



Wealthy corporate interests continue assault on working people's freedoms; members have power in numbers to fight back

Corporations and wealthy special interests continue to ramp up their attacks on the freedoms of working people by forcing through extreme changes in law intended to destroy workers' rights to stand together in unions.

Unions may be the only counterbalance to the growing power of corporate CEOs and the politicians they bankroll. Unions give workers a seat at the table to negotiate with bosses for fair pay, decent benefits and safe working conditions.

"Our union is nothing more than all of us standing together to win fair wages and a better workplace," says Joint Council 7 President Dave Hawley. "But a powerful union, like any effective organization, needs resources to function. Since the union represents everyone in the bargaining unit, and since everyone benefits from the raises and rights we win together, having full participation is how we protect and expand our rights at work."

As organizations of working people, unions don't receive funding from outside sources like corporations or billionaires. "We must all put in our fair share to make the union run," Hawley adds.

"For decades, corporate titans have engaged in heavy-handed and often illegal tactics in an effort to snuff out unions," Art Pulaski, Secretary-Treasurer of the California Labor Federation, said in a statement. "No matter how much money the



Nearly 4,000 Teamsters and their families came together in solidarity for the Battle of the Bay and a huge tailgate party on July 22.

CEOs spend, they will never extinguish the will of so many working people to stand together in unions."

"Because unions promote fairness and equality on the job and through our broader advocacy on behalf of all workers, we're enemy No. 1 for corporate special interests," Pulaski explained. "Their purpose is to weaken and divide us so that they can lower working people's pay, and the rich can get richer. It's about greed, pure and simple."

In Wisconsin, where Gov. Scott Walker took away union rights for public workers, union membership dropped, and within five years, pay and benefits of public workers is down 8-10%. The legislatures followed a similar script in Iowa, Florida, and Michigan, attacking workers' rights and lowering wages and benefits.

Will the same thing happen here in California? Will they take away our hard-won rights and lower our pay and benefits? That is up to us. We can maintain our power and protect our pay and benefits, if we all choose to stand together in our union.

The value of your union

Let's remember what unions do for the workforce. According to a recent UC Berkeley study,

- Workers covered by a union contract in California earn an average of 12.9 percent more than their non-union peers of similar ages and educational attainment working in similar industries.
- Overall, a union contract increases an individual worker's annual earnings by \$5,800, for a combined total of \$18.5 billion across California. In the Central Valley, the difference

is even more dramatic, increasing a worker's earnings on average by \$7,000 each year.

- 670,000 more Californians have health insurance and 830,000 more are offered a retirement plan through their employer as a result of collective bargaining.

"If you want good contracts with good working conditions, then you need a strong union, and we can't have a strong union if people choose to sit out," says the UC Berkeley study.

"Corporate attacks will not deter us from giving more workers the opportunity to organize a union to better their lives, and the lives of their families," Hawley says. "A union on the job remains the surest path to California's middle class."

Local 2010 Secretary-Treasurer Jason Rabinowitz notes: "Over the past few years, Teamsters Local 2010 members have come together like never before, and as a result we have won tremendous gains. We've organized 2,300 new members in the skilled trades, magnifying our strength exponentially."

Corporate CEO-funded front groups have spent hundreds of millions of dollars to divide and conquer working people. If history tells us anything, it's that working people always rise to counterbalance the growing power of corporate CEOs and the politicians they bankroll.

"If we continue to stand together, we will have the strength in numbers it takes to keep our union strong and fight for what's important to us all: improving wages and working conditions and protecting our pensions and health care," said Teamsters 856 Principal Officer Peter Finn.



Maintaining strong unions

Union strength is key to fighting back and preventing the tactics of wealthy corporate special interests from taking away the rights of Teamsters to negotiate strong contracts.

These corporate special interests were successful at pushing their agenda in Wisconsin in 2011, and it had a devastating impact on working people.

As a result, Wisconsin state workers took between an 8.5% – 11.3% cut to their total compensation in the first year and have had a virtual wage freeze since 2010. Step increases were eliminated for City workers in Milwaukee and health care cost increases were shifted to the workers via higher deductibles, co-pays and premiums.

What happened in Wisconsin doesn't have to happen to Joint Council 7 Teamsters. We have the power to keep our union strong by continuing to join with our co-workers. When that happens, no law will be able to take away our power.

To demonstrate what is really at stake, Local 856 developed an online calculator to show how much union members could lose in wages, health care and retirement if what happened in Wisconsin happens here.

Visit www.856Strong.org to use the calculator and find out why it is important to keep our union strong.



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Making gains in another busy year

It's hard to believe we are already more than halfway through 2018. The last few months, in particular, have been wild. Here's a quick update.

Primary Elections: We spent the spring planning, and holding meetings and conference calls to develop our endorsements for the June primaries. Being my first go-around as President, I did not realize the time and effort required by so many of our Principal Officers, Political Coordinators, and the Joint Council's staff. Fortunately, the candidates and initiatives we endorsed were largely successful, putting us in a good place for the upcoming General Election, which is coming right up.

November General Elections: The Joint Council will be communicating our endorsements of labor-friendly candidates and initiatives on our newly updated website (teamstersjc7.org) and in the next issue of this paper. Now is a perfect time to make sure that you and your co-workers are registered to vote and contribute to DRIVE—our Democratic Republican Independent Voter Education political action committee.

Annual Seminar: Throughout my career, I have always looked forward to the education and information provided at our Joint Council seminar, and this year's program did not disappoint. The Joint Council's Annual Seminar in June was well-attended and the program was outstanding. These events are an important opportunity for our Local Unions' Executive Boards and Business Agents to exchange information, interact in meetings, and socialize, building our unity and understanding of the issues we are facing.

Teamster Baseball: What a great day in Oakland

with our Teamsters brothers and sisters and their families for the Battle of the Bay game between the A's and the Giants. It's a glorious time when members from all of our Local Unions across Northern and Central California and Northern Nevada gather in solidarity for a great barbecue and baseball game. It's a day to celebrate our union and all that we do together to improve working conditions and create a better life for ourselves and our kids. With more than 4,000 Teamsters in attendance, it was our largest showing since the tradition was started in 2012. A special thanks to Rich Fierro and the Baseball Committee for a job well done!

UPS Negotiations: Negotiations for our UPS contract—the Teamsters largest national contract and the largest in Joint Council 7—have just concluded. The National UPS Negotiating Committee and the Northern California (Nor Cal) UPS Committee came to a tentative five-year agreement in July. Your Nor Cal Committee met for 20 days to hammer out our supplement and rider. While not perfect, these agreements protected our pension, health and welfare, and job security, and provided significant wage and benefit increases. We did not give up anything in our rider.

The International did a great job of addressing the challenges and competition UPS is facing, while protecting the membership and providing new job opportunities for part-timers. The agreement includes an increase of \$5/hour (\$1/hour each year) for health and pension funding alone. This will insure the maintenance of our excellent health plans and protect our Western Conference of Teamsters pension plan. The agreement will go out to vote later in August.

Joint Council 7 has revamped our website. Check it out:

www.teamstersJC7.org

- Member & Local Union Profiles • News
- Resources • and much more!



Conference promotes women's leadership in their unions



Joint Council 7 Locals 315, 853, 856, 890, and 2010 all sent delegations to the Summer Institute for Union Women, a 5-day event that comes to Northern California once every five years. Participants got to delve deep into issues like "Organizing in Difficult Times," "Strategic Campaigns," "The Me-Too Movement" and "Safety and Health." Local 665 helped sponsor the event and helped provide buses.



Keeping health care prices down—another good example of why Teamsters do politics

For the fifth year in a row, the availability and affordability of health care topped the list of concerns in a nationwide Gallup poll conducted in May. Health care ranked higher on the list than crime and violence, the economy, unemployment, the quality of the environment, and many other issues.

This should be no surprise to any Teamster. The rising cost of health care is front-and-center in every contract we negotiate, eating away at money we could otherwise put into raises and our pensions.

Prescription drug prices are probably the single largest factor driving up health care costs. The amount of money Americans pay for prescription drugs has almost doubled over the last three decades. Americans pay two to six times more for prescription drugs than any other country in the world—an average of almost \$1,200 per person per year.

According to the U.S. Government Accountability Office, between 2006 and 2015, about two-thirds of U.S. pharmaceutical companies saw their profits increase by 17.1%. By comparison, profit margins for non-pharmaceutical companies rose by an average of 4-9% during the same period. Annual sales revenues now top \$775 billion for the industry.

Where do those profits go? Mostly to shareholders and company executives who receive generous stock options. That represents a huge transfer of the money we spend on drugs into the hands of the wealthy.

Another group that reaps the rewards of soaring profits are politicians, particularly Republicans. In the decade leading up to the 2016 election, drugmakers

spent \$2.3 billion lobbying Congress. It's no wonder that they defeated 119 proposals to rein in drug prices.

In 2016 alone, the industry contributed over \$22 million to candidates for Congress and spent over \$240 million in lobbying—more than any other industry. No wonder Congress is not helping us out.

Californians win protections through political action

But here in California, it's a different story. In 2017, Senator Ed Hernandez—a Teamster-endorsed politician—introduced SB 17, a bill about transparency. It requires drug companies to give 60 days advance notice for any significant price increases, including an explanation about why they needed to raise the prices. The bill also requires health plans and the state to track spending and price increases. All of this data would be available to the public and to us as we negotiate contracts.

The pharmaceutical industry came out in full force to defeat the bill, flooding the Capitol in Sacramento with high-priced lobbyists. Labor pushed back. We sent members to Sacramento and met with legislators at home in their districts. Local 856 Secretary-Treasurer Peter Finn testified at a committee hearing in Sacramento, providing key insight into the challenges we face.

In the end, we won! Governor Brown signed the bill into law in October 2017 and it went into effect on January 1, 2018. It is the strongest prescription drug transparency law in the country.

So what happened? According to the *Los Angeles Times*, “A handful of the world’s biggest pharmaceutical companies are canceling or reducing some planned price increases in the United States after California enacted a new drug pricing transparency law and amid political pressure over rising costs for medications.”

This is one of many good examples about why we do politics.

DRIVE makes all the difference

This is another election year. Teamsters will again interview people running for public office to see where they stand on issues important to our members. We try to learn about their background and values. We endorse the people who support us.

Our endorsement carries weight, and it comes with more. We contribute to their campaign funds. We make phone calls to our members to remind them to vote. And we do the hard work of knocking on doors to talk to voters. All of this work is supported through the voluntary contributions from Teamster members to our political action fund DRIVE—Democratic, Republican, Independent Voter Education. Without it, our union would be much weaker. Even a few dollars from your paycheck makes a huge difference.

We will never match the money that pharmaceutical companies spend on politics, but we can still beat them if we all pitch in. After all, there is power in numbers. That is what the Teamsters union is all about!



Supreme Court “Weaponizes the First Amendment”

The Republican-appointed justices on the Supreme Court have decided that the U.S. Constitution’s First Amendment makes a mighty club to beat down the Democratic Party, the rights of minorities, and unions. The entirety of First Amendment reads as follows:

“Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof; or abridging the freedom of speech, or of the press; or the right of the people peaceably to assemble, and to petition the Government for a redress of grievances.”

The “freedom of speech” part is what we are talking about here. One Justice described what the five Republican-appointed members of the Court are doing as: “weaponizing the First Amendment, in a way that unleashes judges, now and in the future, to intervene in economic and regulatory policy.”

The trend started in 2010 when the Supreme Court decided the pivotal case *Citizens United v. FEC* and found that it was a violation of corporations’ free speech to prevent them from making independent expenditures for political advertising. Who knew that the First Amendment was intended to protect the free speech of corporations? And who cares if all that corporate money buries the free speech rights of all the rest of us?

Citizens United opened the way for the creation of super PACs and the use of “dark money,” or unlimited spending on political advertisements by corporations. Money, as the Court found, talks and when it does, it is protected as corporate “free speech.” (Note too the justice who wrote the *Citizens United* decision is Sacramento’s own – and now retiring from the Court – Anthony Kennedy.)

Now, eight years later, the Court has decided three cases using the First Amendment as a steamroller for the right wing agenda:

In *Masterpiece Cakeshop v. Colorado Civil Rights Commission*, a baker refused to bake a wedding cake for a gay couple. Colorado’s Civil Rights Commission determined that the baker’s free speech rights would not be violated by baking a cake but the Republican-appointed majority on the U.S. Supreme Court found the Civil Rights Commission decision to be “hostile to religion” with two of the five justices concluding that the refusal to bake a wedding cake for a gay marriage is “artistic expression” protected by First Amendment free speech rights.

In *National Institute of Family and Life Advocates (NIFLA) v. Becerra*, the Court held a California law requiring licensed pregnancy crisis centers to post signs explaining that the state will

provide free or low cost access to birth control, including abortions, violates free speech.

In *Janus v. AFSCME*, the National Right to Work Foundation, an organization committed to eradicating unions and the support that unions provide to their members, argued that requiring public employees to pay dues or their fare share of dues violated their First Amendment free speech rights. In response to this holding, Obama-appointed Justice Kagan concluded,

“Today is not the first time the Court has wielded the First Amendment in such an aggressive way... And it threatens not to be the last. Speech is everywhere—a part of every human activity (employment, health care, securities trading, you name it). For that reason, almost all economic and regulatory policy affects or touches speech. So the majority’s road runs long. And at every stop are black-robed rulers overriding citizens’ choices. The First Amendment was meant for better things. It was meant not to undermine but to protect democratic governance—including over the role of public-sector unions.”

The one area where the Trump Administration does work “like a Swiss Clock” (in the President’s words) is in its efficient process of nominating and getting Senate approval of its federal judges.

AROUND THE LOCALS



District Council 2

Local is on the move

In the past few months, District Council 2, which represents the printing industry, has ratified contracts for members in California, Utah, Nevada, Nebraska and the state of Washington reports Secretary-Treasurer Clark Ritchey.

In Northern California, MTA Brown Mail ratified a four-year agreement maintaining the status quo and Community Printers negotiated a three-year contract. A one-year extension was given to Central Valley News Sentinel (aka Lodi News) and Wheeler Sonoma Printers.

We continue bargaining in Northern California, at UC Berkeley, Pacific Printing Service Corp., Papyrus, Custom Paper Products and Westrock. Future negotiations in the Bay Area include Adhesive Products, Dakota Press, Firefighters Print & Design, Lama Books, Metro Mailing Services, Portocork, and all the plants included in the Bay Area Multiple (Aabco Printing, Autumn Press, Chimes Printing, Golden Gate Print & Media Service, In/Out Printing, New Solidarity, RCA Super Print, Santa Rosa Printing, Service Press, Suburban Press, Trade Lithographers, GW2 Printing, and National Printing).

DC2 recently prevailed in an arbitration regarding Seniority Violations at The Neil Jones Food Co (aka Tomatek), where the company violated the contract when it created a seniority list for the Quality Assurance/Quality Control Department. Many mistakes and inconsistencies were made in the members' seniority records, which improperly took account time that employees spent in previous positions when calculating job position seniority. The Arbitrator ruled in the Union's favor and will have the company correct any and all errors in its database. Affected employees will receive any benefits that were improperly withheld based on inaccurate seniority calculations.

LOCAL 853

Shuttle Bus Drivers seek good master agreement



300 shuttle bus drivers fill the Newark Doubletree Hotel in June to reject the company's proposed contract.

On June 16, more than 300 shuttle bus drivers from multiple companies including WeDriveU and Loop Transportation came to the Doubletree Hotel in Newark to talk about the master contract that the union was negotiating with management. "We were glad to get a really good first contract three years ago," says Business Rep Stacey Murphy, "but now is the time to ramp it up and make sure that our members are getting the most the union can negotiate."

In fact, the union recommended that the members vote down the company's offer because it did not include the Western Conference of Teamsters pension plan.

After members debated the pros and cons, they overwhelmingly voted to reject the company's offer and to pre-ratify the union's proposal that included the pension plan.

The union will meet with the company on July 30, as this paper goes to press.



Led by Secretary-Treasurer Dennis Hart, Local 853 business reps and negotiating team members listen to member feedback.

LOCAL 856

WCCUSD members ratify their first Teamster contract with a 99% yes vote

In 2017, the 1,800 classified employees of West Contra Costa Unified School District (WCCUSD) voted overwhelmingly to become members of Teamsters 856. And in June, they ratified their first contract as Teamsters, proving what can happen when working people stand together.

"Just one year ago we were welcoming these new members into Local 856," said Principal Officer Peter Finn. "And now these members have ratified a contract they can be proud of that will positively impact their lives and their families' lives."

Gary Abeyta is a head custodian for WCCUSD and he was a part of the team that worked to bargain their first Teamsters 856 contract. "I figured whether we win, lose or draw, we needed the opportunity to get into the fight."

"We kept fighting and wouldn't back down," said Monica Byrd, a campus security officer, shop steward, and member of the bargaining team. "By not budging on certain proposals, they saw that we were serious. It was time to even the playing field and get what we deserve."

Under the terms of the agreement, WCCUSD Teamsters will receive a wage increase every year of the three-year contract. The District will pay 80% of Kaiser health care costs this year, increasing to 90% in 2019 under a comparable Kaiser plan sponsored by the Teamsters Health Fund.

"The cost of health care was eating up our paychecks. People with families were paying almost \$500

a month," said Monica. "We save so much under the Teamsters Health Fund that it's like a raise. The savings will add about \$100 to my grocery budget each month."

The agreement also guarantees pro-rated benefits for part-time employees, fair pay for bus monitor

work, mandates a fair testing process and range increases for food service workers, and expands the WCCUSD apprenticeship program.

"Allowing for a lengthened testing period for food service workers with an incentive to earn

a higher range once the test is passed will help fill vacancies in food service," said Veronica Diaz, Teamsters 856 representative. "Our hope is that with a complete staff, workers' compensation injuries will go down and morale will go up."

Sandra Ramirez has worked for the District for 16 years, most recently as a lunch worker. She is excited about what the changes to the Food Safe Certification mean for employees in her classification. "I've been telling my co-workers that this is why it's important that we support our union, because now we can see the difference a strong union can make," she said.

"It was absolutely awesome to be part of the process," said Janice Grant, an instructional assistant who served on the negotiations team. "Going through a bargaining session then coming back and sharing the information with my co-workers made me feel proud."

That sense of pride and empowerment echoed throughout the District. "I'm proud that we took big steps forward instead of little steps backwards," said Gary.



WCCUSD are pleased with their new union contract.

LOCAL 890

Union wins back pay for strike leaders

In mid-July, about 435 sisters and brothers returned for another season of work at San Benito Foods, in Hollister.

A year ago, the workers engaged in a 7-day strike at this company, one of the last tomato canneries on the Central Coast. Four members who had been terminated for striker misconduct have since been reinstated and received their full back pay with benefits, totaling more than \$200,000.

“This is a strong reminder that there is nothing more resounding than the perseverance of our members, standing next to each other, fighting for a

better life, and most of all, for a fair contract,” said Local 890 Secretary-Treasurer Crescencio Diaz.



San Benito workers return to the job.

LOCAL 2010

Skilled Trades take on State Capitol



Skilled Trades workers spend a day with state legislators in Sacramento.

More than 60 skilled trades Teamsters from throughout the UC and CSU converged on the State Capitol for the first Local 2010 Skilled Trades Lobby Day on June 27. Members met with the Governor’s office, Senate President Toni Atkins, Assembly Speaker Anthony Rendon, and other legislators and aides, seeking their support for increased funding to address deferred maintenance at the universities, and to urge them to pass AB 1231, the bill to restore step increases for CSU workers.

Governor Brown signed the State Budget earlier that morning that included \$35 million for each university for deferred maintenance.

“Today the entire Legislature saw that the Teamsters were in the house and they heard our message loud and clear,” said Jason Rabinowitz, Local 2010 Secretary-Treasurer. “Skilled Trades Teamsters work hard to keep UC and CSU running

safely. But, to do our jobs, we need to be properly staffed, correctly classified, and fairly compensated. We need to pass AB 1231 to restore fair compensation to CSU workers, and make a real commitment to funding the huge maintenance backlog at our great universities.”

“We have to understand that we have a voice in Sacramento,” said Drew Scott, Facilities Control Specialist, Fresno State University.

“The Capitol doesn’t belong to the legislators; the Capitol belongs to the people. Just like our Union is made up of people, so is the Capitol and we all need to be here to exercise our rights.”

“It was great to see Teamster power in action,” said Eduardo Rosales, from UC San Diego. “When our members come together like that, you can see the impact it has on the politicians we meet with.”

“It was a great experience for us and for the legislators because they got to learn what goes on at our campuses and the work we do,” said Keelan Roberts, Plumber at Cal State Northridge.

The Local thanks everyone who participated in this tremendous event. “We will continue to fight for the rights of skilled trades members and the passage of AB 1231,” said Rabinowitz. “When we stand together, we win together.”

LOCAL 431

Honoring labor in Fresno

On May 19, the Union Park Foundation in Fresno held their third annual event to honor fallen workers in the San Joaquin Valley. Opening ceremonies included the Fresno Police Department placing a wreath on the Union Park monument, which is located at the Fresno Fairgrounds.

“Teamsters Local 431, Joint Council 7 and many unions from around the Valley had joined together to help fund the building of this park,” reports Local 431 Business Rep Steve Sharp.

The family event included lunch, a kid zone with water slides and bounce houses, and a raffle. It was a great opportunity for union members from different trades to come together to honor labor.



Each year, Fresno unions pay tribute to fallen workers at Union Park, with the Police Union placing a wreath at the monument.

LOCAL 601 & 948

Best contract ever for Cannery Council

With an approval rate of nearly 90%, about 12,500 members of Local 601 and Local 948 who are part of the Cannery Council ratified their new three-year contract in July.

“These were the toughest negotiations that I’ve faced,” says Local 601 Principal Officer Ashley Alvarado, who led the bargaining. “We were negotiating with all new people who do not yet have a relationship with the Cannery Council or the workers.”

Nevertheless, “we were successful in negotiating the best CPI contract ever,” Alvarado adds. “Not only did we stave off all of the takeaways that the employers had proposed, we increased wages and benefits by 10.3%. This was only possible because the workers were united. That’s where our strength is.”

“In these tough times, when we face so many efforts in corporate America to dissolve unions, it makes me proud to see the people coming together and becoming more engaged with the union,” Alvarado says. “My goal is to keep watching the bar go up and getting better contracts every time.”

LOCAL 2785

Injured member gets back pay

When Fernando Ramirez, a 20-year employee of Gate Gourmet, got injured and couldn’t return to work within the agreed time, he walked away thinking he just had bad luck.

But Local 2785 Business Rep Terry Mullady wanted to fight. “He was such a good employee and a loyal guy,” Mullady says. “The union won him a back pay settlement of \$2,300, which was far more than what he expected.”



Fernando Ramirez with Business Rep Terry Mullady.

LOCAL 150 & 315

Syar workers ratify contract after strike vote

After Ready-mix drivers from Local 315 and Local 150 who work at Syar took a strike vote in late June, they were pleased to ratify a new contract that included higher wages and improved benefits two weeks later.

The employer was proposing numerous take-aways, and with a July 1 expiration looming, the union needed to exhibit a show of solidarity. Many thanks for Business Agents David Rodriguez (Local 315) and Ed Rogers (Local 150) for leading the talks and conducting the meeting.



LOCAL 2785 San Francisco

Notice is hereby given for the nomination and election, for a three (3) year term, of the following officers, business agents and business agent organizer of Teamsters Local No. 2785: President, Vice President, Recording Secretary, Secretary-Treasurer (Principal Officer), three (3) Trustees, three (3) Business Agents and one (1) Business Agent Organizer. Nominations will take place

at the General Membership Meeting, at 7:30 p.m. on October 16, 2018 at the American Legion, Post 409, 757 San Mateo Avenue, San Bruno, CA 94066.

Nominations and election of Officers and Business Agents will be governed by the provisions of the International Constitution which are stated in this notice and the Bylaws of Local 2785. To be eligible to be a candidate, the member must be in good standing for a period of twenty-four (24) consecutive months immediately prior to nominations. To be eligible to nominate or second a nomination, members must have their dues paid through the month of September 2018.

Candidates must accept nominations at the time made, either in person or if absent, in writing, prior to the meeting. Potential candidates are encouraged to check their eligibility and the eligibility of their nominators and seconders, prior to the nomination meeting, by submitting a written request to the Local Union Secretary-Treasurer.

The election shall be conducted on Friday, November 16, 2018 by "walk in" voting at the union office: 5 Thomas Mellon Circle, Suite 130, San Francisco, CA. The polls shall be open from seven o'clock a.m. (7:00 a.m.) until eight-thirty p.m. (8:30 p.m.)

LOCAL 287 San Jose

Notice is hereby given of the nomination and election of the following officers of Local 287: Secretary-Treasurer, President, Vice-President, Recording-Secretary, three Trustees and three Business Agents. The term of office for these officers will commence on January 1, 2019 and conclude on December 31, 2021.

Nominations

Nominations will be accepted at a Special Membership Meeting of Local Union 287 to be held at Teamsters Local No. 287, 1452 North Fourth Street, San Jose, CA 95112 on September 11, 2018 at 7:00 p.m.

Nominations must be made and seconded from the floor by members of Local Union 287, in good standing with dues paid through August 2018. Any back dues or fees may be paid at the Local Union office through 4:00 p.m. on September 11, 2018. Nominees must accept nomination in person, or if absent, in writing for only one office. Written acceptances must be submitted to the Local Union Secretary-Treasurer.

Eligibility to Run for Office

To be eligible to be nominated for Local Union office, a member must be in continuous good standing in Local

Union 287 and actively employed in the craft within the jurisdiction of the Local for twenty-four months prior to the month of nomination. "Continuous good standing" is defined as compliance with the requirements regarding the timely payment of dues, together with no interruptions in active membership because of suspension, expulsions, withdrawals, transfer or failures to pay fines or assessments.

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

Election

The election will be conducted by mail ballot. Ballots will be mailed to all active members and new applicants eligible for membership in Local Union 287 on or about September 25, 2018. All ballots must be received at the designated Post Office Box by 12:00 p.m. on October 25, 2018 to be counted. Ballots will be picked up from the Post Office and taken to the Local Union Office and counted on October 25, 2018. Members who have not received a ballot by October 2, 2018, should call UniLect Election Services' Answering Service at 1-855-240-0363 to request a ballot. Duplicate ballots may be requested through October 18, 2018.

Eligibility to Vote

To be eligible to vote in this election a member of Local Union 287 must be in good standing with initiation fees and dues paid through September 2018. Members have until 4:00 p.m. on October 22, 2018 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 result of a failure by an employer 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 earnings from which dues could have been deducted.

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 bodies in the order of priority set forth in the Local Union Bylaws.

Copies of the Articles of the International constitution, the Local Union 287 Bylaws and the Rules governing the conduct of this election are available, upon request, from the Local Union.

Please take notice of the International Constitution Provisions applicable to all nominations and elections in Teamsters Locals which are stated in this publication.

Jerry Cordova, Secretary-Treasurer

LOCAL 386 Modesto

Notice is hereby given of the nomination and election of the following officers of Teamsters Local Union 386: Secretary-Treasurer (Principal Officer), President, Vice President, Recording Secretary, and three Trustees. The terms of office for these officers will commence on January 1, 2019 and conclude on December 31, 2021.

Nominations

Nominations will be accepted at a Special Membership Meeting of Local Union 386 to be held on October 4, 2018 at 8:00 p.m. at the Teamsters Local 386 Union Hall, 1225 13th Street, Modesto California.

Nominations must be made and seconded from the floor by members of Local Union 386, in good standing with dues paid through September 2018. Any back dues or fees may be paid at the Local Union office through 4:00 p.m. on September 28, 2018. Nominees must accept nomination in person, or if absent, in writing for only one office. Written acceptances must be submitted to the Local Union Secretary-Treasurer.

To be eligible to be nominated for Local Union office, a member must be in continuous good standing in Local Union 386 and actively employed in the craft within the Jurisdiction of the Local for twenty-four months

prior to the month of nomination. "Continuous good standing" is defined as compliance with the requirements regarding the timely payment of dues, together with no interruptions in active membership because of suspensions, expulsions, withdrawals, transfers or failures to pay fines or assessments.

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

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

Election

The election will be conducted by mail ballot. Ballots will be mailed to all active members and new applicants eligible for membership in Local Union 386 on or about October 15, 2018. All ballots must be received at the designated Post Office Box by 10:00 am on Friday, November 5, 2018 to be counted. Members who have not received a ~ballot by October 22, 2018 should call UniLect Election Services' Duplicate Request Call Center at 1-855-240-0363 to request a ballot. Duplicate ballots may be requested through October 29, 2018.

Instructions for the completion of the ballot will be

enclosed in the ballot package. This is a secret ballot vote.

You should mark your ballot in private and mail your ballot, sealed in the secret ballot envelope, to the designated post office box in the postage paid Business Reply Envelope provided. Do not give your ballot to anyone.

To be eligible to vote in this election a member of Local Union 386 must be in good standing with initiation fees and dues paid through October 2018. Members have until 4:00 p.m. on Friday, November 2, 2018 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 check off shall not lose good standing as a result of a failure by an employer 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 earnings from which dues could have been deducted.

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 bodies in the order of priority set forth in the Local Union Bylaws.

Copies of the Articles of the International Constitution, the Local Union 386 Bylaws and the Rules governing the conduct of this election are available, upon request, from the Local Union Secretary-Treasurer, Jeff Berdion.

LOCAL 896

Pasadena/Fairfield

This is the official notice of scheduled nomination and election for the offices of Secretary-Treasurer (Principal Executive Officer), President, Vice-President, Recording Secretary, three (3) Trustees and one (1) Business Representative-Northern California. These officers will serve a three (3) year term commencing on January 1, 2019 and expiring on December 31, 2021.

Nominations

Nomination Meetings will be held on November 3rd and 4th, 2018 as follows: Branch 1 (Northern CA Soft Drink) Saturday November 3rd at 9:00 a.m., Teamsters Local Union 853, 7750 Pardee Ln Oakland, CA 94621. Branch 2 (Anheuser-Busch, Fairfield) Sunday November 4th, 9:00 a.m., Suisun Senior Center, 318 Merganser Drive; Suisun City, CA 94585. Branch 3 (Southern CA Beer) November 4th, 9:00 a.m., 2050 Lincoln Ave.; Pasadena, CA 91103. Branch 4 (Southern CA Soft Drink) Saturday November 3rd, 9:00 a.m., 2050 Lincoln Ave.; Pasadena, CA 91103.

To be eligible for election to any office in Local 896, a member must be in continuous good standing and actively employed at the craft within the jurisdiction of Local 896 for a period of twenty-four (24) consecutive months prior to the month of nomination for said office (November 2016 thru October 2018), and must be eligible to hold office, if elected.

For Local Unions with quarterly dues, good standing for the quarter requires dues to be paid by the last business day of the first month of the quarter. So to be in good standing in November, the dues for the last quarter have to be paid by 4:00 p.m. on October 31, 2018.

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

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

unemployment.

Election

The election will be conducted by mail referendum balloting. It is anticipated that ballots will be mailed to the membership on or about November 14, 2018 and all ballots must be received in the Post Office Box no later than 11:00 a.m. on December 6, 2018, the day of the Official Ballot Count. The Ballot Count Process will take place at the Teamsters Local 896 Union Hall located at 2050 Lincoln Ave.; Pasadena CA 91103. Observers are welcome. Any member not receiving a ballot by November 21, 2018 should immediately contact UniLect Election Services' Duplicate Request Call Center at 1.855.240.0363. Bilingual operators are available 24/7 throughout the election period.

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

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

NOTICE TO LOCAL 856 MEMBERS

Notice of proposed By-Laws change

The Local 856 Executive Board on March 27, 2018, resolved to amend Article 17.B of the Local Union Bylaws to reduce the initiation and re-initiation fee from \$400 to \$250.

The text of the proposed amendment is as follows:

17.B. Initiation or re-initiation fees for the membership shall be ~~four hundred~~ two hundred and fifty dollars (~~\$400~~ \$250) provided, however, the Local Union may direct that a specific segment of the membership shall pay a greater amount previously established in their industry or a lesser amount if

the earnings of such group of members is less than the general prevailing rates of pay earned by the general membership of the Local Union. The Executive Board shall have authority to waive the payment of the initiation fee by employees involved in a new organizing or reorganizing campaign whenever it determines that such waiver is in the best interest of the Local Union.

Please note that the proposed amendment will be presented to the membership for approval at the regular membership meeting scheduled for 6 p.m. on Tuesday, September 25, 2018, at 453 San Mateo Ave., San Bruno, CA 94066.



YOUR LOCAL UNION PHONE NUMBERS

70	510-569-9317	601	209-948-2800
87	661-327-8594	665	415-728-0811
137	530-243-0232	853	510-895-8853
150	916-392-7070	856	650-635-0111
287	408-453-0287	890	831-424-5743
315	925-228-2246	896	707-644-8896
350	650-757-7290	912	831-724-0683
386	209-526-2755	948	559-625-1061
431	559-486-5410	2010	510-845-2221
439	209-948-9592	2785	415-467-0450
517	559-627-9993	GCIU, DC 2	800-333-4388
533	775-348-6060		

Joint Council tackles big issues at legal seminar



Assemblymember Lorena Gonzalez Fletcher is welcomed to stage by Labor Fed EST Art Pulaski, Joint Council 7 President Dave Hawley and Secretary-Treasurer Mark Gleason.



Author of The Big Rig Steve Viscelli discusses automation in trucking.



Stanford Professor and former NLRB Chair William B. Gould IV

From June 11-13, the Locals of Joint Council 7 sent key staff and leadership to Lake Tahoe for the 7th Annual Seminar, organized by the Beeson Tayer & Bodine law firm. The event opened with a delegates meeting at which California Labor Federation EST Art Pulaski and Assemblymember Lorena Gonzalez Fletcher spoke.

In addition to hearing about the potential impact of technology on Teamster jobs by author Steve Viscelli who wrote *The Big Rig: Trucking and the Decline of the American Dream*, members heard from former NLRB Chair William B. Gould on legal issues around the gig economy and Chuck Mack on the pension plan. Workshops were offered on dealing with sexual harassment at the workplace, social media, and cannabis.

The following notice informs you of your rights and financial obligation to the local union that represents you in collective bargaining.

The right to join your union and participate in union affairs is an important right, from which you are also entitled to refrain. If you do not work for a public entity and 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. These rules apply without regard to what the union security clause may state:

1. You may become a member of the union by paying the initiation fee and monthly dues required by the Local's Bylaws and enjoy the rights of union membership;
2. You can pay the initiation fee and monthly dues without becoming a member; or
3. You can become a "service fee" or "financial core" payer, which means you can pay the percentage of the initiation fee and monthly dues that represents your pro rata share of the costs and expenses for representation, collective bargaining and contract administration.

The amount of the service fee is calculated each year by determining the percentage of the union's representational and collective bargaining expenditures in proportion to its total expenditures and applying that percentage to the regular initiation fee and monthly dues. You can obtain this dollar amount by written request mailed to your Local union office. Under the law, if you choose not to join your union, you have the right to challenge the correctness of the Local's calculation of the service fee payment, and procedures for doing this will be provided to you by your Local at that time.

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



Beware Predatory Drug, Alcohol Treatment Brokers

The U.S. Congress and many state legislatures have begun to address a national problem by considering legislation to stop unethical alcohol and drug treatment programs from preying on vulnerable individuals and families seeking treatment.

In December, 2017, the U.S. House Committee on Energy and Commerce Subcommittee on Oversight and Investigations began hearing testimony about predatory practices by substance abuse treatment programs. In 2018, New York passed a measure that makes it a crime to offer or to accept any payment from an individual or entity that provides substance abuse treatment services in exchange for patient referrals and admissions.

The predators have taken advantage of the rise in people needing treatment, in large part, due to the national opiate epidemic and the legalization of marijuana in several states. The fact that the Affordable Care Act and Mental Health Parity and Substance Abuse Equity Act prohibit insurance companies from limiting the number of times a person can be treated for alcohol or drug problems has made predatory behavior even more profitable. In 2017, \$36 billion was spent on substance abuse treatment, according to the Substance Abuse and Mental Health Services Administration.

Those engaging in this greed-driven predatory behavior find the most desirable patients to be those with generous insurance coverage and out-of-network benefits. Programs work with brokers who refer unwitting patients to programs offering the highest kickback to the broker with little or no concern for the clinical needs of the patient. They exploit and capitalize on a family's fears and put patients at risk

of inappropriate treatment. These practices often cost patients thousands of dollars. Sophisticated on-line, radio, television and telephone approaches are being used by brokers throughout the country.

How can Teamster families avoid being misled and charged exorbitant fees?

It is important that anyone seeking substance abuse treatment through a Trust Fund that participates with either TAP or TARP contact a counselor to discuss treatment options. Both TAP and TARP contract with treatment programs that are "in-panel" and provide quality treatment at either no or minimal cost to the patient. Counselors are experts in making referrals to treatment that will address the specific needs of clients and they are able to explain treatment options as well as the cost (if there is any) of treatment.

Recently, a family decided to send their adult child to an out-of-panel program that promised all expenses would be covered by insurance. After one month in treatment at a cost of over \$60,000 the family found out that only 50% of "usual, customary and reasonable" (UCR) costs would be covered. The UCR was determined to be \$12,500 for the geographic area where the treatment was provided. The payment by insurance was 50%, of UCR only \$6,250, so the family was responsible for \$53,750!

If you or a loved one covered by your health insurance is considering alcohol or drug treatment, check with your insurance plan to determine if TAP or TARP services are available. If you are not sure, you can call TAP (800-253-8326) or TARP (800-522-8277) and speak to a counselor who can help you determine how to best access your treatment benefits.

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Both TAP and TARP contract with treatment programs that are "in-panel" and provide quality treatment at either no or minimal cost to the patient.

Just say NO to GROW! Stop deceptive pension "fix"

Special Guest Article

By **CHUCK MACK, Co-Chair**

Western Conference of Teamsters Pension Trust

Earlier this year, legislation was introduced in Congress that will, if enacted, negatively impact the Western Conference Teamsters Pension Trust. The deceptively named "Giving Retirement Options to Workers" (GROW) Act (HR4997) actually threatens the retirement security of millions of American workers and their families, including hundreds of thousands of Teamsters across the country.

The GROW Act would allow pension funds to freeze their current plan (known as the Legacy Plan) and establish a new form of pension plan (called a Composite Plan). This new scheme upsets the historic sharing of plan risk and responsibility and shifts the risk totally away from the employer and load it all on participants and retirees.

- This proposal would weaken pension funds by eliminating employer withdrawal liability, allowing employers to leave the plans without paying their fair share.

- Multiemployer pensions that transition to Composite Plans would not have to pay premiums to

the Pension Benefit Guaranty Corporation (PBGC). This means that participants in composite plans would not be eligible for benefits from the PBGC in the event their pension plan fails, and it underfunds the PBGC, leading to that key program's demise.

- The GROW Act would require pension plans to reach funding level of 120% before the pension fund could increase benefits for participants. In effect, this means never.

The GROW Act is not a solution; it's a disaster.

Teamsters collected more than 45,000 signatures on a petition to oppose GROW, twice as many as we originally hoped for. If you've got a petition out, it's not too late to get it completed and send it in.

At this point, we don't expect the GROW Act to pass on its own. However, we're closely watching the Congressional Joint Select Committee on the Solvency of Multiemployer Pension Plans, which is charged with coming up with a solution to the pension problem by the end of the year. As they weigh many proposals, we want to make sure they don't include any form of the GROW Act in their final bill.