

# Southern California Teamster

Official Publication, Teamsters Joint Council 42

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

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## IBT Charters NYC Amazon Local

The International Brotherhood of Teamsters has chartered an Amazon Local Union--Amazon Labor Union (ALU), Local 1--which covers the five boroughs of New York City.

ALU's members vot-

ed to affiliate with the IBT by over 98 percent in June.

Teamster Locals, including in Joint Council 42, have been engaged in Amazon organizing for quite some time. Estimates of Amazon's total U.S.

workforce range up to 1.1 million.

IBT President Sean O'Brien has said the anti-Union monster Amazon is "an existential threat" to the Teamsters' core industries.

## LABOR DAY PARADE

The 45th Los Angeles-Long Beach Labor Day parade kicks off at 10 a.m. with a march from Broad and E streets in Wilmington, to Banning Park at noon.

Wear your Teamster gear and join fellow Union families for hot dogs, soft drinks, music, speeches and more. Shuttle buses will

be available for return transportation to the assembly point. Assembly for the parade begins at 8 a.m.

Additional information at 562.481.7275, [www.lalblaborcoalition.com](http://www.lalblaborcoalition.com), and Facebook.

**UNITED WE STAND**

### NEXT ISSUE

## Teamster Political Picks Coming

Teamsters Joint Council 42 political endorsements for the crucial November elections will be published in the next issue of the Teamster newspaper, in October.

Before that, Teamster endorsements will be available at the usual JC 42 social media sites.

The Council's political screening committee is composed of Union representatives from each of 23 Teamster Local Unions affiliated with JC 42. The committee's recommendations are then presented to the JC 42 executive board for final and official action.

"Committee members are activists who question each candidate seeking Teamster endorsement, study their legislative records, if any, and weigh their ability to pursue or stop legislation important to working people and Union members," Joint Council 42 President Chris Griswold commented.

The endorsement process for the lion's share of political picks concluded in late July.

JC 42 Political Director Hector Delgado also reminded Teamsters to contact him if interested in running for office in their community.



## New Air Director

Teamsters Joint Council 42 President Chris Griswold has been selected to head up the International Union's airline division as director.

IBT President Sean O'Brien announced the decision.



## Full Speed Ahead in Smart & Final Dispute

June 19 marked the start of the strike by Local 630-represented workers at Chedraui/Smart & Final's two southern California distribution centers in Riverside and Commerce.

Joint Council 42 Teamsters are applying a full court press in handbilling at Smart & Final stores informing consumers that the anti-worker, anti-Union company is defying American labor

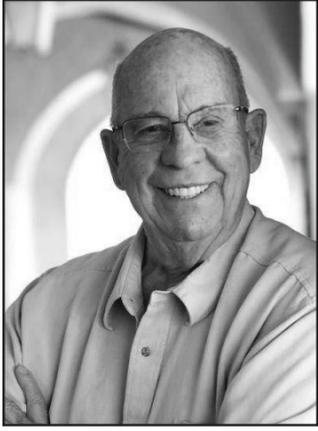
standards and looking to destroy livelihoods of long time company employees.

"We are applying different levels of pressure (see Local 630 news column) to achieve a contract," 630 Secretary-treasurer Lou Villalvazo said. "And an integral part of the process is for Teamsters to show up and handbill at neighborhood Smart & Final stores."



**TRANSPO EDUCATION:** Scouting America (the new name for Boy Scouts of America) reached out to the Teamsters for assistance in their 5-hour truck transportation merit badge training for over 100 youngsters. Local 63 business agent Scott Berghoefer got the call and coordinated with Andy Nichols, director of the Teamster Construction Training School in Fontana. The school's instructors, Teamsters Local 166 members, drove several of their specialized construction rigs to Local 63's Bloomington campus for the Scouts to experience, augmenting the hours of classroom education. Teamsters Joint Council 42's show rig was also displayed. Berghoefer and Nichols also spoke to the scouts on careers in the trucking industry, unionization and safety. Scouts travelled from as far away as Sacramento and Nevada to attend.

Passing...



**PASSING:** Robert (Bob) Isbill died of a heart attack in late June. He was a Local 166 business agent who retired in 1996. Before his representational career he was a Hostess route salesman. He was also vice president of the Local Union. Following his Teamster career, he worked as a mediator and arbitrator. He is survived by daughters Alicia Hoy and Elaina Morse.

**Rest in Peace**

**Quick Looks at Items of Interest**

# The Eye

Labor Day in America originates from an **1866 Chicago protest** for an 8-hour work-day.....the U.S. military budget is now **\$1 trillion** a year.....best estimates say **140 million** poor and low-wealth people in the U.S.A.....among languages other than English in America, **Chinese** (including Mandarin and Cantonese) is second only to Spanish, and rising more quickly.....we spend about **\$2 billion** a year on **psychic** services, including communicating with the dead.....schools struggle to hire **special education** teachers as more children than ever qualifying for the programs (7.5 million as of 2022-23).....84% of all farms worldwide are less than five acres.....more than 15 million Americans have **medical debt**.....worldwide, people consume **two billion** cups of **coffee** a day.....

## Southern California Teamster

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**Stay up-to-the minute by visiting Joint Council 42's website, Instagram & FB sites.**

### Kroger, Albertsons Attempted Merger Update

# Message to Grocery Teamsters

**By Lou Villalvazo, JC 42 Food Chairman**

On July 9 Kroger & Albertsons announced its divestiture of stores, distribution centers and plant locations. They have outlined their intentions to offload 579 stores nationwide, 63 here in California, as part of a potential merger that has raised the eyebrows of federal regulators due to concerns about stifling competition.

Kroger and Albertsons knew this months ago and only just disclosed the list of divested stores on July 9, as they prepare to defend their merger in court against the Federal Trade Commission (FTC).

The FTC sued to block the largest supermarket merger in U.S. history that was announced in October 2023, as Kroger's \$24.6 billion acquisition of Albertsons is anti-competitive and a monopoly of the grocery industry.

On July 2 the lawsuit filed by the Colorado At-

torney General to block the Kroger/Albertsons merger will move forward after a Denver District Court judge rejected Kroger's motion to dismiss the case. This ruling comes after a judge in Washington Superior Court back in April also ruled against both Kroger/Albertsons to dismiss the Washington state attorney general's anti-trust lawsuit. Our political friends of Labor in California have had our backs in fighting this merger also.

Make no mistake about it, this merger stinks just like the Haggen's/Safeway/Vons merger back in 2015. In this case Kroger/Albertsons/Haggen 2.0! This is just a greedy, brutal corporate power and money grab taking it out on the backs of workers and communities.

If the merger should happen to go through, which I doubt it will, we have been down this road before and we will get through it. Teamsters have very strong lan-

guage in our grocery contracts, and we will fight like hell. We know how to fight to protect our members and we have a lot of resources.

These grocery corporations continue to make record profits off our workers, through the pandemic and record inflation, Kroger chose to focus on consolidating. It's the synergies and divestitures of this merger that eventually will cost Union jobs.

This merger is bad for all, as it won't bring any savings to customers, it won't benefit our communities, it will create food deserts and it will allow a monopoly and dictate prices. This is anti-American as it eliminates competition.

This store divestiture announcement changes nothing as we continue to oppose this merger and ask our grocery Teamsters to start saving their money as we prepare for next year's grocery negotiations.

### Final Nail for Asbestos

**WASHINGTON (PAI):** The AFL-CIO and building trades unions lauded the Biden administration's Environmental Protection Agency for banning the last forms of asbestos—the dangerous cancer-causing substance—in the U.S.

Though asbestos use has been drastically cut in the agency's lifetime, one form of it, chrysotile asbestos, is still present in used car parts, nota-

bly brakes, linings and gaskets. Bans on those uses will take effect in six months,

And past use and exposure to asbestos fibers, often from older buildings, still causes 40,000 deaths annually from lung cancer, mesothelioma, cancer of the larynx and ovarian cancer. The ban on the final form of asbestos "had been delayed during the previous administration," EPA said.

### The Wealthy \$\$ Gap

**WASHINGTON (PAI):** Some 87% of Americans, polling tells us, consider today's growing gap between U.S. CEO and worker pay a serious cause for national concern.

That gap has become a cause for global concern as well. CEO-worker pay gaps in the United States, as data in a new Altrata report make clear, are essentially cementing in place our world's current "colossal" maldistribution of income and wealth.

In the decade ahead, the Altrata report forecasts, more than a quarter of the world's wealthy worth at least \$5 million will be passing on "almost \$31 trillion" to their nearest and dearest. Some 64% of that \$31 trillion will be coming from the world's richest of the rich, those "ultra-wealthy" deep pockets individually worth over \$30 million.

Corporate executives, Altrata calculates, will make

up over 71% of those global "ultra-wealthy." Another 21% of these ultras will be entrepreneurs who either founded or co-founded their own business empires.

And nearly half of all these corporate execs and entrepreneurs, add Altrata's researchers, will be deep-pocketed souls who call the United States home, "a testament" to America's continuing status as the nation with by far the "world's largest" population of ultra-wealthy.

In other words, the world will see over the next ten years "the transfer of a staggering level of wealth," and American top corporate execs will be sitting right in the center of that transfer. The billions these execs amassed since the early 1980s—the years when CEO pay started soaring --will be vastly expanding the ranks of those who hold massive amounts of inherited wealth.

## Support the Amazon Strikers' Quest for Economic Justice

See the special QR code on JC 42 social media sites

# Heat #1 Weather Killer in U.S.

Heat has also been an issue in the mass campaign to unionize Amazon, the retail and shipping monster which employs 800,000-1.1 million U.S. workers. Many, if not most, Amazon warehouses, each the size of several football fields, are un-air conditioned. At least one Amazon worker collapsed and died from indoor heat stroke.

"I think it's going to surprise a lot of people...heat is the #1 weather-related killer in the United States," President Joe Biden told a crowd of Labor Department workers and invited guests. "More people die from extreme heat than

floods, hurricanes, and tornadoes combined. Say that again: Combined. More people die from heat than those three other major issues.

Biden's Labor Department said its "proposed rule would require employers to develop an injury and illness prevention plan to control heat hazards in workplaces affected by excessive heat.

DOL would require employers to evaluate heat risks to workers. When risk rises, they must "implement requirements for drinking water, rest breaks and control of indoor heat. It would also require a plan to protect

new or returning workers unaccustomed to working in high heat conditions."

"Workers all over the country are passing out, suffering heat stroke and dying from heat exposure from just doing their jobs, and something must be done to protect them," said Occupational Safety and Health Administrator Doug Parker.

While the rule is out for public comment, OSHA will continue to regulate—and punish—employers who expose workers to high heat, concentrating on firms and industries where the risk is greatest and injuries and deaths are highest, Parker said.

## A Judicial Save of OSHA

**WASHINGTON (PAI):** Without comment, except for a short dissent by the most right-wing justice, Clarence Thomas, the U.S. Supreme Court denied a corporate challenge to the Occupational Safety and Health Administration's broad powers to inspect worksites, levy fines and write rules as a result. Instead of saying "yes," or "no," the justices declined to hear the case.

The July result in the under-the-radar *Allstates Refractory* lawsuit against OSHA was a win for workers. But it also must be placed in the context of the court's decision four days before to throw out—on a party-line 6-3

vote—so-called *Chevron* deference.

That decision, putting all federal regulations in the hands of judges or Congress, is extremely important for workers. It's a win for the corporate class, which can "judge-shop" to stop workers' rights and protections, and gum up rules in congressional dysfunction.

"Workers are breathing a huge sigh of relief" that the justices did not throttle OSHA too, and "that they are not endangered by the justices putting profits before people" in the *Allstates* case, Marcy Goldstein-Gelb, co-executive director of the labor-backed National

Council for Occupational Safety and Health, said in a telephone interview.

"It's life-saving for workers and also brings consistency for industry as well."

But Goldstein-Gelb warned corporations would not stop trying to trash OSHA: "There might be another opportunity for companies to sue the heck out of regulatory agencies." Friend-of-the-court briefs showed 23 right-wing Republican state Attorneys General and eight state-based right-wing think tanks sided with *Allstates*. There were no friend-of-the-court briefs on OSHA's side.

## FAA Flys Again

**WASHINGTON (PAI):** Union leaders cheered as Democratic President Joe Biden signed the first long-term reauthorization of the Federal Aviation Administration in years. The four-year law retains federal passenger fees but orders airlines to disclose hidden fees, such as for extra bags, upfront.

Biden hailed the bipartisan law as pro-consumer, pro-worker and pro-safety, since it provides for more air traffic controllers. About the only ruckus came over adding ten more daily flights—five in and five out—to Washington National Airport, which Congress has long used as its own plaything.

Nine consumer groups, led by the National Consumers League, also hailed the law, but warned the FAA has often dragged its feet on consumer and safety mandates, even when Congress ordered it to act. That must not happen now, they said.



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**UNITED WE STAND**



**DIVIDED WE FALL**

**Local 631**

*Vegas Teamsters. Chauffeurs & Helpers*



**By Tommy Blitsch  
Secretary-Treasurer**



**S e c r e t a r y - T r e a s u r e r**  
Tommy Blitsch: Congratulations to our 2024 Teamsters Local 631 scholarship winners. This

year's winners are Marissa Kennedy, daughter of James Kennedy who works for MST5 Fire and Rescue at the Nevada Test Site; Chanten Patino, son of Jesse Patino who works for Republic Services; Hope Merritt, daughter of Devin Merritt who works in the convention industry and Chloe Grossl, daughter of Jody Grossl who works in the convention industry. Congratulations to Selena Cachu, daughter of Amy Stinar who works for Amentum Services who won one of the 2024 Teamsters Joint Council 42 scholarships. General membership meetings will be dark for the summer months of July, August and September by the vote of the membership during June's general membership meeting. The next general membership meeting will be held on Thursday, October 10. We are currently negotiating numerous CBA's that are set to expire over the next few months. Craft meetings, contract proposal meetings and contract ratification meetings will take place throughout the summer. Please keep an eye on your Union Boards and Local 631 social media sites (Facebook and Instagram) for updates on upcoming meetings. Local 631 will be continuing with our 2024 DRIVE campaign as we prepare for the 2025 Nevada State Legislature. Teamsters Local 631 has two bills that will be presented during the upcoming session that are important to our members. Autonomous vehicles and workplace heat safety are a priority to our members, and we intend to fight for these issues in 2025 at the Nevada State Legislature.

Government Contracts: JenTec Driver Couriers Contract was unanimously accepted by the members. Simplot Silica Products Contract negotiations will start on July 8th, 2024, Amentum TM4 Wall to Wall Maintenance & Operations Contract negotiations will start on July 22nd, 2024, Amentum TM5 Telecommunications Contract negotiations will start on August 12th, 2024, and Amentum TM2 Maintenance & Operations Contract negotiations will start on August 5th, 2024. Let's continue to keep our

Union solidarity! It is everyone's job to enforce their contract, so I ask each of you to watch your work.

UPS: Drivers, protect yourself and our bargaining unit work by getting on the 9.5 list and taking your lunch and breaks on road. For part-timers, attendance continues to be an issue, and the company is starting to pursue discipline more. Please be at work on time each day and get your guaranteed 3.5 hours. Make sure it is clear which full-time supervisor to contact if calling in, and do it at least one hour before start time. All employees stay hydrated and start each day prepared with enough water for your shift.

Conventions: Vegas tradeshows provided 631 members the types of challenges they live for. They rose to the occasion at every event and refused to fail. The summer months are hot and slow, providing a much-appreciated rest. By the time you read this we'll be ramping back up and making shows happen.

Republic Services: We are currently still in the grievance process in regards to the volunteer survey. Once an update has become available we will be notifying the membership. Please continue to stay cool and take your breaks as needed as it is still hot outside. Also, please remember to monitor your hours while working so as not to exceed the 14 hour daily and 60 hour weekly DOT hours of service. With that being said, please be safe out there.

Construction: We are still negotiating for a new contract. The employers are utilizing the same stalling tactics to drag them out that they always utilize. We are hopeful to have something soon to present to the membership for a ratification vote!!! Stay tuned. Meanwhile, make sure to pack and drink lots of water during the summer months.

Rinker: We had a bit of a dry spell, but some OT is coming back slowly, lots of big infrastructure projects have been approved and are right down the line for us. Make sure you are getting proper documentation for unexcused absences as management is keeping an eye on attendance. Say hydrated as the heat is expected to be above average.

Freight: We are still sluggish with a few members still on layoff. Contract books for T-force have arrived and are available at the hall if you haven't received one yet. Both ABF and T-force have been scrutinizing the fleet monitoring system more than normal in the last couple of weeks. Remember always keep safety in mind. Stay hydrated and keep up the good work.

**Local 683**

*San Diego Sales Drivers*



**By Lee Fletcher  
Secretary-Treasurer**



We're well into summer and many of the locations we represent are now entering their peak operational periods. It is crucial that all our team members prioritize safety and return home to their families at the end of each

continued next page

workday.

Please be on the lookout for our Labor Day raffle flyer, which will be posted on your Union bulletin board and the Local 683 Facebook page. The raffle drawing will take place September 12.

Contracts for Republic Services, Waste Management and DSI have been completed—only remaining task is finalization of the 401(k) documents. At this writing we are in the process of conducting elections to Unionize the transfer station at Waste Management, and we're planning negotiations for that contract as well. Also, the Pasha automotive contract is up for negotiations.

Overall, activity is at a high level, and we constantly are enhancing our abilities to deliver the best possible agreements for 683 members.

Transdev has successfully filled all operator positions eliminating the need for involuntary terminations. However, the company continues to engage in unjust dismissals and suspensions. While progress has been made in job reinstatement, attendance and pay dispute resolutions, grievances are still being addressed because of disregard of the collective bargaining agreement.

The Transdev Southbay mechanics have submitted their economic proposal during mid-contract negotiations, and the company response is awaited. Moving forward, the focus is on educating the newly appointed manager on the CBA, ensuring alignment between the company and the Local Union on compliance matters. Reaching out to our shop stewards when necessary is crucial in this process.



**By Victor Mineros  
Secretary-Treasurer**



Victor Mineros: Building Teamster power: Teamsters Local 396 is dedicated to fostering solidarity among its members and expanding its influence. By upholding the terms of the newly secured UPS contract, our members reinforce their rights and interests. Collective action bolsters our bargaining power, securing better wages, benefits, and working conditions. As assistant director of the Teamsters Package Division for the Western Region, I was glad to see the participation of members in the Teamsters Package Division and Training and Grants Dept. July 14 webinar on heat safety, fighting against UPS's Rural Deferred program, and other topics. The covered enforcement tips for new Article 18 heat protection, including new heat shields, heat safety audits, second fans in package cars, and more. Participants learned about filing grievances for Article 18 violations and how to fight UPS's Rural Deferred program.

Members of Local 396 in sanitation play a vital role in maintaining community cleanliness and functionality throughout Southern California. Their dedication ensures efficient delivery of

essential services, contributing to residents' well-being and safety. By standing together, these workers advocate for fair treatment, adequate resources, and recognition of their contributions. In essence, Local 396 remains committed to strength through solidarity. Members at UPS and in sanitation embody this ethos, advancing workers' interests and demonstrating the power of unity in shaping a more equitable future.

Alex Moran - Sanitation Director: As president and sanitation director of Local 396, I am proud of our Union's efforts to empower workers in the sanitation industry. We advocate for fair wages, safe working conditions, and comprehensive benefits, ensuring our members' voices are heard and their contributions recognized. Recently, Local 396 hosted Locals from the west coast for a significant meeting led by the Teamsters Waste Division. This gathering allowed us to share insights, discuss challenges, and strategize to strengthen our collective efforts in waste management. The collaboration demonstrated our Union's spirit and dedication to improving conditions for all workers in the industry. A special thank you to Teamsters Waste Division Director Chuck Stiles for his leadership and guidance during the event. His dedication to our cause and vision for the future of the sanitation industry are invaluable. We look forward to continuing our work together for greater victories for our members.

David Enriquez - Business Agent and Volunteer Organizing Coordinator: Organizing to protect the Union way of life: Local 396 is a steadfast supporter of organizing Amazon workers nationwide. Committed to workers' rights, the Union advocates for fair wages, better working conditions, and the right to collective bargaining. Our members in Palmdale have exemplified solidarity by extending their picket lines across the country, amplifying the voices of Amazon workers seeking meaningful change. The collaboration between Local 396 and Amazon workers from Palmdale underscores the importance of unity against corporate power. Together, they challenge labor exploitation and demand accountability from one of the world's most influential corporations. In a significant development, the Amazon Labor Union (ALU) recently affiliated with the Teamsters Union, marking a milestone in the fight for workers' rights. This affiliation strengthens Local 396's efforts and provides a broader platform for advocating for Amazon workers. The unity between ALU and the Teamsters amplifies their collective voice, reinforcing their determination for better conditions and fair treatment for all Amazon employees. Local 396's efforts in supporting Amazon organizing initiatives resonate far beyond individual workplaces. They inspire workers nationwide to stand against corporate greed and fight for their rights. Each act of solidarity paves the way for a future where workers' voices are heard and respected across the economy. The ALU affiliation solidifies our resolve and enhances our capacity for meaningful change within Amazon and beyond.

Javier Bonales - Vice President: Building political power: As vice president, I stress the critical importance of the 2024 election in California and nationwide. This election will shape the future of labor rights, wages, and working conditions. Our votes influence policies impacting our lives and livelihoods. We need leaders who advocate for working people. Participating in the democratic process ensures our voices are heard, and our interests are represented in government decisions. Supporting pro-worker candidates is crucial for our community's well-being. These candidates protect and enhance workers' rights, fight for fair wages, and ensure safe working conditions. They stand against policies threatening job security and quality of life. I urge every Teamsters Local 396 member to vote and encourage their families and friends to do the same. Together, we can elect leaders who champion our causes and build a better, more equitable future for all workers.

In closing, our Local Union congratulates our recently retired Local 396 members: John Arkangel, Wayne Banks, Andre Bremby, Jose Cervantes, Frank Cobian, Joseph Ender-Palmer, Jesse Estrada, Pedro Gutierrez, Cranston Howard, Rick Kawamoto, Alex Ornelas Jr., Wayne Oshiro, Alfonso Perez, George Perez, Miguel Prado, Danny Romero, Santana Rosales and Henry Valdivia.



**By Chris Griswold  
Secretary-Treasurer**



Congratulations to all the recipients of the Teamsters Local 986 Scholarships this year.

The recipient of the John F. Harren Memorial Scholarship is Hector X. Camaton (Parent Hector J. Camaton, California Steel & Tube). The recipient of the Andy Anderson Memorial Scholarship is Benjamin P. Hoang (Parent Bryan Hoang, Davis Wire). The recipient of the Michael J. Riley Scholarship is Larelani Riley M. Ladislao (Parent Rolando Ladislao Jr., Flamingo Las Vegas Hotel & Casino).

Other recipients and their Teamster parents and employers include: Daniel P. Conniff-Siviglia (Rosario Patrick Siviglia, National Ready Mix); Kobichidi O. Enyekwe (Larry Enyekwe, DHL Express LAX Gateway); Adolfo Garcia-Gamboa (Antonio Garcia, Costco); Alexander Lyons (Augustus Lyons, Linde); Kevin A. Ramos Chavez (William Ramos, California Club); Sierra E. Sanchez (Richard Sanchez, Trade Show Industry/Convention Centers); Lizbet Suarez (Fernando Suarez, International Paper); Sarah D. Carter (Sekou Diori Carter, United Airlines); Samantha R. Iha (Scott Iha, United Airlines); Angel Barajas (Samuel Barajas, Bellagio Las Vegas); Kia'mora D.D. Fulbright (Vanessa Crawford-Abeita, Zenith American Solutions); Rolando L. Paredes Umana (Sandra Paredes, Bellagio Las Vegas); Jacob Tinoco (Renata Swieconek Tinoco, Tropicana Las Vegas); Mariah C. Torres

(Claudia Torres, Benesys); Noah M. Gagnon (Sean Gagnon, UPS); Thomas M. Reid (Thomas Morland Reid, UPS); Ashley L. Robinson (Ronald Robinson, UPS); Melania Kay Ruelas (Kristopher Ruelas, RG Next); Mackenzy M. Tucker (Robert Tucker Jr., UPS); and Sophia J. Pena (Marvin Pena, Iron Mountain).

Remember, we will have an important election for the future of our country. It is important that you register to vote and make sure your voice is heard in November. Make sure you have a list of the Teamster-endorsed candidates who have pledged to support working families and your rights as a Union member. Urge your family and friends to vote for these candidates. The future of our country and our Union is at stake.

Here is some additional information from our coordinators on what is going on throughout our Local Union:

Tim Vera, Coordinator - Las Vegas: Local 986 is close to wrapping up negotiations city-wide in Las Vegas as we continue to fight for the largest economic gains the casino industry has ever seen. We are also preparing for first time negotiations with the Cosmopolitan front desk and Fontainebleau Las Vegas. Organizing report-we are actively engaged in organizing new groups to increase our density and gain leverage throughout the city. We have active campaigns with MGM Resorts, Venetian and Caesars Entertainment. Unfortunately, the Mirage announced its closure, and our members will be displaced this month. Local 986 negotiated a severance package for the workers and we are working diligently with employers throughout Las Vegas to assist our dedicated members with finding new jobs. We want to thank Local 14 and Jason Gateley for assisting our Teamster brothers and sisters in finding new opportunities at some of their bargaining units. Local 986 is having a Teamster Night at our local Triple A baseball team, the Aviators. Local 14 members will also be joining us this year. This event will give our Teamster members from different core industries in our city an opportunity to meet and show their support.

Cliff Reynolds, Coordinator - Santa Maria: 7UP/Keurig/Dr.Pepper-a new collective bargaining agreement was recently ratified by our drivers and warehousemen. The agreement is a multi-year contract that includes historic economic increases in wages and retirement. Other increases improve vacation, bereavement, sick leave, and protect members from wage reduction in the event of changes to the business delivery model. Members voted overwhelmingly to ratify this agreement. Ferguson-the decision to install drive cameras into company vehicles was bargained over by the Union and an agreement was reached. We were able to ensure our members are protected from discipline due to the installation of these new cameras. SLO Transit-on April 10, 2024, we filed a grievance regarding the company's violation of California Paid Sick Leave Law. As there was no actual violation of the contract, these issues would normally be directed to the Labor Commissioner at the California State Department of Industrial Relations for resolution. But a grievance was filed in this case to shortcut the process and encourage the company to

settle the matter quickly. As a result, the company agreed to abide by California law within three weeks of our filing. This resolution resulted in additional paid sick leave for our members and use of five days of sick leave without discipline. Many thanks to shop steward Mark Crable, who worked closely with Local 986 to get a speedy resolution.

Dave Saucedo, Coordinator - Airline Division: ARINC-negotiations under the NMB are continuing with little movement from this Raytheon Technologies/Collins Aerospace-owned company. The top concern is deep cuts in medical and inferior wage increases proposed by the company. American Airlines-the company and the Union are nearly complete in implementing the final portions of the language in the recently ratified contract. Aloha Air Cargo-the carrier has agreed to begin negotiations ahead of our 2025 amendable date. Bargaining began July 8 in Honolulu. Allegiant-as went to press, we were having a meeting with the technician management team to discuss unsettled and open language items created in the last negotiations. United-UAL negotiations got underway July 8. On May 16, 2024, President Biden signed the FAA Reauthorization Act into law. Highlights of the act which focused on helping American workers include maintaining the mandatory pilot retirement age at 65; combating the outsourcing of aircraft maintenance; protecting airline employees from assault, including both passenger service agents and flight attendants; creating new pathways for veterans to become aircraft technicians; protecting Teamsters-represented manufacturing jobs from unfair competition by Chinese state-owned enterprises.



**By Phil Cooper  
Secretary-Treasurer**



Summer is here, please don't forget to stay hydrated at work and at home. According to experts, about 10,000 people die each year in the United States after being hospitalized for dehydration.

It used to be our workers in the beer and soft drink industries were extremely busy during the 100 days of summer, but with changes in consumer drinking habits, self-inflicted bad publicity campaigns by employers and many of the companies we represent bowing to the wishes and demands of large and small companies orders to change delivery methods, our members are seeing a change in work during the busiest season.

Anheuser-Busch has announced that it is offering severance packages to brewery workers at their twelve Teamster represented breweries across the country. The Van Nuys Brewery has 31 available packages, and the Fairfield Brewery has 15 packages available. For some of the members that were thinking about retiring soon, these packages are very lucrative and the timing for many is perfect. But

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the loss of these jobs that will not be backfilled, is just a sign of the times.

On the heels of the Bud Light marketing gaff, which led to Bud Light being dethroned as the number one beer in sales across the country, and in the recent contract negotiations where the company pushed hard for language that will allow Anheuser-Busch to close breweries beginning in 2025, there is uncertainty around job security for many workers at some of the smaller Bud breweries. There is language that if a brewery closes, employees may follow the work, but this means you and your family must relocate to most likely a location in another state. This might work for some but not for most. We will have to wait until next year to see if these job reductions by offering voluntary severance packages will be successful in maybe avoiding the need to close a brewery or two.

In the soft drink industry, we have seen proposed changes in delivery of the products normally delivered by Teamsters. Walmart has told Coca-Cola, Pepsi and Keurig Dr Pepper that they want certain products delivered to their warehouses and that they will deliver these selected products to their stores on their own trucks. Some of these deliveries will not arrive at the Walmart distribution centers on Teamster trucks. We are currently in discussions with these companies to try and mitigate the loss of work that Teamster drivers and warehouse workers will suffer.

Restaurants like Panda and Togo's have told these companies the products that Teamster drivers deliver directly to their stores must be sent to other companies for delivery with their food and other supply items like food, cups, etc. These changes, large and small, will have a long-term impact on Teamster drivers and warehouse workers and again, the affected Unions with the help of the Brewery Bakery and Soft Drink Division are currently addressing these issues. More to come.

The Local continues to be extremely busy. We had negotiations with the Budweiser merchandisers in our hall in late June, and at the same time, we are also in negotiations for a first contract for the Coca-Cola reactive technicians that recently voted to have Teamsters 896 represent them. The reactive technicians are the workers that service the soda machines in all our favorite restaurants, and they do a fantastic job! There is hope for both negotiations that they will be done soon and then we can move on to Pepsi Riverside negotiations before this year concludes.

In June, the Local held a Presidential Town Hall Meeting at the hall in Pasadena. All members received a post card from the IBT with information about the unprecedented, first-of-its-kind opportunity for rank-and-file Teamsters to have their voices heard for the potential endorsement for the office of President of the United States. While the meeting was poorly attended, the conversations by those in attendance were lively and respectful.

On July 28 the Local held a Member Empowerment and Solidarity seminar.

At the May meeting, members voted to go dark for the summer meetings, but with the June Town

Hall and the July seminar open to all, the only month there will not be an actual meeting is August, regular meetings resume in September.

I want to remind all of our members of their sworn oath to the Teamsters and the Local. We ask all of you to please work through your shift stewards, chief stewards, business agents and even your executive board to address issues and disagreements with fellow Union brothers and sisters. There has been a rash of members going straight to management and other members have ended up in trouble, up to and including termination. If the issues are very serious, please do what is required to make sure you are safe, but remember the Union is there to protect all of you, so let's please respect one another in the workplace.

Congratulations to our recent retirees: Gerard "Cap" Nicholas (Anheuser-Busch Sylmar), George Ashley (Anheuser-Busch Van Nuys), Subha Shrestha (Reyes Coca-Cola San Leandro), Angel Barajas (Shasta Beverages), Patricia Hilton (Irwindale Brewery Yard), Jay Lukacs (Reyes Coca-Cola Downey), Jacqueline Campbell (Coke USA Ontario), Theresa Roberts (Anheuser-Busch Van Nuys) and Michael De Forne (Anheuser-Busch Fairfield) and Marina Escobar (Anheuser-Busch Van Nuys).

Our deepest condolences to the families of Jose Sanchez (Reyes Coca-Cola San Leandro), Emmanuel Esparza (Anheuser-Busch Van Nuys), Harrison Griffiths (Reyes Beer) and Joe Perea (MillerCoors).



**By Greg Unterseher  
IBT Trustee**



The first three months of Local 2118's trusteeship have been an exciting opportunity to engage members and have them

participate in their Union's success. Unlike the majority of Teamster Locals, with 24 bases across the country and no business agents, Local 2118's stewards and committee volunteers are the lifeblood of our group. I have been touring bases with members of the Negotiating Committee and have had full houses at each event.

Captain Jim Clark, former principal officer of LU 357, was appointed as Assistant Trustee by General President O'Brien and has been instrumental in writing policies and implementing procedures that will allow for a much more functional Local once it comes out of trusteeship. We also want to ensure that we become a much more integral Local in Joint Council 42, helping to amplify the strength of the Teamsters in all of our battles.

On our negotiations front, we are three years into our fight for an amended contract. As some of you know, pilot contracts become amendable under the Railway Labor Act and do not expire. Unlike the National Labor Relations Act, we can't strike until we are released to do so by the National Mediation Board. This becomes a very frustrating process that airline management exploits. In the coming months, you may see the Allegiant

pilots putting pressure on management as we fight for our contract.

We may not always realize it, but our battles across industries often have similar threads. For instance, Allegiant wants to form a joint venture with Mexican Airline Viva Aerobus. This could "offshore" our jobs. With the help of the International, we are engaging in D.C. and with legislators across the country. We will fight to ensure our pilots get a fair share of any proposed flying into Mexico. On another front, most likely first with cargo pilots and then passenger pilots, automation will be that fight into the next decade as greedy companies seek to replace our jobs with AI and automation. Not on the roads and not in the air!



**By Ray Whitmer  
Secretary-Treasurer**



Teamsters Local 911 and San Diego Lifeguards are proud to announce the ratification of a successor contract that secures wage growth, health and welfare, and a commitment from the city to negotiate and implement a future special salary adjustment. Special thanks to the entire bargaining committee for their patience, persistence and professionalism throughout a tough negotiation.

Local 911's ongoing partnership with the city of Poway has produced a compensation adjustment for certain classifications - congratulations to our Poway members!

We continue contract negotiations with Oceanside and Vista Irrigation District.

Members of the San Diego Port Authority are engaging in the previously negotiated classification study which will be used to inform compensation adjustments later this year.

LA Metro is moving forward with its plan to have a new in-house public safety department. To that end, Local 911 Metro security officers are right in the middle of the public policy debate about how to address public safety. Without question, transit security officers are essential in keeping the system safe and secure. However, to grow a police force, Metro must do better to attract and retain officers. Because of the work of our bargaining team, we are moving to address this need. Our team tentatively agreed to a 5-year contract, winning good increases. Ironically, one of our major fights was over training. Metro, responding to the violence impacting bus and rail, has curtailed training opportunities. After an increase in abuse of force cases, officers pushed back and demanded and won more training. Other issues addressed include bilingual pay, improved training, schedules, work schedules, and more. Congratulations to John Jung, Dion Middleton, Reginald Moran, Latrice Reed, Ruben Sedillo and Terance Shatzer.

We would like to thank our public library services membership in the city of Huntington Beach for sticking it out and prevailing in a difficult fight against privatization.

We never gave up and joined a community movement that day in and day out put in the work in this fight. The company involved pulled its bid in an email to city staff the day before the vote to possibly outsource library operations. This victory could not have been possible without the support of the various Teamsters JC 42 Locals who joined the packed council meetings. The library was a hot topic for over a year and in March of this year, the council majority voted 4-3 to seek bids for outsourcing of library management. Special thanks to our chief steward Gretchen Erickson and steward Charlene Gomez for the countless hours of work and advocacy on behalf of our members. City Council members Dan Kalmick, Rhonda Bolton and Natalie Moser stepped up to help protect this important asset and the workers. Our Local exercised every right under the contract, rules and the law to protect our members.

We started negotiations in the city of Fountain Valley for the municipal, general, and professional and technical bargaining units newly organized into the Teamsters. Our bargaining committee(s) is comprised of Reagan Foster, Stephan Johnson, and Hipolito Lopez (municipal); Ray Gallardo, Yolanda Mathey-Chavez, Tim Davis and Rochelle Costelloe (general); Temo Galvez, Mark Sprague, Joey Macias, and Kyle Knoke (professional & technical). The key to our negotiations has been unity! We recently held a vote, and our members overwhelmingly voted down the city's last, best and final offer. We will continue to negotiate in good faith and advocate for our members.

We welcome our newest bargaining unit to the Local 911 family, 50 workers in Buena Park's public works department. We have already contacted the city manager and city council. The Teamsters difference is felt immediately.



**By Lourdes Garcia  
Secretary-Treasurer**



Lourdes Garcia: Fall is around the corner, and while it's an especially busy time at many of our work-

sites, there's no reason to cut corners or take steps that can endanger your safety. Safety first! Stay as cool as possible while working. Extreme heat can cause serious illness and even death. Inform management of any unsafe working conditions and if the unsafe conditions are not promptly remedied, call your business agent for assistance. Everyone deserves to work in a safe environment. We have reached numerous strong contracts in the past couple of months, including at Storer Palmdale, Storer Saugus, MV MTA, and BCCHS. Congratulations to our new members at Southland Box and Sonoco on their first Teamster contracts! For the next few months our Costco members should keep an eye out for contract updates as negotiations are scheduled to start in September. Thank you to

our business agents and bargaining committees that are second to none; they work tirelessly to deliver contracts we can be proud of. Our country is going through a challenging time politically, and sometimes what we hear and read in the news can be overwhelming, but we must stay informed and involved. Everything the labor movement has fought for and won is at risk in the upcoming presidential election, so if there was ever a time for you to use your voice and energy for working people, it is now. When we vote for president, we are also voting for their administration, their cabinet, the heads of independent federal agencies, and the next U.S. Supreme Court Justices. Every vote matters, both at the local and national level. Let's stand together to protect the rights we've gained because they are not guaranteed. Our heartfelt condolences to the family and friends of Harry McMullan. Harry worked at Local 572 after he retired from Local 848/Certified Grocers (Unified); he proudly served as a Local 848 shop steward for many years. Even in retirement, Harry never stopped leading with respect, kindness, and a love for the Teamsters Union. Congratulations to Tish Del Castillo, a 29-year Teamster, on her retirement from Local 572. Tish's dedication to our membership and attention to detail will be missed but we wish her many years of good health and new adventures in retirement.

Grace Guitron: I hope you enjoyed your summer with family and friends. The fall, which is nearly upon us, brings us kick-off meetings and bids for the new school year. Student Transportation of America and First Student Palm Springs, Victorville, Hesperia and San Fernando have firm schedules so please stay alert to the dates for your work location. To the drivers and monitors who decided to retire or not return this fall, thank you for your years of service and best wishes on your next adventure: Epifania (Epi) Cardoza, 25-year member; Irene Torres, 23; Yardena Bernstein, 2; Lillie Broadbent, 22, and Donna Hoffman, 19-year member.

Freddie Campos: Welcome back from summer break to the 2024-2025 school year! BCCHS: The 2024-2027 successor contract was overwhelmingly ratified, bringing many added benefits. Effective July 1 you have 12 days of paid sick leave annually, five days of bereavement leave, and a significant longevity pay increase that amounts to an increase of the annual base salary for 10 years of service; another hike for 15 years; and more for 20 years—on top of the base salary increases. LAUSD: We are still in contract negotiations with the district, but we have reached a few tentative agreements, including a 40% increase to your tuition reimbursement and substantial attendance incentives, which provide \$100 for those who meet the 96% attendance goal; \$200 for 97% attendance; \$300 for 98% attendance; \$400 for 99% attendance; and \$500 for 100% attendance. Remember, all agreements are tentative until ratified by our membership and approved by the board, but we wanted you to know about this attendance incentive right away since it is retroactive to July 1.

Michael Williams: San Bernardino (Durham and ZUM): The first day

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of instruction for San Bernardino City USD is August 5. Due to Durham recalls and new hiring at ZUM this summer, it is important that you check your seniority position and paystubs to ensure you are paid the correct wage rate. Storer Palmdale and Saugus: Congratulations on your new contracts. The new contracts will be distributed by August 31. Durham Rosemead: Do not sign electronic acknowledgment forms for any documents that you are unable to read or for which you have not received a complete copy. ZUM LA: Your paid sick leave hours for the 2024-2025 school year should have been uploaded on August 1—check your paystub! Please notify your shop steward or contact either Jaime Villanueva or me if you have any questions.

Tait Skifstrom: UPS: We have been working with the new labor manager in an effort to clear up the backlog and resolve grievances in a timelier manner. The company recognizes the need for local management and stewards to meet more often and has committed to meeting a minimum of once per week or more if necessary. We have successfully resolved the majority of misload grievances. Stop by our office to get a copy of the new contract if you have yet to receive one. Ralphs: The IBT and Southern California Locals continue to oppose the proposed merger between Kroger and Albertsons and are closely monitoring developments. We believe that a merger will give Kroger too much industry control that would have an adverse impact on Teamster contracts as well as on consumer pricing. The Joint Council 42 Food Council has started to identify and discuss issues that will have a significant impact on Ralphs negotiations, including the proposed merger at issue. Please keep an eye out for contract campaign notices as preparations for negotiations ramp up. Beach Cities: The contracts are completed. If you haven't received a copy, please see your shop steward or contact me.

## Local 630

Food, Industrial & Beverage Warehouse,  
Drivers and Clerical Employees

By Lou Villalvazo  
Secretary-Treasurer



Congratulations to our members at S G W S / R N D C Swamper/Lumper contract who ratified a 3-year agreement with great language, maintaining full MOB, great wage and pension increases over the life of the agreement, which will be retro back to June 1.

The Cannabist: We conducted 2 cannabis elections on May 2 for the Cannabist Co., formerly known as Columbia Care—one in Studio City and in North Hollywood. We would like to welcome these sisters and brothers and look forward to negotiating a fair contract. At Nabis, in May, a second group of 83 cannabis drivers and mostly warehouse workers voted to join Local 630. Congratulations and welcome to the family as we look forward to negotiating a fair contract.

Bakemark: S/O to our members that participated in the June 23 proposal meeting. S/O to our shop

steward Paul Macias, for assisting brother Joseph Ariza being made whole for over \$1,800 for not receiving his forklift premium. Also, let's welcome the QA technicians who recently voted unanimously to be represented by Teamsters. We look forward to including them in our negotiations.

Recognition to our members at US Foods—in May our members and several Locals at US Foods La Mirada honored the picket line extended by our sisters and brothers from Local 542 in San Diego. Our members didn't hesitate to stand in solidarity with 542 once the picket line was established and walked out on their lunch. Collective action and solidarity like this are powerful and helped us all maintain and increase industry standards. When Teamsters fight, Teamsters win!

Smart & Final—we would like to thank all our sister Teamster Locals for mobilizing close to 500 Teamsters, other Unions, workers, community members, Labor leaders, and politicians. We hosted our GP Sean O'Brien, who spoke directly to the S&F workers and denounced Chedraui's illegal behavior and committed that the IBT will not back down from this fight. Other guest speakers included Lorena Gonzalez, president of the Cali AFL-CIO state fed, along with Assemblyman Chris Holden, who authored AB 647, and state Attorney General Rob Bonta, who also committed to help bring justice to the S&F workers. Since the rally, California's Division of Labor Standards Enforcement (DLSE) has opened an investigation for violations of AB 647. On June 19 the Smart and Final workers walked off the job and went out on a ULP strike at both the Riverside and Commerce DC's and hit the pavement by taking their message to the community and boycotting multiple S&F grocery stores throughout Southern California. We continue to work with multiple government agencies, including the NLRB with many ULP's and more than 100 individual complaints. We continue to work closely with the DLSE in its investigation into Chedraui/Smart & Final violations of AB 647.

On the anniversary of the United States-Mexico-Canada agreement (USMCA) and as we celebrated our independence on the 4th of July we note this importance: Congressman Jimmy Gomez wrote a letter to U.S. Secretary of Transportation Pete Buttigieg, U.S. Trade Representative Katherine Tai, U.S. Secretary of Labor Julie Su and copied NLRB General Counsel Jennifer Abruzzo, on whether their departments believe enforcement action or legislative oversight and reform may be necessary due to the egregious federal and state laws being violated by Chedraui/Smart&Final.

We are asking all JC 42 Teamsters to continue the pressure by communicating the message at every shop with their family and community and to sign the petition and Boycott Smart & Final. We need to protect American Union jobs and stand in solidarity to protect one of our core industries which is the grocery industry.

Ventura Foods—congratulations to our sisters and brothers. If you follow our social media, over the Memorial Day weekend our members at Ventura Foods ratified a new historic 3-year contract. This contract surpasses the last 4 Ventura contracts combined! The member-

ship was well represented at the table - shop stewards Robert Serrano, Willy Chacon and Fredy Campos along with our BAs Alfredo Salazar, Alex Flores and chief negotiator Lou Villalvazo. Huge S/O to the membership for their commitment and participation! It made all the difference, from work actions to social media posts, onsite meetings, and Teamster T-Shirt Day! The message was clear. Our members were ready and willing to "strike if provoked". We negotiated the largest wage and pension package and most importantly, we were successful in finally securing full medical. This is huge as it protects our Ventura Food members and puts the members' monthly out-of-pocket cost back into our members' pockets.

This year's annual Health Fair/BBQ will be held August 24 at Whittier Narrows, from 12 noon to 5 p.m. To attend this year's BBQ, members must be in good standing and registered to be admitted. This event is for members and their immediate family, for registration please scan the QR code on the flyer posted on our website and our social media. The registration deadline will be by the end of business on Friday, August 9. Your cooperation will allow us to have enough food and supplies to accommodate all our members and their families. We will have several vendors and the Kaiser Mobile clinic present, along with pension, medical and dental providers. Please help us get the word out and we need volunteers to help us with setting up, manning several booths and cleaning up after the event. If you would like to volunteer, please register with your BA.

QCD—after almost 2 years of fighting for our shop steward Robert Contreras, who's a current steward at PFG, BA Adam Methus along with our attorneys were successful in settling the wrongful termination case for brother Robert in the amount of \$110,000. Congratulations.

Lastly, I want to invite our members to come and join us for our general membership meetings, during the 1st week of every month. Please look for the flyer on your Union boards or visit our website for more details of our meetings; also follow us on social media and post positive, FB, IG, etc. Thank you.

## Local 848 Wholesale Drivers Salesmen

By Eric Tate  
Secretary-Treasurer



I want to congratulate our members at Flagship Facility Services, Inc., at Nissan North America and at TABC, Inc. on their newly ratified agreements. All were successful in their fight for a strong contract and record-breaking wage increases for TABC. I would like to thank all the negotiating committee members for their hard work and long hours to help make these ratifications possible. Also, to Business Representative Jacqueline Korgan and Vice President Louie Diaz who represent these companies.

I would like to express our sin-

cere condolences to the friends and family of member Francisco Cervantes of TABC who passed away 4/28/24, and retiree David (Short Arms) Sanchez of Vons who was one of the sergeant-at-arms of Local 848, who passed away in May. Brothers Cervantes and Sanchez will be truly missed.

For those of you that have questions about retirement or for those ready to apply for retirement, you may contact Northwest Administrators (pension office) at (626) 463-6100; their office is located in Pasadena. However, if our Long Beach office is closer to you, a pension representative comes to our office 3 times a month and you may call Local 848's Long Beach office to make an appointment, (562) 595-1891. A pension representative also visits our Glendora office once a month. You can make an appointment to see a representative at the Glendora office by calling the pension office directly.

As many of you know, Local 848 opened an online store in 2022 where universal gear (Teamsters gear with no Local number) as well as Local 848 gear, can now be purchased. We continue to add new items to the website, so please continue to come back to see what's new at Teamsters848.org/shop. The store, located at Local 848's Long Beach building, is open Monday - Thursday, 10 a.m. to 5 p.m. and on Fridays from 10 to 3.

Last year was the first time Local 848 participated in the Special Olympics Plane Pull event at the Long Beach Airport. Local 848's stage was used for the event and the members and their families had a great time! This year we are participating again and looking for Local 848 members interested in joining the team. We need 25 members to sign up for our team as they attempt to pull a UPS plane as far and as fast as they can. The event will take place on Saturday, August 24 from 9 a.m. to 3 p.m. If you are interested in joining the Local 848 team, please call our Long Beach office to sign up (562) 595-1891.

The Los Angeles, Long Beach Harbor Labor Coalition celebrates their 45th Anniversary, "Fight for the Future of Labor" - the annual Labor Day Parade and Picnic in Wilmington. The march starts at Broad and E streets and assembly begins at 8 a.m. The parade begins at 10 and finishes at Banning Park. There will be live music, speakers and free hot dogs and soft drinks for all. Every year we have a great turnout of Local 848 members. Please bring your families and come celebrate Labor Day with Local 848! Teamsters Local 848 is responsible for providing security at the park during the event. We are looking for Local 848 members to volunteer to provide security with their fellow Teamster brothers. If you are interested, please contact the Long Beach office.

Please be advised that our monthly general membership meetings go dark for the summer months, July, August & September. We will reconvene on Sunday, October 20 with the shop steward meeting at 8 a.m. and general membership at 9. Also, please note that this year's membership Christmas party is scheduled for Sunday, December 1. This year Thanksgiving falls on the last Thursday of the month instead of the third Thurs-

day. Therefore, this year's Christmas party falls on Thanksgiving weekend. I want to wish you and your families a wonderful and safe summer.



By Eric Jimenez  
Secretary-Treasurer



Summer greetings, brothers and sisters—we are excited to announce that Local 952 has organized two

liquor distribution companies, Vin Lux and Hillebrand. The members at both yards voted unanimously to have Local representation. We're extremely pleased to welcome these new members to the Union.

Over at UPS, I am asking all our members to keep enforcing our great contract. Over the last couple of months a lot of money has been paid out for supervisors doing contracted Union labor work. If they keep doing it, they're going to keep paying our brothers and sisters for breaking the agreement. Just in the last two months, we've been awarded over \$12,000 for the company violating the contract. If UPS chooses to keep violating our agreement, we will keep taking as much money as we can from them to benefit our members.

At Albertsons Irvine, we are still negotiating over the implementation of automation. We are going to do everything we can to make sure our members are minimally impacted. As of now, an arbitration has been scheduled and an arbitrator has been picked. We will let the members know when the hearing will be scheduled.

Although the contract went past the expiration date, I am pleased to announce that Durham drivers overwhelmingly ratified a new contract in early July with full retro pay through the expiration date. Next up will be the Durham mechanics contract set to begin shortly.

Local 952 and the county of Orange have begun their working groups to address issues with 4/10 work schedules in OCPW and pay differentials for crane operators and helicopter mechanics.

Capistrano School District ratified their wage reopener and will be going back to the table by the end of the 2024 year for full reopener to propose language to fix issues with last minute work assignments.

First Student Tustin is now in open negotiations and is going through non-economics. First Student Santa Ana and Saddleback are soon to follow. Solvay Orange has chosen arbitrators for a pending arbitration on "cross training" and OT distribution.

At OCTA, we ratified our coach

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operator agreement. The drivers are very happy with the results. We had more than 20 TAs including shift differential, more time between assignments, shortened wage progression, and a decent percentage increase. We'd also like to welcome new shop steward David Zirkelbach in the OCTA maintenance division.

We are proud to announce that FXI members have overwhelmingly ratified a new contract which rewarded them with a great pay increase, and the addition of MLK Day as a paid holiday.

In late June, 26 Local 952 Teamster sisters attended the 2024 Women's Conference. This important yearly gathering features seminars, guest speakers, breakout sessions, and an opportunity for Teamster sisters to engage with members from around the country. The material shared and the skills learned at the conference provides invaluable information and helps all our sisters continue to be outstanding Teamsters.

We would like to announce that we have hired Robert Wainwright as our new communications director, on site at the hall. Please help us welcome Robert when you see him at your location ... most likely with a camera in hand. Also, check out our new revamped Instagram page. You can follow us @teamsters952.

In other staffing news, we're saying 'farewell' to an important member of our Teamster family. On behalf of the executive board, officers, staff and membership, I would like to wish a happy retirement to Business Agent Ruben Lopez. Ruben has been a dedicated Teamster member for the last 30 years. Thank you for your unwavering commitment of service to the Teamsters and our members.

Finally, in June Local 952 members voted and selected to go dark for the summer months. We're looking forward to welcoming everyone back at the October 19 general membership meeting.

In solidarity...Eric Jimenez.



**By Victor Torres  
Secretary-Treasurer**



As we head into summer, Sacramento remains ground zero for many of Labor's challenges. The introduction of driverless vehicles to our roads and highways is still a hot button item. Despite almost unheard of and unanimous bipartisan support, late last year Governor Gavin Newsom vetoed a common sense and reasonable measure AB 316 which was authored and led by the Teamsters along with a coalition of other Unions to control the proliferation of autonomous vehicles in California. As promised, a 2024 version of AB 316 along with several companion bills have been drafted and are currently working their way through the state legislative process. The companion bill to 2023's AB 316 is AB 2286. Similar to AB 316, AB 2286 requires a trained human operator behind the wheel of

self-driving trucks weighing more than 10,000 pounds.

Additional legislation (AB 3061 and SB 915) has also been introduced in the State Assembly and State Senate, respectively, to support and strengthen AB 2286. According to a 2023 poll, nearly three-quarters of California voters across party lines, gender, geography, and all other demographics said they support having a human operator behind the wheel of autonomous trucks. The Teamsters are committed to protecting good-paying Union jobs, keeping dangerous autonomous vehicles off our streets, and ensuring local communities have a say in AV deployment and regulation. The Teamsters Union prides itself for having good recall and along with the rest of our Labor partners, we will remind not only the Governor's office, but the entire California State Congress that you cannot have it both ways. You cannot claim that you support Labor and at the same time reject legislation that protects the health and safety of workers and residents alike. Stay tuned to this newspaper and our website ([www.teamsters481.org](http://www.teamsters481.org)) for the most up-to-date and accurate information on all these developing situations.

The Teamsters International has a network of regional and local resources to monitor all these concerns. That is the benefit of being part of an International Union. We possess the power to make a difference from Washington, D.C. to city hall. Our website ([www.teamsters481.org](http://www.teamsters481.org)) has an array of resources tied into all these matters. Visit often and keep informed on these issues that are important to you and your family.

We want to take a moment to acknowledge some of our members who have been involved with the multiple negotiations we have been part of over the last few months.

We recently reached tentative agreements with Avis-Budget for the garage technician contract. With the assistance of bargaining unit members Eric Espinoza and Juan Contreras, along with Field Representatives/BA Elizabeth Lopez and Avis Field Representative/BA Gabriel Tejada, we successfully completed those negotiations, and the members recently ratified their new agreement. Historic improvements on paid time off, retirement and wages served as the cornerstone to improve and clarify various internal processes in their workplace. Thank you to brothers Espinoza and Contreras for their participation in the process.

At Ryder Truck Rental, we also recently reached a tentative agreement which the members ratified. Rank-and-file members Tommy Navarro and Sen Saefong participated in all the negotiations and assisted Ryder Field Representative/BA George Skrbic, myself and Local 481 Field Representative Gabriel Tejada to secure enhancements and clarifications to on-call and mobile technician pay, paid time off, sick leave, wages and other items of importance. The entire package makes Ryder competitive with similar industries in the San Diego area. Thank you to brothers Navarro and Saefong for their participation in the process.

In scholarship news, the Local

481 2024 Scholarship Program is now open. This worthwhile program which has assisted dozens of our members and their families to reach their higher education goals, not only provides scholarship opportunities for the children and grandchildren of our members, but also for the member themselves and their spouse/domestic partner to participate. Application deadline including submission of a pertinent essay and all the required paperwork is September 6, 2024. Please be sure to refer to this year's application for details on how to submit your application and details on this year's essay topic. As we go to press, the 2024 Hispanic Caucus scholarship program is now closed for this year. Good luck to all the applicants. For additional information on these and all the available scholarship programs, feel free to contact our office or visit our website ([www.teamsters481.org](http://www.teamsters481.org)) for further details or to obtain or download a scholarship application.

Tickets for the Local 481 Night at Petco Park event are on sale. Details about the event and arrangements for members to make payment and pick up their tickets can be made by calling our office. The event is set for Monday evening, August 19. Go Padres.

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



**By Jaime Vasquez  
Secretary-Treasurer**



Jaime Vasquez, Secretary-Treasurer - members voted and approved during the May 16, 2024 general membership meeting to go dark during the summer months (June, July and August) which translates on not having general membership meetings during these months; we will resume our meetings with the Sunday, September 22 meeting at our branch office in El Centro. Also, during the May meeting, members approved expenditures for the San Diego Teamsters Local 542 Picnic. The picnic will take place on Saturday, September 14 at Liberty Station. Hope to see you there. Members from US Foods-San Diego division took the company on and went out on strike in May right before Mother's Day. They held strong to their demands and their efforts and sacrifice paid off as the offer that was finally ratified contained one of the best economic offers seen in the industry; the offer

also included significant language improvements that will address many of the safety concerns that were presented to the Local during proposal meetings. US Foods members proved that Unity not only between brothers and sisters but within the entire Teamster organization, goes a long way. Congratulations to Dahlia Zepeda who was Local 542's recipient for the Teamsters Joint Council 42 scholarship. Dahlia is the daughter of Manuel Zepeda from Transdev-San Diego. I also want to congratulate Augusto Abarca, James Delgadillo, Jose Vasquez, Robert Varela, James Delgadillo, David Gerrard, Debbie Payne, and Jose Godoy, who all have retired from UPS. Also, Leana Amort and Al Fanchin, both from Costco, recently retired. Best wishes to all.

Dwayne Garrett, President - hello, brothers and sisters. Just a quick reminder and tip for the summer. I would just like to remind those of you that work outside in the sun and heat to try and stay hydrated as much as you can and be safe. As you know our summers have been getting warmer and warmer each year and with the historic heat waves that we have been getting here in California it's more and more important to stay hydrated and aware. According to the CDC, heat-related illnesses can range from heat rash and sunburn to more serious conditions including heat exhaustion and heat strokes. Some signs of heatstroke, which is the most serious of the heat-related illnesses, include a body temperature of 103 degrees or higher, hot, red, dry or damp skin, a fast, strong pulse; also, headache, dizziness, nausea and losing consciousness. I suggest that if you are experiencing any of these symptoms while working or just having fun, seek immediate medical attention. I know that within our Local alone last year we had several members suffer heat strokes and rushed to the hospital. Note that I am not a doctor nor am I qualified to give any medical advice, this is simply a medical topic that I researched and felt would serve as a reminder to our brothers and sisters.

Dave Wagner, Business Representative - I am happy to announce that members from LBC ratified a new agreement. The offer included significant wage increases, higher employer contribution to their health insurance and additional language protections. I also want to congratulate Morris Durmendo who was appointed as the new shop steward for both San Diego locations.

Eric Wantland, Business Representative - on behalf of all UPS business representatives: It's officially summer my UPS brothers and sisters. It's getting hot out there and we would like to remind you all about some of the new contract upgrades that will help this summer go a little easier for you. First, we'd like to remind you all that per Article 18, the company is contractually obligated to maintain all ice machines in good working order, clean and sanitary. If your building does not have ice machines or if they are broken, the company should have ice delivered and available for all members. If you are a UPS driver you also have a right to request a second fan in your package car. I highly recommend doing this for not only yourself but for the cover

drivers that deliver your area while you are enjoying the summer on vacation. Remember, you can always speak with a steward to get on the 9.5 list and reduce overtime so you're not out in the heat as much. Be safe out there brothers and sisters. Don't hesitate to find a shady spot and pull over for a break if you need one. Same goes for our part-time brothers and sisters. Don't hesitate to take a break and drink some water if you need to. Your safety is more important than packages. In August we will be outside your buildings reminding part-timers their right to sign up to be an SSD or driver helper during peak season. The sign-up sheet for SSD will be up from August 15 to September 15, and September 1 to the 30th for the driver helper sign-up sheet. We want to make sure all part-timers have a chance to sign up so they can make some extra money during peak before off the street seasonals. Enjoy your summer Brothers and Sisters and we'll see you all in the buildings through out summer.



**By Randy Cammack  
Secretary-Treasurer**



Scott Berghoefer, BA: Brothers and sisters, I hope you all are having a great summer. I want to congratulate

Core-Mark in Vernon on securing a new agreement. Robert Gutierrez did a great job in negotiations making sure we achieved the needs of the drivers. PRS-UPLA-we are continuing to work on the issues and should have a resolve very soon. In July, Locals 63 & 166 teamed up to hold an event at our Local for the scouts, we had over 100 kids attend the event where we had half a dozen trucks and heavy equipment on display for the kids to climb on and experience sitting behind the wheel (they loved the air horns). Thanks to Andy Nichols and his team from 166 for bringing their trucks, also Richard Guzman who did an amazing job of telling some history of trucking and freight. On the organizing front we have been busy here at the Local, we won an election with E-Pac and look forward to beginning bargaining. We are also organizing Clean Earth at all locations across Southern California. We held an organizing training in June focusing on the importance of growing our Union and we ask that all members talk to their friends, neighbors, co-workers and family about organizing non-Union companies they work for. We will be holding another organizing training, if you are interested in coming reach out to your BA so we can get you on the list to attend. Thank you all for the work that you do, together we can keep this Union strong!

Ron Seamans, BA/Freight Coordinator: TForce: Contract books are in, check with your steward to receive a copy. ABF Freight: Contracts are at the printer & should be ready by the time this newspa-

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per arrives. I attended a meeting on their issuing discipline based on speed reports they get from the SAMSER device. This is happening throughout the company. City and line haul if you drive 10 mph over the speed limit for more than 2 minutes a report is automatically generated and the company will bring you in to discuss, so watch your speed. Summer is upon us, keep yourself hydrated, have a great and safe summer.

UPS Agents: Sisters and brothers, the heat is being felt by our drivers out on route. We have had several package car drivers who needed to be taken to the hospital for heat exhaustion. Please make sure and take your breaks and lunches so that you take time to rest and rehydrate. In some areas the temperature is well over 100 degrees. You're always encouraged to take your contractual breaks and lunches, but it is especially important during the summer heat. The heat is also affecting our members working in the buildings loading and unloading, etc. Besides your normal break times you have the ability to take additional breaks due to the heat under "Cool Solutions". Get with your safety committee and management to learn more about staying safe from the heat. We all need to hold the company accountable for contractual violations. When you see a violation make sure you get with your shop steward to file a grievance. The shifters are going through their annual bid and there was no loss of shifter work. The volume has started to increase and most of our laid-off workers are being called back to work. If you have any questions don't hesitate to contact your stewards or business agent.

Carlos Barnett, Dairy and Misc. BA: Driftwood Dairy: We had to postpone an arbitration because the arbitrator passed away. We are in the process of looking for a new date and arbitrator. Drivers have been getting together to form a more unified committee to handle grievances. I'm hoping that they can be handled faster with a unified front. DFA: We have started working on your future contract, our intentions are to get back all that we lost. I would like to thank all the members for supporting their stewards. Drivers at South all pitched in and gave the stewards a big thank you, they collected over \$600. We recently won a grievance over meals and lunch breaks. Gold Star Foods: Scott, Local 63 business agent for the warehouse, is fighting to get an hourly increase. This wage increase will help all members of Gold Star, including drivers. Most Goldstar employees are on furloughs now but started off summer with a big raise. Challenge Dairy has become a division of California Dairies. In the process of changing over several advancements were made in the contract, most were for our members. This action was taken by all the Local Unions, and we prevailed, and everybody's seniority and vacations were protected. Rockview Farms: We've had several meetings to try to gain better working conditions and shifts both at the plant and driving. We continue to have good working relationships and an open ear for management. Manufactured Packaging Products opened a third shift. This will help

our group get some much-needed rest over the summer from working six days a week 12-hour days.

Mike Kelley, BA: Ralphy's - as you know Food 4 Less/Foods Co. store employees have voted to strike if the negotiations break down. The UFCW has approached the Teamsters to sanction their strike and JC 42 has approved. So, if you get to a Food4Less or Foods Co. (NorCal or Fresno) and there is a picket line up - "do not cross" that line. Call your dispatch and let them know. Staters - we would like to cite George Renteria who was recognized by State Senator Rosilic Ochoa Bogh's office. He along with another good Samaritan helped to put out a vehicle fire and help save a young lady from a car crash in which she rear-ended a tractor trailer. We would like to thank them both for their quick actions to save this young lady. Staters will also be getting in new tractors so the stewards will be rebidding 1st seats on trucks.



**By Abel Garcia  
Secretary-Treasurer**



Abel Garcia-Secretary Treasurer: Hello, I hope this writing finds you and your family safe and healthy. First Student: We are still waiting (as this was written in July) on IBT Director Matt Taibi to approve the first-time contract for ratification to be voted on by the members. Last we heard the deadlocked language is moving to arbitration. UPS: The stewards contract and enforcement meeting was held July 21. It was a day of education for the stewards! Guest speakers included UPS Legal Trust, Teamsters UPS 401(k), Western Conference of Teamsters Pension, Southwest Local 177 Healthcare, and a contract enforcement education from myself and IBT Representative Denis Hower. Also, we had guests from Locals 572 and Local 63. Thank you for driving up here! Frito Lay-North Valley: We were successful in our organizing drive for sixty-seven (67) workers! The election has been certified. This is the first time in thirty-five (35) years that Frito-Lay has been organized in the country. North Valley welcome aboard! As we have done historically, our general membership meetings have gone dark for the summer. General membership meetings will resume on Sunday, October 13 at 11 a.m. Enjoy your summer. See you soon.

Fernando Lara-Vice President/Business Representative: 7UP - the company rolled out the new attendance policy effective July 1, all members will be zeroed out to start fresh; please make sure you understand the new policy or feel free to reach out to the Union if you have any questions. Aramark - we establish the new Sip401k option, please make sure you utilize it as another avenue of retirement on top of your pension. EJ Harrison-everyone should receive a copy of the new contract, if not please reach out to your steward or swing by the Local for a copy. We will have the pension department on site sometime in September to answer all questions members may have regarding the

new pension plan. Hayward Lumber - negotiations are still ongoing, we ask that all members be patient, we do have an extension agreement with full retroactivity. Mission Industrial Santa Barbara - thanks to all the members that participated in our proposal meeting; we have negotiation dates starting this month and we'll keep all the membership informed of any updates. Pepsi - everyone should have received a copy of the new contract, if not please reach out to your steward for a copy. Smuckers - we will be having our proposal meeting on August 25, at 8 a.m. Please make every effort to attend this important meeting. Sysco - we won't be having the IBT warehouse engineers coming to audit the company's standards, please make sure you do not over-stack over cubed pallets, as it may be a safety violation. Also make sure you turn in all downtime that's not covered by the standards. Drivers - make sure if your route is combined or eliminated, you have options per your seniority. Do not allow the company to violate you. Waste Management Simi - with the excessive heat please make sure that you stay hydrated and if you're tired and fatigued make sure you utilize your rights as a commercial driver. Do not forget to patronize Union-friendly businesses and products.

Jedediah Johnson, Business Representative: RNDC Hourly and Sales: We had a JLM June 26. RNDC has had numerous issues with payroll and delivery. Ventura Port District: The MOU was overwhelmingly ratified July 5. UPS: All cover driver working grievances filed while full time drivers were on layoff status have been paid. All "Out of Domicile" grievances have been heard at the JALM panel and have been moved up to the WEST Panel. The Workweek 7-day punch grievances have also been moved up to the WEST Panel. VCTC: The Union made a request for a market rate adjustment on wages. GCTD: Shop steward Marco Lopez and myself had a JLM with the district in June. Issues over parking have been rectified. MV Transportation: The Union was successful in returning a terminated employee to work. Challenge Dairy: All Challenge Dairy employees will become employees of California Dairies, Inc. and will maintain all their seniority and time without interruption. Amerigas: The Union made a request for a market rate adjustment on wages. MTD: The district continues to hire. MTD has been short staffed for many years. The staffing is getting closer to maximum. There are many new members at MTD. Welcome aboard!

## Local 2010

**By Jason Rabinowitz  
Secretary-Treasurer**



Health raises for UC Clerical & Admin Workers, including newly-accreted workers!

Thanks to our strong Teamsters Local 2010 contract, all CX Unit clerical and allied service workers at the University of California statewide received an across-the-board raise plus one salary step, in July. Our history-making

2022 Teamsters contract guaranteed that our annual raise would be at least a certain level and the "me too" contract language bumped it to the annual percentage amount provided to unrepresented employees.

In addition to our raise, all non-probationary, career workers who aren't topped out of their salary range (with the potential exception of some recently accreted job titles, listed below) will receive a step raise regardless of merit or performance evaluations. Non-probationary, career employees who are topped out of their salary range will receive a non-base-building lump-sum equivalent to the difference between the top two steps of their salary range. Plus, employees who reached 20 years of University service in the past year receive a \$1,000 longevity payment in the same July pay period as the raises.

Our bargaining team held the line for workers and after 23 formal bargaining sessions and 10 months of bargaining, won improved salary ranges and step placements for every position in several recently accreted workers in the titles of:

Ambulatory Care Administration Coordinators; Facilities Management Specialists; Health Professions Education Specialist 2; Research Admin Coordinator; and Patient Relations Professionals.

Employees in these titles will be placed on the negotiated step closest to but not less than their current rate of pay, then the across-the-board raise will be added, plus all non-probationary employees will receive a one-step increase.

"We achieved these historic raises and the strongest contract in our history by standing together as Teamsters and building Local 2010 into a powerhouse for workers' rights," said Jason Rabinowitz, secretary-treasurer. "We will continue to stand united and increase member power to protect our rights and build on what we have accomplished."

Summary of tentative agreement for accreted workers:

Initial pay step placement (closest to but not less than current rate of pay) including retroactive lump sum payments to July 1, 2023; On-call pay for Facilities Management Specialists 1-2; Shift differential hourly pay (medical center) and hourly increase (campus) for Facilities Management Specialists 1-2 and Health Professions Education Specialists 2.

The UC will continue to cover costs for post-hire license and certification requirements for Facilities Management Specialists. Also, bonus and incentive pay at unrepresented levels for FY 2022-23 for all titles, and FY 2023-24 for Patient Relations Professionals at UCSF; maintenance of current FLSA designation for overtime exempt employees; conversion from contract to career or limited appointments for contract employees; paid time off conversion to sick and vacation leave; adherence to minimum staffing requirements under the ACGME for Health Professions Education Specialists.

Finally, the majority of CX Unit employees will not face exorbitant healthcare premium hikes this year thanks to the power of our Teamsters contract! Teamsters in pay bands 1 and 2 who are enrolled in Kaiser or Health Net Blue and Gold plans cannot have their premi-

ums raised by more than \$25 per month, up to a maximum annual increase of \$300 per year. While unrepresented workers could face skyrocketing healthcare costs, our premiums are capped by our collective bargaining agreement.

## UNITED ONE VOICE



**By Mike Pharris  
Secretary-Treasurer**



Mike Pharris - we hope all our members enjoyed a safe Fourth of July and take a minute to remember that

all the freedoms that we enjoy as Union members are only possible because we live in the greatest country in the world where our rights are protected. Having written that, please remember to vote and participate in DRIVE to assure that we continue to enjoy all our freedoms. We continue to negotiate with Breakthru Beverage for the first-ever contract with this employer in California and we have filed for an election with the warehouse. We continue to address issues at Bimbo and are looking forward to bargaining a new agreement next year. Farmer Brothers Coffee will be starting negotiations in a few months. Please watch for notices regarding proposal questionnaires. This contract covers most locations on the West Coast. Shop stewards, please remember to respond to your invitation to our annual shop steward meeting and workshop. Happy trails to Mitch Slepico, retiring SGWS DSD sales shop steward, opting for his Teamster pension.

Jason Hodge - at Fort Irwin our fire department started the hiring process with the new contractor Akima and CHG Global and had a July 19 start date. At Talon they have cleaned house on the management side firing 6 managers in one day, so they have put corporate in charge until they hire new management. This is good for our members, and we are already getting grievances and other issues taken care of. At KBR we are putting together our Joint Labor Management committee and will have meeting dates soon. On the organizing side, we reached a stip with Cemex to have an election for the lab techs at Black Mountain Quarry located in Apple Valley. We were able to get recognition for another unit at Valcor Fort Irwin for Army trainers. At First Student Barstow it's been pretty quiet with management working with us and our drivers are off for the summer.

Sean Cover - we have 3 Teamsters working on a battery storage plant in El Centro. The lithium plant in El Centro is on hold now as they have gone to court with the residents that oppose the construction. We sent 2 Teamsters to Coffman for dump truck drivers. We are waiting for dates from Vulcan to negotiate.

Robert Stanley - we had our construction allocation meeting that

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went very well. We have submitted all the changes to the DIR for the master construction agreement. We are waiting on dates for Vulcan Materials, they sent us a 30-day extension. We just signed High Desert Corridor, that's 54 miles of rail from Palmdale to Victorville. We have a converter plant PLA going to be starting up over in Moreno Valley for San Diego Gas and Electric.

Don Henley - Teamsters Local 166 and the Alliance of Health Care Unions are getting ready now for negotiations both locally and national agreement with Kaiser Permanente; our fight is mainly over wages and staffing. Teamsters and all membership of the Alliance need parity on wages and staffing. At Mondelez I had a meeting with management to discuss the new workflow. Management would like to move the warehouse staff to a later shift to stay at their four - 10's and receiving and replenishers to earlier shift to five - 8's. Drivers will stay the same on four - 10's with no changes. We're looking at start times with management.

Eric Hug - at Epic Staffing we are almost done with negotiations, I did an area wage determination and found out they were being underpaid by several dollars an hour, the company agreed to give the members a large hourly pay raise to make up for their mistake. At Five Rivers Analytics, the NLRB just held a vote and all the members voted yes and are now going to join Local 166.

Dan Hernandez - at Costco we are going to start negotiations at the end of August. If you have moved or have never updated your address, please contact the Local to make sure you receive your questionnaire and even your ballot when it's time to vote. The questionnaires were due back July 21. At OmniTrans the recent offer was rejected overwhelmingly. We had a new offer that was being voted on as we went to press with a full recommendation of the bargaining committee. Keolis continues to run smoothly. Thank you to all the stewards for their outstanding work. We do have an arbitration set for the beginning of August on the vacation dump vs. accrual system that was recently implemented into the CBA.

Jose Estrada - SANDAG officially went into effect July 1 with 3 pre jobs and \$9.5 billion in work within the next 5 years. Summer is here, let's get working!

Robert Rios - United Natural Foods members ratified a new three-year agreement and now have pension with the Western Conference of Teamsters Trust Fund along with wages increases, improved rest period language and other working condition language improvements. I would like to thank stewards and committee members Fidel Bonilla and Hector Olvera along with Secretary-treasurer Mike Pharris, Ruben Luna and Local 166 staff for their help. Special thanks to Local 63 Secretary-treasurer Randy Cammack and staff for the use of their meeting rooms. The Union and company are now in the process of drafting a new agreement based on the ratified offer so we can provide all members with a copy of their own CBA. Local 166 along with our IBT divisions are working closely on heat safety concerns to protect our members working indoors as well as outdoors. We are making sure

the employers are abiding by Cal/ OSHA Heat Illness Prevention Guidance and Resources.

## Local 1932 San Bernardino County Public Employees

By Randy Korgan  
Secretary-Treasurer



Teamsters Local 1932 is proud of the many organizing victories that members achieved this year, and they continue this

summer season, but it is crucial to start with the monumental new benefit created recently out of the Teamsters Local 1932 Health and Welfare Trust.

Because of the hard work of so many members throughout the county of San Bernardino, in May 2024 the Board of Trustees for the Teamsters Local 1932 Health and Welfare Trust announced that a post-65 retiree benefit, including coverage for spouses, will now be effective starting January 1, 2025. This is a game changer for our members. This victory was a testament to years of hard work and a recognition of worker power and what can be accomplished when workers come together to tackle tremendous obstacles.

Our members have always deserved quality care for as long as they need it. Costs cannot continue to be a burden, and affordable and quality care is more accessible to receive now because of our collective efforts. When workers organize and band together, many great things can be accomplished. This victory belongs to you, members of Local 1932. When we fight, we win!

Elsewhere, your Union grew! On May 16, the Teamsters Union welcomed 433 new members when Coachella Valley Water District (CVWD) employees voted overwhelmingly to merge their independent association into Local 1932. This landmark vote, the culmination of months of dedicated organizing by district employees, signifies a significant shift in power dynamics at the most prominent water district in Coachella Valley. The employees, who had been increasingly facing disrespect and job insecurity, saw this merger as a crucial step toward meaningful change. "This merger is the result of our collective effort and determination. Over the past months, we have organized through many, many group and 1-on-1 meetings, phone calls, and home visits," shared David Cruz, a 16-year meter and valve tech. "Last month, more than 200 of us showed up at our association meeting to pass a motion demanding that our board allow a membership vote to merge with Local 1932. To their credit, our association board facilitated this merger vote, and now we're ready to build worker power at CVWD and beyond in our industry and region."

The Coachella Valley Water District and other surrounding water districts and authorities are vital in bringing water safely to communities throughout the arid low desert. When you turn that faucet and wa-

ter comes out, it's made possible by thousands of workers operating and maintaining a complex water delivery system. Congratulations, CVWD Teamsters!

On May 23, 34 Shred-it/Stericycle employees in Eastvale won an election for their Union, Local 1932, to be certified by the NLRB. "We're ready to negotiate a contract with guaranteed regular wage increases, protections against unfair treatment, and a pension so we can retire in dignity," said Carlos Ortiz, a driver and eight-year employee. "Hopefully, Stericycle/Shred-it will negotiate in good faith. If they try any more delay tactics, we're ready to fight for what we deserve."

Before the election, one Thursday before their shift, Shred-It drivers, dispatchers, mechanics, and warehouse workers delivered a petition signed by a supermajority of coworkers demanding their employer recognize their Union and begin negotiations immediately. Shred-it/Stericycle refused to recognize the Union, forcing an NLRB election. Instead of sitting down to negotiate how to make Shred-it/Stericycle a better place to work, the company used the six weeks to attempt to confuse people about whether having a Union was good for them and their families.

"These last six weeks, management has cared a lot about how we spend our money," said Charles Love, a shredding specialist and nineteen-year employee. "We're looking forward to negotiating with them to make our routes safer, our hours more manageable, our wages liveable and our healthcare affordable. And we can't wait to be dues-paying Teamsters with a Teamster contract."

Elsewhere, current members are seeing results from strong leadership. In October of 2023, Senate Bill 525, by Senator Durazo of the California State Senate, was signed by Governor Gavin Newsom. SB 525 establishes a \$25 per hour minimum wage for all healthcare workers in California. The bill's original version was supposed to implement the new healthcare minimum wage in June 2024. Still, before Senate Bill 525 was signed in October 2023, the Governor and the legislature amended the bill to give counties an additional six months, allowing counties to extend implementation to 2025.

However, on April 30 our executive board took immediate action, provoking discussions with the county Board of Supervisors. The Local asked for the implementation of the new wage increase to be effective in June 2024. Because of that effort, more than 1,000 Teamsters across the San Bernardino County healthcare system will now see an increase in their hourly wages sooner rather than later. This provides immediate relief for our healthcare workers who have been overlooked despite being on the frontlines of our nation's largest county. We believe San Bernardino County is the only county in California that implemented the increases earlier than required.

"I'm happy with our Union's progress and our board's advocacy. Living paycheck to paycheck is a struggle, but we are more comfortable with this increase. This wage increase has been long overdue," said Angela Kirkindoff, a linen room attendant at Arrowhead Regional Medical Center.

We thank Senator Durazo for authoring SB 525, a positive and long-lasting impact on the lives of many of our members.

Lastly, I encourage all Teamsters across Joint Council 42 to tune in every Wednesday in the Inland Empire for the Worker Power Hour on KCAA. Every week, I host programming that seeks to bring the issues that matter to working families. I'm having a great time hosting Teamsters Advantage Partners, promoting their local businesses and the discounts they offer Teamsters, and having great guests from the community that impact our lives. You can listen to the episodes' backlog by subscribing to the Teamster View podcast feed wherever you get your podcasts! Take care and stay cool this summer, Teamsters!

## Local 495 Automotive Workers

By Damascus Castellanos  
Secretary-Treasurer



Damascus Castellanos: I would like to welcome the Budget Rental Car LAX members to the Local 495 family.

They have already been involved in negotiations of their contract to the fullest extent. Disney Resort negotiations: Our Master Services Agreement includes UFCW, SEIU and Candy Makers unions, we are 13,000 Unionists strong. We have had several bargaining sessions, and the company is intent on avoiding giving our members a proper living wage. We have had several actions at the Disney Resort that have been well attended and have caused the company to be concerned. Our members are more engaged than they have ever been. The members are prepared to do whatever it takes to get a fair contract. Racetrack: The closing of Golden Gate Fields in Northern California went as well as it could. Northern California will try hard to continue horse racing under Golden State Racing Association, we hope they are able to make it happen so good Union jobs can stay in Northern Cal. Let's all remember if you know someone in crisis, please encourage them to call or text the hotline at 988.

Art Carrillo: Congratulations to our members at Sysco Riverside, Hertz HLE and Ryder Truck Rental in ratifying new agreements. We are currently in negotiations with Avis Budget Group LAX Master Agreement and Hertz rental reps. (all airports). Congratulations to this year's Teamsters Local 495 scholarship winners, we wish you all the best and success.

Johnny Espinoza: We've recently ratified contracts for Ryder & Just Tires. We've just concluded negotiations for Aramark which we're voting shortly. Disney negotiations are ongoing as we're looking for a historic pay increase for our members.

Emerson Diaz: We recently ratified a 5-year Ryder agreement as well as a 3-year Just Tires contract. Contract negotiations with Avis/Budget and Hertz rental reps have been ongoing for the last several weeks. Next on the agenda is

proposal meetings for the Hertz master agreement and Waste Management as we prepare for upcoming contract negotiations. Both contracts expire in September. The summer is upon us and I'm hoping you all get a chance to take some time off to enjoy your families.

Albert Bautista: US Foods - our La Mirada location honored San Diego Local 542's extended picket line for a total of 5 days. Local 630 (warehouse) and Local 848 (drivers) collectively shut it down in solidarity with 100% participation. We are currently waiting on scheduled dates to hear two arbitration cases filed on behalf of our fuelers who were unjustly laid off. The fight will continue if the company wants to play their games. It is with deep sadness and heavy hearts that we inform you of the passing of Richard Cuellar, Jr. He was a Teamster at heart who worked alongside many of you from UNFI, to US Foods and then with us at the fleet shop. Sysco Foods-all members should have rolled over with the new medical plan with Labor Alliance. If you have any questions, issues, or concerns please contact them or me. Volkswagen-contract booklets have been passed out for your current agreement. We are glad to announce that Robert Lerma has retired after 30 years of service. We want to wish him the best of luck and enjoy his next chapter in life. Go get it, brother! Vulcan Materials-we are gearing up for upcoming negotiations. This contract will expire in September. Disneyland-we have had several of sessions with the company but still need the company to get serious what our membership needs. We will continue the fight in solidarity with Master Services with additional actions to take to the streets. This is your contract fight you make the Magic at the parks. Disney Teamsters need to get involved, because your participation and actions will make the difference.

Marco Escalante: I am pleased to announce we have ratified a five year deal with Ryder that contains significant wage increases and improved language. We continue heavy negotiations with Avis/Budget as they prepare to make the move to the newly built CON-RAC. Hertz rental reps showed up in numbers for their proposal meet and we have begun negotiations, currently in non-economic discussions with the company. Dollar/Thrifty was successfully organized at Burbank Airport, special recognition goes out to Albert Flores, our 495 organizer. With summer here and temperatures high we are currently keeping a close eye on all our members, please stay hydrated as we enforce all new improved heat and safety language in our new contract with UPS.

Rosendo Cardenas: Ryder-we ratified a 5-year contract with the company, I want to thank the committee for an outstanding job and to all the membership that showed up for the ratification vote. Ryder Fontana-congratulations to Ed Delarosa and Hugo Duenas on their retirement, enjoy your time off, it is very well deserved. Ryder Pomona-congratulations to Paul Carrion on being voted shop steward. Congratulations to all the members whose child received a 495 scholarship for college. Summertime is here and it's a hot one, please remember to stay hydrated.

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Vice-President, Recording Secretary, and three (3) Trustees. These officers will serve a three (3) year term commencing on January 1, 2025, and expiring on December 31, 2027. The Nomination Meeting will be held at 7:00pm on Tuesday, September 3, 2024, at the offices of Teamsters Local 996 at 1817 Hart Street, Honolulu, HI 96819.

To be eligible for election to any office in Local 996, a member must be in continuous good standing and actively employed at the craft within the jurisdiction of Local 996 for a period of twenty-four (24) consecutive months prior to the month of nomination for said office and must be eligible to hold office, if elected. "Continuous good standing" means compliance with the provisions of Article X, Section 5 of the International Constitution, concerning the payment of dues for a period of twenty-four (24) consecutive months, together with no interruptions in active membership in this Local Union because of suspensions, expulsions, withdrawals, transfers, or failure to pay fines or assessments.

In order to be in good standing to nominate on Tuesday, September 3, 2024, the nominator/seconded must have his/her dues paid through the month of August 2024. Members can pay their dues at the Local Union until 5:00 p.m. on September 3, 2024.

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 he 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 if he has monies owing to him by his employer.

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.

The election will be conducted by mail referendum balloting. It is anticipated that ballots will be mailed to the membership on or about September 18, 2024, and all ballots must be received at the Post Office Box set up by the UniLect Corporation no later than 11:00 a.m. on Friday October 18, 2024, the day of the Official Ballot Count. The Ballot Count Process will take place at the Teamsters Local 996 Union Hall located at 1817 Hart Street, Honolulu, HI 96819. One Observer per candidate is welcome. Any member not receiving a ballot in the mail by September 25, 2024, or is in need of a replacement ballot, should contact UniLect Election Services' Duplicate Request Call Center at 1.866.466.6455, no later than 5:00 p.m. on Thursday, October 10, 2024. Operators are available 24/7 throughout the election period. No replacement ballots will be sent out after that date. It is each member's responsibility to ensure

that the Local Union has his/her correct address. If you have moved recently or if you have not received correspondence from the Local Union, or the International magazine, please notify the Local Union of your correct address immediately.

### ★★★ Local 1932 Notice of Nominations & Election of Officers

This is the official notice of scheduled nomination and election for the offices of Secretary-Treasurer (Principal Executive Officer), President, Vice-President, Recording Secretary, and five (5) Trustees. These officers will serve a three (3) year term commencing on January 1, 2025 and expiring on December 31, 2027.

The Nomination Meeting will be held at 10:00 a.m. on September 1, 2024, at Local 1932's Union Hall at 433 N. Sierra Way, San Bernardino, CA 92410.

To be eligible for election to any office in Local 1932, a member must be in continuous good standing and actively employed at the craft within the jurisdiction of Local 1932 for a period of twenty-four (24) consecutive months prior to the month of nomination for said office and must be eligible to hold office, if elected. To be eligible for election to any office in the Local Union, a member must be in continuous good standing in the Local Union, and actively employed at the craft within the jurisdiction of this Local Union, for a period of twenty-four (24) consecutive months prior to the month of nomination for said office and must be eligible to hold office if elected. "Continuous good standing" means compliance with the provisions of the Article

X, Section 5 of the International Constitution, concerning the payment of dues for a period of twenty-four (24) consecutive months, together with no interruptions in active membership in this Local Union because of suspensions, expulsions, withdrawals, transfers, or failure to pay fines or assessments.

So, to be in good standing to nominate on September 1, 2024, the dues through the last month have to be paid by 4:00 p.m. on August 30, 2024.

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/her employer for payment to the Local Union pursuant to his/her 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/her dues directly to the Local Union if he/she has insufficient monies owing to him/her by his/her employer which are subject to his/her checkoff authorization on the date when the employer deducts the dues of other members.

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.

The election will be conducted

by mail referendum balloting. It is anticipated that ballots will be mailed to the membership on or about September 16, 2024, and all ballots must be received in the Post Office Box no later than 9:00 a.m. on October 8, 2024, the day of the Official Ballot Count. The Ballot Count Process will take place at the Teamsters Local 1932 Union Hall located at 433 N. Sierra Way, San Bernardino, CA 92410 beginning at 10:00 a.m. One Observer per candidate is welcome. Any member not receiving a ballot, or is in need of a replacement ballot, should contact Teamsters Local 1932 at (909) 889-8377.

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

### ★★★ Local 2010

Local 2010 general membership meetings are held the second Thursday of the month by Zoom, at 7 p.m.

Local 2010 offices are located at 7730 Pardee Lane, Oakland and 9900 Flower St., Bellflower.

2024 meeting dates are:

Aug. 8

Sept. 12

Oct. 10

Nov. 14

December meetings will be in-person in Oakland and Bellflower at 10 a.m., date to be determined.

## Work Union

## Live Better Work Union

### Local 399 Studio Drivers



By Lindsay Dougherty  
Secretary-Treasurer



June 10 marked the first day of negotiations with the Alliance of Motion Picture and Television Producers (AMPTP) for the

Teamsters Local 399 'Black Book' and Location Manager agreements. Both agreements expire on July 31. For a full update regarding the state of these negotiations, head to [www.hollywoodteamsters2024.com](http://www.hollywoodteamsters2024.com). These negotiations are fought alongside the Hollywood Basic Crafts which includes: IBEW Local 40, LiUNA! Local 724, OPCMIA Local 755 and UA Local 78. Together, the collective memberships covered under these agreements is about 7,600 industry workers with Teamsters Local 399 representing the most in this group.

In this year's negotiations, it was the first time since 1988 that Teamsters and the Hollywood Basic Crafts negotiated joint Motion Picture Pension and Health Plan benefits alongside IATSE. This partnership and collaboration proved extremely beneficial for Hollywood crewmembers as we were able to make sig-

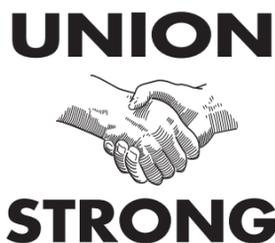
nificant gains while protecting current benefits. A big fight this year was to secure additional residuals which gets paid into our pension and health plan based on the life and success of the programming. Achieving primary market residuals for streaming was a huge win that we believe will secure additional funding. We hope to see these new residuals trigger funding that will allow for us to continue to fight for increased benefits for our members. Throughout these MPIPHP discussions, we were also able to cover the projected additional costs for healthcare without passing any additional costs to our members. Pension improvements were a big priority for our members in this round of negotiations and we were able to secure additional monies into the pension plan based on a three year look back of work. For a full breakdown of the gains made for MPIPHP, please head to [www.hollywoodteamsters2024.com](http://www.hollywoodteamsters2024.com).

In August, we begin negotiations for our Local 399 and Local 817 Casting Directors and Associate Casting Directors with the AMPTP. Our organizing efforts for the Casting Assistants continue and an NLRB election was held in July for Casting Assistants to vote in favor of representation from the Teamsters. This would round out a fully Unionized casting department. The ballots were mailed July 19 and results from the election should be announced on or around August 12.

Teamsters Local 399 continues to also negotiate on behalf of our white paper agreements. These contracts cover many workers for vendors that service the motion picture industry. The past year has been difficult for motion picture

industry workers. With the dual WGA and SAG-AFTRA strikes last year, and the current contraction of the industry, we have not seen the work return at the same pace. This industry has always been cyclical, however the companies restructuring their businesses has caused for a slower than recent season. While we expect to see the work continue to pick-up, we are also prioritizing the fight to expand our California Film and Television Tax Incentive to remain competitive and increase the amount of projects that film here. Last year we were able to extend our current program to 2030, however achieving a larger program will be key in protecting our work here in California. We have recently created a Local 399 Political and Legislative Action Committee. This group will be heavily involved in the fight for our Film and TV Incentive. We will share more actions and events regarding this fight when finalized.

Our Leo T. Reed Scholarship program application window concluded on June 14. Winners were announced in mid-July. Head to [www.ht399.org](http://www.ht399.org) to see this year's winners. We were excited to extend the winning applicants to 20 this year. For more current updates around Teamsters Local 399, follow us on our Facebook, Instagram or Twitter.



## RETIREE CORNER

**SAN BERNARDINO:** Our retirees meet on the 4th Saturday of the month at 10 a.m. at Teamsters Local 166, 18597 Valley Blvd. Bloomington. Our next meeting is Saturday October 26, come early to meet and greet and share coffee and refreshments. For more information contact our Chapter President Deane Horne at 951-564-8706. A final reminder that the annual SCTRA Luncheon is Saturday, August 17, 2024, at Teamsters Local 848, Long Beach. For ticket information contact SCTRA President Phil Zamora at 909-629-2539 or email [fzamora@southern-teamsterretirees.com](mailto:fzamora@southern-teamsterretirees.com).

**LONG BEACH:** Please have a safe summer, our next meeting will be Saturday October 5 at Teamsters Local 848, 3888 Cherry Ave., Long Beach, 9:30 a.m. All retirees are welcome, please join us when you are in the area. For more information call Tony Mosqueda (323)569-9127. Thank God for the Teamsters.

**SAN DIEGO:** Our meetings are August 15, Sept. 19 (our fall luncheon at 11:30), October 17, Nov. 21 and Dec. 19. We meet on the third Thursday of every month at the meeting hall of Teamsters Local 542, 4666 Mission Gorge Pl., San Diego 92120. The meetings begin at 10 a.m. All meetings are preceded by coffee and donuts, starting at 9. The club is open to all retired members of Locals 36 (166), 481, 542 and 683. The

club is partially sponsored by the generous donations of the Locals. Annual membership dues are \$15 per person. We have various speakers throughout the year, monthly raffles, spring and fall luncheons. We hope you will join us. We have a great time. You might see an old friend. John Norman, president of the club, can be reached at [jdnrock542@gmail.com](mailto:jdnrock542@gmail.com) or 619-562-5796.

**MONTEBELLO:** Our condolences to the families of Danny Rodriguez, David Sanchez and Danny Trujillo who passed away, may they rest in peace. We invite all Teamster retirees who live close by to join us at our monthly meetings the 4th Thursday of the month at VFW Post 7734, 9128 Bermudez St., Pico Rivera at 1 p.m. Reminder-our SCTRA annual luncheon is August 17. Deadline to make your reservation to the SCTRA office was July 17. If you have any questions call Phil Zamora (562) 230-4144. Thank God for the Teamsters.

**EL MONTE:** We meet on the 3rd Thursday of the month at VFW Post 8070, 250 E. 1st St., Azusa at 10:30 a.m. Our next meeting is Thursday, September 19. We welcome all Teamster retirees to spend some time with us, we have speakers from time to time, however coffee and donuts always. Any questions please call Chuck Fuller (714) 742-5775.

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de la nominación para dicha oficina y debe ser elegible para ocupar el cargo, si es elegido. Para ser elegible para cualquier cargo oficial en el Sindicato, un miembro debe mantenerse en buen estado continuamente y estar activamente empleado en un oficio dentro de la jurisdicción del Sindicato por un periodo de veinticuatro (24) meses consecutivos previos a la nominación a dicha oficina y tendrá que ser elegible para sostener el cargo oficial en caso de ser elegido. "Buen estado" significa cumplimiento con las provisiones del Artículo X, Sección 5 de la Constitución Internacional acerca del pago de cuotas a la unión por un periodo de veinticuatro (24) meses, ninguna interrupción en su membresía del Sindicato debido a suspensiones, expulsiones, retiros, transferencias, o falta de pago de multas o tasas de evaluación.

Por lo tanto, para estar en buen estado para nominarse el 1 de Octubre, 2024, el nominador debe tener sus cuotas pagadas hasta e incluso de Septiembre 2024. Los miembros tienen hasta las 5 de la tarde el 1 de Octubre, 2024 para pagar sus cuotas.

Todos los miembros cuyas cuotas se paguen hasta el mes previo, al mes en el que se lleven a cabo las nominaciones o elecciones, tendrán el derecho de nominar o votar por el candidato de su preferencia. Ningún miembro cuyas cuotas hayan sido retenidas por su empleador para el pago al Sindicato conforme con su autorización voluntaria prevista en el Acuerdo de Negociación Colectiva deberá ser declarado/a inelegible para nominar o votar por un candidato para cargo oficial en el Sindicato, por demora o incumplimiento de pago de cuotas del empleador al Sindicato. Sin embargo, un miembro que está en la verificación tendrá la obligación de pagar sus cuotas directamente al Sindicato si tiene fondos insuficientes que le debe su empleador y están sujetos a su autorización de cierre en la fecha en que el empleador deduce las cuotas de otros miembros.

Los periodos de desempleo durante el periodo de veinticuatro (24) meses previos a la nominación no se considerarán una interrupción en empleo activo de oficio dentro de la jurisdicción del Sindicato si el nominado activamente busca empleo y se mantuvo disponible para trabajar en dicho oficio y no trabaja fuera del oficio durante dichos periodos de desempleo.

La elección se llevará a cabo mediante votación por correo. Se anticipa que las papeletas se enviarán a la membresía aproximadamente el 22 de Octubre, 2024 y todas las papeletas se deben recibir en la casilla postal a más tardar las 9 de la mañana del 12 de Noviembre, 2024, el día del conteo oficial de boletas. El conteo de votos se llevará a cabo en el Sindicato 186 de Teamsters ubicado en 1534 Eastern Avenue Suite B Ventura, CA 93003. Se puede invitar a un observador por candidato. Cualquier miembro que no reciba una papeleta o necesite una papeleta de reemplazo, debe comunicarse con el Centro de Llamadas de UniLect Election Services al 1.855.240.0363, antes de las 3 de la tarde el 5 de Noviembre, 2024. Operadores bilingües estarán disponibles las 24 horas del día, los 7 días de la semana durante el periodo de elección.

Es responsabilidad de cada miembro de asegurarse de que el Sindicato tenga su domicilio correcto. Si se ha mudado recientemente o si no ha recibido correspondencia del Sindicato o de la revista Internacional, por favor avísele al Sindicato y comuníquese su domicilio adecuado inmediatamente.



### Local 399

Local 399 membership meetings are held in a hybrid format, in-person and Zoom. Upcoming meetings:

October-TBD

Members with questions regarding general membership meetings please email: [businessagent@ht399.org](mailto:businessagent@ht399.org).



### Local 495

General membership and initiation meetings of Local 495 are held at 10 a.m. and 8 p.m. on the second Thursday of the month at 225 N. Barranca St., fourth floor, West Covina CA 91791.

2024 meeting dates are:

October 10  
November 14  
December 12

There are no meetings in July, August and September.



### Local 630 Notice of Nominations & Election of Officers

Notice is hereby given of the nomination and election of the following officers of Local Union 630: Secretary-Treasurer (Principal Officer), President, Vice President, Recording Secretary, and three (3) Trustees. The terms of office for these officers will commence on January 1, 2024, and conclude on December 31, 2027.

Nominations

Nominations will be accepted at a Special Membership Meeting of Local Union 630, to be held on September 3, 2024, promptly at 6:00 p.m., at the offices of Teamsters Local Union 630, located at 750 S. Stanford Ave., Los Angeles, California, 90021-1416. The only order of business shall be nominations of Officers of Local 630.

Eligibility to Nominate and Run for Office

To be eligible to nominate, second, or otherwise participate in the nomination meeting, a member must have all dues paid through August 2024, prior to the close of business at 4:00 p.m. on August 30, 2024.

Nominations must be made and seconded from the floor by members of Local Union 630, in good standing, other than the nominee, with dues paid through August 2024. Nominees must accept nominations at the time made in person, or, if absent, in writing and for only one (1) office.

To be eligible to run for office, a member must have all dues paid through August 2024, and to be eligible for election to any office in Local Union 630, a member must be in continuous good standing in Local Union 630 and actively employed at a craft within the jurisdiction of Local Union 630 for a period of twenty-four (24) consecutive months prior to the month of nomination for said office, and must be eligible to hold office if elected. "Continuous good standing" means compliance with the provisions of Article X, Section 5(c) of the IBT Constitution, concerning the payment of dues for a period of twenty-four (24) consecutive months, which reads in pertinent part, as follows:

*All members paying dues to Local Unions must pay them on or before the last business day of the current month. Membership dues to Local Unions are due on or before the first day of the month and must be paid on or before the last business day of that month. Any member failing to pay his dues at such time shall not be in good standing for such month but may restore such good standing for such month for the purpose of attending meetings, nominating, voting, and participating in affairs of the Local Union by the payment of his delinquent dues prior to said meeting. Payment of such dues after their due date shall not restore good standing status for such month or months in computing the continuous good standing status required by Article II, Section 4, of [the] Constitution as a condition of eligibility for office.*

If, however, a member on withdrawal deposits his card in the month immediately following the month for which it was effective and

pays his dues for both months in a timely manner as provided in Article X, Section 5(c) of the Constitution, such period of withdrawal shall not be considered a break in continuous good standing in the Local Union.

A member on dues checkoff will not lose good standing as a result of a delay or default by the employer in sending dues to Local Union 630 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 Secretary-Treasurer of Local Union 630.

Each candidate may, once prior to the mailing of ballots, inspect a list containing the names and last known addresses of all members of Local Union 630, at the Local Union's office during regular business hours, after first making an appointment with the Office Manager to do so. Such list may not be copied in whole or in part.

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 630, on or about September 20, 2024. Ballots will be counted on October 16, 2024, immediately following the pickup of ballots at the U.S. Post Office at 11:00 a.m., at the offices of Teamsters Local 630, located at 750 S. Stanford Ave., Los Angeles, California, 90021-1416. All ballots must be received at the designated Post Office Box by 11:00 a.m. on October 16, 2024, to be counted. Members who have not received a ballot by September 27, 2024, or who spoil their ballot may request a duplicate ballot by contacting UniLect Election Services' bilingual Duplicate Request Call Center by telephone at 1 (866) 466-6455. Instructions for the completion of the ballot will be enclosed in the ballot package.

Elections rules are set forth in the Bylaws which are available upon request.

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.

Please see box at top of last page for additional details and rules governing Local Union elections.



### Local 630 Notificación de Nominaciones y Elección de Oficiales

Notificación mediante la presente se dará acerca de la nominación y la elección de los siguientes oficiales del Local 630: Secretario - Tesorero (Oficial Principal), Presidente, Vicepresidente, Secretario de Grabación y tres (3) miembros del consejo de administración. El plazo del cargo para los oficiales empezará el 1 de enero, 2025, y concluirá el 31 de diciembre, 2027.

Nominaciones

Las nominaciones serán aceptadas en la Junta Especial de Miembros del Local 630, que se llevará a cabo el 3 de septiembre, 2024, con prontitud a las 6:00 p.m. en la oficina del Local de la Unión de Teamsters 630, localizada en 750 S. Stanford Ave., Los Angeles, California, 90021-1416. El único orden o tema del día será las Nominaciones de los Oficiales del Local 630.

Elegibilidad Para Ser Nominado y Para Postularse como Candidato  
Para ser elegible para nominar, y aprobar por segundo las candidaturas, o de otra manera participar en la junta de las nominaciones, el miembro tuvo que haber pagado todas sus cuotas

hasta agosto, 2024, previo al final del día hábil a las 4:00 p.m. el 30 de agosto, 2024.

Las candidaturas deben hacerse y ser aprobadas por segundo voto por los miembros del Local 630, en buen estado, que no sea el mismo candidato nominado, con cuotas pagadas hasta agosto, 2024. Los candidatos deben aceptar las nominaciones hechas al momento en persona, o si está ausente, por escrito y sólo por un (1) cargo (puesto).

Para ser elegible al presentarse como candidato, el miembro tuvo que haber pagado todas sus cuotas hasta agosto, 2024, y para ser elegible por cualquiera elección a algún cargo en el Local de la Unión 630, el miembro tiene que estar en buen estado continuo en el Local de la Unión 630 y activamente contratado en un puesto o cargo dentro de la jurisdicción del Local de la Unión 630 por un periodo de veinte y cuatro (24) meses consecutivos anteriores al mes de la nominación de dicho cargo, y debe ser elegible llevar a cabo el cargo si es elegido. "Buen estado continuo" significa cumplimiento con las disposiciones del Artículo X, Sección 5(c) de la Constitución IBT, concerniente a los pagos de cuotas por un periodo consecutivo de veinte y cuatro (24) meses, que lee en parte pertinente, como sigue:

*Todos los miembros pagando cuotas a los Sindicatos de la Unión deben pagarlas en o antes del último día hábil del mes actual. Las Cuotas de Membrecía a los Sindicatos de La Unión son pagaderas en o antes del primer día del mes y deben ser pagadas en o antes el último día hábil de ese mes. Cualquier miembro que falta en cumplir con sus cuotas a dicho tiempo no estará en buen estado para tal mes, pero puede restaurar su buen estado por dicho mes con propósito de asistir juntas, nominaciones, votaciones y participando en los asuntos del Local de la Unión mediante el pago de sus cuotas atrasadas antes de la junta. Pago por tales cuotas después de su fecha de pago no restaurará el estatus de buen estado por dicho mes o meses al calcular el estatus de buen estado requerido por el Artículo II, Sección 4 de [la] Constitución como condición de elegibilidad de un cargo o puesto político.*

Sin embargo, si un miembro en periodo de retiro deposita su tarjeta en el mes inmediatamente siguiendo el mes en que fue efectivo y paga sus cuotas por dos meses con prontitud según provisto en el Artículo X, Sección 5(c) de la Constitución, dicho periodo de retiro no será considerado como una interrupción en el estatus de buen estado continuo en el Local de la Unión.

Un miembro en descuento de pagos no perderá su estatus de buen estado como resultado en la demora o incumplimiento atribuible por el empleador al remitir las cuotas al Local de la Unión 630 o debido a la falta del empleador de hacer las propias deducciones del sueldo del miembro en cualquier mes en que el miembro tuvo ingresos de las cuales las deducciones debieran haberse hecho.

A los candidatos potenciales se les motivan que revisan su elegibilidad, y la elegibilidad de quienes los nominarán y de los que aprobarán por voto segundo la nominación, antes de la junta de las candidaturas al someter una petición por escrito al Secretario - Tesorero del Local de la Unión 630.

Cada candidato puede, una vez antes de enviar las papeletas (boletas de votación), inspeccionar la lista conteniendo los nombres y los domicilios más actuales de todos los miembros del Local de la Unión 630, en la oficina del Local de la Unión durante las horas regulares de trabajo, después de hacer una cita con el Administrador de la Oficina. Dicha lista no puede ser copiada por completo o en parte.

La Elección

La elección será conducida por papeletas (boletas de votación) enviadas por correo. Las papeletas

serán enviadas a todos los miembros activos y nuevos aplicantes elegibles para la membresía en Local 630, en o aproximadamente el 2024 de septiembre, 2024. Las papeletas serán contadas el 16 de octubre, 2024, empezando aproximadamente a las 11:00 a.m. en la oficina de Teamsters Local 630, ubicada en 750 S. Stanford Ave., Los Angeles California, 90021-1416. Todas las papeletas (boletas de votación) deben ser recibidas al Apartado Postal designado a las 11:00 a.m. el 16 de octubre, 2024 para ser contadas. Los miembros quienes no hayan recibido una papeleta el 27 de septiembre, 2024 o que haya estropeado la papeleta pueden pedir una papeleta duplicada contactando a UniLect Election Services' al Centro Bilingüe de Llamadas, al teléfono 1 (866) 466-6455. Instrucciones para completar la papeleta será encontrada en el paquete de papeleta.

Las reglas de la elección están establecidas por los Estatutos que están disponibles al ser peticionadas.

Este voto es por boleto secreto. Usted debe marcar su boleto de votación en privado y enviarlo, sellado en el sobre de boleto secreto al Apartado Postal designado, en el Sobre de Respuesta Comercial con timbre prepago proporcionado. No le de su boleto secreto de votación a nadie.

Véase el cuadro al inicio de la última página para detalles adicionales y de las reglas gobernando las elecciones del Local de la Unión.



### Local 896

General membership meetings will be held on Sundays. Branch 3 at 8:30 a.m. and Branch 4 at 10 a.m., at 2050 Lincoln Avenue, Pasadena 91103.

Check Union bulletin boards for meeting information.

During the Branch 3 and Branch 4 membership meetings in May, a vote was approved to go dark for the summer month of August.

September 29 - membership meetings resume.



### Local 911

General membership meetings of Local 911 are held at 7 p.m. the third Wednesday of the month at the Local Union meeting hall located at 9900 Flower St., Bellflower CA 90706.

2024 meeting dates are:

August 21  
September 18  
October 16  
November 20  
December 18



### Local 986

Monthly general membership meetings of Local 986 are held at 7 p.m. at the Local Union meeting hall located at 1430 East Holt Ave. Covina CA 91724.

2024 meeting dates are:

Wednesday, August 7  
Thursday, September 5  
Tuesday, October 1  
Wednesday, November 6  
Tuesday, December 3

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



### Local 996

#### Notice of Nominations & Election of Officers

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

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# Official Teamster Notices & Announcements



## Local 14

### Notice of Nominations & Election of Officers

This is the official notice of the scheduled nominations and election for the offices of Secretary-Treasurer (Principal Executive Officer), President, Vice President, Recording Secretary, three (3) Trustees. These officers will serve a three (3) year term commencing January 1, 2025, and expiring December 31, 2027.

Nominations will be accepted at a special membership meeting of Teamsters Local 14 to be held on November 4, 2024, Monday at 6:00 p.m. in the meeting hall of Teamsters Local 14, 8951 West Sahara Ave. Suite 100, Las Vegas, Nevada. Nominations must be made orally and seconded from the floor of the meeting and no written nominations shall be accepted. Candidates must accept nominations at the time made, either in person or, if absent, in writing, and may accept nomination for only one office.

To be eligible to nominate or second a nomination, a member must have his/her dues paid through October 2024.

To be eligible to be nominated and stand for election as a candidate a member must be in good standing in Local 14 for twenty-four (24) consecutive months prior to nomination and been actively employed at the craft within the jurisdiction of Local 14 for a period of twenty-four (24) consecutive months prior to the month of nomination and who is otherwise eligible to hold office if elected, is eligible to be nominated for office. Good standing for twenty-four (24) consecutive months means that dues must have been paid on or before the last business day of the month for twenty-four (24) consecutive months prior to nomination, with no interruptions in active membership in Local 14 because of suspensions, expulsions, withdrawals, transfers or failure to pay fines or assessments.

To be eligible to vote in the election, a member must have his/her dues paid through the month of November 2024. Members have until 4:00 p.m. on Friday, December 13, 2024, to self-pay any back dues or fees at the Local Union office to restore and/or maintain their good standing status in order to have their votes counted on December 18, 2024. Members who have signed up for dues checkoff will have their dues deducted in the usual manner. If you have been on a layoff, disability, work-related injury or have not received a paycheck and dues have not been deducted, you are responsible for the dues payment for that month.

The election will be conducted by mail referendum balloting. Ballots will be mailed to the membership on Wednesday, November 27, 2024 and all ballots must be received in the designated Post Office Box by 10:00 a.m., December 18, 2024 in order to be counted on December 18, 2024. Observers are welcome but must submit a written request to observe in advance to the Local 14 office. Any member not receiving a ballot by December 4, 2024, should immediately contact UniLect Election Service's toll-free bilingual line at 1 (866) 466-6455, which shall be open 24/7 throughout the election period.

It is each member's responsibility to ensure that Local 14 has his/her correct address. If you have moved recently, or if you have not received correspondence from Local 14 within the past three (3) months, please notify the Local 14 office of your correct address immediately.

Since the nominations and election will be governed by the International Constitution and the Local 14 bylaws,

it is strongly suggested that all members familiarize themselves with the applicable provisions in those documents, which are available upon request. Also, it is advised that all members review the "Nomination & Election Rules for Local Union Officer Elections" that is printed on the back page of this edition of the Joint Council 42 newspaper.



## Local 166

Year 2024 general membership meetings of Local 166 are held as follows:

Meetings at Bloomington headquarters are held at 7:30 p.m. on:

August 8  
September 12  
October 10  
November 14

San Diego area meetings are held at the offices of Local 542 at 2 p.m. on:

September 14

December holidays meetings are as follows (exact location and time to be determined):

Barstow - Dec. 2  
Indio - Dec. 3  
San Bernardino - Dec. 5  
San Diego - December 7



## Local 186

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



## Local 186

### Notice of Nominations & Election of Officers

This is the official notice of scheduled nomination and election for the offices of Secretary-Treasurer (Principal Executive Officer), President, Vice-President, Recording Secretary, and three (3) Trustees. These officers will serve a three (3) year term commencing on January 1, 2025 and expiring on December 31, 2027.

The Nomination meeting will be held at 5:00 p.m. on October 1, 2024, at the offices of Teamsters Local 186 at 1534 Eastman Avenue, Suite B, Ventura, CA 93003.

To be eligible for election to any office in Local 186, a member must be in continuous good standing and actively employed at the craft within the jurisdiction of Local 186 for a period of twenty-four (24) consecutive months prior to the month of nomination for said office and must be eligible to hold office, if elected. "Continuous good standing" means compliance with the provisions of the Article X, Section 5 of the International Constitution, concerning the payment of dues for a period of twenty-four (24) consecutive months, together with no interruptions in active membership in this Local Union because of suspensions, expulsions, withdrawals, transfers, or failure to pay fines or assessments.

In order to be in good standing to nominate on October 1, 2024, the nominator/second must have their dues paid through September 2024. Members can pay their dues at the Local Union until 5:00 p.m. on October 1, 2024.

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

## NOTICE ALL MEMBERS!

### NOMINATION & ELECTION RULES FOR LOCAL UNION OFFICER ELECTIONS

The following nomination and election rules for officers' elections apply to all local unions. See your local union notice for time, date, place and further details.

Unless otherwise provided for in a Local Union's By-laws, nominations for Local Union Officers shall be made orally from the floor at the nominations meeting by a member in good standing by motion seconded by a member in good standing. Candidates must accept nomination at the time made, either in person or, if absent, in writing and may accept nomination for one office only. A member eligible to nominate candidates shall be entitled to nominate one (1) candidate but only one (1), for each office open. Prospective candidates shall be entitled to nominate one (1) candidate but only (1), for each office open. Prospective candidates may not nominate themselves or second their own nominations. Only candidates who have been properly nominated and have accepted nomination are eligible for office since the International Constitution does not permit write-in votes.

To nominate a candidate or otherwise participate in the nomination meeting, your dues must be paid up through the month prior to the month in which the nomination meeting is held.

Prospective nominees are advised to verify in advance of the nomination meeting, their eligibility and the eligibility of their nominators and seconders.

Unless otherwise noted in your Local Union's By-laws,

every member in good standing in accordance with the International Constitution and the Local Union By-laws, who has been in good standing in the Local Union for twenty-four consecutive months prior to nomination and who has been actively employed at the craft within the jurisdiction of the Local Union for a period of twenty-four (24) consecutive months prior to the month of nomination and who is eligible to hold office if elected, is eligible to hold office. Good standing for twenty-four consecutive months means that dues must have been paid on or before the last business day of the month for twenty-four consecutive months prior to nomination, with no interruptions in active membership in the Local Union because of suspensions, expulsions, withdrawals, transfers or failure to pay fines or assessments.

In the event only one candidate is nominated for any office, or in the case of trustees, where the number of candidates nominated does not exceed the number of vacant offices, the nominees shall be declared duly elected at the nomination meeting, effective as of the conclusion of the term of the previous incumbent.

In walk-in ballot elections the Local Union shall provide for a system of absentee voting by mail only upon application to

the Secretary-Treasurer not less than five (5) days prior to the dates set for election. The application shall contain the grounds for the request for an absentee ballot. Absentee ballots shall be valid only if received by noon of the day on which the polls close. Only members who are ill, absent from the city or town where they are normally employed at the time of voting because of vacations or on employment tour of duty are eligible to receive absentee ballots. The Local Union may permit additional reasons for absentee balloting, so check your Local Union Notice of Election.

Elected officers of the Local Union shall, by virtue of such election, be delegates to Joint Council 42 as well as to any convention of any subordinate body which may take place during their term of office. Elected local union officers shall be delegates to such conventions in the order of priority set forth in Article III, Section 5(a)(1) of the International Constitution or as set forth in the Local Union Bylaws.

The Constitution of the International Union and your Local Union Bylaws are available upon request from your Local Union. BE SURE TO READ YOUR LOCAL UNION NOTICE OF NOMINATION OR ELECTION AND THE INTERNATIONAL CONSTITUTION AND YOUR LOCAL UNION BYLAWS.

## ¡AVISO A TODOS LOS MIEMBROS!

REGLAS DE LAS NOMINACIONES Y ELECCIONES PARA LOS ELECCIONES DE OFICIALES DE UNIÓN LOCAL. Las siguientes reglas de nominación y elección para las elecciones de oficiales, aplica solamente para todos los locales de unión. Vea el aviso de su local de unión para la hora, fecha, lugar, y para mas detalles

Las nominaciones para los puestos oficiales de su Local de Unión deben de ser hechas oralmente desde el piso en donde se lleve a cabo la asamblea miembro que este en bienestar con la Unión y secundado por un miembro que este en bienestar con la Unión. Los candidatos deben de aceptar la nominación en el momento en que la misma es hecha, en persona, o si esta ausente por escrito y solamente puede aceptar a la nominación de un puesto. Un miembro elegible para nominar candidatos tendrá el derecho de nominar un (1) candidato y solamente (1) por cada puesto abierto. Los candidatos prospectivos tendrán el derecho de nominar a un (1) candidato, pero solamente uno (1) para cada puesto abierto. Los candidatos prospectivos no se pueden nominarse ellos mismos ni secundar su propia nominación. Solamente aquellos candidatos que hayan sido propiamente nominados y que hayan aceptado su nominación serán elegibles para aceptar un puesto ya que la Constitución Internacional no permite votos por escrito.

Para nominar un candidato o participar en la asamblea de las nominaciones su cuotas deben de estar pagadas por el mes antes de que se lleve a cabo la asamblea.

Los respectivos aspirantes deben verificar con anterioridad a la asamblea de las nominaciones su elegibilidad y la elegibilidad de aquellos quienes las nominan y a los que secundan la nominación.

Si no hay otro aviso en el boletín de los puestos oficiales de

su Local de Unión, todo miembro que este activo de acuerdo con la Constitución Internacional y los Reglamentos de su Local de Unión y ha estado en bienestar con su Local de Unión por 24 meses consecutivos antes del mes de las nominaciones y que ha trabajado por un periodo de 24 meses consecutivos como miembro y bajo la jurisdicción del Local de Unión, es elegible para asumir un puesto si el elegido. Estarán en bienestar con su Local de Unión por un periodo de 24 meses consecutivos significa que las cuotas deben haber sido pagadas en o antes del último día de negocio del mes por un periodo de 24 meses consecutivos con anterioridad a la nominación sin ninguna interrupción el la membresía activa en el Local de Unión por causa de suspensión, expulsado, retiros, transferencia o faltar en pagar multas o cargos. En el evento que un solo un candidato haya sido nominado para un puesto o en el caso de un fideicomisario, en el que el número de candidatos no exceda el número de puestos vacantes, los nominados serán declarados elegidos en la asamblea de las nominaciones efectivo al concluir la candidatura del candidato anterior.

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

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

Los oficiales elegidos del Local de la Unión deberán, por virtud de tal elección, ser delegados a Concilio 42 de los Teamsters así como a cualquier convención de cualquier cuerpo subordinado que pudiera tener lugar durante su posición del puesto. Los oficiales del local de la unión serán delegados a tales convenciones en el orden de prioridad asentado en el Artículo III, Sección 5(a)(1) de la Constitución Internacional o como está asentado en los Estatutos del Local de la Unión.

La Constitución de la Unión Internacional y los Estatutos del Local de la Unión están disponibles al pedirlos a su Local de la Unión.

ESTE SEGURO DE LEER EL BOLETÍN DE SU LOCAL DE UNIÓN SOBRE LAS NOMINACIONES O ELECCIÓN, Y LA CONSTITUCIÓN INTERNACIONAL Y SUS REGLAMENTOS DE SU LOCAL UNIÓN.

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 their dues directly to the Local Union if there are insufficient monies owing to the member by their employer which are subject to checkoff authorization on the date when the employer deducts the dues of other members if she/he has monies owing to him/her by his/her employer.

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.

The election will be conducted by mail balloting. It is anticipated that ballots will be mailed to the membership on or about October 22, 2024, and all ballots must be received in the Post Office Box no later than 9:00 a.m. on November 12, 2024, the day of the Official Ballot Count. The Ballot Count Process will take place at the Teamsters Local 186 Union Hall located at 1534 Eastern Avenue, Suite B, Ventura, CA 93003. One Observer per candidate is welcome. Any member not receiving a ballot, or is in need of a replacement ballot, should contact UniLect Election Services' Duplicate Request Call Center at 1.855.240.0363, by Tuesday, November 5, 2024. 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.



## Sindicato 186 Aviso de Nominaciones y Elección de Oficiales

Este es el aviso oficial de la nominación y elección programada para las oficinas del Secretario-Tesorero (Oficial Ejecutivo Principal), Presidente, Vicepresidente, Secretario de Registro y tres (3) Fideicomisarios.

Estos oficiales desempeñarán su cargo por un periodo de tres (3) años a partir del 1 de Enero de 2025 hasta el 31 de Diciembre de 2027.

La Reunión de Nominación tomará lugar el 1 de Octubre, 2024 en las oficinas del Sindicato de Teamsters 186 en el domicilio 1534 Eastman Avenue Suite B, Ventura CA 93003 a las 5 de la tarde.

Para ser elegible para la elección a cualquier cargo oficial en Sindicato 186, un miembro debe estar en buen estado y trabajar activamente dentro de la jurisdicción del Sindicato 186 por un periodo de veinticuatro (24) meses consecutivos previos al mes

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## Moving? LET US KNOW

August 2024

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

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

Name \_\_\_\_\_  
New Address \_\_\_\_\_  
City \_\_\_\_\_  
State \_\_\_\_\_ ZIP \_\_\_\_\_ Local Union \_\_\_\_\_  
Email \_\_\_\_\_  
Last 4 digits of Social Security # \_\_\_\_\_  
Employer \_\_\_\_\_  
Are You Retired? YES \_\_\_\_\_ NO \_\_\_\_\_

Old Address Here