting, a member must have his dues paid through the month prior to the month in which the nominations meeting is held. Nominations shall be made at the meeting by a member in good standing other than the nominee by motion seconded by a member in good standing other than the nominee. Candidates must accept nominations at the time made either in person, or, if absent, in writing, and may accept nomination for only one office. A member may also run for and be elected as a Business Agent or Assistant Business Agent as provided in Article XXII, Section 8, and may hold both the office and the position if elected to both.

ARTICLE XXII, Section 4(b):

The Local Union Executive Board shall have the authority to establish all rules and regulations for the conduct of the election to supplement the provisions of the International Constitution and the Local Union Bylaws, including the authority to use mail referendum balloting or absentee balloting without membership approval. Absentee voting by mail shall be permitted only upon application of members who are ill or absent from the city or town where they are normally employed at the time of voting because on vacation or on employment tour of duty.

The Local Union Executive Board may permit additional reasons for absentee balloting if they so desire. Application for absentee ballots shall be made to the Secretary-Treasurer of the Local Union not less than five (5) days prior to the date set for election and shall contain the grounds therefor. Absentee ballots shall be valid only if they are received by noon of the day on which the polls close.

(NOTE: The International Union recommends that prospective nominees be advised to verify, in advance of the nominations meeting, the eligibility of the nominators and seconders).

ARTICLE XXII, Section 4(c):

To be eligible to vote in the election, a member's dues must be paid up through the month prior to the month in which the election is held.

ARTICLE II, Section 4(a)(1):

To be eligible for election to any office in a Local Union, a member must be in continuous good standing in the Local Union in which he is a member and in which he is seeking office, and actively employed at the craft within the jurisdiction of such Local Union, for a period of twenty-four (24) consecutive months prior to the month of nomination for said office, and must be eligible to hold office if elected. "Continuous good standing" means compliance with the provisions of Article X, Section 5, concerning the payment of dues for a period of twenty-four consecutive months, together with no interruptions in active membership in the Local Union for which office is being sought because of suspensions, expulsions, withdrawals, transfers or failure to pay fines or assessments. Provided, however, that if a member on withdrawal deposits his card in the month immediately following the month for which it was effective and pays his dues for both months in a timely manner as provided in Article X, Section 5(c), such period of withdrawal shall not be considered a break in continuous good standing in the Local Union.

(NOTE: In addition to the foregoing Constitutional provisions, the International advises that: Elected officers of the Local Union, shall, by virtue of such election, be delegates to any Joint Council with which the Local is affiliated as well as to any convention of any subordinate body which may take place during their term of office.

Elected Local Union officers shall be delegates to such conventions in the order of priority set forth in the Local Union Bylaws. If the Bylaws do not set forth an order of priority, the principal executive officer shall have first priority, followed by the remaining elected officers in the order determined by the Executive Board.

Members are advised to consult the Bylaws of their Locals for additional rules concerning nominations and election procedures).

UNION SECURITY NOTICE

The following 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:

1. You may become a full member of the union by paying the initiation fee and monthly dues required pursuant to the Local's Bylaws.
2. You can pay the initiation fee and monthly dues without becoming a member.
3. 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.

These rules apply regardless of what the union security clause contained in your collective bargaining agreement states. 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 your Local union. 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.

IN MEMORIAM

Local 70
AARON, Charles
BAKER, Everett
BENSON, Kay
CHAVEZ, Arthur
CORBY, Robert
CUEVAS, Jose
CUNHA, Larry
DASILVA, Augusto
FIGONI, William
FONTANA, Giuliano
FREITAS, Alfred
GALLI, Ivo
GONZALEZ, Frank
HANSEN, George
LARA, Alfonso
McCOIN, Charles
McLAUGHLIN, Francis
MONTERO, Richard
PEREZ JR, Victor M.
QUADROS, James
RIVERA JR, Louis J.
SATTERWHITE, Clarence
TEHERO, Albert
VARGAS, Lauro
WATERS, Rudolph
WEINMAN, William J.
WRIGHT, William T.

Local 137
CLARK, Robert M.
HALL, Hugh H.
HAYWARD, William
JEWELL, Robert
TURNER, Nathan

Local 315
BOOTH, Billy
BURNETT, Neal
CELESTINE, Clarence
CINTAS, Frank
DETOMASI, Donald
DIMAGGIO, Vince
LAMENDOL A, Michael
MANGINI, Joseph
OLIVER, Melvin
PEACOCK, James
REEDER, Johnny
ROCKETT, Bridgette
WILSON, Duane Lloyd

Local 350
BASILICO, Sebastian
BORGHELLO, Lino
CHOI, Cindy
CHRISTANELLI, Luvio
GARCIA, Rosendo
LUCCHETTI, Guiseppe "Joseph"
RATTO, Paul

Local 386
AMARAL, Joyce
BAPTIST, Renee
BENAVIDEZ, Oscar
CROUCH, Susan
CUNNINGHAM, Lawrence
GARCIA, J. Guadalupe
HALL, Kenneth
HOMEN JR, Frank
KOHLER, Carl
MYERS, Kenneth
SANDERS, Jimmy
STRAIN, Albert
VAN DYKE, Jerry
WAITE, Robert
WHITTAKER, Charles

Local 431
BENSON, Larry
CARDOSO, Joe
CARRILLO, Maria
HUGHES, Howard
SCRIBNER, Donald

Local 439
ENRIQUES, Jr., Reuben
ESTEVES, Erik
SANTILLAN, Betty

Local 517
CARDOSO, Joe
CARRILLO, Maria

Local 853
BERNIER, Mary
BEVERIDGE Jr., Robert
BIST, Dennis
CAHAYAG, Ferdinand
CARVER, Veronica
CORTEZ, Michael
GARCIA, Sonia G.
KOPCYK, William
LANG, Frederick
LEE, Stella
MARQUES, Frank
MUNIZ, Will
NAPHE, James
RYAN, Kevin
THOMPSON, Aron

Local 853/296
DAVIS, Dennis

Local 853/921
ZIELENSKI, Morris

Local 853/583GCC
BLAKE, Charles E.
BURKE, Greg
CUNNINGHAM, Frank
DALY, Patrick
FERGUSON, Hugh D.
GAST, Joyce
HANNAH, Kevin
JOHNSON, Robert W.
MAY JR., James P.
MC ELROY, John C.
MILLER, LaVerne Frank
MULLARKEY, Thomas
PETERSEN, Mary Anne
SCHMIDT SR., Robert
SHERMAN, Richard
SPITZER, Ernest
WOO, Tyler

Local 856
BENEAKE, Jean
LEE, Evelyn
PRUITT, Ruth
ROXAS, Rafael
SCHLOSSER, William

Local 890
BALCAZAR, Porfirio
CARUSO, James R.
DE LA CRUZ, Mary T.
HERNANDEZ, Alejo A.
MEDINA, Julio C.
SOLIS, Barbara
TREVINO, Heriberto R.

Local 912
LOPEZ, Maria

Local 2785
ANSALDO, Robert George
BOFFI, Mario
BURNS, James
CAVALLERO, William J.
MENDEZ, Victor
ROBINSON, James
SUPPLE JR, David
WYRSCH, Howard

Local 896/JC7

5th Annual Bud Classic Car Show benefits Families Helping Families

Hello all proud Joint Council 7 Teamsters!

You are formally invited to attend this year's annual Families Helping Families Bud Classic Car Show at the Anheuser·Busch Brewery in Fairfield CA. All profits from this event benefit the Teamster-run charity. This 29-year-old organization's primary function is to provide meals to families in need during the holidays. This event has grown bigger every year; more than 500 cars on display, and well over 4,000 spectators.

Have a car you'd like to show? Register online at FHFSolano.org before September 1 and save on registration fees. This is an event for the family, coworkers, and friends.

Classic cars, great food, live music, and a Beer Garden! We look forward to seeing you there!

YOUR LOCAL UNION PHONE NUMBERS

70	510-569-9317
87	661-327-8594
137	530-243-0232
150	916-392-7070
287	408-453-0287
315	925-228-2246
350	650-757-7290
386	209-526-2755
431	559-486-5410
439	209-948-9592
517	559-627-9993
533	775-348-6060
601	209-948-2800
665	888-770-3948
853	510-895-8853
856	650-635-0111
890	831-424-5743
896	707-644-8896
912	831-724-0683
948	559-625-1061
2785	415-467-0450
CUE 2010	510-845-2221
GCIU, Dist Cncl 2	800-333-4388

Bay Area Commuter Benefits Program goes into effect

In an effort to improve air quality, reduce emissions of greenhouse gases and other air pollutants, and to decrease traffic congestion in the San Francisco Bay Area, a new regional rule will require many Bay Area employers to provide their employees with a commuter fringe benefit starting September 30, 2014. The rule, known as the **Bay Area Commuter Benefits Program**, is a pilot program implemented by the Metropolitan Transportation Commission (MTC) and the Bay Area Air Quality Management District (Air District), and is modelled after local ordinances already adopted by several Bay Area cities.

The pilot program will be in effect until at least December, 2016 and could be extended longer depending on the results of the program.

The new rule applies to all public, private, and non-profit employers that employ an average of 50 or more full-time employees within nine Bay Area counties—Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, and Santa Clara, as well as the western portion of Solano County and the southern portion of Sonoma County.

A recent study found that the Bay Area freeway system is congested 79 percent of the time, on average, during peak travel periods. Traffic congestion increases emissions of air pollutants and greenhouse gases, and also imposes significant economic costs on the region. Currently, two-thirds of Bay Area employees drive to work alone, which is a major cause of peak period traffic congestion. The purpose of the new program is to encourage employees to commute to work by alternative means such as bus, rail, ferry, vanpool, carpool, bicycles, or walking.

Although there is no obligation for an employee to change his or her method of commuting to work, employers covered by the rule are required to offer their employees who work at least 20 hours per week one of four commuter benefit options:

1. Pre-tax option: Covered employees can exclude from taxable wages the costs incurred for transit passes or vanpool charges, up to the maximum amount allowed by federal tax law (currently $130 per month). Under this option, the employee saves on federal and state income taxes and FICA taxes, and the employer saves on its portion of FICA taxes.

2. Employer-paid benefit: An employer-provided subsidy equal to the monthly cost of commuting via transit or by vanpool, or $75, whichever is less. Again, up to $130 per month of the employer paid subsidy is tax-free to the employee, and the employer does not pay FICA taxes on the subsidy.

3. Employer-provided transit: Commuter transportation in the form of a bus, shuttle, or vanpool service that is offered by the employer at little or no cost to the employee.

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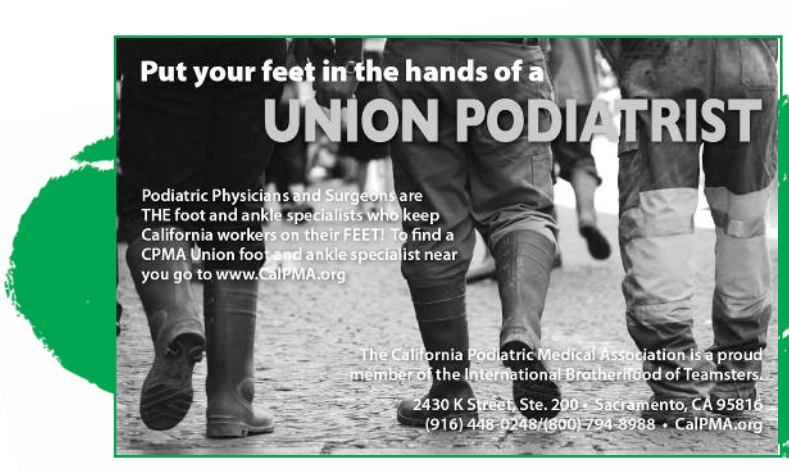
4. Alternative benefit: The employer has the option of offering an alternative commute benefit such as a subsidy for bicycling, carpooling, or walking, as long as it is as effective in reducing solo vehicle commutes as the three other options and is first approved by the Air District.

Seasonal or temporary employees, as well as field employees that do not report to a home office, are excluded from coverage, but employers may still choose to offer the benefit to these employees.

It is anticipated that most employers will elect to offer the first of the four options, a pre-tax exclusion, because it is the least expensive option to implement and may end up saving employers money. A study done by BAE Urban Economics projects that the overall estimated direct and indirect economic impacts from the new rule will be positive, totaling approximately $21 million in 2015. In fact, many large employers already offer benefits that are consistent with one of the four benefit options required through this new law.

It is important to note that covered employers are required to notify all covered employees that they are covered by the program. If you do not currently receive a commuter benefit and work for a covered employer, look out for a notice from your employer in the near future. The notice should include the benefit options the employer has selected to offer, instructions on how to obtain the benefit, and contact information for the employer's commuter benefit coordinator who is responsible for managing the benefit. This information must also be provided to new employees when they start and to all employees on an annual basis. Any covered employer that fails to comply with the rule or its notice requirements could be subject to civil penalties under California's air pollution control laws.