



## E-scooter wranglers join Teamsters

# Successful work on political front makes opening for Teamster organizing

Back at the turn of the last century, the workers who wrangled teams of horses could never have imagined that, 120 years later, people who wrangle electric scooters would follow them into the Teamsters Union. But that is exactly who some of the new Teamsters are.

How that came to be is a much longer story than that Spin, an e-scooter company in San Francisco, allowed card check authorization and the workers signed up, although that's exactly what happened in November and December.

Getting e-scooter workers to be in a position to join any union begins with the organizing campaigns that took place starting in 2015 for Silicon Valley's commuter shuttle bus drivers, and the concerted political action that the Teamsters engaged in to support those campaigns.

Following on the Teamsters action to push the San Francisco Metropolitan Transportation Agency (SFMTA) to require labor harmony for all shuttle bus contracts, the 11 members of the City's Board of Supervisors unanimously passed a resolution calling for labor harmony for scooter companies.

In October, the Supervisors went one more step and passed a resolution calling on the SFMTA to consider compliance with AB5 in its issuance of permits to companies. AB5 is the law Teamsters worked hard to get the California Legislature to pass earlier this year. It expands employee status



*New Teamster members from Spin are joined by Local 665 Business Agent Joe Matekel (at left) and President Tony Delorio (center).*

to hundreds of thousands of workers by making it harder for companies to misclassify them as "independent contractors." As such, they would not legally be allowed to organize; but as employees, they may join a union.

"The Board of Supervisors clearly told the scooter companies that if they want to do business in the city, they need to create good jobs, not temp or 'gig' jobs," explains Joint Council 7 Political Director Doug Bloch. Spin, which is owned by Ford, moved quickly to comply and switch their workers from independent contractor to employee status and the SFMTA issued them their permit.

"Spin is owned by Ford. We have a good relationship with Ford due to our work to organize Chariot and also through our Carhaul Division," says Bloch. "We went to Ford and said we wanted to organize the Spin workers using card check authorization. They didn't fight us."

It didn't take long for Local 665 to sign up a majority of the Spin workers, which include shift leads, maintenance specialists, operations specialists, neighborhood ambassadors, deployers and collectors.

"We're excited to represent the first-ever group of union scooter workers at Spin," said Tony Delorio, President of Local 665. "The card check process was quick and went smoothly. Thanks to the Board of Supervisors ensuring labor harmony and Spin's eagerness to partner with the workers

and the union, we look forward to continued success moving forward."

Spin has plans to grow by hiring more Teamster employees in the new year. "Now, 40 e-scooter workers are members of the Teamsters, and that's just a start," Bloch says. "We're getting phone calls from other companies as well,"

Delorio says contract proposal meetings will take place early in the new year. Workers have already expressed their desire for better wages, health care and retirement security.

"The legislature passed AB5, the Board of Supervisors acted, and it's working," Bloch added. "This is significant because the scooter industry was based on independent contractors with little to no workplace protections. Now they're becoming employees and workers are organizing. It's a model for the tech industry moving forward."



*From left: Nima Rahimi, Spin Senior Legal Counsel, SF Supervisor Ahsha Safai, and Local 665 President Tony Delorio.*



## Apply now: James R. Hoffa scholarship

Applications are now being accepted for the 2020-21 James R. Hoffa Memorial Scholarship Fund for high school seniors.



Recipients must be the child or financially dependent grandchild of a Teamster member in good standing. Awards are based on academic achievement, SAT/ACT scores, character, potential, and financial need.

In 2019, \$1.2 million was awarded in \$10k and \$1k academic scholarships for the children of Teamster members to attend four-year college and universities throughout North America. Additionally, many scholarships to support the costs of vocational/trade school programs were awarded.

Please visit the scholarship fund's website at [www.jrhmsf.org](http://www.jrhmsf.org) in order to find out information on who is eligible to apply and how to apply. The application deadline is **March 2, 2020**.



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## He's back!

I am pleased to report that I have returned to my elected position as Secretary Treasurer of Joint Council 7. On December 23, 2019, my friend and partner, Rome Aloise, has been re-installed and affirmed by a vote of the Joint Council 7 delegates, resuming his former elected position as your President.

In December of 2017, I felt it was my responsibility and duty to step up to the President's position during Rome's absence. The last two years, though difficult and challenging, have also been very rewarding.

Our Joint Council continued to move forward, endorsing and electing more candidates and passing more labor friendly propositions than ever before. Our largest contract at UPS was settled with excellent increases in wages, pension, fully-paid medical and more job protections than any previous settlement. The few employers, politicians, and one of our own who

decided to test us, due to the change in leadership, were sorely disappointed.

I can't thank the Joint Council Board enough for assisting and taking on new responsibilities during Rome's absence. In addition, many of our local union leaders stepped up, taking on responsibilities of area-wide negotiations that Rome had previously been responsible for. Special thanks to Doug Block for keeping our political agenda on track, guiding me through the pitfalls of politics, and supporting all our Locals.

As a result, we are all more experienced and better-prepared as a Joint Council to represent our members and support Rome as we grow and take on the many challenges we face.

Thanks to all. It was my pleasure and honor to serve as your President. I am sure Rome will hit the ground running, and I look forward to continuing to support him as leader of our Joint Council.

*"Our Joint Council continued to move forward, endorsing and electing more candidates and passing more labor-friendly propositions than ever before."*

## Local 856 members help save a life in Millbrae

August 26, 2019, might have been just another work day for Hector Camacho and his City of Millbrae Public Works co-worker, Evan Ramirez, but an accident at the end of the day made it one to remember.

"We were getting off work and it happened right by the freeway on-ramp," said Hector. Hector and Evan were returning to the Public Works corporation yard with the intention of going home for the day when they saw a car collide with a bicyclist. "We saw it unravel and there was nothing we could do to stop it."

After the accident, Hector, Evan, and their co-workers, Kevin Matlock, Brad Rosinski, and Vince Masetti jumped into a series of actions that lasted less than 20 minutes but saved the bicyclist's life.

"We parked our truck and ran over to see if there was anything we could do," explained Hector. "Once we established that the guy was okay, we set up cones and Evan called Brad over because he is an EMT."

While Brad was keeping the man safe from further injuring his spine, Vince and Kevin arrived on the scene. They were returning to work to end their day as well when they saw their co-workers.

"There was a pool of blood leaking from his arm and leg," said Vince who is also a trained EMT. "I used gauze and focused on his arm because his leg wasn't bleeding the way his arm was."

And while Brad and Vince tended to the man's

injuries, Hector, Kevin, and Evan kept the bicyclist safe from other cars by setting up cones to close off the freeway on-ramp and directing traffic around the accident.

For this group of Teamsters, the actions they took felt like second nature. They are all maintenance workers in the city's Public Works department.



From left to right: Kevin Matlock, Brad Rosinski, Vince Masetti, and Hector Camacho in the City of Millbrae Public Works Corporation Yard. Not pictured: Evan Ramirez.

"When there's flooding, accidents, or trees falling down, our job is to respond to those emergencies and fix them," said Kevin. "We don't have badges...but we always respond. We're the ones they call when something needs to get done. We take care of the city and everyone in it."

And on August 26th, this team of guys proved their city can always count

on them.

For their quick and heroic action, they each received commendations from the San Mateo County Sheriff's Department and the City of Millbrae at a barbecue luncheon in the corporation yard.

"I'm proud of everybody I work with," explained Kevin. "We operate as a team even in our different divisions. We didn't think of ourselves, but of making sure everyone was safe and that this guy got the right care."

When asked why he jumped into action, Brad summed it up: "It was the right thing to do."



# Projected worker shortage inspires Teamster action for good jobs

Every day, Teamsters business agents throughout the country get requests from employers for new workers. Across our core industries, from trucking to warehousing to busing, workers are in high demand. This is especially true for workers who have commercial drivers licenses.

Economists predict a major shortage of truck drivers in the next decade. Some estimate that 160,000 driving jobs will go unfilled. Much of the blame goes on the trucking industry and the shippers themselves. Before trucking was deregulated in 1980, the Teamsters represented 91% of the truck drivers in this country. Driving a truck under the National Master Freight Agreement was the highest paying blue-collar job in the United States. In 1980, the average annual salary of a Teamster truck driver would equal more than \$110,000 today. Sadly, non-union truck drivers average about \$40,000 a year now and work 55-65 hours a week with no retirement and unaffordable health care. No wonder there is a shortage.

On top of that, fly-by-night truck driving schools exist all over the country. They offer minimal training and no job placement. Or they send drivers to be so-called "independent contractors" in construction, at our ports, and over-the-road. These drivers are forced to invest in equipment they cannot afford and they get stuck holding the bag when the truck breaks down or they get sick or injured on the job. Their employers undermine Teamster jobs by skirting payroll taxes, worker's compensation, unemployment, living wages, benefits, and more.

The Teamsters and other labor unions in California are doing something about it. We understand the problem. We know we need to make these good jobs again. That takes action.

## Leading the way for good jobs and training

Last year, we passed AB 5, legislation that makes it much harder for companies to misclassify workers as independent contractors. The trucking industry continues to attack that legislation. We are helping the State of California defend the law against two lawsuits. We took over the Capitol several times last year and need to get ready to do it again. In the meantime, jobs we lost to misclassification in package delivery, freight, construction, and bakeries are coming back to the Teamsters. The law is working.

At our urging, Governor Gavin Newsom established a California Future of Work Commission to look at what kinds of jobs will be created in the decades to come and what we can do to make sure these are good jobs. I was honored to be one of 21 appointees to the Commission.

At our second Commission meeting, we heard from Steve Viscelli, a sociology professor from the University of Pennsylvania. Viscelli spoke to the Joint Council

7 seminar in 2017, where he presented findings from his groundbreaking report on the future of trucking—<http://driverlessreport.org>. All this is to say that Joint Council 7 is a leader in this fight.

At the Future of Work Commission, we secured commitments from the State of California to invest in good jobs. Every year, California hands out hundreds of millions of dollars to employers for job creation. Our tax dollars go for job training, tax credits, grants to buy cleaner equipment, and more. That money should go to employers that create jobs with living wages and good benefits, and it's time for California to put its money where its mouth is.

*"Our tax dollars go for job training, tax credits, grants to buy cleaner equipment, and more. That money should go to employers that create jobs with living wages and good benefits."*

## Teamster apprenticeship program gets created

Again, Joint Council 7 is leading the way. In 2017, the California Workforce Development Board awarded us \$500,000 to devel-

op a Transportation, Distribution, and Logistics Apprenticeship Program. We partnered with the West Oakland Jobs Resource Center, a non-profit we helped establish that serves workers from low-income communities of color like West Oakland.

Local 853 Business Agent and Recording Secretary Stu Helfer has long pushed for a Northern California Teamsters state-certified apprenticeship program. As a trustee of the Northern California Teamsters Apprenticeship Training (NCTAT), Helfer coordinated employer outreach with NCTAT's Shelley Hinkle and our Bay Area locals.

In a major milestone, the program just received final approval from the California Apprenticeship Council. A few classes have already been completed and new ones are being developed. Courses include (or will include): OSHA 10 for both construction and general industry, CPR, Air Brakes, Commercial Driving, CDL upgrades, and more. Courses are being held in Alameda, but the program aims to expand throughout the Joint Council.

This year will be busy for Joint Council 7. We will work hard to elect more candidates that support our jobs in the March and November elections. We will defend AB5 from attacks and enforce it to protect our jobs. And we will organize new workers.

### The California 2020 Primary has been moved to March 3.

The primary election will encompass the presidential primary, and all open state and local races.

Some endorsements are in this paper (on pages 3 and 8). More endorsements will be determined closer to the election date.

Watch the Joint Council 7 website for updates on your union's endorsements: [teamstersjc7.org](http://teamstersjc7.org).

## JOINT COUNCIL 7 MARCH 2020 PRIMARY ENDORSEMENTS

### U.S. CONGRESS

- District 1..... Audrey Denney
- District 2..... \*Jared Huffman
- District 3..... \*John Garamendi
- District 4..... Brynne Kennedy
- District 5..... \*Mike Thompson
- District 6..... \*Doris Matsui
- District 7..... No Endorsement
- District 9..... \*Jerry McNerney
- District 10..... \*Josh Harder
- District 11..... \*Mark Desaulnier
- District 12..... \*Nancy Pelosi
- District 13..... \*Barbara Lee
- District 14..... \*Jackie Spier
- District 15..... \*Eric Swallwell
- District 16..... \*Esmerelda Soria
- District 17..... \*Ro Khanna
- District 18..... \*Anna Eshoo
- District 19..... \*Zoe Lofgren
- District 20..... \*Jimmy Panetta
- District 21..... \*TJ Cox
- District 22..... Phil Arballo
- District 23..... Kim Mangone

### CALIFORNIA SENATE

- District 1..... No Endorsement
- District 3..... \*Bill Dodd
- District 5..... \*Susan Eggman
- District 7..... \*Marisol Rubio
- District 9..... \*Nancy Skinner
- District 11..... \*Scott Wiener
- District 13..... \*Josh Becker
- District 15..... \*Dave Cortese
- District 17..... John Laird

### CALIFORNIA ASSEMBLY

- District 1..... Elizabeth Betancourt
- District 2..... \*Jim Wood
- District 3..... No Endorsement
- District 4..... \*Cecilia Aguiar-Curry
- District 5..... No Endorsement
- District 6..... Jackie Smith
- District 7..... \*Kevin McCarty
- District 8..... \*Ken Cooley
- District 9..... \*Jim Cooper
- District 10..... \*Marc Levine
- District 11..... \*Jim Frazier
- District 12..... Heath Flora
- District 13..... \*Christina Fugazi
- District 14..... \*Tim Grayson
- District 15..... \*Buffy Wicks
- District 16..... \*Rebecca Bauer-Kahan
- District 17..... \*David Chiu
- District 18..... \*Rob Bonta
- District 19..... \*Phil Ting
- District 20..... \*Bill Quirk
- District 21..... No Endorsement
- District 22..... \*Kevin Mullin
- District 23..... No Endorsement
- District 24..... \*Marc Berman
- District 25..... \*Anna Song
- District 26..... Drew Phelps
- District 27..... \*Ash Kalra
- District 28..... \*Evan Low
- District 29..... \*Mark Stone
- District 30..... \*Robert Rivas

# AROUND THE LOCALS



## LOCAL 665

### Members ratify agreements in three key industries

Local 665 announced the completion of negotiations and the ratification of three contracts in the bus, auto service and parking industries in San Francisco.

**SFO Shuttle**, which provides services for on-airport employees and the public in and around the busy San Francisco International Airport, agreed to a three-year deal, which will increase wages by \$3.50 an hour over the life of the agreement, as well as increasing the employer contribution to the Western Conference of Teamsters Pension and maintaining benefits for the health plan.

Members at **San Francisco Toyota** agreed to a four-year deal which includes substantial wage increases for Teamsters in both the parts and service departments. The contractual retirement plan and the health plan had issues that were addressed to the satisfaction of the membership, who ratified the contract with a signing bonus for all Teamsters in the unit.

Teamsters at the **Palace Hotel** in San Francisco approved a four-year deal that includes annual wage increases and improvements in the Western Conference of Teamsters Pension. The new contract also included improvements in holidays and vacation.

Secretary-Treasurer Mike Yates and President Tony Delorio thanked Local 665 business agents and the membership for their efforts and contributions in assisting in the conclusion of these negotiations.

## LOCAL 853

### DBI/Golden Brands workers get union security



*Golden Brands workers vote to ratify their new contract in November.*

In November, the 103 beverage drivers at DBI/Golden Brands in West Sacramento ratified a contract with Local 853 that includes union security. “You have to get everyone’s backing for the union or you can never get anything done,” said Business Agent Efren Alarcon.

Back in April, Local 853 had engaged in conversations with DBI about taking over the unit. “We know this company well, because we represent members at DBI in San Francisco and San Jose already,” said Alarcon. “We felt we could make improvements in the West Sacramento contract, but we needed to move them from an open to a closed shop. The company indicated they would go along with that.”

In May, Alarcon started gathering authorization cards to make sure the workers supported the same goal. When he collected cards from 80% of the employees, he felt confident there would be strong support for a closed shop and a strong union.

As the summer rolled around, the process of getting a new contract was delayed due to the impending sale of DBI to Golden Brands, which is owned by the much larger Reyes Brothers Beverage Group. In mid-September, the sale was finalized and the union could engage in serious talks with Golden Brands.

On November 10, the drivers and warehouse workers voted unanimously to ratify their new contract. “We got them more money and were able to shore up the new hire wage progression. We have a good grievance procedure and most importantly, a closed shop!” Alarcon explained.

“This one-year contract gets us in the door,” he adds. “We’ll do a full renegotiation in February, 2021 to deal with retirement, holidays, vacation and all of that. We look forward to getting much more in the future.”

## LOCAL 87

### 75 years and a Teamster legacy



*Kern County’s oldest bakery is celebrating 75 years in business, with Teamster drivers delivering their product since the 1970s. Emmanuel Segura, a Pyrenees driver and Local 87 member since 2012, says he enjoys continuing the legacy and he appreciates the collective bargaining agreement that provides stability. Local 87 recognizes Emmanuel and all Local 87 members for their hard work in ensuring Teamster success into 2020 and beyond.*

## Local 431

### Good contracts abound

Teamsters Local 431 has had a busy few months with contract negotiations, shop steward seminars and educating our members about the state of our industries. Recent contract ratifications include Reyes Coca Cola, and Wilbur Ellis saw a solid reduction in the cost of their health care. “All of our business agents and officers try to preserve the rights and conditions that we worked so hard to achieve,” says Principal Officer Peter Nuñez.



*Local 431 members at Reyes Coca Cola were pleased to ratify a very good contract.*

## Local 287

### Teamsters at the Tank



*On November 16, a few hundred Local 287 members and friends went to the “Shark Tank” to watch the San Jose Sharks beat the Detroit Red Wings in a shoot-out. After the game, they got to take a group picture on the logo.*

## LOCAL 350

### After big actions, Allied Waste Services members ratify contract

After months of negotiations and nation-wide actions against the Republic Services, Teamsters Local 350 members at Allied Waste Services of Santa Clara voted unanimously to ratify a new five-year contract. Among the various improve-



Members from Republic Services ratify new contract.

ments were substantial increases in wages and pension contributions, full maintenance of benefits, and the protection of adequate staffing levels that Republic Services sought to eliminate.

The group of 87 drivers and mechanics work out of the Newby Island Resource Recovery Park, which encompasses both the landfill, recyclery, and hauling operations. Local 350 also represents the clerical and material recovery units at this location, which is one of the largest landfills in the San Francisco Bay Area.

Bargaining began in June and, after several meetings, there was virtually no movement on the demand that wage compensation match the area standard. Across the nation, Teamsters in the Solid Waste and Recycling Division were actively taking actions to combat the unwillingness of Republic Services to compensate its workers fairly. When Teamsters Local 25 in Boston, MA extended pickets, Teamsters Local 350 members, along with Teamsters Local 315 and Teamsters Local 70, who dump at this location, held the line. Ultimately, this group of members voted unanimously to authorize a strike on September 21.

## LOCAL 2010

### PERB rules that UC lied about union wages

The Public Employment Relations Board (PERB), the agency that enforces California's public sector labor laws, has issued a complaint alleging that the University of California violated state law when it sent a communication to Administrative Professionals containing falsehoods about union representation of UC employees.

Teamsters Local 2010 is working with unrepresented Administrative Professional employees at UC to gain union representation and improve their working conditions and compensation. The University attempted to interfere with those efforts in communications to employees that contained, according to PERB, "an inaccurate chart" on wages earned by represented employees compared to unrepresented employees. The same communication also included what PERB referred to as, "inaccurate information about administrative employees' ability to receive wage increases they were already entitled to during the interim period between recognition of an exclusive representative and the ratification of the first collective bargaining agreement."



Administration Professionals protested and testified at a UC Board of Regents meeting about retirement security.

In response to the false statements, Teamsters Local 2010 filed an Unfair Labor Practice (ULP) charge with PERB asserting the rights of employees to seek Union representation without unlawful interference from their employer. It is against the law for the University of California to deter or discourage employees from becoming or remaining members of a union or authorizing a union to be their representative.

"Negotiating with Republic Services is not an easy task. The strength comes from the membership who work at this facility. When Teamsters Local 25 extended pickets into Newby Island for 12 hours, all members at this facility and all of

our Teamster-represented units upheld their union and labor principals and chose not to cross the picket line. This gave our members the courage to give a unanimous vote for strike sanctions if they did not get what they wanted," said President and Lead Negotiator Sergio Arrañaga. "Our members knew that a shutdown would have a significant impact at Republics facility at Newby Island. This was a critical factor in negotiating a robust economic package and language protection for our members."

An integral part of the negotiating process was the work of members Javier Barragan, Mike Mulder, and Conrad Lacanale who, together, have over 80 years of experience in the solid waste industry.

"When this unit unanimously authorized strike sanctions, I wanted Republic Services to hear the message loud and clear," said Secretary-Treasurer and Principal Officer John Bouchard.

"Our members were not going to accept anything less than the area standard and were prepared to do what was necessary. Clearly, Republic Services heard the message, as the members gave unanimous support for the wage and pension package we negotiated," he added.

## LOCAL 896

### Teamsters build for 10th Bud Car Show and holiday drive



Local 896 President Brian Indelicato staffs the local's booth at the event.

The Tenth Annual Bud Classic Car Show took place on Saturday, September 28 at the Anheuser-Busch Brewery in Fairfield. More than 5,000 people attended and enjoyed activities that included 300 classic cars, live music, great food, a silent auction featuring Budweiser collectibles, a beer garden, and numerous vendors. The event helped raise \$32,000 for the Families Helping Families Annual Thanksgiving Baskets of Hope event in November.

Over 300 volunteers met at the Fairfield brewery on the Saturday before Thanksgiving for the Baskets of Hope event. They helped pack and deliver 900 boxes of food, 300 turkeys, and 300 bags of potatoes to 300 needy families. In addition, 100 Safeway gift cards were mailed to local needy senior families.

Families Helping Families was founded in the mid-80s by Anheuser-Busch Teamster employees at the Fairfield brewery who wanted to give back to their Solano County community by helping feed those less fortunate.

Families Helping Families would like to extend a special thank you to the following for their support:

- Joint Council 7 – for their donation and use of the Teamster JC7 truck for the car show;
- Local 896 – for their sponsorship and Teamster booth at the car show;
- Beeson, Tayer & Bodine for their sponsorship;
- Wohlner Kaplon Cutler Halford & Rosenfeld Law Offices for their sponsorship;
- Northwest Administrators, Inc. for their sponsorship.

To learn more about Families Helping Families, visit our website at:

[www.familieshelpingfamiliesolanocounty.com/](http://www.familieshelpingfamiliesolanocounty.com/)



## LOCAL 70 Oakland

**General Membership Meetings:**  
Saturday, January 25, 10:00 a.m.  
Thursday, February 27, 7:00 p.m.  
Saturday, March 28, 10:00 a.m.  
Thursday, April 23, 7:00 p.m.  
Thursday, May 21, 7:00 p.m.  
Saturday, June 27, 10:00 a.m.  
July/August Meetings suspended  
Saturday, September 26, 10:00 a.m.  
Thursday, October 22, 7:00 p.m.  
Saturday, November 21, 10:00 a.m.  
Thursday, December 17, 7:00 p.m.

### Stewards Council Meetings

Saturday, March 28, 9:00 a.m.

Saturday, June 27, 9:00 a.m.

Saturday, September 26, 9:00 a.m.

### Stewards Appreciation Breakfast

Saturday, October 24, 9:00 a.m.

### Sick Benefit Meetings

2nd Tuesdays of the month.

All meetings are held at Teamsters  
Local 70, 400 Roland Way, Oakland.

*Marty Frates, Secretary-Treasurer*

## LOCAL 87 Bakersfield

### General Membership Meetings:

All meetings are held at Teamsters  
Local 87, 2531 G Street, Bakersfield.  
All meetings are held on Sundays  
and start promptly at 10:00 a.m.  
January 19 • February 23 • March 29  
April 26 • May 17 • September 27  
October 25 • November 22  
December 20

\*June-August summer meetings are  
suspended

*Joseph H. Sumlin  
Secretary-Treasurer*

## LOCAL 137 Redding

**General Membership Meetings** will  
be held on Wednesday nights at 7:00  
p.m. at Local 137, 3540 S. Market  
St., in Redding on:

January 15 • February 12

March 11 • April 15

May 20 • No meetings June – August

September 16 • October 14

November 11 • December 16

*Dave Hawley, Secretary-Treasurer*

## LOCAL 150 Sacramento

**General Membership Meetings:**  
First Wednesday of the month, 7:00  
p.m. at Local 150, 7120 East Parkway,  
Sacramento  
January 8 • February 5 • March 4 •  
April 1 • May 6 • June 3 • July 1 •  
August 5 • September 2 • October 7 •  
November 4 • December 2

*Mario Contreras  
Secretary-Treasurer*

## LOCAL 287 San Jose

### General Membership Meetings:

All meetings are held at Local 287:  
1452 North Fourth Street, San Jose.  
Tuesday—Jan. 14, 7:00 p.m.  
Saturday —Feb 15, 9:00 a.m.  
Sunday—March 8, 9:00 a.m.  
Tuesday—April 14, 7:00 p.m.  
Saturday—May 16, 9:00 a.m.  
Sunday—June 7, 9:00 a.m.  
Tuesday — July 14, 7:00 p.m.  
Saturday—August 15, 9:00 a.m.  
Sunday—September 6, 9:00 a.m.  
Tuesday—October 13, 7:00 p.m.  
Saturday—November 14, 9:00 a.m.  
Sunday—December 6, 9:00 a.m.

*Jerry Sweeney, Secretary-Treasurer*

## LOCAL 315 Martinez

**General Membership Meetings** are  
generally held on the 2nd Wednesday  
of the month at 8:00 p.m. with the  
exception of the Saturdays—May 16  
and October 17—when the meeting  
begins at 9:00 a.m. New Member  
Orientation begins at 7:30 p.m.

### 2020 meeting locations:

#### Martinez Union Hall

2727 Alhambra Ave., Martinez:

Wednesday, January 8

Wednesday, February 12

Wednesday, April 8

Saturday, May 16

Wednesday, July 8

Wednesday, Aug 12

Saturday, Oct 17

Wednesday, Nov 11

#### Vallejo Union Hall

445 Nebraska Street, Vallejo:

Wednesday, March 11

Wednesday, June 10

Wednesday, September 9

Wednesday, December 9

*Don E. Garcia, Secretary-Treasurer*

## LOCAL 350 Daly City

### San Francisco General Membership Meetings:

Electricians Hall, 55 Fillmore Street,  
San Francisco, CA 94117

March 12, Thursday, 6:00 p.m.

June 11, Thursday, 6:00 p.m.

September 10, Thursday, 6:00 p.m.

### San Francisco General Membership December Meeting:

Best Western Grosvenor Hotel,  
380 South Airport Blvd., South San  
Francisco, CA 94080

December 10, Thursday, 6:00 p.m.

### San Jose General Membership Meetings:

Teamsters Local 287, 1452 North  
Fourth Street, San Jose, CA 95112

March 25, Wednesday, 7:00 p.m.

June 24, Wednesday, 7:00 p.m.

September 23, Wednesday, 7:00 p.m.

### San Jose General Membership December Meeting:

DoubleTree by Hilton San Jose,  
2050 Gateway Place, San Jose, 95110  
December 16, Wednesday, 7:00 p.m.

*John Bouchard  
Secretary-Treasurer*

## LOCAL 386 Modesto

**General Membership Meetings** are  
held 2nd Thursday of the month, 11  
a.m. and 7 p.m., at Local 386, 1225  
13th Street, Modesto.

*Jeff Berdion, Secretary-Treasurer*

## LOCAL 431 Fresno

Membership Meetings are held  
the first Thursday of each month  
(\*\*unless otherwise noted due to  
conflicting meetings), 7:30 p.m. at  
Local 431 Membership Hall, 1140  
W. Olive, Fresno. A vote will be held  
at the May 14 meeting to determine  
suspension of summer months'  
meetings.

January 2, \*\*February 13,

\*\*March 12, April 2, \*\*May 14,

\*\*June 11, July 2, August 6,

September 3, October 1,

\*\*November 12, December 3.

*Peter Nuñez, President*

## LOCAL 439 Stockton

**General Membership Meetings**  
are held 3rd Wednesday of the  
month, 7 p.m., at Local 439, 1531 East  
Fremont St., Stockton, 209-948-9592  
*Ken Guertin, Secretary-Treasurer*

## LOCAL 517 Visalia

Jan 16	Visalia	9 am/5 pm
Feb 20	Visalia	9 am/5 pm
March 19	Visalia	9 am/5 pm
April 16	Visalia	9 am/5 pm
May 21:	Lemoore	5 pm
June 18:	Visalia	9 am/5 pm
July 16:	Visalia	9 am/5 pm
August 20:	Visalia	9 am/5 pm
Sept. 17:	Lemoore	5 pm
October 15:	Visalia	9 am/5pm
Nov 19:	Visalia	9 am/5 pm
Dec 17:	Visalia	9 am/5 pm

**Visalia Meetings:** Local 517 Union  
Hall: 512 W. Oak Ave.

**Lemoore Meetings:** Locations to be  
announced

\* All dates are subject to change

*Greg Landers, Secretary-Treasurer*

## LOCAL 533 Reno

All meetings are held at the Teamsters  
Local 533 Hall, 1190 Selmi Drive

#100, Reno, NV 89512. Meetings are  
on the third Thursday of each month.

January 16 - 6:00 p.m. • February 20

- 6:00 p.m. • March 19 - 7:00 p.m.\* •

April 16 - 7:00 p.m.\* • May 21 - 7:00

p.m.\* • June 18 - 6:00 p.m. • July 16

- 6:00 p.m. • August 20 - 6:00 p.m. •

September 17 - 7:00 p.m.\* • October

15 - 7:00 p.m.\* • November 19 - 6:00

p.m. • December 17 - 6:00 p.m.

\* Food is served at the 7 p.m. meetings

Note: All dates are subject to change.

*Debbie Calkins*

*Secretary-Treasurer*



## LOCAL 665 San Francisco

**General Membership Meetings** are held according to the following schedule:

### Santa Rosa

4th Tuesday of the month, 6:00 p.m.  
1371 Neotomas Ave., Santa Rosa:  
January 28 • March 24 • May 26 •  
October 27

### San Francisco

4th Tuesday of the month, 6:00 p.m.  
150 Executive Park Blvd, San Francisco  
February 25 • April 28 • June 23  
Members please note: A vote will be  
taken during the June 23 meeting  
about whether to suspend or con-  
duct General Membership Meetings  
during the months of July, August  
and September 2020.

3rd Tuesday of the month, 6:00 p.m.  
Nov 17 at 150 Executive Park Blvd,  
San Francisco.

3rd Tuesday of the month, 6:00 p.m.  
Dec 15 at 1371 Neotomas Ave.,  
Santa Rosa.

*Mike Yates  
Secretary-Treasurer*

## LOCAL 853 Oakland

**General Membership Meetings** are held the second Thursday of the month, 7 p.m., at Teamsters Local 853 Meeting Room, 7750 Pardee Lane, Oakland.

*Rome Aloise, Secretary-Treasurer*

## LOCAL 856 San Bruno

### 2020 General Membership Meetings

Tuesday, January 28  
Tuesday, February 25  
Tuesday, March 31  
Tuesday, April 28  
Tuesday, May 26  
June, July, August meetings - Canceled  
Tuesday, September 29  
Tuesday, October 27  
November 2020 "Annual  
Thanksgiving Meeting" – To Be  
Announced  
December Meeting – Canceled  
All meetings start at 6:00 p.m. and are  
held at Teamsters Local 856 "Chetcuti  
Hall," 453 San Mateo Avenue, San  
Bruno, unless otherwise notified.

*Peter Finn, Secretary-Treasurer*

## LOCAL 890 Salinas

**General Membership Meetings** are the second Thursday of the month at Teamsters Local 890, 207 North Sanborn Road, Salinas, at 8 p.m. Las reuniones generales de membresía son el segundo jueves de cada mes en Teamsters Local 890, 207 North Sanborn Road, Salinas, a las 8 p.m.

*Crescencio Diaz, President*

## LOCAL 896 Nor Cal

Contact your Local Union at 707-644-8896 for information about the date and location of the Local's membership meetings.

*Brian Indelicato, President*

## LOCAL 912 Watsonville

**General Membership Meetings** are held the 4th Tuesday of the month, 12 noon and 7 p.m., except for December, due to the holiday. Meetings are all held at Local 912, 22 East 5th St., Watsonville.

Local 912 fechas para las juntas de la membresía general del 2020 todos los cuarto Martes del mes a las 12:00 p.m. y otra a las 7:00 p.m. excepto en Diciembre por el dia de fiesta.

January 28 • February 25 • March 24  
• April 28 • May 26 • June 23 • July 28  
• August 25 • September 22 •  
October 27 • November 24 •  
December 15.

*Steven Lua, Secretary-Treasurer*

## LOCAL 948 Visalia/Modesto

### General Membership Meetings:

**Visalia:** Second Thursday of the month at Teamsters Local 948 Meeting Hall, 2354 W. Whitendale Ave., Visalia, 7 p.m.

**Modesto:** Third Tuesday of the month at Teamsters Local 948 Meeting Hall, 1222 I Street, Modesto, 7 p.m.

*Adam Ochoa, Secretary-Treasurer*

## LOCAL 2010 Oakland

**General Membership Meetings** are held on Saturdays at 10 a.m. Meetings are held via video conference at both Local 2010 offices in Northern and Southern California. Members may attend at either location:  
400 Roland Way, Oakland, CA 94621  
9900 Flower Street, Bellflower, CA 90706.

**Meeting Dates:** January 25 • February 22 • March 14 • April 18 • May 16 • June 13 • September 12 • October 17 • November 14 • December 12

\*Meeting dates are subject to change and/or cancellation; please check teamsters2010.org for updates.

*Jason Rabinowitz  
Secretary-Treasurer*

## LOCAL 2785 San Francisco

**General Membership Meetings** are held the 3rd Tuesday of the month, 7:30 p.m., at the American Legion Post 409, 757 San Mateo Ave., San Bruno.

*Joseph Cilia, Secretary-Treasurer*

## RETIREE CLUBS

### Sacramento Teamsters Retirees Association

Meetings are held on the last Wednesday of each month at 1:00 p.m. at Teamsters Local 150 at 7120 East Parkway, Sacramento, CA 95823.

We don't meet in June, July, or August. Note: If a holiday falls on our regular meeting date, the meeting will be moved to the Wednesday before the holiday.

*Freddie Griffin, President*

### Teamsters Local 2785 Retirees Club

Luncheon meetings are held at 11:30 a.m. at the South San Francisco Elks Lodge, 920 Stonegate Drive on March 10, June 9, September 8, and December 8. New members are welcome!

*Bob Silva, President*

### Teamsters Retirees Stockton-Modesto

Luncheon meetings are held on the 1st Tuesday of every month at noon at the MRPS Hall, 133 N. Grant Avenue, Manteca. Every meeting includes a beverage and chicken potluck. No meetings in July or December.

*Ron Crum, President*

### East Bay Teamsters Retirees Club

Luncheon meetings are held on the 3rd Wednesday of every month, (except for June, July, and August), at 11:00 a.m. at Local 70, 400 Roland Way, Oakland. All Teamsters are welcome. Come any time you can!

*Charlie Scarano, President*

### Teamster Retirees Central Valley Chapter Locals 431, 517 & 948

Luncheon meetings held the first Friday of every month at 10:00am at Home Town Buffet, 3617 W. Shaw Ave., Fresno. (No meetings held June or July). For questions, please contact Dave Carlock, Retirees President at 559-978-9876.



### YOUR LOCAL UNION PHONE NUMBERS

70 .....	510-569-9317	533 .....	775-348-6060
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



## JOINT COUNCIL 7 LOCAL ENDORSEMENTS

### Alameda County

BOS ..... Nate Miley

BOS ..... Keith Carson

### Contra Costa County

BOS ..... Diane Burgis

BOS ..... Federal Glover

### Fresno County

Fresno Mayor ..... Andrew Janz

### Marin County

BOS ..... Katie Rice

BOS ..... Stephanie Moulton-Peters

BOS ..... Dennis Rodoni

### Napa County

BOS ..... Belia Ramos

BOS ..... Alfredo Pedroza

### San Mateo County

BOS ..... David Canepa

BOS ..... Dave Pine

BOS ..... Warren Slocum

### Santa Clara County

BOS ..... Kansen Chu

BOS ..... Magdalena Carrasco

San Jose CC D-4 ..... Huy Tran/David Cohen

San Jose CC D-6 ..... Jake Tonkel

San Jose CC D-10.. Jenny Higgins Bradanini

### Solano County

BOS ..... Mitch Mashburn

BOS ..... Erin Hannigan

### Sonoma County

BOS ..... Lynda Hopkins

BOS ..... Susan Gorin

### Yolo County

BOS District 5 ..... Angel Barajas

### Washoe County - Nevada

Reno City Council AL ..... Devon Reese

Reno City Council W1 ..... Jenny Brekhus

Reno City Council W3 ..... Oscar Delgado

## CBD and positive drug tests

Marijuana is legal in California, but that doesn't mean that it's accepted by employers. Some workers use CBD oils as a way to get the same benefits without the high, but that could backfire in a drug test.

CBD is the acronym for cannabidiol, a compound found in cannabis, and has gained popularity over the last few years for its therapeutic properties. Advocates claim to see positive changes when dealing with muscle and joint pain, anxiety, seizures and a number of other issues. Although almost all CBD products claim to have under 0.03% THC, which is classified as hemp, the products remain unregulated. This leaves reported THC levels unreliable.

The dosing of CBD oil brands are not standardized, with some recommending a much higher dose than others. This can be problematic for employees who are subject to drug testing in the workplace. Those who use the suggested serving size may test positive for THC even if taking the product as suggested on the label.

This is also the case with vaping CBD oil. If the vape's CBD oil contains THC, then smoking a CBD vape pen can result in a positive test for THC. Since doses aren't standardized or FDA-regulated, then the amount of THC actually in the product can vary from what the label says.

### Common reasons for a positive drug test

**1. Using a CBD product that contains THC.** This is the most common reason for a failed drug test when using CBD. This could be because a person buys a low quality product that does contain a small amount of THC. Most manufacturers will claim their products do not contain THC, but this is not always accurate.

*Since doses aren't standardized or FDA-regulated, then the amount of THC actually in the product can vary from what the label says.*

### 2. Cross contamination of THC.

Very small amounts of THC present in the material that CBD is extracted from can get into the CBD oil in high enough amounts to result in a positive test. This can happen when CBD oil is purchased from cannabis dispensaries.

**3. Mislabeling of products.** CBD oil extracted from the hemp plant is not supposed to have more than .03% of THC. But it is not uncommon for

sellers to mislabel their products as THC-free hemp when in reality it's a low quality oil extracted from marijuana, which contains THC. The reason for mislabeling of products is that CBD products are not strictly regulated by the FDA.

### Things to Consider

If you take CBD oil, there are measures you can take to try to prevent failing a drug test.

- Do thorough research to ensure the product you are using is pure and that the company is legitimate.
- Ensure that the CBD oil is an isolate product extracted from a viable industrial hemp supply, and is not a low quality tincture.
- Ask questions about product processing techniques and the possibility of cross contamination.

To summarize, chances of getting a positive result for THC on a drug test from CBD oil should be extremely low from pure CBD oil containing less than .03% THC. But because CBD oil is not well regulated, there is no guarantee that a product contains pure CBD oil, or even that its concentration is at a safe and effective level.

It is wise to use caution and do research when purchasing CBD oil, especially if you will be subject to drug testing.



## New laws taking effect in 2020 and their impact on workers

As the new year starts, it is time for a look back to some of the significant bills passed by the California Legislature this year, as well as a look ahead to drivers' license changes taking effect in the New Year.

### AB-5: Ending worker misclassification

The biggest news out of Sacramento is the passage of AB-5. This bill codifies the Supreme Court's decision last year in the Dynamex case that drew the line between workers who are employees and those who are legitimately treated as independent contractors.

Under AB-5, the Labor Code, Unemployment Insurance Code and the wage orders of the Industrial Welfare Commission will consider a worker an employee unless the employer meets what is called the "ABC test." Under the three-part test, a true independent contractor (A) must be free from the control and direction of the hiring entity in performing the work, (B) must perform work that is outside the usual course of the hiring entity's business, and (C) must be customarily engaged in an independently established trade, occupation, or business.

Under the ABC test it will be more difficult for

employers to designate their employees as sham independent contractors to evade labor laws and other responsibilities.

### SB-83 & AB-1223: Extending paid leave

Two bills will extend the time that employees can take for paid leave through the state's paid leave and disability insurance program.

SB-83, which takes effect on July 1, 2020, extends from 6 to 8 the number of weeks of paid leave for workers who take time off to take care of a sick family member or for parental leave with a new child within one year of the child's birth or foster placement.

Under AB-1223, private and public employers are required to provide at least 30 days of additional unpaid leave for organ donation. Public employees must first use all of their available sick leave before taking unpaid leave.

### REAL ID

Finally, starting on October 1, 2020, the federal government will only accept state-issued IDs and drivers licenses if they comply with federal REAL ID standards. For those with commercial drivers licenses,

to renew your CDL you will have to bring the required documents to comply with REAL ID. Those are: (1) a document that proves your identity and legal presence in the United States, such as a passport, certificate of naturalization, or birth certificate for those born in the United States, (2) a document that proves your Social Security Number, such as a Social Security card or W-2 that shows the entire Social Security number, and (3) two different documents that prove your California residency at your home address, such as a bill or bank statement. These documents must be in paper form, even if you normally pay your bills or receive bank statements online.

If you need to review your CDL and you do not have a copy of your birth certificate or certificate of naturalization, we recommend that you plan ahead and request those documents as soon as possible. There are some reports of delays by the Department of Homeland Security in processing requests for certificates of naturalization.

Happy new year! Wishing you and your family all the best in 2020.